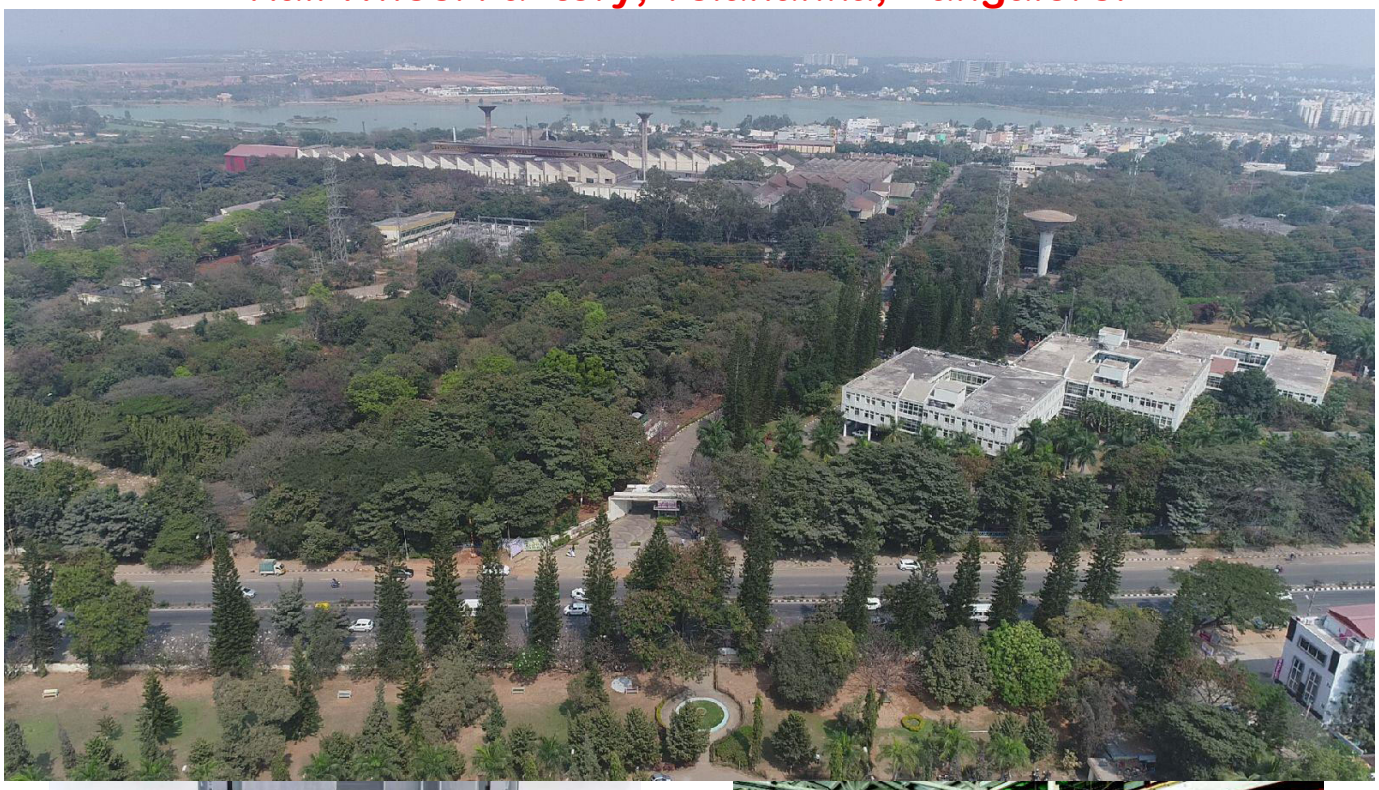
Central General Body Meeting in
61st All India Annual Conference of IRTSA
On 3rd & 4th November 2026

Employees Institute, West Colony,
Rail Wheel Factory, Yelahanka, Bangalore.







REPORT OF THE
GENERAL SECRETARY, IRTSA
FOR THE YEAR 2025-26

CGB Notice, General Secretary's report, demands resolution,
resolution on Line of action, organizational matters &

Highlights of submission made to 8th CPC

Indian Railways Technical Supervisors' Association

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

Regd. No. 1329 Under Trade Union Act of India. Website: *www.irtsa.net*

C.Hq. G3-Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai-600082.

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No:IRTSA/Org-2 Date:05.09.2026

NOTICE FOR 61ST ALL INDIA ANNUAL CONFERENCE & CENTRAL GENERAL BODY MEETING OF IRTSA TO BE HELD AT RWF BANGALORE ON 3RD & 4TH NOVEMBER 2026

- 61ST All India Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association (IRTSA) shall be held at RWF, Bangalore.
- 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 2) Welcome by Convener & General Secretary 3) Address by President IRTSA 4) a) Report of General Secretary IRTSA b) Report on Account by Treasurer IRTSA 5) Submission made by IRTSA to 8th CPC. 6) Report by Zonal Secretaries & CEC Members 7) Amendments made in Constitution of IRTSA. 8) Open session	9) 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. b) Resolutions of Demands. c) Resolution on Line of Action for realization of demands. 10) Election for new CEC. 11) Any other point with the permission of the Chair.

PROGRAMME

1	Flag hoisting	10.00 AM, 3rd November 2026
2	CGB Meeting	10.15 AM to 05.30 PM on 3rd Nov & 10.00 AM to 01.00 PM on 4th Nov
3	Open Session	06.30 PM to 09.00 pm on 3rd Nov
4	Venue	Employees Institute, West Colony, RWF, Yelahanka, Bangalore.
5	CEC Meeting	09.00 PM to 10.00 PM (At the same venue)
6	Accommodation	Arrangements will be informed to the delegates according to the number of participants from each unit & sub unit.
7	Delegation fee	Rs.1000 per Delegate
8	Chief Guests of Open session	Sri. V.Somanna Hon'ble Minister of State for Railways
9	Guest of Honour	Sri. Manoranjan Pradhan, General Manager RWF Sri. M.Ragahvaiah, General Secretary, NFIR Sri. S.G.Mishra, General Secretary, AIRF
10	Chairman, Conference Committee	Er. V.Dayananda Rao, 9108501831
11	Co-Chairman, Conference Committee	Er. S.Ramesh, 9108501858
12	Convener, Conference Committee	Er. Mruthyunjaya Bapat, 9108501825
13	Co Convener, Conference Committee	Er. Srikanthaswamy, 9108501875
14	Treasurer, Conference Committee	Er. K.T.Harish, 9108501598
15	Co-Treasurer Conference Committee	Er. S.Y.Manjunath, 9108501848

- All CEC & CGB Members, Zonal / Unit & Sub-Unit Secretaries are requested to attend positively with other active Members en-mass.
- Complete Membership Drive of IRTSA at the earliest. Send Central Quota by Online Transfer to IRTSA, Account No: 10083429358, IFSC: SBIN0050540 and inform Central Treasurer.
- All Zones and subunits have to submit their membership list with name, working place & contact details.

Yours' fraternally

Long live IRTSA

K.V.RAMESH
General Secretary, IRTSA

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

G3-LIKITH HOMES, 3, Lakshmanan Nagar West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in. Mob: 9003149578, 9444100842

No:IRTSA/Org-2/CGB GS Report Date: 03 & 04.11.2026

REPORT OF GENERAL SECRETARY, IRTSA

Presented to Central General Body Meeting in 61st All India Annual Conference held at Rail Wheel Factory, Yelahanka, Bangalore.

My Dear President, CEC Office bearers & Engineers from all over Indian Railways,

PREAMBLE

a) I heartily welcome you all to the 61st All India Annual Conference and Central General Body Meeting bwing held at Employees Institute, West Colony, RWF, Yelahanka, Bangalore.

b) 60th Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association was held at ICF Chennai on 11th & 12th November 2025.

c) CEC Meetings

   i. In conjunction with CGB meeting CEC IRTSA met at ICF Chennai to discuss some very crucial & emergent matters and to decide the line of action thereon.

   ii. Meeting of CEC office bearers of Southern Railway & ICF was held at ICF west colony welfare Centre on 24th April 2026 to discuss draft memorandum to be submitted by IRTSA to 8th CPC.

   iii. CEC Meeting (On line) was organized on 26th April 2026 to finalise memorandum to be submitted to 8th CPC.

d) IRTSA provides a strong platform for Technical Supervisors/Rail Engineers working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 61 years and continues to strive to overcome the challenges before us and to scale bigger heights in the years ahead.

e) There are challenges as well as opportunities ahead on us – major among them being Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors. Main demands of justified Pay Levels, avenues of promotion to gazetted cadre, filling up of vacancies, classification of the category as Group 'B' (Gaz) and Anomalies of MACPS, etc are yet to be addressed by Railways and Government.

f) 8th CPC brings hope in finding solution for long pending demands. IRTSA had a wonderful opportunity to present the concerns, views, demands and suggestion on all issues pertaining to JE, SSE, CMA, CMS, DMS, CDMS, JE(IT) and SE(IT) to the 8th CPC and also on common demands pertaining to Railway men and Central Government employees.

g) Railways and Government took important decision on creation of posts in Technical & Operation departments of Railways. Dept of Expenditure agreed for Railway Board's proposal for creation of 5664 posts in level-6 and level-7. Creation includes 1389 JE, 2819 SSE, 36 DMS and 54 CDMS posts. Total 4298 posts creation (76% of creation) are going to happen for JE, SSE, DMS and CDMS. 21,978 vacant posts in these departments will be filled

h) Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization.

i) I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

1. ON NATIONAL FRONT

1.1) **GDP growth**: Notwithstanding persisting global headwinds, the Indian economy has remained resilient. India's economy began 2026-27 on a strong note, with real GDP growth accelerating to 7.8% in first quarter. GDP growth for 2026-27 is projected at 7.1 per cent

1.2) **Direct Tax**: India's net direct tax collections (including corporate tax and personal income tax) have grown significantly over the last 10 financial years, rising from ₹6.96 lakh crore in FY 2014-15 to ₹22.26 lakh crore in FY 2024-25, growth of 220%.

