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## **IRTSA DELEGATION MEETS MOSR INTERACT ON PAY LEVEL OF JE/SSE, CORPORATIZATION OF PRODUCTION UNITS & PRIVATE TRAIN OPERATORS.**

On 19<sup>th</sup> Oct 2019, IRTSA delegates met Sri. Suresh Angadi, Hon'ble Minister of State for Railways at his office in Belgavi, Karnataka. Er.K.V.Ramesh, Sr.JGS/IRTSA, Er.K.L.Vinod Kumar, Zonal Secretary SWR and Er.Manje Gowda President Mysore Workshop represented main issues of IRTSA.

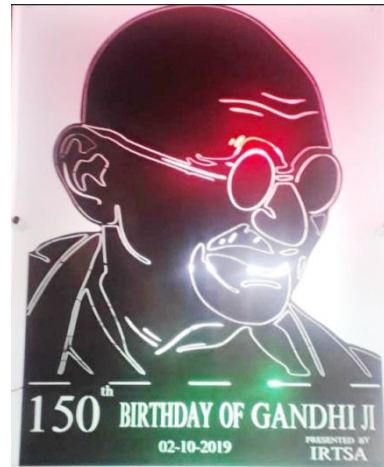


K.V.Ramesh explained one of the main demands of IRTSA, higher Pay Level for Rail Engineers / Technical Supervisors. He drew the attention of MoSR on Railway Board's proposal to empowered committee of secretaries (E-CoS) / Finance Ministry to place 50% of posts of SSE in Pay Level Rs.4800, based on the recommendations of 7<sup>th</sup> CPC in para 11.40.113 pertaining to Technical Supervisors of its report. Since Railways made it as a common proposal along with other categories even though 7<sup>th</sup> CPC recommendation is specific for Technical Supervisors, ministry of Finance replied to Railways that any proposal beyond the recommendations of Pay Commission had not considered and it was decided that other administrative issues specific to individual departments may be examined by the concerned ministries as per allocation of business rules. Office memorandum of Railways sent for the approval of Finance Ministry for upgradation of Grade Pay of JE/SSE after 6<sup>th</sup> CPC was also highlighted to MoSR.

Stagnation of Graduate Engineers in the entry grade, poor promotional avenue of JE & SSE, anomaly in the Pay Level of JE by placing Senior Technicians working under JE in the same Pay Level, etc were explained to MoSR. IRTSA delegates requested MoSR for sending independent proposals by Railways to Finance Ministry for the categories need to be improved in their Pay Level. MoSR was requested by IRTSA to advice Railway Board to send exclusive proposal for Pay Level upgradation of JE & SSE to Finance Ministry.

.....Continued on page-3

## **CELEBRATION OF 150<sup>TH</sup> BIRTH ANNIVERSARY OF FATHER OF NATION BY IRTSA**



150<sup>th</sup> Birth Anniversary of Mahatama Gandhiji was celebrated by IRTSA at AWTI Auditorium, ICF Chennai on 10<sup>th</sup> October 2019. Shri. Rahul Jain General Manager, ICF graced the celebration as Guest of Honour. The function was graced by Shri. K. Balakesari, Former Member Staff Railway Board as Chief

Guest. Shri.G.Rammohan Former CRS Railway Board delivered lecture on "Gandhian Thoughts". Shri. Mohan Raja PCPO ICF graced as Guest of Honour. Er.M.Shanmugam Central President IRTSA made a power point presentation on "Seven Production Units – The Jewels of IR"



Officers, union office bearers and members of IRTSA participated in the celebration in large number.

## **RAILWAY ENGINEERS**

**MARCH TO LUCKNOW, N.RLY**

**FOR 54<sup>th</sup> ALL INDIA CONFERENCE &  
CGB Meet OF IRTSA,**

**ON 10<sup>th</sup> & 11<sup>th</sup> December, 2019**

**TO DISCUSES & HIGHLIGHT DEMANDS  
OF TECHNICAL SUPERVISORS /  
RAILWAYS ENGINEERS**

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

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**"SUCCESS COMES TO THOSE WHO BELIEVE"**



**Editorial**

# **GOVERNMENTS' DECISION ON OPERATION OF TRAINS BY IRCTC – NEITHER PROGRESSIVE NOR PURPOSEFUL**

## **CAG REPORT & STANDING COMMITTEE REPORT STRONGLY CRITICAL OF IRCTC PERFORMANCE**

As a prelude to introduction of passenger train operation by private train operators, Government has entrusted IRCTC (Indian Railway Catering and Tourism Corporation) to operate two trains Lucknow – New Delhi – Lucknow & Ahmedbad – Mumbai – Ahmedbad at par with the standards of Shatabdi Express on Indian Railways time table.

