

Voice of Rail Engineers

Official Organ of

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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NOTICE

CGB MEETING & 46TH ALL INDIA ANNUAL CONFERENCE, IRTSA TO BE HELD AT LUCKNOW ON 9TH & 10TH DECEMBER, 2011

It is hereby notified that *CGB Meeting & 46th All India Annual Conference of IRTSA shall be held at LUCKNOW on 9th & 10th December 2011.*

Meeting of CEC, IRTSA shall also be held in conjunction with the CGB as per following programme.

All the Member of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to please attend the meeting(s) positively, along with maximum number of other active members and Sub-unit Secretaries etc.

AGENDA

1. Inauguration
2. Address by President IRTSA
3. a) Report of Activities by General Secretary
b) Report on Account by Treasurer.
4. Report by Zonal Secretaries & CEC Members.
5. Seminar on "*Role of Engineers in improving Safety & Efficiency on the Railways*".
6. Constitutional Amendments, if any.
7. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.
b) Resolutions of Demands & Line of Action.
8. Election of CEC, IRTSA.
9. Any other point with the permission of the Chair.

VENUE: N.RLY, STS CLUB (EUROPEAN INSTITUTE) CHARBAGH, LUCKNOW.

RESIDENTIAL ACCOMMODATION:

i) STS CLUB (EUROPEAN INSTITUTE), CHARBAGH, LUCKNOW

ii) APPRENTICE ENGINEERS' HOSTEL, CHARBAGH, LUCKNOW

CHAIRMAN: Er. B.D.Mishra,

CONVENOR: Er. S. Rahman, Zonal Secretary/IRTSA

CO-CONVENORS: Er.P.K.Shukla, Er.K.K.Srivastav,

Er.Anoop Bajpai

All the Member of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to please attend the meeting(s) positively, along with maximum number of other active members and Subunit Secretaries etc.

MAIN DEMANDS

1. Recognition of IRTSA
2. a) Grade Pay of ₹ 4800 to JE, CMA-II & DMS
b) GP of ₹ 5400 to SSE, CMS, CDMS & Sr Engr/IT
c) Pre-revised Scale of ₹ 7450-11500 to CMA-I
3. Upgrading of posts of SSE, CMS, CDMS, Sr.Engr/IT to Group 'B'
4. Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C'
5. a) Incentive or Hon. to Technical supervisors & other Technical cadres in Sheds & Open Line Depots
b) Design allowance / PCO allowance to Design and Drawing Engineers.
c) PCO Allowance to C & M, IT (EDP) & Store Engineers & other left out Technical Cadres.
d) Revision of Rates of Incentive Bonus – w.e.f 1.1.2006
6. Integrated Seniority be considered for same Grade Pay for Running Staff as for Technical Supervisors - for selection for promotion from Group C to Group B.
7. Removal of drawbacks in MACPS & acceptance for:
a) Counting of Training Period for MACPS.
b) Upgradation under MACPS in the cadre hierarchy.
c) LDCE be considered as entry grade for MACPS.
d) Upgrading under MACP to all JEs & SSEs (design & Drawing) Considering Entry Grade pay as Rs.4200 & Rs.4600 respectively.
8. Additional increment for loss due to the postponement of increment from February to June.
9. Parity in Fixation of Pay of Promotees & Direct Recruits.
10. Exemption of all Allowances from Income Tax.
11. Improvement of working conditions of Engineers & other Technical Staff on the Open Line.
12. Filling up of all vacancies as per sanction.
13. Sanction of posts for additional workload and for new assets.
14. Re-designation of CMT & Stores Engineers at par with Technical supervisors.
15. Separate Rest Houses / Clubs for Technical Supervisors.