1.3) **Income tax**: Individuals with an annual income of up to ₹12 lakh now have no tax liability. It has brought marginal relief to our category, but income tax burden on ever one of us increasing every year.

1.4) **GST Collection**: India's gross GST collection has grown nearly three-fold since its inception in 2017 from ₹7.40 lakh crore, reaching a record high of ₹22.08 lakh crore in the 2024–25 FY.

1.5) **Disinvestment**: In FY 2024-25 disinvestment of Rs.17,202 crore was achieved. In the revised budget for FY 2025-26 disinvestment target was revised to Rs.33,837 crore. For the FY 2026-27 disinvestment is estimated at Rs.80,000 crore.

2. AS RAILWAYMEN

2.1) **High Budget allocation**: The Union Budget 2026–27 allocates a record ₹2,78,030 crore in budgetary support, alongside a historic total capital expenditure (Capex) outlay of ₹2,93,030 crore for Indian Railways.

2.2) **Enhancing sectional speed of the Track**: Over 80% of Rail Network now capable of 110 kmph & above sectional speed, up from 40% in 2014. Tracks clocking 130 kmph & above have 3.5 increase from 6.3% to 22.4% during same period.

2.3) **Four lane upgrades to Seven High-Density routes in Indian Railways**: Delhi - Howrah - 1,422 Km, Delhi - Guwahati - 1,876 Km, Delhi - Mumbai - 1,322 Km, Delhi - Chennai - 2,037 Km, Mumbai - Howrah - 2,039 Km, Mumbai - Chennai - 1,238 Km and Chennai - Howrah - 1,117 Km. Total 11,051 Km four lanes which can operate at speed up to 160 Kmph. These routes account for 41% of total railway traffic while only covering 16% of the railway network. This will significantly increase the capacity and improve the average speed and reduce the delays that Indian Railways is struggling to reduce.

2.4) **New passenger train variants**: Semi high-speed "Vande Bharat" train sets possessing designed speed of 180 kmph operates with maximum speed of 160 kmph, Amrit Bharat Express with locomotives on both ends having speed potential of 130 kmph, Namo Bharat Rapid Rail with speed potential of 110 kmph and A/C EMUs for suburban services are bringing new passenger experience.

2.5) **Outsourcing of open line maintenance of Vande Bharat express rake** includes, primary & secondary maintenance, terminal & sick line attention, material cell, Linen management, Bio-toilet in coaches, statistical work, OBHS, Coach watering, pest control, Waste Disposal, Pit line sweeping and drain cleaning, Security and locking of rakes and Mechanized Laundry.

2.6) Work load of Production Units, open line coaching depots and POH mechanical workshops will be taken away by private companies at much higher cost.

2.7) **Safety**: Consequential Train Accidents during the period 2004-14 was 1711 (average 171 per annum), which has declined to 31 in 2024-25 and further to 11 in 2025-26 (upto November 2025). Kavach Version 4.0 has been commissioned over 738 route Km.

2.8) **Freight Business**: During 2025–26, Indian Railways carried a record 1670 Million Tonnes (MT) of freight, registering a growth of 3.25% over the previous year. freight earnings, reached approximately ₹1,77,754 crore in 2025–26, reflecting a 1.44% increase over ₹1,75,302 crore in 2024–25.

2.9) **Passenger business**: Total number of passengers carried rose to 741 crore in 2025–26, a 3.54% increase over 716 crore in 2024–25. Correspondingly, total revenue reached approximately ₹80,000 crore in 2025–26, marking a 5.96% increase from ₹75,500 crore in 2024–25,

2.10) **Reduction in employee strength**: Between the year 2014-15 and 2024-25 staff strength was reduced by 7.3% from 13.26 lakhs to 12.29 lakhs.

2.11) **Filling vacancies and creation of posts for new assets**: Creation of 5664 posts in level-6 and level-7 for Technical Supervisors & traffic supervisors in Railways is approved by Ministry of Finance along with filling up of 21,978 vacant posts in these departments. But creation has been approved by surrender of 10,939

various lower grade posts. There are huge vacancies in all safety categories across all zones and Production Units. Recruitment being done by RRB are insufficient to fill existing vacancies.

2.12) **PPP in Indian Railways**: PPP-Led Locomotive Manufacturing under the Make in India Programme. Madhepura Electric Locomotive Factory in partnership with Alstom Transport India Limited, Marhowra Diesel Locomotive Factory under a PPP arrangement with Wabtec Locomotive Private Limited and Dahod Electric Freight Locomotive Facility set up with Siemens Limited are successfully implemented. PPP models poses new challenges to Railways Production Units and maintenance workshops.

3. AS RAIL ENGINEERS

3.1) **Recognition of IRTSA**: Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways through better job satisfaction & motivation of the Front-Line Managers / Technical Supervisors. We have to pursue the issue effectively.

3.2) **Action programme**

1) **All India Protest Day**: 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 demand.

2) **Mass dharna at Jantar Mantar**: On 2nd April 2026, IRTSA conducted mass dharan at Jantar Mantar, New Delhi successfully. Large number of Technical Supervisors / Rail Engineers participated enthusiastically in the dharan. 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. Dr.M.Raghavaiah GS NFIR and Com. Shiv Gopal Mishra GS AIRF addressed the mass dharna in support of the demands of IRTSA. 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.

3.3) **Persuasion of Demands**

Central President, General Secretary IRTSA and other CEC office bearers met various authorities in persuasion of categories' demand, important evets are listed below.

1. 6th Jan 2026: Central President and 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. Sri.C.M.Ramesh, Chairperson Railway Standing Committee, Dr.Sumer Singh Solanki, MP &, Sri.Vijay Vasanth, MP & Members Railway Standing Committee were apprised of the demand along with submission of memorandum.
2. 11th Jan 2026: General Secretary IRTSA met Shri. V.Vaithilingam Former Chief Minister of Puducherry and Hon'ble Member of Parliament and Sri.S.Selvaganapathy Hon'ble Member of Parliament at their respective office at Puducherry and submitted memorandum on demands to be forwarded to Railway Ministry.
3. 15th Jan 2026: Continuing the efforts of restoration of PCO allowance for SSEs working in level-8 and extension of PCO allowance, Night Duty Allowance and National Holiday Allowance for SSEs receiving NFU to level-9, General Secretary IRTSA met Sri.G.K.Vasan Former Union Minister and Member of Parliament with a request to forward IRTSA's memorandum to Railway Minister for immediate restoration of withdrawn allowances.
4. 6th Feb, 2026: Central President & General Secretary IRTSA along with office bearers of IRTSA met Smt. Aruna Nair Director General (HR) today at General Manager ICF chamber.
5. 15th Feb 2026: General Secretary IRTSA along with Er.Anantharaman, Dr.Kalanidhi Veeraswamy Hon'ble Member of Parliament at his office.