Indian Railways will provide Loco Pilots, Guards, Station Masters, on-board Technical Staff, Pit-Line inspection, POH, IOH & all scheduled Examinations, besides the major infrastructure like P.Way, S&T, Stations, etc. IRCTC will pay concessional haulage charges to the Indian Railways.

IRCTC can fix its own fares. Concessional travels in IRCTC operated trains are not allowed. Ticket checking, catering, luggage & parcel service will be handled by IRCTC. NGeT portal of IR will be used by IRCTC free for on line ticket booking for one year.

Government says that it is a step forward to improve Indian Railways to world standard and to bring in new technology in train operation, but track record of IRCTC speaks against the decision of the Government by its own records.

In 2005 catering business of IR was progressively hived off to IRCTC. From 2010 catering services are provided by IR departmentally, through IRCTC and by engaging outside agencies at stations and in trains.

According to CAG Report on catering services in Indian Railways – 2017, during the joint inspection of selected 74 stations and 80 trains over Zonal Railways, Audit noticed that, Cleanliness and hygiene were not being maintained at catering units at stations and in trains. Unpurified water straight from tap was used in preparation of beverages, waste bins were found not covered, not emptied regularly and not washed, food stuff were not covered to protect them from flies, insects and dust, rats and cockroaches were found in train catering areas.

Unfair practices were being followed in execution of catering services at stations and trains. Bills were not given for the food items served in mobile units in trains. Printed menu cards with tariff for the list of food items sold in the mobile units were not available with waiters and Catering Managers in trains. Food stuff served was less than the prescribed scheduled quantity, unapproved packaged drinking water was sold, Proprietary Article Depot (PAD) items were sold at the railway stations at maximum retail price (MRP) with weight and prices different from the open market and per unit price of food articles sold in railway premises is significantly higher.

Deficiencies in respect of quality of food served were noticed. Articles unsuitable for human consumption, contaminated foodstuff, recycled foodstuff, shelf life expired packaged and bottled items, unauthorized brands of water bottles, etc., were offered for sale on stations.

There is no reduction in the number of complaints over the years. It was also seen that the major share of complaints pertained to overcharging and quality issues.

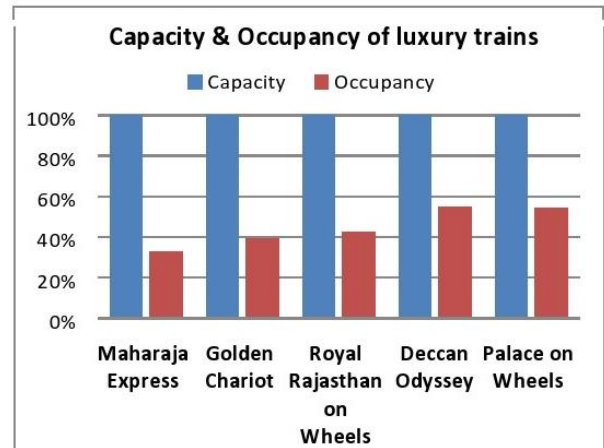
AC Chair Car class is non-loss making class for Indian

Railways. Routes offered for IRCTC Shatabdi trains are already profit making routes and IRCTC may not be able to do anything more except increasing the fare by adding some cosmetic services. On full occupancy condition average earning per passenger for Gomati Express between New Delhi and Lucknow will be Rs.242, for Swarna Shatabdi it will be Rs.846. To earn its own profit IRCTC has to fix rates more than Swarna Shatabdi, which may end up in driving away the Rail passengers to Road.

IRCTC is having same dismal performance in tourism arena also. 18<sup>th</sup> Report of the Standing Committee on Railways on 'Tourism Promotion and Pilgrimage Circuit' has given still worst comment about IRCTC.

IRCTC is not able to utilize the even the small amount of fund allotted to it for tourism over the years, its utilization ranging from 51% to 90%.

Luxury tourist trains operated by IRCTC are turned into white elephant largely due to inefficient management. Deccan Odyssey required to pay Rs.31.1 crore as haulage charge could only earn Rs. 20 crores for the period of three years. Occupancy rate of these luxury trains from the year 2012 to 2017 reveals the poor performance of IRCTC ranging from 32.7% to 54.5%.



Inefficiency & mismanagement is clearly evident from the figures of Maharaja Express. Standing Committee reported that during the preceding five years lowest occupancy percentage of 29.86 was reported in the year 2012-13 and highest 41.58% in the year 2015-16. But all these years complementary travel was granted with no valid reasons. In the year 2013-14 nearly 100 complementary travels were granted with the occupancy of 32.22%. The Committee strongly recommend to discontinue the system of complimentary travel with immediate effect.

