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Intensive persuasion of Higher Pay Level for Technical Cadre by IRTSA

M.Shanmugam, Central President & K.V.Ramesh Sr.JGS camp at Delhi

Dr. Amar Patnaik Hon'ble MP helped Team IRTSA to pursue the demand with Finance Ministry

Sri. T.K.S. Elangovan Hon'ble MP recommended main demands of IRTSA to Finance Minister

Memorandums submitted to Members Railway Board

M.Shanmugam Central President and K.V.Ramesh Sr.JGS IRTSA camped New Delhi from 14th to 17th September for effective persuasion of Main demands of IRTSA, particularly the current issue of Higher Pay Level for Technical Supervisors/Rail Engineers.

Dr. Amar Patnaik

Hon'ble MP gave patience audience for team IRTSA and understood core of the demand instantaneously.

He quickly grasped the argument placed by IRTSA on injustice done to the Technical Supervisors by

different Pay Commissions and lose of exclusive higher pay scales historically available for them on the account of higher recruitment qualifications, duties and responsibilities etc. He forwarded the memorandum submitted by IRTSA to Hon'ble Finance Minister. He took keen interest to get appointment for IRTSA delegates with Additional Secretary (Expenditure) Ministry of Finance, authority dealing with the issues of Central Government Employees pay and allowances.

Smt. Anne George Mathew Additional Secretary (Expenditure) Ministry of Finance discussed the issue of Pay Level and Promotional Avenue of Technical Supervisors in detail going through the memorandum submitted by IRTSA.

Memorandum explained specific major problems of the Technical Supervisors working in Indian Railways,

1) Justified Pay Level compared to the duties and responsibilities shouldered by this category for safe, punctual and comfort train operation and disturbance of horizontal parity and vertical relativity with other cadres.

..... Continued on page-3

Dr. T.V. Somanathan Expenditure Secretary hears demands of IRTSA on Pay Level of Technical Supervisors / Rail Engineers



On 26th October, team IRTSA led by M.Shanmugam including K.V.Ramesh, E.Ramesh and G.Aranganathan met Dr. T.V.Somanathan Secretary Expenditure, Ministry of Finance at North Block.

Dr.T.V.Somanathan was appraised about the Pay Level issue of Technical Supervisors / Rail Engineers. Historically higher Pay Scales given to Technical Supervisors by previous Pay Commissions and erosion of exclusive higher Pay Scales given to Technical Supervisors working in Railways by subsequent Pay Commissions were appraised to Secretary Expenditure.

Proposals sent by Railway Ministry to Finance Ministry after 6th and 7th Pay Commissions for higher Grade Pay / Pay Level were highlighted to him. The demand of inclusion of Pay Level 8 & 9 in the cadre structure of Technical Supervisors / Rail Engineers was emphasised by team IRTSA. Secretary Expenditure gave a patient hearing and quickly understood the demand of IRTSA. He agreed to look into the demands and forwarded the memorandum for necessary action.

Rail Engineers / Technical Supervisors Attend

56th Annual Conference & Central General Body Meeting of IRTSA At RCF Kapurthala

on 27th & 28th November, 2021.

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.

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial**MONETISATION OF GOVERNMENT & INDIAN RAILWAY ASSETS****Plan could become a transfer of taxpayer-funded assets to a handful of businesses****Uniqueness of Railways serving crores of citizens from all walks of life will be affected. Passenger & Freight fares will go up.**

Government plan of National Infrastructure Pipeline (NIP) aims infrastructure investment of Rs.111 lakh crores over five-year period from FY 2020 to FY 2025. With annual average investment of approximately Rs. 22 lakh crore, this is a significant step-up 2.5 times vis-à-vis historical levels of spending on infrastructure. Indicative Monetisation Value from Indian Railways is Rs 152,496 crore, 26% of total NMP value.

In addition to NIP, the cabinet secretariat has sent the report on "Rationalisation of Government Bodies; Proposals for the Ministry of Railways" prepared by the principal economic adviser of the Finance Ministry to the Railway Ministry and has directed it to submit the actions taken on the recommendations by the 5th of every month.

The report has made fourteen sweeping recommendations for the Railway Ministry to rationalise the entities under it including the merger of major organisations such as IRCTC, CRIS and RailTel, integration of various Railway Recruitment Boards with the National Testing Agency (NTA) and bringing railway schools under the Kendriya Vidyalaya Sangathan. The report recommended for clubbing of all Production Units of Indian Railways under one new PSU, merger of RVNL with IRCON and opening of all Railway Hospitals for public and proposed for improvement through Public Private Participation.