**RAIL ENGINEERS OBSERVED
PROTEST DAY ALL OVER INDIA IN OCTOBER, 2011
- FOR NEWS & PHOTOS SEE INSIDE**

Be a part of the movement which sets the standards for proposed salaries, benefits and working conditions for Rail Engineer and strives consistently to achieve them

Voice of Rail Engineers – (Previously Published as "*THE RAIL SUPERVISOR*")

Editor-in-Chief: Er. Harchandan Singh, GS / IRTSA

Central Head Quarter: 32, Phase-6, Mohali, Chandigarh – 160055

Email gsirtsa@yahoo.com Multifarious Website www.irtsa.net

Chairman Editorial Board, Er. M. Shanmugam, President / IRTSA

Manager: **K.V.Ramesh**, G3 – Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai – 600082. Mobile:09003149578. Email: rameshirtsa@yahoo.co.in.

"SUCCESS COMES TO THOSE WHO BELIEVE"



EDITORIAL

PROMOTIONAL PROSPECTS OF TECHNICAL SUPERVISORS ON RAILWAYS - THE MISSING ELEMENT OF MOTIVATION

'Motivation is the driving force by which humans achieve their goals. Employees in any organization need something to keep them working. Just working for salary is not enough for employees to stay at an organization. An employee must be motivated to work for a company or organization. If no motivation is present in an employee, then that employee's quality of work or all work in general will deteriorate. Motivation is the force that initiates, guides and maintains goal-oriented behaviors' - *Experts*.

Pay, perks and promotion – are the three basic elements of motivation – besides the status and work environment. In India, the first two (i.e. the Pay & Perks) are determined by the Pay Commissions for Central (and State Government) employees – set up once in about ten years. All other elements (i.e. Promotional Policy, Status and Work Environment etc) are determined by the respective Ministries and Departments – even though some guidelines are issued about the same, by the Nodal Ministries of Finance and Personnel.

Sixth Pay Commission provided varied degrees of job satisfaction to the employees – depending upon the relative benefit improvement in their Pay, Perks – which was almost in an ascending order – (especially for those in higher three brackets of PB – 3, PB – 4 and above). But the Senior Technical Supervisors (especially the SSE) – got a very raw deal from Sixth Pay Commission - which has greatly demotivated them all over the Indian Railways.

Worst part of the problem is that the Technical Supervisors (especially the SSE) do not have even the minimal of the promotional prospects. Less than 2% of them are able to rise to the Group B level and only a quarter of them reach the Senior Scale or the Group A. Rest all join in Group C and retire in Group C – getting just one promotion from JE to SSE in case of Diploma Holders and not even a single promotion in case of Engineering Graduates – who join as SSE and will retire as SSE. Similar is the condition with the CMAs & CMS and the DMS & CDMS.

The Railway Board had added insult to injury in a recent meeting of CRC (Cadre Restructuring Committee) – wherein it proposed an upgrading of just 5% of the posts of JEs to SSEs. Just about the same was the proposal for upgrading of posts of CMAs to CMS and those of DMS to CDMS. (See Table below).

This was in spite of the fact that much higher percentage of posts was already existing in the apex Group C grade of some other categories – including the Traffic Controllers and even the non-Safety and non- technical category of Commercial Inspectors.

All this is so demoralizing that many Technical Supervisors – especially the Engineering Graduates are already leaving the Railways or on the verge of doing so as early as possible. All are so badly demoralized that they are bound to lose their initiative and “extra” efforts to keep the wheels running.

Already there are strong voices to “Work-to-Rule”, if the things do not change early in respect of long-pending demands for improvement of grade pay, avenues of promotion and status of Technical Supervisors, CMAs, CMS, DMS & CDMS.

According to the census of Central Government Employees published by Ministry of Labour and Employment -The overall ratio of Gazetted to Non-Gazetted employees was as such 1:20. In Ministry of Railways, ratio, however, was 1:114, in spite of higher nature of duties and responsibilities, Safety norms & modernisation.

In Group A & B, large number of Posts have been upgraded over the years to ensure the career planning of the Officers in those cadres, but no such upgrading had been allowed in case of SSE, CMS & CDMS – to improve their promotion prospects or on account of increase in their duties & responsibilities due to the present day requirements of the Railways.

