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## IRTSA submits exhaustive & comprehensive memorandum to 8<sup>th</sup> CPC

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

Designation with suffix similar to existing suffixes.

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.

..... highlights on page-5

## IRTSA holds mass dharna at Jantar Mantar New Delhi successfully Technical Supervisors / Rail Engineers from all over Indian Railways participated

### 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.

2<sup>nd</sup> 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.

Dr.M.Raghavaiah GS NFIR and Com. Shiv Gopal Mishra GS AIRF addressed the mass dharna in support of the demands of IRTSA.

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## CEC IRTSA meets - Extensive discussion on draft memorandum for 8<sup>th</sup> CPC

26<sup>th</sup> April 2026: IRTSA convened an extensive CEC online meeting to finalize their memorandum for the 8th Pay Commission, with key participants including M.Shanmugam Central President IRTSA, K.V.Ramesh General Secretary IRTSA and various zonal secretaries and office bearers. The chairman Harchandan Singh, though absent due to health, conveyed his message emphasizing the team's diligent efforts. The central president highlighted the importance of unity and vigilance amid challenges like manpower reductions.

### Agenda:

- 1) Discussion on CAT Chennai Judgment (OA No. 1568/2017),
  - Brief of the judgment directing the Government to address the pay level anomaly of Technical Supervisors by referring it to 8<sup>th</sup> CPC,
  - Discussion on implications and next steps with respect to the 8th CPC.
- 2) Discussion on Draft Memorandum to 8th CPC,
  - Review of the draft memorandum prepared by IRTSA
  - Finalization and submission strategy

..... continued on page-3

## IRTSA holds meeting to discuss draft memorandum to be submitted to 8<sup>th</sup> CPC



24<sup>th</sup> April 2026: IRTSA conducted a meeting to discuss draft memorandum to be submitted by IRTSA to 8<sup>th</sup> CPC at ICF west colony

welfare Centre between 17.00 hours and 20.30 hours.

Er.G.Aranganathan Divisional Secretary Furnishing ICF welcomed the gathering. K.V.Ramesh General Secretary IRTSA explained judgement of CAT Chennai in OA 1568/2027 pleading for higher pay level for JE and SSE. CAT Chennai directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8<sup>th</sup> 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.

General Secretary IRTSA explained Draft memorandum on following nine themes in the format given by 8th CPC

Pay Matters, Allowances, Advances, Facilities, Performance Incentive, Empanelment / Posting in GOI, Cadre Management, Career Progression & Retirement Benefits.

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“SUCCESS COMES TO THOSE WHO BELIEVE”



**Editorial****Will Technical Supervisors get justice from 8<sup>th</sup> CPC****Will 8<sup>th</sup> Pay Commission breaks the ice and address genuine concerns among Technical Supervisors / Rail Engineers**

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, 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 remaining unaddressed for many years.

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. They are in expectation of addressing their long pending demands by 8<sup>th</sup> CPC.

For the Original Application (OA No.1568/2017) filed by IRTSA pleading higher pay level for JEs and SSEs in the year 2017, which took more than 9 years for getting the verdict, Hon'ble CAT Chennai, directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE) before the 8<sup>th</sup> 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.

This major demand to upgrade Senior Section Engineers (SSE) to a higher Grade Pay (Level-9 & higher), justifying that their pay structure is not commensurate with their responsibilities, technological advancements happening in Railways, or their position as supervisors over staff who sometimes receive similar pay is not being considered by Government.

Technical Supervisors, especially in Railways, have historically argued that their classification (as Group-C) are lower than counterparts in other central departments with similar educational qualifications and responsibilities.

Placing junior grade of Senior Technician who are supervised by Junior Engineers (senior & promotional grade for Senior Technicians) supervising the work of Senior Technicians in violation of 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> CPC recommendations have to be rectified.

The 8<sup>th</sup> CPC is being persuaded to address the anomalies in pay level for Technical Supervisors and stagnation of senior technical supervisors, particularly SSEs, who often face limited promotional avenues and salary progression compared to other staff.

There is concern among Technical Supervisors that the 8<sup>th</sup> CPC could be influenced by a "status quo" approach, potentially favoring administrative services over technical supervisors, making the battle for justice challenging, as mentioned in reports highlighting the need for impartial review.