Government proposes for parting with revenue-earning Railways, road, telecom infrastructure and PSEs in exchange for upfront payments or investments. Present proposal will be based on Government retaining the ownership with long term contractual partnerships. It is apparent that to maximize profit in a specified period investors would naturally want to raise prices, limit competition or cut back on upkeep and maintenance.

The proposal would not likely to bring competition either between Government & private players or among private players, because it is going to be monopoly by a single corporate in major infrastructure. Many of important airports, seaports and Container Corporation, a Railway owned PSU are going to be in the hands of only one major corporate. Telecom industry is already in the hands of richest corporate eliminating other private players.

For number of reasons including failure, by private operator, changes in socio & economic scenario, changes in Government policy, Central & State Governments to achieve their obligations, external circumstances, natural calamities, cashflows to the private operator, vulnerability of projects invested through FDI according to the unpredictable performance of international finance markets, etc., these monetization plan will fail.

There is huge cost attached to the debt of private operators since they are required to provide good return of investment. This cost has to be borne invariably either by customers i.e. citizens or by Government in the form of subsidies or by other means like tax concession, concession on loan interest or even writing off of loan.

Private sector is expected to do for what it is paid to do. Monitoring of their performance in huge magnitude will be a major problem for Government agencies. Private sectors are not obligatory to spend money and to do R&D for future developments and needs.

Ultimately it is going to be Government's responsibility. Citizens will continue to hold Government accountable for quality of utility services. Government needs to have sufficient expertise to execute and monitor the contract to enforce the obligations.

Private sector will likely to have advantages by holding better data relating to their projects, which will be a major hinderance in getting the Government's capital & operational share. Government is facing this problem with toll plaza operators of National Highways. Government is not able to bring transparency in the huge collection done in the NH toll plazas. Citizens are forced to pay multiple taxation. For every vehicle, GST & road tax is collected, huge tax on petrol & diesel is being levied, higher insurance premium etc., add to the cost escalation.

In addition, payment at toll plaza has become a major harassment for people from all walks of life, whether they use their own transport or public transport. Government is not in a position to declare income from toll plazas accurately. Toll plazas are not only looting the public money, they reduce speed of the travel considerably. They have done nothing to improve the safety in road travel. In fact, situation is turning from bad to worse, in India number of road accidents and death & major injury due to road accidents is highest in the world. More collection at toll plazas have not resulted in reduction in accidents, painfully it is getting increased. More dangerously there is no comprehensive data on accidents and corrective & preventive action taken by them is available with Government. It is clear that except Toll Plaza operators no one in India is happy about Toll Plazas.

Second Class Ordinary in Indian Railways costs only 23.78 paise per KM, it is 20.73 paise/KM for sub-urban travel. In 2019-20 IR carried 808.6 crore passengers. Out of this 644.8 crore (80%) were using sub-urban and second-class ordinary travel, only 20% were using reserved classes including sleeper class, i.e 94% of passengers are using sub-urban, second class ordinary and sleeper class travel. Any monetisation of Indian Railway infrastructure including Railway Stations, Passenger trains, Railway Tracks, etc will put these 760 crore common men in serious risk of paying more for the same service or less availability of these common men services.

For upper class passengers invariably, fares will go up and the benefit of higher fares will be eaten away by private train operators. Two classes through them Indian Railways is earning profit, A/C three tier & AC Chair Car, will be robbed by private train operators.

Dedicated Freight Corridors (DFC) for the route length of 2,843 km costing around one lakh crore is a unique project. Nowhere in the world dedicated rail freight corridors developed with this magnitude of investment. Handing over of DFC to private through monetisation from the stage of commissioning of its operation will make a huge dent in the earnings of Indian Railways particularly when 64% of IR's earnings come from freight traffic and no need to add it will increase freight fares also.

In a nut-shell value of assets to be monetised will be underestimated and expected return for the Government will not come. Neither monetization can reduce the cost of service to the end users. ★

Intensive persuasion by IRTSA

..... Continued from page-1

- 2) Classification of posts as Group 'B' (Gaz.) on par with our counter parts in other Central & State Government departments.
- 3) Negligible career progression due to lack of promotional avenue & Anomalies in MACPs and
- 4) Hazardous & Strenuous working conditions and its related allowances.

Additional Secretary was briefed about the importance of Technical Categories JE, SSE (including Design & Drawing Cadre), CMA, CMS, DMS & CDMS in Railways, who are all having similar recruitment qualification and training. Recommendation of 7th CPC to eliminate the stagnation in the post of SSE, that, Railway Board should consider enhancing the number of posts in the next higher level. Railway Board's proposal after 6th CPC sent to Finance Ministry to upgrade the Grade Pay of JE to Rs.4600 and SSE to Rs.4800 and other merits of the demands were explained. Grant of Group 'B' status, Implementation of MACPs w.e.f 01.01.2006, inclusion of training period for the purpose of MACPs, etc were also discussed briefly.