All these are impediments in effective execution policies & plans at grassroots level. This is bound to have an adverse impact on the efficiency and safety on the Railways.

It is, therefore, imperative that combined cadre restructuring be done for Group - A, B and C on Railways - both in order to meet with the present day requirements of higher grade posts as well as to provide adequate promotional incentive especially in the Technical Departments on the Railway.

Cadre Restructuring for Technical Supervisors, C&M Staff & Stores etc (Existing & proposed by IRTSA & Proposed by Rly Board in CRC meeting on 17-9-2011)				
Category	Designation & Grade Pay	Present Cadre distribution	%age Proposed By IRTSA	Proposed %age by Railway Board
Technical Supervisors	JE-II & I (Rs.4200)	26 + 24 = 50%	15%	45%
	SE & SSE (Rs.4600)	29 + 21 = 50%	85%	55%
Drawing / Design Staff	JE-I & II (Rs.4200)	25 + 30 = 55%	15%	50%
	SE & SSE (Rs.4600)	15 + 30 = 45%	85%	50%
DMS	DMS (Rs.4200)	10 + 30 = 40%	15%	45%
	CDMS (Rs.4600)	30 + 30 = 60%	85%	55%
C & M Staff	CMA (Rs.4200)	30%	15%	25%
	CMS (Rs.4600)	70%	85%	75%
Traffic Controllers	Traffic Controllers (Rs.4200)	15%	At par with Tech Suprs	10%
	Traffic Controllers (Rs.4600)	85%		90%

RAILWAY BOARD'S ORDERS**1. Sub: Payment of Composite Transfer Grant.**

Board's letter No. F(E)/2010/AL-28/46 dated 26.5.2011 (RBE No.76/2011)

Representations have been received from various quarters for doing away with the condition of production of documentary evidence for transportation of personal effects from one station to another for admissibility of 100% CTG, where transferee/retiree submits self declaration of having transported personal effects by own means, without availing of the facility of Kit Pass, VPU and Goods/Container.

The matter has been examined and it has been decided by the Board that henceforth:

(i) When transferee/retiree submits self declaration that transportation of personal effects has been made by own arrangement and facility of Kit Pass/VPU/Goods Train/Container has not been availed of, production of documentary evidence of such transportation of personal effects by own arrangement need not be insisted upon, subject to fulfillment of other conditions. Proof of journey/change of residence will however continue to be required. In the cases where Kit Pass has been availed by the railway employee for transportation of personal effects, extant provisions under the rules would continue to be applicable to regulate quantum of Composite Transfer Grant.

(ii) For short distance transfers/settlement after retirement within the same station or to an outstation within 20 Kms., where transportation of personal effects is generally carried out by road, CTG may be granted at prescribed rates, i.e. 1/3rd of Basic Pay on production of documentary proof of change of residence, as a result of transfer/retirement, subject to fulfillment of other conditions.

2. Sub: Amendment to rule 18 of Railway Services (Conduct) Rules, 1966

Board's letter No :E(D&A) 2011 GS 1-3, dated: 11.7.2011 (RBE NO.105/2011)

In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby directs that rule 18 of the Railway Services (Conduct) Rules, 1966, contained in Appendix-I of the Indian Railway Establishment Code-Vol.-I Fifth Edition, 1985 (Third Reprint Edition, 2008) may be amended as in the Advance Correction Slip No.118 enclosed.

Advance Correction Slip No 118

In the Railway Services (Conduct) Rules, 1966, in rule 18:-

1. For sub-rule (3), the following shall be substituted, namely:-
“(3) Where a railway servant enters into a transaction in respect of movable property either in his own name or in the name of a member of his family, he shall, within one month from the date of such transaction, report the same to the Government, if the value of such property exceeds two months' basic pay of the Railway servant:

Provided that the previous sanction of the Government shall be obtained by the Railway servant if any such transaction is with a person having official dealings with him.”