IRCTC has not performed well in catering & tourism. In catering & linen management it earned bad name for Indian Railways day in day out. CAG report & standing committee report strongly criticized the performance of IRCTC and it need to travel a long way to improve its performance in catering & tourism. As a Government owned PSE under Ministry of Railways IRCTC has become a classical example of failed Corporatization. Government have valid reasons to reconsider the decision on operation of trains by IRCTC and by private train operators.

**STATUS POSITION OF  
LEGAL CASE OA 1568/2017  
IRTSA Vs UOI in CAT Chennai  
Pleading Higher Pay Level for JE & SSE  
posted on 28<sup>th</sup> January 2020**



**IRTSA meeting with MoSR**

..... Continued from page-1



Hon'ble MoSR gave a patient hearing and interacted with the delegates very warmly and enquired members of IRTSA delegates individually about length of service & number of promotion earned by them, etc. He advised the delegates that, Engineers should put their full efforts to make Indian Railways as world class service provider and cost competitive.

The delegation made appeal to Hon'ble MoSR to reconsider the decision on Corporatization of Production Units of Indian Railways and permitting private passenger train operators to provide passenger service and explained the fear among the Railway men of losing job besides other issues.

**GS IRTSA ADDRESSES RAIL ENGINEERS AT LUCKNOW, N.RLY**

General Secretary IRTSA Er.Harchandan Singh addressed large members of IRTSA at Lucknow Northern Railway. Com. Syia Ram Bajpai, Parton IRTSA presided over the meeting. GS/IRTSA briefed about the activities of IRTSA on the demands of Rail Engineers / Technical Supervisors. He explained strenuous efforts made IRTSA in for achieving 15% incentive for SSE in 7<sup>th</sup> CPC pay and briefed about exhaustive memorandum submitted by IRTSA. He also thanked both the federations for effectively pursuing revision of incentive rates. GS also briefed about legal case being fought by IRTSA at CAT Chennai for higher Pay Level for JE and SSE.

Com. Syia Ram Bajpai Parton IRTSA appealed to Northern Railway Engineers to work hard for the success of 54<sup>th</sup> All India Annual Conference & CGB Meeting of IRTSA to be held at Lucknow.

Er. B.D.Mishra Advisor IRTSA, Er. P.K.Shukla, Sr. Vice President, Er. Vivek Shukla, Jt. Genl. Secy, Er.Akhilesh Vishwakarma, Org Secretary, Er. Ram Avtar Meena, Jt. Secretary, IRTSA, Er. Rajesh Kumar Shukla, Org Secretary and others spoke on the meeting and assured that 54<sup>th</sup> All India Conference & CGB of IRTSA hosted by Lucknow, Northern Railway will be a grand one.

President IRTSA M.Shanmugam briefed the demands of Railway men to Shri. ILA.Ganeshan Hon'ble Member of Parliament & senior BJP leader arising out of Government's proposal on corporatization of PUs & private train operators.

**Er.Krishnasamy IRTSA leader S.Rly retires**

Er.Krishnasamy SSE, Basin Bridge, S.Rly & one of the strong leaders of IRTSA retires from Railway service in the month of October 2019. In the felicitation function held in honour of him Er.M.Shanmugam, Central President, Er.V.P.Abdul Salam Zonal Secretary, S.Rly and many other office bearers and members of IRTSA S.Rly participated.

Sri.Suresh Pillai CRSE, S.Rly & Sri.Shyamdar Ram CWM/GOC graced the function and wished Krishnasamy.

**Er.Sivasamy President/IRTSA S&T Workshop Podanur felicitated on his VR from service.**

Er.Sivasamy, President of IRTSA S&T Workshop Podanur, Southern Railway was felicitated by IRTSA on his voluntary retirement from Railway Service on 10<sup>th</sup> October 2019. V.P.Abdul Salam & K.V.Ramesh participated in the felicitation function held at Podanur. Er.V.V.Girish, Er.Sridharan, Er.Md.Bapputty, Er.T.R.Venugopalan and other members of IRTSA S&T Podanur Workshop felicitated Er.Sivasamy.

**IRTSA Lucknow NR celebrates Engineers day**

## IRTSA'S APPEAL AGAINST CORPORATIZATION OF PUS & PRIVATE TRAIN OPERATORS

IRTSA continuously represents for two vital demands of Railway men which have created a lot of apprehensions and much heartburning about their survival besides possibility of causing serious loss to the nation on the proposals are implemented for Corporatization of Production Units (PUs) of Rolling Stock & allowing private passenger train operators.