Earlier detailed memorandum on the above four main demands forwarded by **Sri. T.K.S. Elangovan Hon'ble MP** was submitted to Hon'ble Finance Minister through the Secretary.

Memorandum was submitted to Member Traction & Rolling Stock Railway Board after a very brief meeting. Memorandum was also submitted to Member Finance Railway Board.

Meeting with Dr.L.Murugan Hon'ble Minister of State for Information and Broadcasting, Fisheries and Animal Husbandry.

IRTSA delegates met Dr.L.Murugan for a short time at Tamil Nadu House New Delhi and the Minister has agreed to give sufficient time in the next meeting. Memorandum for Finance Minister was submitted to him with the request to forwarding it with his favourable remarks.

G.K.Vasan & M.Shanmugam Members of Parliament writes to FM & RM on Pay Level demand of Technical Supervisors



On 9th October Team IRTSA once again met Sri.G.K.Vasan, and Sri. M.Shanmugam Members of Parliament to apprise the demands of Technical Supervisors / Rail Engineers on grant of Higher Pay Levels.

Sri.G.K.Vasan said that he had already forwarded IRTSA memorandum to Finance Minister and promised to follow it further.

Sri.M.Shanmugam said that he had written to Finance Minister and Railway Minister on the main demands raised by IRTSA. He also told that he will meet Railway Minister to highlight the Pay Level demand.

IRTSA meeting with Sri.L.Murugan, Minister for I&B

M.Shanmugam Central President IRTSA & KV Ramesh Sr.JGS IRTSA met Sri.L.Murugan Minister of State for Information & Broadcasting and Fisheries, Animal Husbandry & Dairying on 16.10.2021 at Chennai and apprised him about the Pay Level issue of Technical Supervisors. President IRTSA requested for forwarding of memorandum to Finance Minister which Minister has agreed.

Team IRTSA met JCM & Federation leaders and requested for early decision on higher Pay Level for JE & SSE

During their visit to New Delhi New Delhi from 14th to 17th September, team IRTSA met Dr.M.Raghavaiah, Leader JCM and GS NFIR and Com.S.G.Mishra, Secretary JCM (Staff Side) and GS AIRF.



Both the leaders held detailed discussion on the issues of Pay Level, grant of Group 'B', anomalies in MACPs, privatisation of passenger train operation, corporatization of Production Units of Indian Railways, etc.

Central President IRTSA thanked both leaders for continuously striving for the betterment of Railwaymen.



Garlanding of Com.J.P.Chaubey's statue at AIRF's office New Delhi

IRTSA memorandum forwarded from PM's office to Finance & Railway Ministries

Memorandum submitted by IRTSA to the Hon'ble Prime Minister, explaining about the category of Technical Supervisors / Rail Engineers has been forwarded to Finance Ministry and Railway Ministry by Additional Secretary Prime Minister's office.

Memorandum was highlighting about the category of Technical Supervisors / Rail Engineers which is primarily responsible for safe & punctual operation of trains, requesting Government to address genuine long time demands particularly Pay Level, Career Progression and promotional avenue.

One of the issues on grant of Pay Level-8 & Pay Level-9 for Senior Section Engineers along with other department Supervisors are now under the consideration of Finance Ministry was also highlighted.

Finance Ministry forwards IRTSA memorandum to Railway Ministry on grant of HRA at the revised rates w.e.f. 1st Jan 2021

IRTSA memorandum to Secretary Expenditure demanding revision of rates to 27%, 18% and 9% for X, Y & Z class cities w.e.f. 1st January 2021, the date on which rates of DA crossed 25% has been forwarded to Railway Ministry.

No.2/4/2021_E.II(B)

Government of India

Ministry of Finance Department of Expenditure

Dated 25th October, 2021

OFFICE MEMORANDUM

Subject: Clarification on grant of HRA at the revised rates of 27%, 18%, 9% to the X, Y & Z class cities respectively – reg.

The undersigned is directed to forward copies of the following letters (in original) received from Indian Railways Technical Supervisors Association (IRTSA), National Federation of Railwaymen (NFIR) and DoPT respectively which are self explanatory, for appropriate action as deemed fit.

1. Letter No. IRTSA/CHQ/Memo. 2021/13 dated 28.08.2021 from IRTSA.
2. Letter No. I/(C)/Pt.II dated 23.08.2021 from NFIR
3. DoPT's O.M. No.Z-20025/5/2021-Estt (AL) dated September 2021.