2. Below sub-rule (5), for clause (a) of Explanation I, the following shall be substituted, namely:-

“(a) jewellery, insurance policies the annual premium of which exceeds two months' basic pay of the railway servant, shares, securities and debentures;”

3. REVISED PAY LIMITS FOR ENTITLEMENT OF SCHOOL PASS, SCHOOL CARD PASS AND RESIDENTIAL CARD PASS.

Railway Board's letter No: E(W) 2008/PS 5-1/38, dated 13.10.2011.

Consequent upon the revision of Pay Scales on the basis of decision of the Government on the recommendations of 6th Central Pay Commission, the question of revision of existing entitlements to 'School Pass', 'School Card Pass' and 'Residential Card Pass' under the Railway Servants (Pass) Rules, 1986 (second edition, 1993) has been under consideration of this Ministry.

2. The matter has been examined and in exercise of the powers conferred by the proviso to article 309 of the constitution, the President is pleased to direct that the pay limits for entitlements to School Pass', 'School Card Pass' and 'Residential Card Pass' be revised as per the Advance Correction Slip No.69 attached.

2.1 In all other aspects, the existing provisions of the Railway Servants (Pass) Rules, 1986 (Second Edition, 1993), as amended from time to time shall continue to apply.

(I) Schedule – III: School Pass

Replace rule (i) in column No.3 under school pass with the following :

(i) be issued with the class of pass as indicated below:

Category	Entitlement
1. Group 'A' & B (Gazetted)	I Class 'A'
2. Non-Gazetted employees:	
(i) In GP Rs.4200 and above	Ist Class
(ii) In GP Rs.2800	IInd class 'A'
(iii) In GP below Rs.2800	IInd / Sleeper Class

However, the children of Railway Employee studying in Oak Grove School, Jharpani, who are not ordinarily entitled to Ist class pass, may, as a special case, be issued Ist class passes from their homes to Deharadun at the beginning of the school session and back to their homes at the conclusion of the school session. The above provision equally applies for their up and down journey during authorized vacations. On these occasions, Ist Class Passes may also be issued to the escorts (school teachers) for their up and down journeys.

(II) Schedule – III: School Card Pass

Replace column No.3 under school card pass with the following :

Category	Entitlement
1. Group 'A' & B (Gazetted)	I Class 'A'
2. Non-Gazetted employees:	
(i) In GP Rs.4200 and above	Ist Class
(ii) In GP Rs.2800	IInd class 'A'
(iii) In GP below Rs.2800	IInd / Sleeper Class

(III) Schedule – VI: Residential Card Pass

Replace column No.3 with the following :

Category	Entitlement
1. Group 'A' & B (Gazetted)	I Class 'A'
2. Non-Gazetted employees:	
(i) In GP Rs.4200 and above	Ist Class
(ii) In GP Rs.2800	IInd class 'A'
(iii) In GP below Rs.2800	IInd / Sleeper Class

Note: No attendant is allowed in Residential Card Pass.

Railway Board Orders continued on page-8...

GLIMPSES OF PROTEST DAY OBSERVED ON OCT-2011 BY IRTSA ALL OVER INDIAN RAILWAYS



Central President M.Shanmugam addressing the demonstration held in front of GM's office ICF



CLW Engineers / Technical Supervisors on Procession



Demonstration in front of Sr.CDO office, BBQ, S.Rly



Demonstration at Coaching Yard, Tirupathy



Demonstration at Diesel Shed Gooty



Demonstration at Electric Loco Shed Vijayawada

GLIMPSES OF PROTEST DAY OBSERVED ON OCT-2011 BY IRTSA ALL OVER INDIAN RAILWAYS



Three days' Dharna organized at Rail Coach Factory



Demonstration at EMU Car Shed Moula-Ali



Demonstration at Wagon WorkShop, Guntapalli



Protest day at Mysore Workshop



Protest day at ELS Lallaguda

Rail Engineers!
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GET-TOGETHERS TO COMMEMORATE
THE FOUNDATION DAY OF IRTSA