Shri. ILA.Ganeshan Hon'ble Member of Parliament & senior BJP leader was apprised on the issue by K.V.Ramesh & B.Saravanan. He agreed to forward IRTSA's memorandum to Hon'ble Minister for Railways, on the "Appeal to reconsider the decision on Corporatization of Production units (PUs) of Rolling Stock and permitting Private passenger train operators to provide Passenger service". Similarly Memorandum was handed over to Com.S.Venkatesan, Hon'ble Member of Parliament at Madurai after briefing about the issue.

## IRTSA S&T WORKSHOP PODANUR CONDUCTS GB & MEETING AT CBE COACHING DEPOT

On 10<sup>th</sup> October S&T Podanur sub unit of Southern Railway conducted its General Body meeting at Kerala Samajam hall. K.V.Ramesh Sr.JGS & V.P.Abdul Salam Zonal Secretary, S. Rly attended the General Body. K.V.Ramesh briefed about the exhaustive memorandum submitted by IRTSA to the incentive revision committee with facts & figures collected by IRTSA through series of RTI applications on revision of Incentive rates & bonus factors and IRTSA's specific detailed justification for continuance of 15% Incentive bonus for SSE on 7<sup>th</sup> CPC basic pay. He also briefed about IRTSA's demand of higher Pay Level for JE & SSE and case filed at CAT Chennai. V.P.Abdul Salam briefed about the meeting of IRTSA office bearers with General Manager, PCME, PCPO and other HODs of S.Rly.

Earlier both of them addressed Coimbatore Coaching Depot Engineers on the main demands of IRTSA pertaining to open line Engineers.

### New office bearers of S&T Podanur Workshop S.Rly

<b>President</b>	Er.T.R.Venugopalan
<b>Vice President</b>	Er.T.Srinivasan
<b>Secretary</b>	Er.V.V.Girish
<b>Asst. Secretaries</b>	Er.J.Renagrajan, Er.S.Sridhar Er.B.Authi Gandhi & Er.Dinesh Kumar
<b>Org, Secretaries</b>	Er.N.Anantha Krishnan Er. I.Arokiaraj & Er.R.Jayakumar
<b>Treasurer</b>	Er.T.J.Maniekarayan
<b>Execu. Members</b>	Er.F.Jeo Christopher, Er.Koshi Abraham, Er.C.R.Mahalingam, Er.P.Raghunath Er.V.Raghunathan, Er.V.Rajeswari, Er.R.Ranganathan Er.K.Robin Paul, Er.Sebastain Daniel, Er.K.R.Suresh & Er.Siyagarajan
<b>Advisors</b>	Er.Md.Bapputty, Er.K.Krishnan & Er.Er.R.Sridharan

## RAILWAY BOARD'S ORDERS

**Highlights of MC No.4/90, Update Sept 2019, No.E(W)2019/FU-I/4, dated 30.09.2019**

**Sub: Staff Benefit Fund (SBF) – Master Circular Updadtion.**

**Per capita contribution to the SBF is Rs.800.**

1. Rs.116 for wards of Railway servants in GP up to Rs.2400 pursuing higher technical / professional education.
2. Rs.110 for girl children of Railway servant in GP up to Rs.2400 pursuing technical / diploma / degree.
3. Rs.100 for male children of Railway servant in GP up to Rs.2400 pursuing technical / diploma / degree.
4. Rs.28 for crèches, arrangements for safety of women railway servants.
5. Rs.32 for recreational facilities, purchase of gym equipment, employees'/wards' holiday camps, study tours.
6. Rs.36 for recreational facilities at Institutes and Clubs.
7. Rs.16 for organizing cultural programmes in colonies, divisions and schools.
8. Rs.120 for immediate financial assistance to Railway servants in accidents and who are in long sick and hospitalized for a long period without any leave to his credit. Rs.10000 funeral charges for death of Railway servants.
9. Rs.30 for sports equipment and importing training at schools, institutes and clubs.
10. Rs.22 for Scouts & Guides activities
11. Rs.36 for indigenous system of medicine including Homoeopathy.
12. Rs.24 for immediate relief in times of crisis arising out of floods, famines, landslide, fire or any other calamity.
13. Rs.50 for assistance to Railway servants / wards in need of special equipment under "The Rights of persons with Disabilities Act 2016"
14. Rs.80 for improvement in holiday homes, rest houses like TV, electrical appliances, etc.

**RBE No.145/2019, No E(NG)II/2018/PR-1/31, dated 02.09.2019**

**Sub: Discontinuation of Direct Recruitment to the posts of Senior Section Engineers (SSEs)**

Attention is invited to Board's letter of even number dated 25.10.2018 (circulated as RBE No.166/2018) conveying Board's decision to provisionally discontinue direct recruitment of SSEs. As mentioned therein this decision was to be reviewed after one year.