Encl. As above

- Sd -

Surendra Kumar

Under Secretary to Govt of India

To

Ministry of Railways, Joint Director (Estt- Pay & Allowance), Room No.109B, Rail Bhavan – 110001

Copy for Information to

1. **Shri.Harchandan Singh**, General Secretary, Indian Railway Technical Supervisors Association (IRTSA). C.HQ 32, Phase 6, Mohali, Chandigarh-16005.

2. **Dr.M.Raghavaiah** General Secretary, National Federation Indian Railwaymen (NFIR), 3 Chelmsford Road, New Delhi – 110055.

3. Department of Personnel & Training (**Shri.Sunil Kumar, Under Secretary ESTT. (AL)**), North Block, New Delhi – 110001.

Vice President Secretariat forwards IRTSA Memorandum to Rly Ministry

Fwd: Mail from Vice President Secretariat

To: "Secretary Rly Board Railway Board"

<secyrb@rb.railnet.gov.in>

Sent: Wednesday, October 27, 2021 11:17:42 AM

Subject: Mail from Vice President Secretariat

Dear Sir,

I am forwarding an email dated 14th October, 2021 received from Shri M. Shanmugam, Central President, IRTSA, which is self-explanatory, for appropriate attention.

Hon'ble Members of Parliament Sri.T.K.S Elangovan and Sri.M.Shanmugam wrote to Hon'ble Vice President requesting him to give audience to delegates of IRTSA to highlight specific major problems of the Technical Supervisors working in Indian Railways such as, Justified Pay Level compared to the duties and responsibilities shouldered by this category for safe, punctual and comfort train operation and disturbance of horizontal parity and vertical relativity with other cadres, Classification of posts as Group 'B' (Gaz.) on par with our counter parts in other Central & State Government departments, Negligible career progression due to lack of promotional avenue & Anomalies in MACPS and Hazardous & Strenuous working conditions and its related allowances.

Due to his busy schedule Hon'ble Vice President couldn't spare time to meet IRTSA delegates. However IRTSA memorandum on main demands of Technical Supervisors / Rail Engineers has been forwarded to Railway Ministry from Vice President's Secretariat.

Engineers Day Celebrations

Engineers' day was celebrated by Zones and sub units of IRTSA across the country observing COVID restriction norms. ICF Zone celebrated Engineers' Day on 29th September. Sri.Goutam Dutta PCME ICF graced the celebration as Chief Guest and Dr. Debatosh Mithra PCMO ICF Hospital as Guest of Honour. Sri.Amlan Turkey CWE/Shell and CPLE Sri. Anupam Chauhan CPLE also graced the function.

During the celebration PCME and PCMO planted tree saplings at AWTI lawns. 70 numbers foot operated hand sanitizer dispensers made by volunteers of IRTSA was distributed to ICF Hospital, TTC, AWTI and ICF Schools.



PCME hands over foot operated hand sanitiser dispenser to PCMO

Members of IRTSA volunteered for making hand sanitizer dispensers including M.Selvamani, A.N.Ganesh Babu, R.Raghupathy, Jaya Krishnan, Sundrarajan and others were felicitated by PCME.



Intensive persuasion of Pay Level issue at Dept of Expenditure, Ministry of Finance

Team IRTSA impresses department of expenditure officials to restore the superior pay scales available to Technical Supervisors/Rail Engineers working in Railways.

Historical background of higher pay scales & stagnation of SSEs with Engineering Graduate entrants stagnating at entry level explained.



IRTSA delegates led by M.Shanmugam including K.V.Ramesh, E.Ramesh and G.Aranganathan camped New Delhi in 3rd week of October. As part of their persuasion Team IRTSA visited Department of Expenditure, Ministry of Finance, North Block on 25th October.

As directed by Additional Secretary Smt. Annie George Mathew the team met Deputy Secretaries Sri. Manthan and Sri. Madhan Gopal at their Chamber.

In the intensive discussion held with Deputy Secretaries lack of career progression, Graduate Engineers recruited as SSEs stagnated at recruitment grade without single promotion and erroneous representation given by Railways to 7th CPC were proved explained.

Historical background of higher Pay scales allotted to the Technical Supervisors working in Railways, element of Superintending Allowance merged with pay scale to fix a exclusive higher Pay Scale by 3rd Pay Commission which was not taken into consideration by 5th Pay Commission onwards, decision taken by Railway Ministry after 6th CPC to upgrade JE & SSE to GP Rs.4600 and Rs.4800 respectively, 7th CPC recommendation pertaining to Technical Supervisors in para 11.40.113, that Railway Board should consider increasing number of posts in next higher level of SSE to eliminate the stagnation, etc were explained.