6. 8th June 2026: General Secretary IRTSA along with Er.P.Srinivasa Rao met Sri.Satish Kumar Chairman Cum CEO, Sri.R.Rajagopal, Member Traction & Rolling Stock also looking after DG (HR), Smt.Renu Sharma AM (Staff) and Sri.Aneesh Hegde OSD to Sri.S.Sommana, Hon'ble Minister of State for Railways at Railway Board.
7. 30th May 2026: General Secretary IRTSA met Dr. L.Murugan, Hon'ble Minister of State in the Ministry of Information & Broadcasting and Ministry of Parliamentary Affairs in his office at Chennai.
8. General Secretary IRTSA met Dr.Kalanidhi Veerachamy Member of Parliament at his office on 7th July and Sri.Manikam Tagore Member of Parliament on 9th July.
9. 27th July 2026: General Secretary IRTSA submitted demands of IRTSA to Thol.Thirumavalavan, MP
10. On 11th August 2026: General Secretary and Central Treasurer IRTSA had warm meeting with Sri.V.Somanna Minister of State for Railways. Suggestions to improve Railway earnings and related to Southern Railway and ICF has been submitted to MoSR. Issue of restoration of PCO allowance for SSEs working in level-8 and payment of PCO allowance, NDA & NHA for SSEs receiving non-functional upgradation to level-9 and creation of 30 SSE posts in level-8 for ICF has been raised with MoSR. After hearing the views of GS IRTSA MoSR advised OSD to forward the demands appropriately.
11. General Secretary and Central Treasurer IRTSA met Members of Parliament, Dr. Kalanidhi Veerachamy, Com.R.Sachithnantham, Sri.Thanga Tamil Selvan and Sri.Arun Nerhu at New Delhi
12. On 11th August: Team IRTSA met Director General (HR). Issues of restoration of PCO allowance for SSEs working in level-8 and payment of PCO allowance, NDA & NHA for SSEs receiving non-functional upgradation to level-9, creation of 30 SSE posts in level-8 for ICF, creation of 5000 supervisory posts & 2000 Group-B posts for Indian Railways, Specific issue of MACPS pertaining to Engineering Graduates appointed in Rs.5500-9000 in Design department were raised by GS IRTSA. DG (HR) discussed the issues patiently and agreed to consider the issues.
13. Central President IRTSA camped New Delhi to pursue the demands of IRTSA. On 29th July he met Dr.M.Raghaviah GS NFIR and Com.S.G.Mishra GS AIRF and discussed the issues. On 31st July he met Sri.Praddep Kumar Singh MP, Smt.Kanimazhi MP, Sri.Annadurai MP and Sri.Trich Siva MP and requested to raise the issue of restoration of PCO allowance for the SSEs in level-8 of Progress wing to Railway Minister. On 4th August Central President met Sri.Satish Kumar Chairman & CEO, Sri.R.Rajagopal Member Traction & Rolling stock and Sri.P.Makesh Additional Member (Mechanical) Railway Board to submit memorandum and to highlight main issues of Technical Supervisors. Er.Baskar accompanied the President.
14. 5th September 2026: K.V.Ramesh General Secretary IRTSA submitted memorandum to Sri.P.Mahesh Additional Member (Mechanical Engineering) during his visit to Chennai on the following demands,
    a. Restoration of PCO allowance for SSEs upgraded / promoted to level-8 and working in PCO organization.
    b. Payment of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.
    c. Requesting Railway Board to send a fresh proposal to DoE, Ministry of Finance for reconsideration of the issue.
15. September 11, 2026: General Secretary along with Team IRTSA had a warm meeting with Sri. Sunil Kumar Additional Member (PU) during his visit to ICF, Chennai and highlighted above issues.

3.4) **Meeting with Geneal Secretaries of Federation**: Central President and General Secretary IRTSA held discussions with Dr.M.Raghavaiah General Secretary NFIR and Com. Shiv Gopal Mishra General Secretary AIRF on various occasions. Main issues discussed are

a. Demands placed before 8th CPC.

b. Grant of Group-B status to SSE, CDMS, CMS and SE (IT).
c. Earlier completion and decision on cadre restructure.
d. Creation of Technical Supervisors post in Railways.
e. Pay level-8 for left out categories including SE (IT).
f. Approval for creation of posts of SSEs in level-8 in ICF.
g. Restoration of PCO allowance for SSEs upgraded / promoted to level-8 and working in PCO organization.
h. Payment of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.
i. Filling up of vacancies.
j. Stopping the menace of outsourcing.

3.5) **Important decisions taken by Government / Railways during this period**

1) Formation of 8th CPC.

2) **Ceation of posts**: Dept of Expenditure, Ministry of Finance has approved creation of 5664 posts in Level-6 & 7 in Railways. That includes 1426 JEs and 2819 SSEs, total 4246 Technical Supervisors posts, 36 DMS + 54 CDMS posts and 1366 posts in traffic dept. Simultaneously 21,978 vacant posts will also be filed.

3) **Change in policy in surrender of posts through work study**: Railway Board in its letter dated 31.08.2026 on rationalization of manpower for the FY 2026-27, communicated to Federation mentioning about change in the policy of surrender of posts. The letter says, From FY 2024-25 onwards, target of man power rationalization consists of both Redistribution and surrender of posts. Redistribution is the focus. There is no reduction of sanctioned strength in re-distribution. It involves transfer of posts from redundant non-safety & non-essential categories to critical operational and safety categories. In FY 2024-25 only 2550 and in FY 2025-26 only 694 posts were surrendered. Ie. surrender of posts has come down to 694 posts in last year from average 13,400 posts surrender per year during previous ten years. There may not be surrender of posts in safety category posts and marginal increase likely to happen in some safety categories.

3.6) **Anomalies in MACPS**: MACP Scheme is supposed to bring relief to the employees stagnant in one grade for more than 10 years. But the scheme has created many new anomalies and several cases are filed across the country in Central Administrative Tribunals, High Courts & Supreme Court. DoPT the nodal department is not considering the merit of the cases adequately in coordination with respective ministries or departments. Government is refusing to implement the Judgements of Tribunals and Courts including that of Hon'ble Supreme Court. Technical Supervisors category has been demanding to resolve the following four main demands immediately.

1. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & other benefits.
2. Implementation of MACPS w.e.f.01.01.2006.
3. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
4. Withdrawal of unfair Benchmark of 'Very Good' implemented after 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as 'Good'.

3.7) **Adverse Working Conditions**: Working conditions are getting more & more tough & strenuous for Technical Supervisors in Sheds, Open-line Depots workshops and Production Units. We are victims of officers' apathy and unscrupulous elements among the working class below us. Outsourcing has become more concerned area. Outsourcing of core and non-core activities are required to be supervised and certified by JEs & SSEs. Indiscipline contractors, non-qualified & under paid contract employees are the major concern for JEs & SSEs. IRTSA has been continuously striving for better service conditions, better Pay Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals steadfastly.

3.8) **Court case filed by IRTSA in CAT for higher Pay Levels for JEs& SSEs:** Arising out of anomaly created after changes done in the GP of senior technicians, disturbance of relativity of SSEs with other cadres

who received upgradation and pleading for implementation of Railway's OM dated 11.06.2010 upgrading JE from GP Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800, IRTSA filed a case at Central Administrative Tribunal (CAT), Chennai in the year 2013. In its order dated 21.07.2016 CAT Chennai directed Finance Ministry to consider OM dated 11.06.2010 within a period of three months. Ministry of Finance through its OM dated 29.11.2016 conveyed its decision against the direction of CAT. IRTSA again filed OA 1568/2017 appealing against the OM of Finance Ministry. OA was listed for 54th time on 26th Feb 2026, Senior Counsel for IRTSA placed the arguments in the presence of Government counsel. After hearing the argument and cross-questioning CAT Chennai bench decided to refer the issue to 8th CPC. CAT bench said Pay Commission is the expert body to decide on the issues relating to Pay and since 8th CPC is already formed, referring issue of pay level of JE & SSE to 8th CPC will be appropriate

3.9) **Memorandum submitted & oral evidence in front of 8th CPC by IRTSA**:

1) **ToR:** Terms of Reference for 8th CPC was published 3rd November 2025. The Commission will have to make its recommendations within 18 months of the date of its constitution.

Major changes in terms of references of 7th and 8th CPCs

	ToR for 7th CPC	**ToR for 8th CPC**
ToR notification date	28th Feb 2014	3rd Nov 2025 (Delayed by 8 months compared to 7th CPC ToR)
Pension	**ToR covers structure of pension and other retirement benefits** To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).	**ToR covers only Gratuity and Pensions** To review the Death-cum-Retirement Gratuity of employees borne on the National Pension System (including Unified Pension Scheme) and make recommendations thereon. To review the Death-cum-Retirement Gratuity and pensions of employees not borne on the National Pension System (including Unified Pension Scheme) and make recommendations. **Not part of 8th CPC ToR** Pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations.
To make recommendations, keeping in view		**New point added** The unfunded cost of non-contributory pension schemes
Date of effect	To recommend the date of effect of its recommendations on all.	**No mention about date of effect**

2) **Reply to Questionaries**: IRTSA's reply for 8th CPC questionnaires were completed through on line as stipulated by 8th CPC in its web site.

3) Submission of memorandum to 8th CPC through online was completed on 28th April 2026.

4) **Appointment with 8th CPC**: 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. IRTSA made impressive presentation to 8th CPC. It was a systematized, concentrated interaction with Member Secretary 8th CPC by General Secretary IRTSA on specific issues of Technical Supervisors / Rail Engineers and also on general demands.

Submission made before 8th CPC will be presented separately after completion of General Secretary's report and accounts balance sheet.