Accordingly, the matter has since been carefully considered. It has been decided that the provisional discontinuance of direct recruitment of SSEs as communicated vide Board's letter of even number dated 24.10.2018 be continued for another year beyond 24.10.2019.

**No E(G)I-2019/PM 1/19 (Master Circular) Dated 23.09.2019**

**Sub: Promotion of non-Gaz (Group 'C') staff to non-selection posts – Policy & procedure (Master Circular No.37)**

At present the orders relating to promotion of non-gazetted (Group 'C') staff to non-selection posts are contained in Chapter II - Selection 'B' of IREM, 1989 and also in a number of office circulars/letters issued from time to time. The question of consolidation of the existing orders/circulars has been under the consideration of the Ministry of Railways. They have now decided to issue a consolidated order on the subject as below for the information and guidance of all concerned.

(visit [www.irtsa.net](http://www.irtsa.net) for master circular No.37)



**No E(G)2019 JTI/9 (Master Circular) Dated 22.08.2019**

**JOINING TIME – HIGHLIGHTS OF MASTER CIRCULAR**

- 1) Joining time Railway servant transferred in public interest.
- 2) Not admissible for temporary transfer
- 3) Not admissible for transfer on own request
- 4) **No change of residence - One Day JT leave-** When the transfer is within the same station (same municipality or corporation including suburban) and does not involves change of residence.

**5) Change of station & residence**

Distance between old & new HQ	Joining time
1000 kms or less	10 days
More than 1000 kms	12 days
More than 2000 kms	15 days

6) When the holiday precedes the joining time, there is no need for extending joining time.

7) When the holiday follow the joining time, the normal period of joining time should be deemed to have been extended to cover the holidays.

8) Joining time can be combined with regular leave of any kind or duration except CL.

9) When the full joining time is not availed, balance joining time will be credited to leave account as LAP

10) During the joining time entitled for Pay, DA, compensatory allowances like HRA. Not eligible for permanent travelling allowance.

**Highlights of No E(D&A) 2019 GS1-1 RBE No.167/2019 Dated 01.10.2019**

**Sub: Railway Service (Conduct) Rules, 1966 – Revision of limit for intimation in respect of transaction in sale and purchase of shares, securities, debentures, etc.**

**Ref: CCS Rules 1964 - Revision of limit for intimation in respect of transaction in sale and purchase of shares, securities, debentures, etc. DoPT F.No 11013/6/2018 Estt.A-III, dated 07.02.2019**

Following limit of transaction need to be intimated to the Government.

**Group 'A' and Group 'B' Officers** – If the total transaction in shares, securities or mutual funds scheme etc, exceeds Rs.50,000/- during the calendar year.

**Group 'C' and Group 'D' Officers** – If the total transaction in shares, securities or mutual funds scheme etc, exceeds Rs.25,000/- during the calendar year.

No Government servant shall speculate in any stock, share or other investment.

Intimation may be sent in the proforma, if the total transactions in shares, securities, debentures, mutual funds scheme, etc exceed six month's basic pay of Government servant during the calendar year.

Since shares, securities, debentures, etc. are treated as movable property for the purpose of Rule 18(3) of CCS(Conduct) Rules, 1964, if an individual transaction exceeds the amount prescribed in Rule 18(3), the intimation to the prescribed authority would still be necessary.

**RBE.No.155/2019, No.E(P&A)II-2019/PLB-1, dated 20.09.2019**

**Sub: Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2018-19**

The President is pleased to sanction Productivity Linked Bonus (PLB) equivalent to 78 (Seventy Eight) days wages without any ceiling on wages for eligibility for the financial year 2018-19 to all eligible non-gazetted Railway employees (excluding all RPF/RPSF personnel). Where, wages exceed Rs. 7000/- per month, Productivity Linked Bonus will be calculated as if the 'wages' are Rs. 7000/- p.m.

2. 'Wages' for the purpose of calculating Productivity Linked Bonus shall include 'Basic pay' as defined in the Railway Services (Revised Pay) Rules, 2016 and dearness allowance drawn during the financial year 2018-19. Other conditions of eligibility, method of calculation of wages, etc., as prescribed in this Ministry's instructions and clarifications issued from time to time, shall remain unchanged.

3. It has also been decided that in the case of eligible employees mentioned in Para 1 above who were not placed under suspension, or had not quit service/retired/expired during the financial year 2018-19 or were on leave where leave salary admissible is not less than that admissible on leave on average pay, may be paid an amount of 17,951/- towards Productivity Linked Bonus for the financial year 2018-19. In the case of employees other than those mentioned above, the amount of Productivity Linked Bonus may be calculated in accordance with the extant instructions on the subject.