Discussions held in the Railway Board, remarks and decisions recorded by Railway Board members on upgrading Group 'C' posts to Group 'B' and its administrative advantages narrated by then Member Staff were explained to Deputy Secretaries.

Both deputy secretaries discussed the issue with open mind and clarified their doubts.

IRTSA Facilitates leaders of All India Forum Against Privatization



Sri. S.G.Mishra Secretary JCM & GS AIRF, Com. Dinesh Abrol and Com. Franko facilitated by Central President IRTSA

at AIRF's office during core members meeting of All India Forum Against Privatization.

The leaders held discussion on action programme against privatization and monetisation of Government establishments & assets including that of Indian Railways.

The leaders also discussed about conducting physical meeting on National Coordination Committee for Railwaymen's Struggle (NCCRS). IRTSA is also part of NCCRS.

IRTSA demand of Higher Pay Level highlighted to OSD for Minister of Railways & Director for MoSR. EDPC-I & EDPC-II appraised about the justification

On 27th October, as part of persuasion of higher Pay Level and to put forward justification for demands of higher Pay Levels for Technical Supervisors / Rail Engineers team IRTSA requested for appointment with Hon'ble Railway Minister and MoSRs. Due to non-availability of MR and MoSR, OSD for MR and Director for MoSR received the memorandums.

Sri.Ved Praksh OSD to Railway Minister interacted with the team IRTSA. M.Shanmugam Central President IRTSA explained the justifications for upgrading the Pay Level of the category. The OSD assured to put up the issue to Hon'ble Railway Minister.

Smt. Suhani Mishra Director to Minister of State for Railways received the memorandum and assured that requested appointment with MoSR will be given in the future.

K.V.Ramesh, E.Ramesh and G.Aranganathan are part of IRTSA team.

IRTSA persuasion continues at Rly Board

29th October, after interacting with officials in the Ministry of Finance, Team IRTSA once again concentrated on Railway Board to persuade with Railway Board officials on the issue under consideration, grant of higher Pay Level. It was learnt that Railway Ministry might have sent a common proposal for partial upgradation of posts in Pay Level-7 to Pay Level-8 to Finance Ministry for approval.

There may be possibility of Finance Ministry seeking clarification as done in the past. To further reiterate the demand of exclusive higher Pay Level for Technical Supervisors / Rail Engineers team IRTSA met Railway Board officials and submitted memorandums by dually explaining the justifications for IRTSA's demand.

Joint Director/PC, Joint Director PC-V and Deputy Director PC-VII were appraised about the discrepancies with regard to non-inclusion of superintendent allowance with the basic pay of SSE, which is the basic reason for the present sufferings due to poor pay levels, promotion avenues and stagnation.

IRTSA team was led by M.Shanmugam including E.Ramesh and G.Aranganathan.

**Rail Engineers visit IRTSA Website:
<http://irtsa.net> for latest updates
Knowledge Bank for Rail Engineers –
Codes, Manuals, Orders, Circulars,
Publications and activities of IRTSA**

**All Zones & sub units to send the details of
Central Quota to the Central Treasurer
ER O. N. PUROHIT, 106, SURAJ NAGAR,
JODHPUR-342008**

RAILWAY BOARD / GOVT. ORDERS

PCPOs may decide on issue of physical passes where HRMS is not operational due to Technical reasons.

File No. PC-V11/2020/HRMS/16, dated 02/09/2021

Sub: Discontinuation of physical passes - reg.

Vide Board's letter of even number dated 01.09.2021, orders have been issued directing all field units that Privilege Pass for serving employees has to be issued only through HRMS w.e.f. 01.09.2021.

2. Since then it has been observed that HRMS is facing some operational constraints due to certain technical glitches which is resulting in a situation that the employees are not able to draw their passes.

3. In order to ensure that employees are not to put any hardships due to no fault of their, it is advised that PCPOs may decide to issue physical passes in extraordinary unforeseen circumstances where HRMS is not operational due to technical reasons without waiting for formal orders from Board.

4. The course of action suggested in para 3 may be resorted to only in circumstances where HRMS is not operational and it shall also be ensured that due diligence may be taken to make proper entries to keep the pass record of each employee updated to avoid issue of excess pass.

Ministry of Finance, (Department of Expenditure) O.M. No. 1(5)/E.V/2020, dated 7th September, 2021

Sub.: Central Government employees retired during the period from January, 2020 to June, 2021- calculation of Gratuity and Cash payment in lieu of Leave – regarding.