**Will 8<sup>th</sup> CPC breaks the ice to render justice to Technical Supervisors/Rail Engineers? And they have genuine reasons to believe it will be done. ❏**

**Highlights of order of CAT/Chennai on OA 1568/2017 IRTSA Vs GOI Pleading Pay level-7 for JEs & Pay level-8 for SSEs**

Hon'ble Central Administrative Tribunal (CAT) Chennai directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8<sup>th</sup> 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.

OA No.1568/2017 filed by Indian Railways Technical Supervisors Association (IRTSA) represented by its Senior Joint General Secretary Sri.K.V.Ramesh (at present General Secretary), V.P.Abdul Salam and 11 others -Vs- Union of India represented by Ministry of Railways, Ministry of Finance, DoPT, General Manager ICF and General Manager Southern Railway.

OA filed on – 19.09.2017

Date of Judgement – 26.02.2026

Copy of Judgement made ready on – 27.03.2026

1) IRTSA filed O.A.310/00706/2013 praying for higher Grade Pay for JEs (Junior Engineers) & SSEs (Senior Section Engineers) in Railways than the Staff working under them, to restore the vertical hierarchy as recommended by the 5<sup>th</sup> CPC & 6<sup>th</sup> CPC, based on higher duties & responsibilities shouldered by them, but the said relativity between JE & Senior Technician as recommended by 5<sup>th</sup> and 6<sup>th</sup> CPC was disturbed by Government.

2) OA was highlighting Railways decision to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 and asked for approval of Finance Ministry vide O.M.No.PC/VI/2009/DAC/L(P12) dated 11.06.2010.

3) OA was disposed of by Hon'ble CAT/Chennai by directing the 2nd Respondent (Ministry of Finance) to take action on the proposal of the Railways and to decide about it within 3 months.

4) Ministry of Finance, vide OM dated 29.11.2016 rejected the proposal of the Railway Board as well as the submissions of the applicants (IRTSA).

5) Being aggrieved the applicants (IRTSA) have filed the present OA seeking relief.

6) Ministry of Railways the respondents submitted that, a) Ministry Railways while furnishing comments to 7<sup>th</sup> CPC said that, Holistic manner involving pay structure of Technical Supervisors cadre of all the Departments highlighting historical background and also brought about the implications on various horizontal and vertical relativities presently exist both within and outside the organization.

b) The 7<sup>th</sup> pay Commission had exhaustively analysed the issues raised and reported about Technical Supervisors from para 11.40.104 to 11.40.115.

c) 7<sup>th</sup> CPC arrived its recommendations after an in-depth analysis of various demands raised by the Associations, inputs submitted by Ministry of Railway and considering inter-intra departmental relativities prevailing.

d) Acceptance of demand of the applicants (IRTSA) will have serious implications & cascading effects on the promotional hierarchy/avenue leading to demands from many employees for higher Grade Pay.

e) Empowered Committee of Secretaries (E-Cos) was constituted to screen the recommendations of the 7<sup>th</sup> CPC after taking into account the views of the concerned

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## CEC IRTSA meets

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K.V.Ramesh General Secretary IRTSA presented a detailed draft memorandum structured around the nine themes mandated by the pay commission, covering pay scales, allowances, advances, medical facilities, career progression, classification of posts, retirement benefits, etc. Significant proposals included a minimum pay of ₹52,600, differentiated fitment factors, a five-grade pay structure for Technical Supervisors & Rail Engineers with new designations, and enhanced allowances. The memorandum also addressed critical issues like anomalies in MACPS and proposed improvements, recognition of Supreme Court judgments on training period counting, and pension demands, etc.

#### Cadre Structure proposed for Technical Supervisors with starting pay

1. Junior Engineer - Level-7 - Rs.1,57,400 (4.45 times of existing Rs.35,400)
  2. Senior Section Engineer (Gr-B) - Level-8 - Rs. 1,66,800 (3.71 times of existing Rs.44,900)
  3. Asst Manager (Gr-B) - Level-9 - Rs. 2,01,600 (3.8 times of existing Rs.53,100)
  4. Manager (Gr-B) - Level-10 - Rs. 2,13,000
  5. Senior Manager (Gr-A) - Level-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.