4. Further, in relaxation to the provisions in Rules 905(2), 908 and 909 of State Railway Provident Fund Rules, as contained in Chapter 9 of R-I/1985 edition (2003 Reprint edition), such of the subscribers to the SRPF as arc entitled to Productivity Linked Bonus may, if they so desire, deposit the whole or part of the amount admissible under the Scheme in their respective State Railway Provident Fund Accounts.

5. Disbursement of Productivity Linked Bonus for the financial year 2018-19 to all eligible non-gazetted Railway employees mentioned in Para I above should be made on priority in the-same mode as payment of salary before the ensuing Puja/Dussehra holidays.

**R.B.E. No. 153/2019, No. E(NG)1-2019/TR/11, dt 20.09.19**

**Sub: Forwarding of one-way own request transfer application to other Divisions/Railways.**

It has come to the notice of Board that a large number of inter-Railway/Inter Division one-way transfer requests are being forwarded by some of the Zonal Railways for NOCs without assessing the feasibility of relieving such staff on receipt of NOC. This causes unnecessary building up of expectations regarding their imminent sparing among such employees and puts avoidable pressure on the Railway administration.

2. Considering the above, Railways may ensure that henceforth only such Inter Railway transfers requests be forwarded where there is reasonable possibility of relief in case of acceptance by the railway to which transfer is sought While doing so, various factors like number of staff likely to be inducted in the cadre by way of departmental promotions/Inter-Railway Transfer from other Railway/Divisions and through RRB indents should be kept in view so that once NOC is received, the concerned employee can be relieved early.

**Readers, Zones & Sub-units - Please send Annual Subscription for "Voice of Rail Engineers" to**

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**HIGHLIGHTS OF DOPT O.M.****NO. 35034/3/2015-ESTT.(D), DATED 22.10.2019****SUB:- CONSOLIDATED GUIDELINES REGARDING MODIFIED ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES.**

1. Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before.
  2. In the new Pay matrix, the employees will move to the immediate next Level.
  3. A Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme.
  4. Cases maturing during the first-half of a particular financial year (April-September) shall be taken up in the first week of January. Similarly, in the first week of July the cases that would be maturing during the second-half of the financial year (October-March) shall be taken.
  5. The MACP Scheme continues to be effective from 01.09.2008.
  6. The financial upgradations under the MACPS would be admissible up-to level 15 in the Pay Matrix.
  7. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme.
  8. No further fixation of pay at the time of regular promotion if it is in the same pay level as granted under MACPS.
  9. However, at the time of actual promotion if it happens to be in a post carrying higher pay level than what is available under MACPS, then he shall be placed in the level to which he is promoted at a cell in the promoted level equal to the figure being drawn by him on account of MACP. If no such cell is available in the level to which promoted, he shall be placed at the next higher cell in that level.
  10. Promotions earned/upgradation granted under the MACPS in the past to those grades which are in the same Level in the Pay Matrix due to merger of pay scales/upgradations of posts recommended by the 7th CPC shall be ignored for the purpose of granting upgradations under MACPS.
  11. In cases where financial upgradation had been granted to Government Servants in the next higher Grade Pay in the hierarchy of Grade Pays as per the provisions of the MACPS of 2009, but whereas as a result of the implementation of 7<sup>th</sup> CPC's recommendations, substantive post held by him in the hierarchy of the cadre has been upgraded by granting a higher Pay Level, in such cases the MACP already granted to him prior to 7<sup>th</sup> CPC shall be refixed in the revised pay structure at the next higher level of Pay Matrix.
  12. Promotions earned in the post carrying same Pay Level in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPS.
  13. Regular service for the purposes of the MACPS shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption/re-employment basis.
  14. The MACPS shall also be applicable to work charged employees.
  15. If a financial upgradation under the MACPS is deferred and not allowed after 10 years in a level, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.
  16. No change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.
  17. For grant of financial upgradation under the MACPS, the prescribed Benchmark shall be 'Very Good'.
  18. In the matter of disciplinary/ penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion.
  19. If a regular promotion has been offered but was refused by the employee before becoming entitled to an upgradation under the scheme, no financial upgradation shall be allowed.
  20. Financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and in such case, the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal of promotion.
  21. In case of transfer, regular service rendered in previous organisation shall be counted alongwith the regular service in the new organisation for MACPS. Wherever an official, in accordance with terms and conditions of transfer on own volition to a lower post, is reverted to the lower Post/Grade from the promoted Post/Pay Level before being relieved for the new organisation, such past promotion in the previous organisation will be ignored for the purpose of MACPS in the new organisation.
- 22. Illustrations**
- A. 1<sup>st</sup> Regular promotion on completion of 8 years - 2<sup>nd</sup> MACPS on completion of 10 years in the same Pay Level (i.e. 8+10 years=18 years) - 3<sup>rd</sup> MACP on completion of 10 years in the Pay Level (i.e. 18+10 years = 28 years)
  - B. 1<sup>st</sup> Regular promotion on completion of 8 years - 2<sup>nd</sup> MACPS on completion of 10 years in the same Pay Level (i.e. 8+10 years=18 years) - Officer gets 2<sup>nd</sup> promotion on completion of 5 years from 2<sup>nd</sup> MACP (i.e. 18 + 5 years = 23 yrs of service) - 3<sup>rd</sup> MACP on completion of 30 years
  - C. 1<sup>st</sup> Regular promotion on completion of 8 years - 2<sup>nd</sup> MACPS on completion of 10 years in the same Pay Level (i.e. 8+10 years=18 years) - Officer gets 2<sup>nd</sup> promotion before 20<sup>th</sup> year (say 19<sup>th</sup> year) - Then he will get 3<sup>rd</sup> MACP at the end of 29th year.(i.e. 19 + 10 years = 29 years)
  - D. 1<sup>st</sup> MACP on completion of 10 years - 1<sup>st</sup> promotion on completion of 15 years (i.e. 10+5) - Officer gets 2<sup>nd</sup> MACP on completion of 20 years - Officer gets 3<sup>rd</sup> MACP on completion of 10 years i.e. in 30<sup>th</sup> year. 3<sup>rd</sup> MACP on completion of 30 years.