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106, Suraj Nagar, Jodhpur-342008
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IRTSA MEMORANDUMS TO RAILWAY BOARD**1. Subject: Integrated Seniority for Selection from Group C to Group - B – Comparison of grades of running staff with those of stationary staff for the purpose of promotion / selection Group 'B' posts - Injustice with Technical Supervisors Viz-a-viz Running Staff**

Ref: RBE No: 53-2011, No.E(GP)2005/2/87, dated 25.04.2011

We are constrained to bring to your kind notice the resentment created among the Technical Supervisors / Rail Engineers, on account of Railway Board's orders cited above regarding the revised comparison of grades of Running Staff with those of Stationary Staff including JEs, SSEs and others - for the purpose of promotion / selection Group 'B' posts.

1. The Loco Pilots / Running Staff in the Grade Pay of Rs.4200 in PB-2 have been equated with the SSE in the Grade Pay of Rs.4600 in PB-2 for the purpose of integrated seniority for selection for promotion from Group C to Group-B (70% seniority quota). For the purpose of LDCE (30%) Running Staff in the Grade Pay of Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200.

2. Group-B posts in Technical Departments are being filled up from the different streams, for example in Mechanical Department; there are three major streams (Carriage & Wagon, Diesel, and Workshop) available. These streams are further divided into separate seniority units like Fitter, Welder, General Machinist, Sheet metal Machinist, Carpenter, Black Smith, Painter and Millwright etc. Engineers of Design & Drawing are also included in this pool for integrated seniority for promotion to Group-B.

3. Date of entry to the GP Rs.4600 of Technical Supervisors (pre-revised Rs.6500-10500) is being reckoned for the purpose of computing integrated seniority.

4. Junior Engineers (JEs) with the entry qualification of Diploma in Engineering recruited in the Grade pay of Rs.4200 after getting one promotion reach the Grade Pay of Rs.4600 after long years of service and experience. Senior Section Engineers (SSEs) recruited directly in GP 4600 with the entry qualification of Graduate in Engineering are stagnated in the same entry grade pay of Rs.4600 itself due to non-availability of promotional avenues.. Whereas Loco Pilots with the entry qualification of ITI recruited in the Grade pay of Rs.1900 after getting three promotions and reach the Grade Pay of Rs.4600.

5. Loco Pilots / Running Staff are basically oriented with Traffic rules and HOER. They are categorized as "continuous" category. Whereas JE & SSE are essentially oriented with Technical & Managerial duties and are termed as "Excluded" category. Keeping the two categories whose Duties & Responsibilities are entirely different, in the same pool for the purpose of promotion to Group-B which demands considerable technical as well as managerial expertise itself is erroneous.

6. a) For the purpose of 70% seniority quota selection, Running Staff (in the pre-revised scale of Rs.5500-9000) were equated to the Technical Supervisors in the pre-revised scale of Rs.6500-10500.

b) After the merger due to the implementation of SPCP recommendations employees in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000 were placed in the

Grade Pay of Rs.4200 in PB-2 and employees in the pre-revised scale of Rs.6500-10500 & Rs.7450-11500 were placed in the Grade Pay of Rs.4600.

7. This made the situation of equating the Running Staff in the pre-revised scale of Rs.5000-8000 with the SSE in the pre-revised scale of Rs.7450-11500, giving the running staff a huge undue advantage of three scale up-gradation benefit.

8. For the Technical Supervisors, the above said Railway Board's order greatly diminished the existing slender avenues for promotion. In this scenario for Technical Supervisors will now rarely find a place in the integrated seniority list and hardly ever in the list of selected candidates for Group B.

9. For the purpose of 30% LDCE quota, Running Staff who are in the Grade Pay of Rs.2400 (which is equal to Technician Gr-II) are equated with the JEs who are three grades above. This is totally unjust, illogical and irrational. Equating employees who are three grades lower for the purpose of promotion is against the law of natural justice and be set aside.

