

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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Harchandan Singh,
Chairman, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
(Ph:0172-2228306,
Mob:9316131598)

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar,
Padi, Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817

K.V.Ramesh,
General Secretary, IRTSA
G3-LIKITH HOMES, 3, Lakshmanan Nagar
West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in Ph: 044-29998007
9003149578, 9444100842

No: IRTSA/3

Date:09.06.2026

Dear Chairman, Central President, Zonal Secretaries, CEC Office bearers & active members,

1) I welcome all the office bearers for the important CEC meeting being held at Dr.Ambedkar Bhawan, Chandigarh on 9th June 2026.

2) Previously, CEC IRTSA met on 12th Nov 2025 at Dr.Ambedkar Arangam, ICF, Chennai during 60th All India Annual Conference and CGB. CEC IRTSA decided to go for strong protest against Railways order on withdrawal of PCO allowance for SSEs upgraded to level-8 working in PCO organisation, making in-eligible for NDA, NHA & PCO Allowance for employees receiving NFU to level-9 and denial of Group-B for Technical Supervisors / Rail Engineers working in level-8.

3) **All India Protest Day on 04.12.2025**: All India protest was observed by IRTSA on 04.12.2025 in all zones and production Units of Indian Railways. Technical Supervisors / Rail Engineers observed protest day wearing protest card. Zones and sub units organized gate meetings, demonstration etc for acceptance of their demands.

4) **Hon'ble Central Administrative Tribunal (CAT) Chennai directed Railway Board (Judgement date 26.02.2026) to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8th CPC after getting the comments from the applicant association (IRTSA)**: CAT Chennai's order says that, As the Pay Commission is the expert body for determining the pay structure, we are of the considered opinion that the Respondent Zonal Railways, to take up the issue with the Railway Board which in turn, in-line with their own OM dated 11.06.2010 shall take up the issue of pay anomaly of the applicants after getting the comments from the staff associations (IRTSA). Accordingly, CAT directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8th CPC after getting the comments from the applicant association (IRTSA) within a period of three months from the date of receipt of a certified copy of this order.

5) **Mass dharna at Jantar Mantar New Delhi**: 2nd April 2026, IRTSA conducted mass dharan at Jantar Mantar, New Delhi successfully. Large number of Technical Supervisors / Rail Engineers participated in the dharan spiritedly. Around 200 Junior Engineers (JEs), Senior Section Engineers (SSEs), Chemical & Metallurgical Assistant (CMA), Chemical & Metallurgical Superintendent (CMS), and others participated to highlight their genuine demands to Railway Board and Government of India. GS NFIR & GS AIRF addressed the dharna in support of IRTSA's demands. Restoration of PCO allowance for L-8 SSEs, inclusion of training period for MACPS, implementation of MACPS w.e.f.01.01.2006, Group-B for SSE, creation of posts are part of main demands.

6) Submissions to 8th CPC

a) Terms of Reference for 8th CPC was published on 3rd Nov 2025. 8th invited response to their questionnaires and memorandum through their online portal.

b) **Reply to 8th CPC Questionnaires**: IRTSA uploaded reply to questionnaires of 8th CPC on 9th March 2026. Prior to uploading the reply, IRTSA invited views/opinions/inputs from Members. The reply was made within the limit of 200 words for responding to each of 18 questions.

c) **Meeting to discuss draft memorandum to be submitted to 8th CPC**: On 24th April 2026, IRTSA conducted a meeting to discuss draft memorandum to be submitted by IRTSA to 8th CPC at ICF west

colony welfare Centre between 17.00 hours and 20.30 hours. Office bearers of IRTSA ICF and Southern Railway participated in the meeting and expressed their views.

d) **Central Executive Committee (CEC) IRTSA** was held ON LINE on 26th April 2026 to discuss memorandum to be submitted to 8th CPC. Draft memorandum of IRTSA to be submitted to 8th CPC was circulated one day advance. In the meeting CEC office bearers have given their comments and suggestion on the draft. Suggestions and corrections mentioned by office bearers were incorporated appropriately.

e) **Submission of memorandum to 8th CPC:** IRTSA submitted its memorandum to 8th CPC through online in the prescribed format on 28th April 2026. Memo ID: Memo/2/AUE/280426/336197593.

Major specific demands of Technical Supervisors including justified pay level, classification of SSE as Group-B (Gaz), inclusion of training period for the purpose of MACPS, benefits of MACPS w.e.f. 01.01.2006, extension of risk & hardship allowance, PCO allowance for SSEs in level-8 working in PCO wing of PUs & workshops, eligibility for NDA & NHA for SSEs getting non-functional upgrading to level-9, redesignation as Assistant Manager & Manager, performance related incentive for open line staff particularly for operation of holiday & festivals (44,000 passenger specials for festivals & holiday in 2015) etc are explained in the memorandum.