3.10) **Memorandums submitted during this period**: Number of Memorandums were submitted to Finance Minister, Railway Minister, Minister for Personnel Public Grievances & Pensions, Minister of State for Railways, Members of Parliament, Railway Board, DoPT and to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE & on the IRTSA Website www.irtsa.net for the information of all the Members.

3.11) Effective persuasion and struggle at all levels is essential to achieve demands of our category. For all this we need unity, mass participation and adequate funds – especially for the Court Cases to take them to their logical conclusions. I, therefore, appeal for your full cooperation for strengthening IRTSA at all levels, intensify Membership Drive, raise Legal-cum-Struggle Fund as decided by CEC & CGB IRTSA.

4. ON ORGANISATIONAL FRONT

4.1) **Filing annual returns and amendments in the Constitution of IRTSA at Registrar of Trade Union (RTI), New Delhi**: General Secretary, Central Treasurer, Zonal Secretary NR and other office bearers visited RTI office in New Delhi multiple times to clear the arrears in submission of documents. On 10.08.2026 got approval for amendments made in the Constitution of IRTSA (with modification) and acknowledgement for annual returns upto the year 2025.

4.2) **Action programme organized by CEC IRTSA:** Action programme organized by CEC IRTSA was given in para 3.2.

4.3) **Meetings conducted by Zones & sub units during the visit of President & General Secretary**.

1. 2nd December 2025: General Secretary IRTSA and MMVGK.Raju Zonal Secretary IRTSA SCR addressed members of IRTSA subunits at Carriage Repair Shop Tirupati and Coaching Depot Tirupati.
2. 30th Dec 2025: General Secretary IRTSA visited Coaching Depot Yeshwanthpur, SWR and interacted with SSEs and JEs.
3. 26th February 2026: General Secretary addressed IRTSA Loco Works sub unit of Southern Railway meeting in the evening with large participation.
4. 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.
5. 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.
6. On 1st June 2026: General secretary addressed largely attended well organized meeting at Rail Wheel Factory (RWF)
7. 20th June 2026, General Secretary IRTSA addressed Basin Bridge Coaching Depot Engineers during lunch break.
8. 10th June 2026: Team IRTSA consists of K.V.Ramesh General Secretary IRTSA, Er.Akilesh Viswakaram Zonal Secretary IRTSA Northern Railway and Er.P.Srinivasa Rao of ICF addressed meeting in Northern Railway Head quarter.
9. 24th June 2026: K.V.Ramesh General Secretary IRTSA addressed members of Coaching Depot Tambaram Southern Railway.
10. 12th August 2026: General Secretary IRTSA addressed largely attended meeting of IRTSA held at Jagadhri Work Shop, Northern Railway. Er.Mandeep Singh briefed about issues pertaining to Jagadhri Workshop.
11. 1st October 2026: IRTSA Carriage & Wagon Workshop conducted its General Body meeting. General Secretary IRTSA explained about demands placed by IRTSA before 8th CPC. Er.Sunil Kumar Zonal President IRTSA Southern Railway explained about activities and achievements of IRTSA.
12. On 24th October 2026 GS IRTSA addressed large gathering of JEs & SSEs in Hubli Workshop, SWR.

4.4) Engineers day was celebrated by units and sub units of IRTSA across Indian Railways.

4.5) There is an urgent need to unite all Rail Engineers / Technical Supervisors under the umbrella of IRTSA not only for achieving the demands of the category, but for the existence of Indian Railways as a major Government sector support system for all round growth & development. Indiscriminate privatization, outsourcing, work contracting, corporatization, wet-leasing, etc. will lead to disintegration of Indian Railways. All Zones, Divisions & sub-units are urged to strictly adhere to the line of action taken by this CGB and further decisions thereon.

4.6) **Accounts & Balance Sheet**: - The Central Treasurer of IRTSA, Er. Surjit Singh will place Accounts and Balance Sheet immediately after submission of my report.

4.7) **Approval from Registrar for Trade Unions**: Amendments passed on 7th November 2023 in the CGB held at Secundrabad were approved by Registrar Trade Unions with one change. Accordingly honorary membership will be extended for retired and retiring members. Resolution on honorary membership needs to be passed by this CGB.

4.8) **IRTSA in social media**: a) Website of IRTSA www.irtsa.net is now over 17 years old. It is one of the very popular Websites as it is regularly updated with multifarious information and intensively visited by Rail Engineers.

b) Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from members and replies by Central President, General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool to motivate inactive areas to join the struggle.

4.9) **Communication, Interaction & Visits by CEC Members**: Continuous flow of information from Central Headquarter is ensured through Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by President, General Secretary and other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC member to visit at least one unit in their zone or other zones every month.

4.10) IRTSA has come a long way since its inception in the year 1965. Many seniors have led from the front in all ups & downs and their commitment towards IRTSA remains all the same. We thankfully remember the relentless services done by many seniors in the past. In the same time, vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

4.11) **Meetings addressed by President and General Secretary IRTSA organized by other organisations**: On 29.09.2026 General Secretary IRTSA addressed Railway Unions convention against privatization organized by DREU and others at North Colony Welfare Centre, ICF, Chennai.

5. TASKS BEFORE US

Following tasks are before us as of now and the incoming CEC and all of you shall have to take appropriate action thereon:-

5.1) **Demands placed before 8th CPC**: Demands placed before 8th CPC by IRTSA for the category and on general issues to be propagated at all levels.

5.2) **Classification of SSE as Group-B**: Even though IRTSA has placed this demand before 8th CPC arguing the issue thoroughly, still it require vigorous representation and persuasion to Railway Board.

5.3) **Creation of posts in Group-B**: Agreeing with the demand of IRTSA for the first time Railways is going to create 5664 supervisory posts in Technical Departments and traffic department. Similarly proposal for creation of 2000 Group-B posts need to persuaded keenly.

5.4) **Restoration of withdrawn allowances** Restoration of PCO allowance for SSE in level-8 and payment of PCO allowance, NDA & NHA for SSEs receiving upgradation to level-9 w.e.f.01.12.2026.

5.5) **MACPS:** Unresolved issues on MACPS need to be followed in Railway ministry and in DoPT. CGB & CEC need to deliberate and consider taking legal action for inclusion of training period for the purpose of financial upgradation under MACP Scheme.

5.6) **Membership Drive**: It is vital to enroll each and every Technical Supervisors / Rail Engineers as a Member of the Association. Inactive areas should be awakened to join the struggle and to contribute effectively to the cause. Active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provisions of the Constitution of IRTSA.

5.7) **Struggle Fund**: There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and for the court cases and for struggle. CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

5.8) **Legal Fund**: In CGB & CEC decide to take legal action for inclusion of training period for the purpose of financial upgradation under MACP Scheme, legal fund of Rs.500 per member need to be collected.

6. ACKNOWLEDGEMENTS

Before I conclude, I sincerely thank the Members of CEC, Zonal Secretaries and all others who gave their support and cooperation in strengthening the organisation and in pursuing the demands.

I thank Er.Harchandan Singh Chairman, Er.M.Shanmugam Central President, Er.Darshan Lal Central Working President, Er. Surjit Singh Central Treasurer, Er.Sunil Kumar Zonal President S.Rly, Er.MMVGK. Raju Zonal secretary SCR, CEC office bearers, and all others for their valuable advice, support and help from time to time. I sincerely thank office bearers of all zones and sub units from arranging meetings during my visit to their zones and sub units.

I particularly thank office bearers worked shoulder to shoulder in preparing memorandum for 8th CPC and PPT made before 8th CPC.

I thank all the Delegates who have come from all over India for attending this Conference inspite of long journey. I thank the host Team ICF for making all the arrangements for this Conference.

I sincerely thank host of 61st All India Annual Conference and Central General Body Meeting of IRTSA, Rail Wheel Factory (RWF) Zone for making this event memorable one. Many of the members of IRTSA RWF Zone contributed significantly and worked very hard for the success of this conference. I thank one and all.

Thank you. Jai Hind. Long Live IRTSA.

K.V.RAMESH
General Secretary, IRTSA

UNITS & SUBUNITS ARE REQUESTED LAUNCH THE MEBERSHIP DRIVE & SEND CENTRAL QUOTA @ 50% OF TOTAL COLLECTION & STRUGGLE FUND TO THE CENTRAL TREASURER IRTSA

All Zones / sub-units are requested to deposit membership subscription, Struggle fund, donations, etc. in IRTSA central account Name: IRTSA, Account No: 10083429358, IFSC: SBIN0050540, State Bank of India, RCF, Hussainpur, Kapurthala. (Branch Code-50540)

Or

TO ASST CENTRAL TREASURER IRTSA

UPI ID (irtsa@sbi) IRTSA-Current A/c No.43054348149, IFSC Code: SBIN0013065, SBI ICF Branch, Chennai.

Er. Y.R.S.Benarjee, Assistant Central Treasurer, Mobile No. 9003149567.