10. It is requested that the above cited unjust orders of the Railway Board RBE No: 53 / 2011 dated 25.04.2011, may please be withdrawn and the Integrated Seniority be considered for same Grade Pay for Running Staff as for the Stationary Staff including Technical Supervisors - for selection for promotion from group C to Group B.

Deadlock in CRC due to disappointing proposals by Railway Board**IRTSA submits Memorandums to CRC**

Deadlock had come in the CRC (Cadre Restructuring Committee) on account of vey disappointing proposal by the Railway Board made in a recent meeting of CRC, held on October 17, 2011, – where in Railway Board proposed an upgrading of just 5% of the posts of JEs to SSEs. Just about the same was the proposal for upgrading of posts of CMAs to CMS and those of DMS to CDMS.

As against the uniform demand of 85% by IRTSA in the grades of SSE, CMS & CDMS – the Railway Board had proposed only 55%, 75% and 55% for SSE, CMS & DMS respectively; and just 50% for Drawing & Design Engineers.

IRTSA had submitted Memorandums to Cadre Restructuring Committee (CRC) reg. Cadre Restructuring of posts of Technical Supervisors (JEs & SSEs), Chemical & Metallurgical Staff (CMA & CMS) and Store Staff (DMS & CDMS) and for Drawing & Design Engineers.

(Copies of the Memorandums to Railway Board & CRC have been placed on the Website www.irtsa.net and published in issues of VRE)

IRTSA GROUP STARTED ON FACE BOOK

IRTSA has started IRTSA Group on Face Book to promote greater interaction with the Rail Engineers. General Secretary IRTSA Er. Harchandan Singh is one of the Administrator of the Group and directly replies to the queries by the Members. Er. E. Ramesh of ICF – who started the Group, is the other Administrator. The IRTSA Group is growing fas on Face Bookt.

IR TSA MEMORANDUM TO CRC FOR CADRE RESTRUCTURING OF DMS & CDMS

1. The Stores department performs a significant and major role in all the activities of Indian Railways. These activities are directly connected with train operations and thus contribute for productivity and earnings. These activities also have interface with customers which reflect the image of Indian Railways. 2.

2. All purchases on Indian Railways are centralized through stores Department except for items of petty value. The function of Stores Department is more, as there are thousands of indenters spread over a large geographical area.

(Major Functions & Duties of Stores Dept are explained in the Annexure-I & II). (For Annexure please visit, www.irts.net)

3. Depot Material Superintendents play a vital role in the stores organization as custodian of 230 Stocking Depots over the Railway network to ensure uninterrupted supply of Railway materials and stores. Over 1.8 lakh materials components of various descriptions are stocked in these depots.

4. Over the years, as the Indian Railways were evolving, its purchases have gone manifold both in terms of value and number of items. The technical, industrial and commercial scenario of the country has also changed significantly. During 2003-04 the total procurement of stores items by the Indian Railways were valued at Rs.11,372 crore, it has increased to Rs.27,876 crores in the year 2009-10. Therefore the value of Stores handled by Railways has increased by 145.1% since the previous cadre restructure.

Due to phenomenal growth taking place in all the activities of Railways, integrated materials management and scientific materials management are inevitable, which requires higher proficiency and greater supervision at the level of Depot Material Superintendent. Specializations in the following scientific material management are also necessary.