Copy of Hon'ble CAT Chennai's judgement on OA No.1568/2017 filed by IRTSA pleading higher pay level for JEs and SSEs, in which CAT Chennai directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE) before the 8th CPC after getting the comments from the applicant association (IRTSA) within a period of three months from the date of receipt of a certified copy of this order along with its explanation were also made part of memorandum.

Design & Drawing Engineers, Chemical & Metallurgical Engineers, Information Technology Engineers categories having similar entry qualifications and responsibilities are placed in disadvantageous position in MAPCS, cadre structure, allowances, etc. were briefed.

Common demands pertaining to Central Government employees like minimum pay calculation, fitment factors (different higher fitment factors for higher pay levels), exclusive CPI (Government Employees), Pension/family pension, additional pension/family pension, OPS for all employees, eligibility & conditions for various kinds of leaves, distributing weekly working hours five days a week, HRA, Transport Allowance, TA/DA for on-duty, , Children Education Allowance, CGEGIS, Medical Insurance, etc were explained in the memorandum.

f) **Impressive presentation to 8th Pay Commission:** On 19th May 2026, K.V.Ramesh General Secretary IRTSA along with MMVGK.Raju Zonal Secretary IRTSA SC.Rly and M.Raghuram Vice President Lalaguda met 8th CPC at hotel Marriott, Hyderabad. Meeting originally scheduled for 10 minutes was extended to 30 minutes, because of PPT presentation with facts and data, which were eye opener for 8th CPC and Member Secretary's through & concentrated interaction with GS IRTSA on key issues of the category. Justified Pay level in commensuration with higher recruitment qualification, training, duties, responsibilities, accountability for safe & punctual train operation, disturbance of horizontal parity and vertical relativities with other categories, order of CAT Chennai in OA 1568/2017 on higher pay level for JEs & SSEs, classification of posts as Group-B, stagnation among Technical Supervisors, situation of directly recruited SSEs retiring as SSE, inclusion of training period for MACPS, implementation of MACPS w.e.f. 01.01.2006, withdrawal of PCO allowance for level-8 SSEs (8th CPC was briefed about incentive system being followed in PUs & workshops of Indian Railways which is self-financing and revised regularly), denial of NDA & HNA for SSE upgraded to NFU-9, risk & hardship allowance, Accident free service award open line Engineers and staff, group incentive scheme for open line Engineers and technical staff, etc are explained to 8th CPC. Common demands were also briefed.

7) Representations by IRTSA

a) IRTSA represents withdrawal of PCO allowance, NDA & NHA to Sri.C.M.Ramesh, Chairperson and Members of Railway Standing Committee: 6th Jan 2026: M.Shanmugam Central President and K.V.Ramesh General Secretary IRTSA represented heartburning issue of withdrawal of PCO allowance for SSEs upgraded to level-8 and PCO allowance, Night Duty Allowance and National Holiday Allowance to SSEs receiving non-functional upgradation to level-9 to Parliament Standing Committee for Railways. GS IRTSA submitted memorandums to Dr.Sumer Singh Solanki, MP & Sri.Vijay Vasanth, MP Members, Railway Standing Committee.

b) Team IRTSA met Dr. Kalanidhi Veeraswamy Hon'ble Member of Parliament, Shri. V. Vaithilingam Former Chief Minister of Puducherry, met Sri.G.K.Vasan Former Union Minister and Member of Parliament and Hon'ble Member of Parliament and Sri.S.Selvaganapathy Hon'ble Member of Parliament and submitted memorandums on above mentioned demands and requested to forward them to Hon'ble Railway Minister.

c) 6th Feb, 2026: M.Shanmugam Central President, K.V.Ramesh General Secretary IRTSA along with office bearers of IRTSA met Smt. Aruna Nair Director General (HR) at General Manager ICF chamber.

Following issues of the category was briefed to DG (HR) and memorandums were submitted.

- 1) Restoration of PCO allowance for SSEs promoted / upgraded to level-8.
- 2) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B.
- 3) Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) for financial upgradation under MACPS.
- 4) Approval for 30 work charged posts of SSEs in level-8 for manufacturing activities of "Vande Bharat" Train Sets.
- 5) Parity in benefits of MAPC Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers recruited on or after 01.09.1998.

Follow up memorandums submitted to DG (HR)

23rd Feb 2026: In continuances of memorandum submitted to DG (HR) on important issues on 6th February 2026, IRTSA submitted detailed memorandums to DG (HR) on the following subject.