FOR UP-TO-DATE INFORMATION OF OUR ACTIVITIES, VIEWS ON VITAL ISSUES & COPIES OF ADMINISTRATIVE ORDERS READ OUR BI-MONTHLY JOURNAL

"VOICE OF RAIL ENGINEERS"

OFFICIAL BIMONTHLY JOURNAL OF IRTSA

(PREVIOUSLY PUBLISHED AS *"THE RAIL SUPERVISOR")*

- **SEND YOUR DONATION RS.1000 FOR "VOICE OF RAIL ENGINEERS"**
- **SEND YOUR SUBSCRIPTION @ RS.100 FOR "VOICE OF RAIL ENGINEERS"**
- **AND NEWS OF ACTIVITIES OF YOUR UNITS & SUBUNITS & ARTICLES FOR PUBLICATION**

Highlights of memorandum submitted to 8th CPC
Indian Railways Technical Supervisors' Association

Proposed fitment factors	
L-1 to L-5	2.92
L-6 to L-8	2.92 X 1.2 = 3.50
L-9 to 12	2.92 X 1.3 = 3.80
L-13 to L-16	2.92 X 1.4 = 4.09
L-17 & 18	2.92 X 1.5 = 4.38

Technical Supervisors working in Civil, Electrical, Mechanical and S&T departments of Railways.
Around 7 lakh Senior Technicians and Technicians I, II & III work under JEs & SSEs.
Non-technical categories like Stores Clerk, Office Clerk, Office Superintendents, helpers, etc, work directly under the JEs & SSEs.

Hon'ble CAT Chennai on OA 1568/2017 directed UOI to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8th CPC after getting the comments from IRTSA

Proposed pay levels for Technical Supervisors

Desg with suffix similar to existing suffixes

Proposed Desg	Class	PL	Starting pay	
Junior Engineer	Gr-C	L-7	Rs.1,57,400	4.45 times
Senior Section Engineer	Gr-B	L-8	Rs. 1,66,800	3.71 times
Asst Manager	Gr-B	L-9	Rs. 2,01,600	3.8 times
Manager	Gr-B	L-10	Rs. 2,13,000	
Senior Manager	Gr-A	L-11	Rs. 2,57,000	

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

- Qualifications, training, experience, professional knowledge, competence required for the job, duties, responsibilities, accountability, level of contribution to the overall performance of the department, strenuous working conditions, hazards and other job difficulties.
- Historical edge in the pay scales enjoyed by SSEs lost due to grant of replacement scales to SSEs by the subsequent CPCs whereas upgradation have been granted to the other categories – RB high power committee.
- National Anomaly Committee referred Technical Supervisors' anomaly to departmental anomaly committee, DAC not functioned.

- Supervisor and supervised can never be assessed equal.
- Promotion & feeder cadres being placed in identical pay scale is anomalous.
- Disturbance of horizontal parity and vertical relativity.
- JE-I which was two grades above Sr.Tech placed along with them in L-6.
- 48th meeting of NC (JCM) accepted SSEs are highly qualified and occupy a critical role, but the treatment given to them has always been unfair.
- Relativities between pay scales of Accounts Supervisors and non-accounts supervisors got disturbed in 6th CPC by grant of GP Rs.4800 which got exaggerated in 7th CPC on grant of level-9 on non-functional basis to Accounts.

Classification as Group-B

- 4th, 5th & 6th CPC recommended Gr-B for SSE scale.
- 5th CPC recommended different system. Govt followed then existing system.
- 7th CPC recommended to address stagnation in SSE.
- DoPT after every PC classified scale belongs to SSE as Gr-B.
- Rly Board in 2010 classified L-8 posts as Gr-B. No. of Gr-B posts declined from 7652 in 2010 to 5680 in 2023. – Reducing promotional chances.
- 6.51% posts in Central Government depts are in Gr-B&A.
- Railways have only 1% of posts in Gr-B&A.

SSE, CMS, CDMS & SE(IT) be classified as Gr-B

MACPS

- Five financial upgrading after 6, 12, 18, 24 & 30 years.
- Counting of training period for MACPS.
- Benefits of MACPS w.e.f.01.01.2006.
- Parity in benefits of MAPC Scheme for Graduate Engineers recruited prior to 01.09.1998 with those appointed after.
- Entry as L-7 for the purpose of MACP to all the directly recruited Graduate Engineers / M.Sc in C&M cadre.
- Promotion through LDCE be treated as appointment for MACPS.
- All benefits for pay level reached through MACPS.

Implement Court judgements in MACPS

Dearness Allowance

Specific survey covering government employees exclusively.

Construct a consumption basked representative of government employees

Formulate a separate index called CPI (Government employees).

NDA - All employees including SSEs working in night duties should be granted NDA, without pay ceiling.

OTA - SSEs in level-7, 8 and 9 be made eligible for OTA, if required to work in excess of regular working hours.

National Holiday Allowance – Equal to one day pay including all SSE.

PCO Allowance	HRA	Important allowances
- Restore PCO allowance for L-8 SSEs. - PCO allowance at the rate of 15% of BP for all working in PCO wing including L-8 & L-9(NFU). - PCO allowance, part of incentive system followed in Railway workshops & PUs. Allow Rlys to take its own decision. - Extend to Design, CMT, electrical power, stores, etc	A Class Cities (40%+DA): Population 50 lakh and above. B Class Cities (30%+DA): Population 20 Lakh to 50 Lakh. C Class Cities (20%+DA): Population 5 Lakh to 20 Lakh. D Class Cities (10%+DA): Population below 5 Lakh.	- Training allowance 30% of BP. - Design Allowance to Drawing, Design Engineers. - Accident-free service award for open line Engineers. - Risk & Hardship Allowance. - TA/DA for on-duty, actual expense to be paid. - Unifor allowance for all. - Running allowance for JE/SSE track machines.

Children Education Allowance	City Compensatory Allowance	Rates of allowances should be made effective from 01.01.2026. The rates of allowances not linked with DA should automatically increase by 25% whenever the DA goes up by 25%.
- Up to post graduation level. - Rs.10,000/month. - Hostel subsidy Rs.35,000/month. - Or actual expense	CCA to be restored to meet the peculiar needs especially of the big cities and Metros	

Leave		IT cadre
- Limit on max accumulation LAP should be removed. - Encashment of leave during service: Employees should be allowed to encash at least 50% of leave available to their credit. - Encashment LAP up to o 600 days during retirement. - Encashment of Half Pay leave - Eligibility of half a day LAP - Restricted Holiday (RH) should be extended to Technical Staff, Tech Supervisors etc working in workshops, Production Units, etc. Casual Leave: Restoration of 12 days casual leave	- Provision of deduction of half day CL - for cumulative late attendance in a month up to 320 minutes (4 Hours) allowed to convert as Half day CL. - Child Care Leave may be allowed for half days if so required, equivalent to total of 730 full days. CCL leave should not be restricted to two children. - Paternity Leave: Male employees without any restriction of the number of children allowed 45 days.	- SE (IT) should be brought under the ambit of RBE No 155/2022 for 50% upgradation to level-8. - Financial upgradation under MACPS, date of entry to JE (IT) in level-6 should be taken, ignoring promotions earned. **Stagnation** Stagnation of Graduate Engineers in their recruitment grade up to retirement. **CGEGIS** Rates of subscription and insurance CGEGIS were last revised in Jan 1990.

Working week of net 45 hours should be adopted in Railways for all.	**Five days working in a week: Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.**

Group Incentive scheme for open line staff, JE & SSE.	Removal of ceiling limit for PLB & payment of realistic amount.	Unjustified comparison in Group-B selection inter-se seniority.

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION
Estd. 1965, Regd.Nos. 1329, Website http://www.irtsa.net,
G3, Likith Homes, 3-Lakshmanan Nagar West Street, Peravallur, Chennai-82. rameshirtsa@yahoo.co.in
No. IRTSA /Org-2 Demands Resolution Date:- 03.11.2026

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

ADOPTED BY CGB MEETING IN 61ST ANNUAL CONFERENCE OF IRTSA BEING HELD ON 3RD & 4TH NOVEMBER 2026 AT RAIL WHEEL FACTORY, BANGALORE

The 61st All India Annual Conference and Central General Body Meeting of IRTSA hosted by Rail Wheel Factory, Bangalore on 3rd and 4th November 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.

Indian Railways Technical Supervisors Association (IRTSA) represents 75,000 Rail Engineers / Technical Supervisors (JEs, SSEs, CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways -including Civil, Mechanical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 7 lakhs workforce out of around 12.5 lakhs railway employees. They also manage the work carried out by approximately 3 lakh outsourced employees deployed by Railway contractors. Technical Supervisors play a very vital role to ensure safe & efficient train operation including design, production & maintenance and economic utilization of all manpower and material resources.