## NOTICE REGARDING CHANGE OF DATES OF CGB MEETING OF IRTSA TO BE NOW HELD ON 10<sup>th</sup> & 11<sup>th</sup> DEC, 2019 AT LUCKNOW,

### REVISED NOTICE FOR CGB & CEC MEETINGS & 54<sup>th</sup> ANNUAL CONFERENCE OF IRTSA

DUE TO HOLDING OF A BI-ELECTION IN LUCKNOW CANTT. ON 21<sup>st</sup> OCT., 2019. AND PROMULGATION OF SECTION 144 IN THE ENTIRE CITY OF LUCKNOW FROM 18<sup>th</sup> TO 24<sup>th</sup> OCT, 2019 FOLLOWING CHANGES IN THE DATES OF THE CGB MEETING OF IRTSA ARE ANNOUNCED:

54<sup>th</sup> All India Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association shall now be held at LUCKNOW, Northern Railway ON 10<sup>th</sup> & 11<sup>th</sup> DECEMBER, 2019.

ii) CEC Meeting of IRTSA shall also be held in conjunction thereof, as per following programme.

iii) All the Members of CGB & CEC and all Zonal / Unit Secretaries IRTSA, are requested to attend the meeting(s) positively, along with other active members and Subunit Secretaries of their Zone.

#### iv) **AGENDA:**

1. Inauguration	8. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Diesel & Electric Loco / EMU Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.
2. Address by President IRTSA	b) Resolutions of Demands
3. a) Report of General Secretary IRTSA b) Report on Account by Treasurer IRTSA.	c) Resolution on Line of Action for realization of Demands
4. Report by Zonal Secretaries & CEC Members.	9. Election of CEC, IRTSA.
5. Amendments in Constitution of IRTSA, if any.	10. Any other point with the permission of the Chair.
6. Seminar / Open session	
7. Update on Court Case for higher Grade Pay of JEs & SSEs & related issues.	

#### DETAILED PROGRAMME

1	DATE & TIMINGS	i) a) CGB Meeting:	10 AM on 10 <sup>th</sup> Dec to 2 PM on 11 <sup>th</sup> Dec, 2019
		b) Open Session & Tea	4-30 to 6-30 PM on 10 <sup>th</sup> Dec, 2019
		c) Technical Seminar (Followed by Dinner)	6-30 PM 10 <sup>th</sup> Dec, 2019
		ii) CEC Meeting:	9-30 PM on- 10 <sup>th</sup> Dec & 8-30 AM on 11 <sup>th</sup> Dec, 2019
2	VENUE	CHARBAGH RAILWAY CLUB (Earlier called European club), (Behind STS), Charbagh, Lucknow.	
3	ACCOMMODATION	APPRENTICE ENGINEER HOSTEL, (Behind S.T.S.), Charbagh, Lucknow	
4	DELEGATION FEE	Rs. 500 per Delegate (To be paid at the entry to the Venue)	
5	CHAIRMAN CONF. COMM.	Er. PK. Shukla Mob. No. 9415157971, 7007099749 Email: shukla37pradeep@gmail.com	
6	Co-CONVENERS CONFERENCE COMMITTEE	i) Er. Akhilesh Vishwakarma Mob: 9794830638, 9781384380 Email: ak01lesh@gmail.com ii) Er. Vivek Shukla. Mob No. 8400334081 Email: vivekshukla4741@gmail.com	
7	TREASURER CONF. COM.	Er. Anil kumar Verma & Mob No-9794830441	
8.	POSTER	Sample Posters. Units should get adequate number of copies of Poster printed for wide display & publicity.	
9	TRANSPORTATION (From Station to Venue / Res.)	Will be arranged, if possible, on prior intimation one week before the Conf.	
10	RECEPTION COUNTER(S) At Lucknow Station & Venue	1. Er. Ravi Pandey Mob no-9794830569 2. Er. Arvind Pandey Mob no-8400334237 3. Er. Santosh Dixit Mob no-8400334544 4. Er. Vishnu Prakash Mishra Mob no-8400334504	