<ul style="list-style-type: none"> • Strategic Procurement Management • International Purchasing • Inventory Management – Designing & Implementing an Inventory System • Logistics Management • Supply Chain Management 	<ul style="list-style-type: none"> • Just-in-Time and MRP Systems • Computerized Materials Management Systems including e-procurement • Financial Aspects of Materials Management • Sales and Auction management Costs and value engineering
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6. **Existing Cadre Structure for Depot Material Superintendents**

Designation	Pre-Revised Scale	Prior to 2003	Existing Percentage	Revised GP	Percentage distribution after merger
CDMS	7450-11500	5%	10%	Rs.4600	40%
DMS-I	6500-10500	20%	30%	Rs.4600	
DMS-II	5500-9000	35%	30%	Rs.4200	60%
DMS-III	5000-8000	40%	30%	Rs.4200	

7. **DISCREMENATION IN CADRE RESTRUCTURING FROM OTHER INSPECTORIAL STAFF**

Stores Supervisors have much lesser %age of higher grade posts in comparison to other Inspectorial categories (as apparent from the following table)

Pre-Revised Scale of Pay	Traffic Controllers		Loco running Supervisors		Commercial Inspectors		CMT	
	Prior to merger	After merger	Prior to merger	After merger	Prior to merger	After merger	Prior to merger	After merger
7450-11500	37%	85%	65%	100%	30%	62%	37%	70%
6500-10500	48%		35%		32%		33%	
5500-9000	15%	15%			13%	38%	20%	30%
5000-8000					25%		10%	

8. **QUANTUM OF DIRECT RECRUITMENT BE KEPT AT PRE-MERGER LEVEL:-**

a) 20 % posts of DMS-I/CDMS (Rs.6500-10500) were filled up through direct recruitment of Engineering Graduates out of a total of 30% posts of Stores Supervisors in this scale. Quantum of Direct Rect. should not be raised.

b) Pay Scales of DMS-I (Rs.6500-1050) & CDMS (RS.7450-11500) have been merged after Sixth Pay Commission. The total quantum of direct recruitment will increase on the combined strength of DMS & CDMS if the percentage of Direct Recruitment is retained at the existing level of 20%. This will adversely affect the avenues of promotion of the existing staff (DMS) in the lower scales.

9. **Need for combined Cadre Restructuring of Group A, B & C** to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of DMS & CDMS of Stores cadre on Railways.

According to the census of Central Government Employees published by Ministry of Labour and Employment - About 95% of regular Central Government employees were Non-Gazetted. The overall ratio of Gazetted to Non-Gazetted employees was as such 1:20. In Ministry of Railways, ratio, however, was 1:114. The ratio of Gazetted to non-Gazetted in Ministry of Railways should also be improved on par with other Ministries.

10. **It is, therefore, requested that:**

a) Direct recruit %age of DMS & CDMS in Store Cadre to on par with Technical Supervisors Cadre.

b) Total quantum of Direct Recruitment of Engineering Graduates may please be maintained at Pre-Sixth CPC level – depending on the overall redistribution of their posts.

c) Cadre of Stores Supervisors may please be restructured as under:-

Designation & Grade Pay	Present Cadre distribution	Proposed Cadre distribution
CDMS (Rs.4600)	30 + 30 = 60%	85%
DMS (Rs.4200)	10 + 30 = 40%	15%

Railway Board's orders continued from page-6**4. Sub: Clarification on Children Education Allowance.**

Railway Board Letter No: E(W)2008/ED-2/4, dated 28.9.11

Please refer to Railway Board's letter of even number dated 01.10.2008 followed by subsequent letters regarding revised policy instructions / clarifications on Children Education allowance admissible to Railway servants, based on the recommendations of Sixth Central Pay Commission.

2. Now, DOP&T vide office Memorandum No.2101/16/2009 Estt (AL) dated 17.06.2011 has issued certain clarification related to reimbursement of Children Education allowance admissible to Government employees. The same is circulated herewith for guidance of all concerned.