Technical Supervisors/Rail Engineers shoulder direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipment on the Railways. Other departments are supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

IRTSA has placed the demands pertaining to pay level, promotional avenue & MACPS, classification of posts, allowances, pension & retirement benefits, working conditions, medical facilities, advances, etc to 8th CPC with facts and figures. 8th CPC and Government are requested to consider them positively.

Atleast five functional promotions in the career span of 30 years for Technical Supervisors / Rail Engineers have to be ensured. Chances for promotion to Group-B gazetted cadres have also become very bleak. Cadre restructuring due on October 2023 was also not done.

It is high time that Government should resort to old pension scheme (OPS) for the employees appointed after 01.01.2004 to satisfy the basic principle of "Equal Pay for Equal Work" since pension is a deferred wage.

Restoration of PCO allowance for SSEs in level-8 and payment of NDA, NHA and PCO allowance for the SSEs receiving non functional upgradation to level-9 are still awaiting reconsideration.

61st All India Annual Conference and CGB 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 classification of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

1) 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.

2) Amend ToR for 8th CPC with following inclusion / amendment

a) To examine the principle which should govern the structure of pension, family pension and other terminal or recurring benefits.

b) To examine revision of pension and family pension in the case of employees who have retired prior to the date of effect of 8th CPC recommendations.

c) To examine restoration of old pension scheme for all Central Government Employees in place of contributory NPS/UPS.

3) PAY LEVEL OF TECHNICAL SUPERVISORS:

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

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

c) SE(IT) category left out of upgradation order Railway Board order RBE No.155/2022, dated 17.11.2022 should be given upgradation on par with Technical Supervisors.

4) a) Conducting 70% quota Group-B selection as per seniority order of SSEs in 1:3 ratio.

b) Remove unjustified comparison of grades of running staff at lower pay level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B. Running staff should not be part of zone of consideration for selection to Group-B posts of AME, AEE, etc in Mechanical and Electrical departments.

c) Senior Technicians in level-6 should not be part of zone of consideration for selection to Group-B posts in Technical Departments.

5) Classification of all posts of SSE / CMS / CDMS in level-8 as Group-B as per Railway Board order RBE No.5/2010 dated 08.01.2010.

6) Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT and as per classification of their counterparts in other Departments, in Group B Gazetted.

7) a) Recruitment of Graduate Engineers as SSEs.

b) Number of DR quota for Graduate Engineers may please be revised and restricted to the number at the time of introduction of DR quota in Section Engineer grade.

b) As a temporary measure, all the available and arising DR vacancies of SSE, CDMS & CMS may be filed through promotion from eligible JE, DMS & CMA until recruitment of Graduate Engineers through RRB.

c) Equal number of Senior Technicians may be upgraded as Junior Engineers to maintain sanctioned strength in Technical Supervisors category.

8) a) Earlier implementation of Creation of 5664 posts in level-6 and level-7 for Technical Supervisors & traffic supervisors in Railways as approved by Ministry of Finance along with filling up of 21,978 vacant posts in these departments.

9) a) Old pension scheme (OPS) for all Central Government Employees appointed on or after 01.01.2004.

b) Refund of contributions to NPS with Interest thereon at appropriate rate.

10) PCO allowance for SSEs of PUs and workshops working in pay level-8 and receiving non functional financial upgradation to pay level-9. (Denied vide Board letter No. PC-VII/2023/I/7/5/8, dated 06.11.2025)

11) a) Removal of unjustified ceiling limit of Rs.43,600 for payment of Night Duty Allowance (NDA) to Railway Employees.

b) Railway employees working in Pay Levels 1-8 (including MACPS/NFU upgrades above Level 8) should be granted NDA at ((Basic Pay + DA) / 200), as recommended by 7th CPC and approved by the Government.

12) a) National Holiday allowance for SSEs receiving non functional upgradation to level-9

b) National Holiday Allowance at double the wages including DA to JEs, SSEs and other technical staff - for working on National Holidays.

13) a) Removal of maximum ceiling of Rs.7000 for payment of PLB.

b) Payment of PLB as per actual Pay.

14) Stepping up of pay of seniors promoted who have been prior to 31.12.2015 getting lesser basic pay than the juniors promoted after 01.01.2016 incase of seniors completed more years of service as JE/SSE irrespective of seniority unit they belong.

15) No corporatization or privatization of Production Units & Workshops or any Rail segments.

16) 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.

17) Manufacturing and maintenance of 'Vande Bharat' Train set rakes fully by Railways. Proposal for handing it over to private operators should be withdrawn.

18) No monetization of any Railway assets.

CAREER PROGRESSION AND AVENUES OF PROMOTION

19) Proper Career Planning & Time Bound promotions for Technical Supervisors up to Group A.

20) Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)

21) Combined 'Cadre Restructuring' of posts in Group 'A', 'B' & 'C' on Railways - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.

22) Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).

23) Grant of at least 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.

24) Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.

25) Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).

26) Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors, due to their same recruitment qualifications as Diploma & Degree in Engineering, similar training and vital job difficulties & multi-skilled job requirements.

27) Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRSE, IRSSE, IRSME, IRSEE, IRSS & IRMS) - with necessary age relaxation – in view of same qualifications – and the working experience as well.

28) No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.

29) All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).

30) Increase in Percentage of Group 'B' and Group 'A' Posts (vis-à-vis Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.

31) Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways nor are any such written tests held in other Central

Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.

32) Removal of Ishihara's Plates and Edridge's Green Lantern tests mentioned in para-503 (2) (d) of IRMM for colour vision for the selection to Group-B posts in of Production Units.

33) Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zonal levels & Railway Board.

34) Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in level-6 and Senior Engineer/IT in level-7 should be placed in the GP of level-7 and level-8 respectively.

INCENTIVE BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS

35) Restoration of PCO allowance for SSEs upgraded to level-8 and those receiving non-functional financial upgradation to level-9, working in PCO wings of Production Units and Workshops.

36) Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay *(instead of 6% and 12% respectively from 1-7-2017).*

37) Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. - to meet with the additional workload in these areas.

38) Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.

39) Honorarium / Incentive to Technical Supervisors & Staff for additional workload – in C&W, P-Way, Works, Bridges &S&T Depots, Sheds, TRD etc, especially on account of additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.

40) Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.

41) Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.

42) Revision of rates of Incentive Bonus in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.

43) a) Incentive Bonus & PCO Allowance to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.

b) Payment of incentive bonus & PCO allowance on the actual basic pay in functional level-8 & NFUP level-9.

44) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units) OR Raising of existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion).

45) Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.

46) PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala &RWF Bangalore).

47) Design Allowance to Drawing, Design Engineers – as recommended by Fifth Central Pay Commission.

48) Special Pay or IT Allowance to Junior Engineer/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

MACPS

49) Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and as per the judgements of various courts including Hon'ble Supreme Court of India.

50) Implementation of MACP w.e.f.01.01.2006 as per the recommendation of 110th report of department related parliamentary standing committee on personnel public grievances, law and justice.

51) 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.

52) 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. Exclusive situation in Railways.

53) Considering entry as GP Rs.4600/level-7 for the purpose of MACP to all the directly recruited Graduate Engineers / M.Sc in Chemical & Metallurgical (C&M) cadre. Exclusive situation in Railways.

54) Promotion through LDCE (Intermediate Apprentice JEs) should be treated as initial appointment for Financial up-gradation under MACPS.

55) On the issues of MACPS, Railways should be allowed to take decision based on the merit.

56) Withdrawal of unfair Benchmark of "Very Good" proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as "Good" (at least for Group C)

57) Provision of all benefits on financial up-grading under MACPS - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

GENERAL ALLOWANCES

58) a) Dearness Allowance: Weightage given to various items in the All India Consumer Price Index, may please be modified as per present day requirements and consumption pattern of Central Government employees.

b) Exclusive Consumer Price Index for Central Government Employees.

59) Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.

60) Allowance Related to Housing including HRA

Three tier classification should be made into four tier as given below

A Class Cities (40%+DA): Population 50 lakh and above.

B Class Cities (30%+DA): Population 20 Lakh to 50 Lakh.

C Class Cities (20%+DA): Population 5 Lakh to 20 Lakh.

D Class Cities (10%+DA): Population below 5 Lakh.

61) Transport Allowance**:** TA should be increased by 3 times of existing rates. 19 specified cities receiving higher rates are inadequate, more number of cities should be added. For example, in Tamil Nadu cites like Madurai, Tiruchchirappalli and Salem should be added. New rates TA proposed for major cities @ Rs.4050+DA for level-1 & 2, Rs.10500+DA for level-3 to 8 and Rs.21600 for level-9 and above. For all other places TA is paid @ Rs.2700+DA for level-1 & 2, Rs.5400+DA for level-3 to 8 and Rs.10800 for level-9 and above.