The undersigned is directed to refer to this Ministry's O.M. No.1/1/2020-E.II(B) dated 23.04.2020, read with O.M. No.1/1/2020-E. II(B) dated 20.07.2021, in regard to payment of Dearness Allowance (DA) during the period from 01.01.2020 up to 30.06.2021 and to say that in terms thereof while the rate of DA during the said period shall remain at 17% of basic pay, the same has been enhanced to 28% of basic pay subsuming additional instalments arising on 01.01.2020(4%), 01.07.2020 (3%) & 01.01.2021(4%) payable w.e.f. 01.07.2021.

2. As per the existing provisions contained in Central Civil Services (Pension) Rules 1972, DA on the date of retirement or death is reckoned as emoluments for the purpose of calculation of gratuity. Also, as per the existing provisions contained in CCS (Leave) Rules 1972, pay admissible on the date of retirement plus DA on that are reckoned for the purpose of calculation of cash payment in lieu of leave.

3. In view of the provisions of the aforesaid orders of this Ministry dated 23.04.2020 and 20.07.2021, calculation of gratuity and cash payment in lieu of leave in respect of Central Government employees who retired on or after 01.01.2020 and up to 30.06.2021 are required to be made based on the rate of DA at 17% of basic pay.

4. Keeping in view that gratuity and cash payment in lieu of leave are one-time retirement benefits admissible to employees on retirement and employees who retired during the period from 01.01.2020 to 30.06.2021 have been allowed lesser amount than what would have been calculable but for the aforesaid orders of this Ministry dated 23.04.2020 and 20.07.2021, the matter has been considered sympathetically with a view to allowing the same to such employees.

5. Accordingly, the President is pleased to decide that in respect of Central Government employees who retired on or after 01.01.2020 and up to 30.06.2021, the amount of DA be taken into account for calculation of gratuity and cash payment in lieu of leave will be deemed to be as under:-

Employees retiring during the period	Notional Percentage of Dearness Allowance (DA) for calculation purpose
From 01.01.2020 to 30.06.2020	21% of basic pay
From 01.07.2020 to 31.12.2020	24% of basic pay
From 01.01 .2021 to 30.06.2021	28% of basic pay

6. All other conditions as stipulated in CCS (Pension) Rules 1972 and the orders of Department of Pension & PW vide O.M. No.7/5/2012- P&PW (F)/B dated 26.08.2016 in respect of employees borne on National Pension System (NPS) and CCS (Leave) Rules 1972, shall continue to be applicable while calculating gratuity and cash payment in lieu of leave respectively.

7. In their application to the persons belonging to India Audit and Accounts Department, these orders are issued under Article 148(5) of the Constitution and after consultation with the Comptroller and Auditor General of India.

MINISTRY OF FINANCE (Department of Revenue) (CENTRAL BOARD OF DIRECT TAXES) NOTIFICATION dated 31st August, 2021 INCOME-TAX

G.S.R. 604(E). - In exercise of the powers conferred by the first proviso to clause (11) of section 10 and the first proviso to clause (12) of section 10 read with section 295 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes hereby makes the following rules further to amend the Income-tax Rules, 1962, namely:-

1. **Short title and commencement** (1) These rules may be called the Income-tax (25th Amendment) Rules, 2021.

(2) They shall come into force on 1st day of April, 2022.

2. In the Income-tax Rules, 1962, after the rule 9C, the following rule shall be inserted, namely:

“9D. Calculation of taxable interest relating to contribution in a provident fund or recognised provided fund, exceeding specified limit.- (1) For the purposes of the first and second provisos to clauses (11) and (12) of section 10, income by way of interest accrued during the previous year which is not exempt from inclusion in the total income of a person under the said clauses (hereinafter in this rule referred to as the taxable interest), shall be computed as the interest accrued during the previous year in the taxable contribution account.

(2) For the purpose of calculation of taxable interest under sub-rule (1), separate accounts within the provident fund account shall be maintained during the previous year 2021-2022 and all subsequent previous years for taxable contribution and non-taxable contribution made by a person.

Explanation: For the purposes of this rule,- (a) Non-taxable contribution account shall be the aggregate of the following, namely:-

(i) closing balance in the account as on 31st day of March 2021;

(ii) any contribution made by the person in the account during the previous year 2021-2022 and subsequent previous years, which is not included in the taxable contribution account; and

(iii) interest accrued on sub- clause (i) and sub- clause (ii), as reduced by the withdrawal, if any, from such account;

(b) Taxable contribution account shall be the aggregate of the following, namely:-

(i) contribution made by the person in a previous year in the account during the previous year 2021-2022 and subsequent

..... **Continued on page-8**

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

CHQ. 32, Phase 6, Mohali, Chandigarh-160055. Email-gsirtsa@yahoo.com (Ph:0172-2228306, 9316131598)

No. IRTSA /CGB/CEC)/1/2021

Dated:14-10-2021

REMINDER NOTICE FOR 56th ALL INDIA ANNUAL CONFERENCE & CENTRAL GENERAL BODY OF IRTSA TO BE HELD AT RCF KAPURTHALA ON 27th & 28th NOVEMBER, 2021

- 56th Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association shall be held at RCF Kapurthala on 27th & 28th November, 2021.
- CEC Meeting of IRTSA shall also be held in conjunction thereof, as per following programme.
- All the Members of CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to attend the meeting(s) positively, along with other active members and Sub-unit Secretaries of their Zone.