**O.M.No.2101/16/2009 Estt (AL) dated 17.06.2011,
Department of Personnel & Training**

The undersigned is directed to refer to DOP&T O.M.No: 12011/03/2008-Estt(Allowance) dated 02.09.2008 and clarificatory O.M No.12011/16/2009-Estt.(AL) dated 13.11.2009 on the Children Education Allowance (CEA) Scheme, this Department has been receiving references from various Departments seeking further clarifications. The Doubts raised are clarified as under:-

(i) Whether Children Education Allowance would be admissible beyond two children due to failure of sterilization operation.	The reimbursement of Children Education Allowance is admissible only for the first child born after failure of sterilization operation.
(ii) Whether the admissible amount per annum per child (annual ceiling of Rs.15000/-) on account of CEA can be reimbursed in full in the first quarter of the financial /academic year itself.	It is clarified that a Government servant is allowed to get 50% of the total amount subject to the overall annual ceiling in the first quarter and the remaining amount in third and or fourth quarter. Frontloading of the entire amount in the first and second quarters is not allowed. (ii) A Government servant can claim full amount subject to the annual ceiling of Rs.15000/- in last quarter.

5. Sub: Sufficient notice to candidates for attending viva-voce for promotions to Group 'B' post.

Railway Board no: E(GP)2011/2/19, dated 5.10.11

Recently during the course of vigilance investigations carried out in the conduct of a Group 'B' selection held on a Railway, it has come to notice that a very short notice was given to all eligible candidates who had qualified the written examination for attending the viva-voce. This led to allegations from candidates of their not being relieved in time. In view of this it is desired that sufficient notice period may be given to the eligible candidates for attending the viva-voce, held for promotion to Group-B posts.

6. Sub: Revised training modules for Supervisors of Signal & telecommunication Deptt.

Railway Board letter No: E(MPP)/2009/3/12 dated 26.09.2011.

Various Railways have been seeking clarification whether the Training Modules issued vide Board's letter of even number dated 21.12.2009 (RBE No.225/2009) cover only the directly recruited candidates of Supervisors of Signal & Telecommunication Department. It is clarified that the above training modules cover all the supervisors of Signal and Telecommunication department. The revised stage-wise training for the Supervisors of Signal & Telecommunication Department is as follows.

Category	Initial Course (in weeks)		Refresher cum promotional course	
	Signal	Telecom	Signal	Telecom
JE (RRB)	52	52	4	4
JE (LDCE/ Intermediate)	34	34	4	4
SSE	52	52	4	4

PROTEST DAY OBSERVED BY ALL UNITS OF IRTSA FOR EARLY ACCEPTANCE OF LONG-PENDING DEMANDS OF RAIL ENGINEERS

All Units & Sub-Units of IRTSA observed protest day on 19th October, 2011 against non-acceptance of genuine demands of the cadre. All Technical Supervisors / Rail Engineers wore Black Badges / Demand Cards – throughout the day and held demonstrations, rallies, gate meetings during Lunch break and after working hours.

Protest Resolutions were adopted and submitted to the administration and copies thereof were sent to all concerned – at the Railway Board, respective General Managers and HODs etc. – highlighting the growing frustration amongst the Technical Supervisors on Indian Railways due to non-acceptance of their long-pending genuine demands.

CEC IRTSA will soon meet to decide further line of action, if the main demands of the category are not met early.

IRTSA RAISES THE MAJOR ISSUES OF JE AND SENIOR ENGINEERS OF IT CENTRE BEFORE ADDITIONAL MEMBER / IT Rly Bd.

On 28.9.2011, IRTSA office bearers under the leadership of Er.B.Inbanathan, Sr.V.P, met Additional Member/IT and handed over a memorandum during his visit to Chennai.

Er.K.V.Ramesh, Zonal Secretary/IRTSA explained the major issues, like grant of Rs.4800 GP to JEs & Rs.5400 GP to Sr. Engineers, creation of proper cadre structure/strength & avenues of promotion, regular induction of new blood from the open market & proper training to the existing Engineers to update their knowledge, Grant of IT allowance / PCO allowance to IT Engineers since their work is directly related with the production process, etc. Additional Member/IT gave a patience hearing and assured IRTSA delegates to take possible action.

Published by Sri.M.Shanmugam, Central President, IRTSA, on behalf of

Indian Railways Technical Supervisors Association From 4, 6th Street, TVS Nagar, Padi, Chennai – 600050.

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