62) Children Education Allowance should be given upto Post graduation studies. CEA rates should be enhanced to Rs.10,000/month & hostel subsidy Rs.35,000/month or actual expenditure should be reimbursed.

63) All India Leave Travel Allowance (AILTC) for Railway Employees:

a) Eligibility to travel by flight for employees in Pay Level 6 & 7.

b) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.

64) CCA – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.

65) Exemption of all Allowances from income tax.

ALLOWANCES SPECIFIC TO CATEGORY

66) Railways should be given reasonable authority to approve allowances related to running additional trains, safe & punctual operation of trains.

67) Breakdown Allowance be paid as percentage of basic pay plus DA.

68) a) 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 including SSEs working in night duties should be granted.

b) Ceiling limit of Rs. 43,600 for calculating NDA for Railway employees should be removed.

69) 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. 'Accident Free Service' Award to Technical Supervisors & Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.

70) 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.

71) 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

72) Training Allowance be restored to 30 % of basic pay

73) Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.

OR One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.

74) Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:

a) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)

b) Holding of Trade Tests;

c) Custody of Stores,

d) Filling up of Confidential Reports of Staff, etc.

75) Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance.

76) Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.

77) Grant of HRA, Transport Allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS& Trainee JE/Sr.Er(IT).

WORKING CONDITIONS & HOURS OF WORK, OTA etc.

78) Improvement of working conditions & work environments and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.

79) Reduction of Working Hours of all Technical Supervisors and Staff to 42 hours a week - as recommended by I.L.O. and National Commission of Labour.

80) Five days working in a week: Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.

81) Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.

82) Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005–

a) Classification of all JEs & SSEs as 'Continuous'/ 'Intermittent' (and not as 'Excluded') in view of nature of their duties and responsibilities, particularly when they are required to attend to passenger / customer complaints received through social media platform like WhatsApp, "X", Instagram, etc through out the day.

b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.

c) Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.

d) Over Time Allowance to Railway employees covered under HOER & for employees working in Loco shed and C&W sheds should include HRA similar to those covered under Factories act (in terms of RBE No. 175/2017 dated 28.11.2017)

83) Amendment of Factories Act - to compensate for actual number of extra hours put in.

84) Classification of posts as Safety Categories in Electrical, Mechanical and Civil department of Production Units.

85) Provision of proper Manpower - as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.

86) Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.

87) De-linking of 'Integrated Rake Link System' to avoid public complaints and to ensure safety.

88) Provision of separate Washing Lines for 'Exterior Washing' and, 'Cleaning of Coaches'.

89) "Dry Pit Lines" for 'Under-Gear Repair and Examination' for proper inspection and repairs.

90) Extension of Factories Act to Sheds and Open Line Depots and Power Houses.

91) Provision of Benchmark for infrastructure for C&W, Engineering, S&T& Electrical Depots; Periodical Technical Audit by independent agencies and availability of infrastructure.

92) "Right to Disconnect" for Better Work-Life Balance.

PENSION & RETIREMENT BENEFITS

93) Bearing of Railway Pension Fund by Ministry of Finance as done for other Government departments.

94) Restoration of commuted portion pension on completion of 12 years.

95) Additional Pension: 10%, 20%, 30%, 50%, 70% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).

96) FMA: Fixed Medical Allowance of Rs.5000 pm to all retired employees & Pensioners

97) Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).

98) Removal of discrimination among employees having date of birth on first of a month and retiring one day before (last day of previous month) attaining the superannuation age of 60 years.

PRIVILEGE PASS & PRIVILEGE TICKET ORDERS

99) Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents/Widow Sisters dependent on him/her included in the Pass besides spouse & 2 children.

100) Equality in number of passes for all Group 'A', 'B' & 'C' employees in respect of both Privilege & Complimentary Passes.

101) Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.

102) 'Tatkal' facility for 'Privilege / Complimentary Passes' – on payment of 'Tatkal' charges.

103) Removal of quota restrictions for Pass / PTO in Duronto, Rajdhani, Shatabdi, Tejas, Vandh Bharat and Jan Shatabdi Expresses.

104) Increase in ceiling of seats for individual Pass / PTO in Vande Bharat, Tejas, Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Expresses to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to

travel in Vande Bharat / Rajdhani / Shatabdi / Jan-Shatabdi / Duronto / Tejas Express. Medical and Pass facility to the dependents of Trainees / Apprentices.

105) Eligibility to travel in premium special trains for employees traveling with pass/PTO.

106) Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs optionally.

107) Eligibility to travel in trains running in shorter routes than the route for which pass was issued as available in manual pass system.

108) One onward & return flight journey per year by surrendering one year's privilege pass.

WELFARE, GENERAL AMENITIES & MISCELLANEOUS

109) Ceiling of Rs. 5 Lakhs on subscription to Provident Fund in a Financial Year should be removed.

110) Coverage of Railway employees under medical insurance scheme for obtaining treatment in private hospitals across India for in-patient and out-patient treatments.

111) Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only around Rs.3,600 per year.

112) Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.

113) Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).

114) Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS, CDMS & SE(IT) in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping, for early 100% achievement of e-office.

115) Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).

116) Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.

117) Separate pool of quarters for all technical supervisors.

118) Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.

119) Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs& SSEs.

120) Separate rest house facilities for women supervisor going out station on-duty.

121) Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.

122) Recognition of M.B.A. / G.D.M.M. etc., as additional professional Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) – to provide greater motivation and improved efficiency.

K.V.RAMESH
General Secretary, IRTSA

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329, Website http://www.irtsa.net)

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No. IRTSA /Org-1 Date: 03 & 04.11.2026

Amendments in the Constitution as per the approval of Registrar of Trad unions

1) **Following changes adopted in the constitution on 7th November 2023**

a) Clause 6(b) regarding composition of CEC IRTSA

b) Clause 6.b.iii (General Secretary and Treasurer shall be from one Unit for easy working) deleted.

c) Changes adopted in Clause 7 on Annual subscription & Life Membership

d) Changes adopted in Clause 8(a), 8(a)i, 8(b)i, 8(b)ii, and 8(b)iii on duties and powers of office bearers.

2) **As per the approval given by RTI following clauses in the Constitution of IRTSA on life membership will be not part of the Constitution and it will be made as separate honorary life membership rules.**

1. **Honorary Life Membership for retired & retiring members**:- Honorary Life Membership for retired & retiring members of the Association shall be Rs.4000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at centre, Units and Sub Units Level in proportion of the distribution provided

1.1 Distribution - In case of Zonal Railways:

a. Central Quota 50% per Member
b. Unit/Zonal Quota 25% per Member
c. Sub-Unit Quota: 25% per Member

1.2 Distribution - In case of Production Units & Metro Railways:

a. Central Quota 50% per Member
b. Unit or Zonal Quota 50% per Member

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No. IRTSA /Org-11 Date:03 & 04.11.2026

RESOLUTIONS ON LINE OF ACTION & ORGANISATION MATTERS ADOPTED BY CGB MEETING IN 61ST ANNUAL CONFERENCE OF IRTSA BEING HELD ON 3RD & 4TH NOVEMBER 2026 AT RAIL WHEEL FACTORY, BANGALORE

1) **Resolution on line of action**

a. CGB IRTSA, resolved to authorise the Chairman, President and the General Secretary IRTSA to continue to pursue all the demands and to decide on the Line of Action as required especially in view of non-acceptance of demands of IRTSA.

b. CGB IRTSA resolved for following line of action:

i. Follow up action on the memorandum submitted to 8th CPC.
ii. Representation to Government / Railways against shortcomings of Railway Board order RBE No 155/2022 dated 17.11.2022 and RBE No.04/2025 dated 16.01.2025. Particularly withdrawal of PCO allowance for SSEs upgraded to level-8 and payment of NDA, NHA and PCO allowance to SSEs receiving NFU to level-9.
iii. Cadre restructuring of Technical Supervisors / Rail Engineers.
iv. Grant of Group – B status to SSE, CMS, CDMS & SE/IT.
v. Submission of resolutions of demands and memorandum on main demands.

2) **Action programme**

a. Protest day has to be observed for the following demands in 4th week of January,

1. Restore payment of PCO allowance for SSEs upgraded to level-8 working in PCO organization.
2. Payment of National Holiday Allowance (NHA), Night Duty Allowance (NDA) and PCO Allowance for SSEs receiving non functional upgradation to pay level-9 after completing four years of service in level-8.
3. Addressing anomalies of MACPS.
4. Grant of Group-B (Gaz) status to SSEs, CMS and CDMS upgraded to level-8.

b. Mass Dharana at New Delhi on appropriate time.

3) **Legal Action**: CGB resolved to file a case at Central Administrative Tribunal, Chennai for inclusion of training period for the purpose of financial upgradation under MACPS, citing favorable judgements given by courts including Hon'ble Supreme Court.

4) **Membership drive**: CGB advised all Units & Sub-Units of IRTSA to launch membership drive @ Rs.400 PA and complete the same within 2 months and send the Central Quota (@ 50% thereof to Central Treasurer and Unit Quota @50% thereof to the Unit Treasurer) early, as per Constitution.