#### Copy for information & necessary action to:

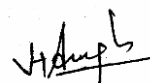
All CEC & CGB Members, Zonal / Unit & Sub-Unit Secretaries. They are requested to:

i) Please attend positively with other Active Members en-mass

ii) Please advise all delegates to get their both sides' Train Reservations done in advance at the earliest.

iii) Please complete Membership Drive of IRTSA at the earliest

iv) Send the Central Quota (@ 50% of Subs. Collected) by DD, only in favor of "Indian Railways Technical Supervisors Association", to:  
Central Treasurer IRTSA, Er. ON Purohit,  
106 A, Suraj Nagar, Jodhpur – 342008 (Mob: 09828024476).



(Harchandan Singh)  
General Secretary, IRTSA

# RAILWAY ENGINEERS

## MARCH TO LUCKNOW FOR 54<sup>th</sup> ALL INDIA ANNUAL CONFERENCE & CGB MEET OF IRTSA ON 10<sup>th</sup> & 11<sup>th</sup> DECEMBER, 2019 TO DISCUSS & HIGHLIGHT DEMANDS & CHALLENGES OF TECHNICAL SUPERVISORS / RAILWAYS ENGINEERS

### MAIN DEMANDS

- 1) RECOGNITION OF IRTSA
- 2) A) PAY LEVEL 8 TO JE / CMA / DMS / JE (IT) &  
B) PAY LEVEL 10 FOR SSE / CMS / CDMS / SR.ER(IT)
- 3) CLASSIFICATION OF SSE, CMS, CDMS & SR. SE/IT IN GROUP 'B' (GAZ.).
- 4) PROPER CAREER PLANNING & TIME BOUND PROMOTIONS FOR TECHNICAL SUPERVISORS / RAIL ENGINEERS
- 5) REMOVAL OF MAXIMUM CEILING OF RS.7,000 FOR CALCULATION OF PLB & TO PAY PLB AS PER ACTUAL PAY/ WAGES.
- 6) A) SSE MAY BROUGHT UNDER DIRECT INCENTIVE  
C) RESTORATION OF 7.5% PCO ALLOWANCE TO SSE & 15% TO JE.  
D) EXTENSION OF GROUP INCENTIVE SCHEME IN DIESEL & ELECTRIC LOCO SHEDS, C&W DEPOTS, S&T DEPOTS, P-WAY, WORKS & BRIDGES.  
E) PCO ALLOWANCE TO CMT LAB, STORES, DESIGN / DRAWING OFFICES  
F) EXTENSION OF INCENTIVE SCHEME TO LEFT OUT SECTIONS IN WORKSHOPS.
- 7) A) COUNTING OF TRAINING PERIOD FOR MACPS  
B) REMOVAL OF BENCHMARK OF "VERY GOOD" & RESTORATION OF "GOOD" FOR MACPS.  
C) IMPLEMENTATION ON MACPS W.E.F.01.01.2006.  
D) PAYMENT OF INCENTIVE BONUS & PCO ALLOWANCE @ MACPS BASIC PAY
- 8) REVISION OF BREAKDOWN ALLOWANCE WITH OTA THEREON
- 9) NATIONAL HOLIDAY ALLOWANCE @ TWICE THE WAGES.
- 10) TEACHING ALLOWANCE @ 30% OF BASIC PAY.
- 11) HARDSHIP ALLOWANCE TO JE & SSE IN SHEDS & OPEN-LINE DEPOTS.
- 12) WITHDRAWAL OF NPS & RESTORATION OF OLD PENSION SCHEME FOR POST 2004 APPOINTEES
- 13) REASONABLE REDUCTION CONTRIBUTION FOR GIS.
- 14) RAISING OF EXEMPTION LIMIT FOR INCOME TAX TO RS.5 LAKHS
- 15) EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX.

Issued by:

### INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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