- 1) Restoration of PCO allowance for SSEs promoted / upgraded to level-8.
- 2) Eligibility for NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.
- 3) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B
- 4) Counting of training period of Technical Supervisors / Rail Engineers for financial upgradation under MACPS.
- 5) Approval for 30 work charged posts of SSEs in level-8 for manufacturing activities of "Vande Bharat" Train Sets.
- 6) Parity in benefits of MAPC Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers appointed on or after 01.09.1998.

8) IRTSA meetings addressed by Central President and General Secretary IRTSA

a) 2nd December 2025: GS IRTSA and MMVGK. Raju Zonal Secretary IRTSA SCR addressed members of IRTSA subunits at Carriage Repair Shop Tirupati and Coaching Depot Tirupati.

b) 30th Dec 2025: General Secretary IRTSA visited Coaching Depot Yeshwanthpur, SWR and interacted with SSEs and JEs.

c) 26th February 2026: IRTSA Loco Works sub unit of Southern Railway conducted its meeting in the evening with large participation. GS IRTSA addressed the meeting.

d) 19th & 20th May 2026: General Secretary IRTSA along with Er.MMVGK Raju Zonal Secretary IRTSA SC Rly addressed IRTSA sub units of south central Railways. After the impressive presentation to 8th CPC on 19th May, GS IRTSA addressed meetings arranged at Lalguda workshop, Coaching Depot Secundrabad and Loco shed & Train Care Centre Moula Ali.

e) 1st June 2026: General Secretary IRTSA along with Er.Srikanthasamy President RWF, Er.Dayananda Rao Joint Secretary Staff Council RWF and Er.Kanakaraju of SWR addressed SSEs & JEs of Coaching depot Bangalore, SWR.

f) **Largely attended meeting at RWF:** GS IRTSA addressed largely attended well organized meeting at Rail Wheel Factory (RWF) on 1st June.

g) On 4th June 2026, Central President had a discussion with Loco works and Carriage & Wagon Works members.

9) Delay in Cadre restructure exercise.

There is an inordinate delay in submitting the report by Cadre Restructure Committee. Implementation of cadre restructure is due on 01.11.2023.

10) **Creation of posts:** In the record note of discussion of meeting of core committee on CRC-2023 on 17.11.2025, Railway Board said that, the proposal for creation of 5000 supervisory Group 'C' and 2000 posts in Group 'B' has been submitted to Ministry of Finance to account for enhanced requirement of workforce in the field.

11) **61st All India Annual Conference & CGB Meeting of IRTSA:** IRTSA RWF zone is entrusted with the responsibility of hosting 61st All Indian Annual Conference and CGB of IRTSA. Date and other schedule will be issued in due course of time. In the meeting held on 1st June 2026 at RWF, members of RWF spiritedly agreed to host the important conference. At the same time, it will be difficult for the zone to host the conference with limited resources. Hence CEC appeals to other zones of IRTSA particularly RCF, ICF and SWR to extend their financial help.

12) Membership subscription and contribution for struggle fund

Membership subscription @ Rs.400 per member and struggle fund @ Rs.500 per member have to be contributed by every member of IRTSA. While some of the Zones and sub units continue to contribute many zones and sub units need to mobilize more vigorously.

Thank you,

Long live IRTSA!



K.V.RAMESH,
General Secretary, IRTSA

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Harchandan Singh,
Chairman, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
(Ph:0172-2228306,
Mob:9316131598)

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar,
Padi, Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817

K.V.Ramesh,
General Secretary, IRTSA
G3-LIKITH HOMES, 3, Lakshmanan Nagar
West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in Ph: 044-29998007
9003149578, 9444100842

No: IRTSA/35

Date:09.06.2026

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

**ADOPTED BY CEC MEETING OF IRTSA HELD ON 9TH JUNE 2026,
AT Dr.AMBEDKAR BHAVAN, CHANDIGARH**

The CEC meeting of IRTSA held at Dr.Ambedkar Bhavan, Chandigarh, resolved to draw the attention of the Government and especially the Ministry of Railways, Ministry of Finance & DoPT and urged upon them to consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

The CEC meeting of IRTSA urge upon the Government & Railways to accept the following genuine demands of Technical Supervisors / Rail Engineers and urge the Railway Minister for sending exclusive proposal to Finance Ministry regarding Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

- a) **Recognition of IRTSA** – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).
b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.
- Proposed Pay Levels for Technical Supervisors**

| Cadre | Level |
|--------------------------------|----------|
| Junior Engineer | Level-7 |
| Senior Section Engineer (Gr-B) | Level-8 |
| Asst Manager (Gr-B) | Level-9 |
| Manager (Gr-B) | Level-10 |
| Senior Manager (Gr-A) | Level-11 |

CMA, CMS, DMS, CDMS, JE(IT) & SE (It) having similar recruitment qualification, similar duties & responsibilities should be placed on par with Technical Supervisors.