4) **Struggle fund:** CGB resolved to collect struggle fund of minimum Rs.500 from every member.

5) **Legal fund**: CGB resolved to collect Rs.1000 per member legal fund as first instalment to file a case for inclusion of training period for the purpose of financial upgradation under MACPS.

Central quota and Struggle fund may be sent Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144002 (9714301044). Account name IRTSA at SBI, Kapurthala branch A/C No. 10083429358, IFSC Code: SBIN0050540. Or Account Name IRTSA, UPI ID (**irtsa@sbi**) IRTSA-Current A/c No.43054348149, IFSC Code: SBIN0013065, SBI ICF Branch, Chennai.

6) **62nd Conference & CGB meeting of IRTSA**: CGB decided to hold 62nd Annual Conference & Central General Body Meeting of IRTSA at Lucknow, Northern Railway**.**

K.V.RAMESH
General Secretary, IRTSA

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION
Estd. 1965, Regd.Nos. 1329, Website http://www.irtsa.net,
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MAIN ACHIEVEMENTS OF IRTSA IN 60 YEARS (1965 – 2025)

AWARENESS & INDUSTRIAL HARMONY

1. IRTSA has provided a strong & effective platform to unite the Technical Supervisors on the Indian Railways for the first time since its formation in November, 1965.
2. Highlighted problems of Technical Supervisors / Rail Engineers and effectively represented their demands to the Railway Administration, Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
3. Developed greater awareness among Technical Supervisors & other about related issues.
4. Developed better industrial relations between Technical Supervisors and Railway Administration, reducing victimization of Rail Engineers and improving productivity.
5. Developed better understanding between Technical Supervisors, workers and the Unions to avoid day to day conflicts thus further improving the productivity.
6. Developed greater awareness about the Problems of Technical Supervisors amongst recognized Federations & Unions and get their support to resolve many issues at national & local levels – through struggle and collective efforts.
7. Continuous inter-action through Seminars & Meetings on vital issues, publication of Souvenirs & the periodical "Voice of Rail Engineers" (VRE), Website www.irtsa.net, Facebook & WhatsApp IRTSA Groups etc.

MAIN CATEGORICAL ISSUES RESOLVED

8. Allotment of highest Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors amongst entire Group 'C' by 3rd CPC and Rs.2375-3500 by 4th CPC – *(restoring their relativity after 40 years based on evidence by IRTSA).*
9. Reduction in number of pay scales of Technical Supervisors from age old 6 scales to 4 Pay Scales by 3rd CPC (in 1973) and further reduction to only 2 scales by 6th CPC (from 2006)
10. Grant of Special Pay to then Foreman (SSE).
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revision thereof – *(after IRTSA decided to Boycott Disbursement of Wages in 1969).*
12. Hurt on Duty/Hospital Leave to Apprentices/Trainees *(after getting it raised in the Parliament).*
13. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as "Employees Compensation Act *(after getting it raised in the Parliament).*
14. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring *(Earlier the higher grade posts were very limited & on worth of charge basis).*
15. Stopping direct recruitment of Engineering Graduates as JE-I and starting it in SE Grade in 1987 and in SSE grade from 2008.
16. Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from 3 to 6% in Workshops & 1.5% on the Open Line to 10% in 1984, 17% in 1993, 18% to 21% in 2003, 50% after Sixth Pay Commission in 2008 and 67% through CRC in 2013.
17. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
18. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1990 onwards *(based on Data provided by IRTSA)*.
19. Upgrading of 2000 posts of Senior Supervisors to Group B *(in 2 phases from 1980 to 2000)*
20. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle) - increasing the strength in the higher scale(s) – (improving chances of promotion of JEs).*

21. Change of designation of Technical Supervisors as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 *(after IRTSA decided to go on 'Work-to-Rule from April 1996).*
22. Grant of PCO Allowance to JEs & SSEs.
23. Revision of rates of Incentive Bonus *in 1968, 1975, 1990, 1998, 2009 & 2019.*
24. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
25. Raising of Stipend equal to pay / Grade Pay of Rs.4200 during Apprenticeship / Training.
26. Grant of Training Allowance to Instructors and Lecturers & 4 revisions thereof.
27. a) IRTSA won the case in CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) for grant of Group "B" status to Senior Technical Supervisors – *(Subsequent denial by Railway Board was challenged by IRTSA in Petition PBCAT& Supreme Court which termed it as in administrative jurisdiction to decide the issue)*. OA 211/PB of 2014 filed by IRTSA at CAT Chandigarh was also not agreed by Railways.

    b) Continuous struggle and campaign by IRTSA had convinced RAICs & RRC, the Federations and the Railway Board about the genuineness of the demand – resulting in proposal by the Railway Board to MoF(DoE) to upgrade certain percentage of posts of Senior Supervisors to Group B. Committees were formed by Railway Board to examine the whole issue in detail. IRTSA represented to the committees formed in 2018 and 2024.

    c) IRTSA has pleaded for classifying all posts in GP 4600 / Level 7 to Group B as per DOP orders.
28. IRTSA won the Court case in CAT New Delhi (in OA No. 1527/1990 IRTSA-vs-UOI) – with directions to grant higher scale to JEs as 'an equal cannot be over an equal" – *(This was accepted by Fifth CPC while deciding higher Pay scale of JEs as recorded in Para 54.36 of its Report).*
29. Got the order from CAT Chennai (OA No 706/2013) to Finance Ministry to consider upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and Grade Pay of SSE to Rs.4800 from Rs.4600.
30. Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.
31. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5thCPC.
32. Grant of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
33. Change of designation of Drawing & Design Staff as Junior Engineer, Senior Section Engineer.
34. Change of designation of Store Engineers from DSKs to DMS & CDMS.
35. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999.
36. Continuance of 15% incentive bonus for SSE working PUs & workshops during the incentive revisions on 2009 & 2019.
37. Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota in higher scales.
38. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
39. Merging & up-gradation of pay scales of Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).
40. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
41. Merger & up-grading of P-way Supervisors as JE P-way and its spread effect to entire cadre.
42. Abolition of written test for selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.
43. 25,000 posts of SSE, CMS and CMDS upgraded from Pay Level-7 Pay Level-8 with w.e.f. 01.12.2022.
44. Non-Functional upgradation to Pay Level-9 (50% of level-8) on completion of four years of service in Pay Level-8.
45. Non-Functional upgradation to Pay Level-9 on completion of four years of service in Pay Level-8. (Restriction of 50% of posts in level-8 removed).
46. Modification in 70% selection for Group-B

a) In the case of Group 'B' posts other than APO, the candidates for *Viva Voce* and assessment of Record of Service shall be called to the extent of six times the number of vacancies (category-wise) in the order of seniority.

b) It has been decided to do away with the grading of candidates as "Good / Outstanding"

47. Creation of 5664 posts in Level-6 & 7 in Railways. That includes 1426 JEs and 2819 SSEs, total 4246 Technical Supervisors posts, 36 DMS + 54 CDMS posts. Approval given by Dept of Expenditure.

GENERAL DEMANDS CONCEDED

48. Elimination of stagnation of pay through introduction of Pay Band/Grade Pay concept by 6th CPC and Pay Matrix by 7th CPC.
49. Annual increment equal to 3% of basic pay – instead of arbitrary fixed amount.
50. HRA on percentage of Basic Pay.
51. Improved transport allowance without any distance restriction and with inflation proof.
52. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through "High Powered Committee" set up after submission of Sixth CPC Report.
53. Reimbursement of inflation proof tuition fee for two children.
54. Encashment of 60 days LAP while in service in addition to 300 days encashment on retirement.
55. Grant of ACP by 5thCPC & MACPS after 6thPay Commission – to end stagnation *(Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions).*
56. Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. *(This ensures a JE entrant to reach Pay Level-9 and SSE entrant to reach Pay Level-10).*
57. Employees selected under GDCE to be treated as DRs for MACPS.
58. Extension of pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carrying the character of feeder and promotional grades, which were merged by 6th CPC, i.e. promotion from JE-II to JE-I & SE to SSE.
59. Fixation of pay on promotion to the next level in 7th CPC pay matrix, at least equal to the entry pay of direct recruits in the same level i.e. JE on his promotion as SSE to pay level-7 will be fixed not less than Rs.44900 which is entry pay for direct recruit SSEs.
60. Grant of first increment immediately after promotion or financial upgradation on the following 1st July or 1st January as the case may be on completion of 6 months of qualifying service.
61. Issue of pass/PTO through online and reservation on pass/PTO through online.
62. Grant of notional annual increment (as due on 1st July/1st January) for the pensionary benefit to those employees who have retired/retiring on 30th of June/31st December before drawing the same.

Long live IRTSA

K.V.RAMESH
General Secretary, IRTSA