AGENDA OF THE MEETING

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	d) Election of CEC, IRTSA.
5) Amendments in Constitution of IRTSA, if any.	9) Any other point with the permission of the Chair.
6) Seminar on Role of Engineers in Railways	
7) Update on Court Cases	

DETAILED PROGRAMME

1.	a) Inauguration & CGB Meeting	27.11.2021 from 10.00 AM to 05.00 PM
	b) Technical Seminar & Open Session	27.11.2021 from 6:00PM to 09:00 PM (Followed by Dinner) Cultural Program
2.	a) CEC Meeting b) CEC & CGB Meeting: c) Election of New CEC & Lunch	27.11.2021 from 9.00 PM to 10.00 PM & 28.11.21 morning if required. 28.11.21 from 10:00 AM to 01:00PM 28.11.21 from 01.00PM to Onward
3.	Venue	Waris Shah Hall & Community Hall, Rail Coach Factory Kapurthala-144602
4.	Accommodation	Hotel: Best Western and Hotel Ramneek Kapurthala
5.	Delegation fee	Rs. 500 per Delegate
6.	Chief Guests of the Occasion	Sh. Shiv Gopal Mishra General Secretary AIRF & Dr. M. Raghavaiah General Secretary NFIR
7.	Guest of Honour	Sh. Harchandan Singh General Secretary IRTSA & Sh. M. Shanmugam President IRTSA Sh. Sarvjit Singh General Secretary IREF
8.	Chairman Conference Committee	Sh. Darshan Lal, Zonal President RCF Mob. No. 8437043089 & 9463183922
9.	Convener, Conference Committee	Sh Mayank Kumar Bhatnagar Zonal Secy RCF Mob. 8437043273
10.	Conference Committee	Sh. Jagtar Singh W/President RCF Mob No. 9875914065 & 8437043338 Sh. Baldev Raj Mob No 9875914415 & 843703510 Sh. Harminder Singh Mob No 8437043117 Sh. Surjit Singh Mob No8437043119 Sh. Rajesh Jatana Mob No. 8437043118 Sh. G P Singh Mob No. 8437041323 Sh. S K Bharti Mob No.9417911717 Sh. Gurjeet Singh Mob No.8437043069 Sh. Surjeet Singh SSE/RCF Mob No. 9714301044
11.	Treasurer, Conference Committee	Sh. Amrit Lal Chaudhary Mob No. 9816653951 & 8437053951
12.	Information/Detailed Schedule	www.irtsa.net, Voice of Rail Engineers, e-mail, WhatsApp, Facebook
13.	Transportation (From Jalandhar City Rly Station (JUC) To Venue / Residence/Accommodation)	Will be arranged on prior intimation one week before the Conference to Sh. Surjeet Singh SSE/RCF Mob No. 9714301044 Sh. Harinder Singh Mob No. 8437041378 Sh. Jagmohan Singh Mob No.8437043479
14.	Reception Counter(s) at Jalandhar Rly Station & Venue	Sh. Gurvinder Singh Mob No. 8437043074 Sh. Iqbaljeet Singh Mob.No.7589418992 Sh. Amit Rathi Mob.No. 8427713488

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

- i. Proposed CEC meeting on 26th Nov is pended due to exigencies, CEC meeting will be held on 27th Nov night in conjunction with CGB.
- ii. Advise all delegates to get their both sides "Train Reservations done in advance at the earliest.
- iii. Complete Membership Drive of IRTSA at the earliest.
- iv. Send Central Quota by Online Transferor DD in favor of "Indian Railways Technical Supervisors Association" to: Shri ON Purohit Central Treasurer, IRTSA, 106 A, Suraj Nagar, Jodhpur-342008 (Mob: 09828024476).
- v. All participants need to follow the COVID-19 guidelines issued by MHA & State Government.

-GS/IRTSA-

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previous years, which is in excess of the threshold limit; and (ii) interest accrued on sub- clause (i), as reduced by the withdrawal, if any, from such account; and

(c) The threshold limit shall mean:

(i) five lakh rupees, if the second proviso to clause (11) or clause (12) of section 10 is applicable; and

(ii) two lakh and fifty thousand rupees in other cases.”.