3. Classification as Group-B

- All SSE, CMS, CDMS & SE(IT) in level-8 (around 25,000) having element of direct recruitment in L-6 & L-7 should be classified as Gr-B in first phase.
- In second phase implementation, Indian Railways should adopt the classification orders issued by DoPT.

- Old pension system to be implemented for all Railway Employees.

5. **MACPS**

- a) Number of financial upgradation in entire service: There should be five financial upgradations under MACPS in the service of 30 years. Financial upgradation under MACPS should be awarded after 6, 12, 18, 24 & 30 years
- b) Counting of training period of JEs, SSEs and other Technical non-gazetted staff for financial upgradation under MACPS.
- c) Benefits of MACPS w.e.f. 01.01.2006.

6. **Allowances related to Technical Supervisors**

- a) Railways unique functioning of 24X7 and 365 days should be appreciated. Railways is adjusting & maneuvering its limited resources to cater varied needs across the country & seasons. Railways should be given reasonable authority to approve allowances related to running additional trains, safe & punctual operation of trains.
- b) Night Duty Allowance (NDA): 7th CPC recommendation of continuing prescribed hourly rate of NDA equal to (BP+DA)/200 should be extended to all Railway employees. SSEs working in night duties should be granted NDA, including SSEs in L-9 NFU. Ceiling limit of Rs. 43,600 for calculating NDA for Railway employees should be removed.
- c) Over Time Allowance (OTA): Composition of elements for computation of OT rates should consist of rates of Pay, DA, HRA and Transport allowance uniformly for employees governed by Factories Act 1948, Hours of work and period of rest 2005, rules under departmental over time and under departmental orders. SSEs in level-7, 8 and 9 (NFU) should be made eligible for OTA if they are required to work in excess of the hours of employment prescribed by any law or rule.
- d) PCO Allowance: Available for SSE from 1999. Withdrawn for SSE (L-8) by Rly Br letter dated 06.11.2026. PCO allowance at the rate of 15% of basic pay should be paid to all including those promoted to level-8 and NFU to level-9. It is part of incentive system followed in PUs & workshops of Railways. Railways should be allowed to take its decision.
- e) Accident free service award (AFS): For completion of every 8 years one month basic pay + DA should be granted as AFS. Technicians and Technical Supervisors playing primary role in safe operation of trains, should be made eligible for AFS.
- f) Risk & Hardship Allowance (RHA): Staff & Supervisors working in hard environment should be brought in the ambit of RHA. Rates of RHA should be arrived using the same multiplying factor used for fitment factor.
- g) National Holiday Allowance (NHA): 7th CPC in para 8.6.9 said that, NHA is paid to non-gazetted Railway employees who are on roster to work on a "National Holiday" and granted NHA for all twelve days in a year due to operational constraints in Railways. NHA in Railways should be paid equal to double the normal rate for Over Time Allowance or one day wages. NHA should be paid to SSEs in level-9 if they are on roster to work on National Holiday.
- h) Group incentive scheme for open line Technical Supervisors and technical staff working in civil, electrical, mechanical and S&T departments.

7. **Creation of post in Technical Supervisors category and creation of Group-B posts in Technical Department of Indian Railways.**

8. **Working hours per week & five days working**

- a) Working week of net 45 hours should be adopted for all Industrial employees on the Railways. Additional weightage should be given for additional working hours required to be put in for the exigency of work, by the Technical Supervisors while arriving the pay level.
- b) Five days working in a week: Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.
9. Removal of maximum ceiling of Rs.7000 for payment of PLB & Payment of PLB as per actual Pay.
10. No corporatization or privatization of Production Units & Workshops or any Rail segments.
11. No Private train operators to avoid erosion and deterioration of safety and operational efficiency of existing normal train operation and misuse of Railway's resources by the concerned private operators.
12. Manufacturing and maintenance of 'Vande Bharat' Train set rakes fully by Railways. Proposal for handing it over to private operators should be withdrawn.
13. No monetization of any Railway assets.
14. Recruitment and creation of posts in the category of Technical Supervisors.
- a) Filling up of vacancies in the category of Technical Supervisors.
- b) Allowing zonal Railways & PUs to place indent to RRB as per their requirements.
- c) Revision in percentage of direct recruitment of Graduate Engineers in the category of Technical Supervisors/Rail Engineers. Direct recruitment quota for Graduate Engineers may be calculated 20% of present sanctioned strength of SSE in level-7, leaving out the strength upgraded to level-8.
- d) Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS as temporary arrangement.



K.V.RAMESH,
General Secretary, IRTSA