Note : The principal rules were published in the Gazette of India, Extraordinary, Part-II, Section-3, Sub-section (ii) vide number S.O. 969(E) dated 26th March, 1962 and were last amended vide notification number G.S.R. 578(E) dated 18th August, 2021.

Railway Board letter No. PC-VII/2021/DCJCM/2, dated: 08.10.2021

Sub: Human Resource Management System – reg.

Eight modules of Human Resource Management System (HRMS) have been launched till date to digitize various HR related aspects of Indian Railways and to facilitate the employees to avail various services like Privilege Passes, PF Loan etc. through digital means. The various HRMS modules have gained widespread acceptance among the employees as is evident from about 21.5 lakh e-Passes issued and more than 2 lakh PF loans processed till date.

2. In the recent DC-JCM meeting, both the Federations viz. NFIR and AIRF have raised issues of accessibility, infrastructure, training and other issues regarding operating the HRMS modules being faced.

3. In view of the issues raised by Federations and to ensure adequate assistance on HRMS to each and every employee of Indian Railways, the following measures may be adopted:

(i) Availability of sufficient hardware and networking infrastructure may be ensured in all the Zonal Offices in terms of Board's letter No. PC-VII/2020/HRMS/1 (Part) dated 01.07.2020 to enable the employees to digitally avail the various services offered by HRMS.

(ii) Helpdesks/Facilitation centres may be set up in all the Zones to facilitate the employees in availing various services on HRMS.

(iii) The helpdesks shall be provided with sufficient infrastructure to cater to the needs of the employees (iv) HRMS Helpline numbers may be set up and circulated in all the Zones to assist those employees telephonically who cannot visit the helpdesks.

(v) Widespread and detailed training and guidance programs may be conducted for the administration as well as the employees to demonstrate all the features of HRMS modules and also to resolve commonly faced operational issues. Training material and user manuals/handouts may be issued in vernacular medium by Railway offices to facilitate the employees in using HRMS through step-by-step illustrations.

4. Further steps to ensure user-friendliness of the modules to make it more seamless are being taken in consultation with nodal officers nominated for HRMS modules and development team of CRIS. Module Nodal Officers shall continue to engage with CRIS on regular basis. Further, CRIS will take all required steps to facilitate seamless availability of servers, help desk at CRIS.

5. It is advised that all the field units may initiate necessary

action in respect of measures suggested in Para-3 above to ensure that all the employees are able to access the services through HRMS easily.

Retirement Gratuity and Death Gratuity for NPS covered Central Government Employees notified for the very first time at par with Central Government Employees receiving Pension – Gazette Notification dated 23.09.2021

As per CCS (Pension) Rules, 1972, Central Government Employees covered by Pension Scheme are entitled to Retirement Gratuity of to the extent of 1/4th of emoluments (Basic Pay plus DA) for each completed 6 months period of qualifying Service. Maximum Retirement Gratuity payable is 16 1/2 times of emoluments or Rs. 20 lakh whichever is less.

By notifying Central Civil Services (Payment of Gratuity under National Pension System) Rules 2021, Government has extended the same benefit of Retirement and Death Gratuity for NPS covered Central Government Employees also. The details of Retirement and Death Gratuity allowed for NPS covered Central Government Employees are as follows.

Retirement Gratuity

This is payable to the retiring Government servant. A minimum of 5 years' qualifying service and eligibility to receive service gratuity/pension is essential to get this one time lump sum benefit. Retirement gratuity is calculated @ 1/4th of a months Basic Pay plus Dearness Allowance drawn on the date of retirement for each completed six monthly period of qualifying service.

There is no minimum limit for the amount of gratuity. The retirement gratuity payable for qualifying service of 33 years or more is 16 times the Basic Pay plus DA, subject to a maximum of Rs. 20 lakhs.

Death Gratuity

This is a one-time lump sum benefit payable to the nominee or family member of a Government servant dying in harness. There is no stipulation in regard to any minimum length of service rendered by the deceased employee. Entitlement of death gratuity is regulated as under:

Qualifying Service	Rate
Less than one year	2 times of basic pay
One year or more but less than 5 years	6 times of basic pay
5 years or more but less than 11 years	12 times of basic pay
11 years or more but less than 20 years	20 times of basic pay
20 years or more	Half of emoluments for every completed 6 monthly period of qualifying service subject to a maximum of 33 times of emoluments.

Maximum amount of Death Gratuity admissible is Rs. 20 lakhs w.e.f. 1.1.2016.

Please send Annual Subscription @ Rs.100 PA for "Voice of Rail Engineers"

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