#### Following discussions were held in the meeting

##### Chairman's Message and Meeting Introduction

The meeting began with General Secretary welcoming key participants and reading out a message from Harchandan Singh Chairman IRTSA who could not attend due to ill health. The chairman's message read by Sunil Kumar emphasized the hard work of Team IRTSA in preparing a comprehensive memorandum for the 8th Pay Commission. He highlighted past achievements and ongoing efforts to address pay anomalies and other issues affecting technical supervisors.

##### Central President's Address and Historical Context

Central President Shanmugam IRTSA addressed the members, reflecting on the organization's history with previous pay commissions and the importance of unity and active participation. He highlighted the challenges faced by supervisors, the need to educate younger members about pay commission processes, and the critical issues of manpower reduction and safety in railways. He praised the efforts of the general secretary and the team in preparing the

memorandum. He emphasized the need to fight for allowances, pay scales, and recognition of the supervisory category.

##### Draft Memorandum Presentation Overview

General Secretary IRTSA presented an overview of the draft memorandum prepared for submission to the 8th Pay Commission, structured around the nine themes outlined by the commission. He explained the agenda, including discussion on a key court judgment related to pay anomalies for technical supervisors, and outlined the plan for review, feedback, and submission of the memorandum.

##### Minimum Pay and Fitment Factor Proposals

The team proposed a minimum pay of ₹52,600 based on a detailed analysis using the 7th Pay Commission's methodology adjusted for current consumption units and price indices. Fitment factors were proposed variably across pay levels, with higher factors for technical supervisors to address pay disparities and stagnation issues.

##### Proposed fitment (multiplication) factors for 8<sup>th</sup> CPC

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

##### Pay Levels and Designations for Technical Supervisors

The memorandum proposes a five-grade pay structure for technical supervisors to address stagnation and promote career progression. Proposed pay levels range from Level 7 for Junior Engineers to Level 11 for Senior Managers, with suggested designation changes to better reflect responsibilities and hierarchy.

Chief Metallurgical Assistant, Chief Metallurgical Superintendent, Depot Material Superintendent, Chief Depot Material Superintendent, Junior Engineer (IT) and Senior Engineer (IT) having similar recruitment qualification, similar duties & responsibilities should be placed on par with Technical Supervisors. They should be given same designation of Technical Supervisors with suitable suffix.

##### Allowances and Related Demands

The memorandum addresses various allowances including dearness allowance, night duty, overtime, PCO allowance, design allowance, training allowance, HRA, performance incentives, transport, uniform, and education allowances. It calls for enhancements, inclusion of new items, removal of ceilings, and extension of benefits to more categories.

- Demand for DA based on updated consumer price indices including new expenses items like internet, bottled water and medical insurance.
- HRA rates
  - 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.
- Night duty allowance without ceiling and overtime for all eligible categories.
- Restoration of withdrawn PCO allowance for Level-8 SSEs and enhanced rates of PCO allowance.
- Training allowance to be increased to 30% of basic pay.
- Performance incentives and accident-free service awards proposed for technical supervisors.
- Transport allowance to be increased threefold and reimbursement of on-duty travel expenses.

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**CEC IRTSA meets** ..... continued from page-4

- Children education allowance and hostel subsidy proposed up to postgraduate level with higher amounts.
- Accident-free service award.
- Risk & hardship allowance.
- Recommendations of the 8<sup>th</sup> CPC on new rates of allowances and other conditions 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%.

**Advances, Facilities, and Leave Provisions**

The memorandum seeks increased limits and improved terms for advances such as house building and cycle loans, enhanced leave facilities including accumulation and encashment of leave, increased casual and childcare leave, and paternity leave. It also calls for simplification and expansion of welfare benefits.

- Removal of limits on accumulation of leave (LAP) and increased encashment limits.
- Casual leave increased to 12 days.
- Eligibility for half a LAP
- Deduction of half a CL for cumulative late attendance of 320 minutes in a month.
- Child care leave eligibility to be expanded and paternity leave to be increased to 45 days.
- Advances ceilings to be increased and interest-free cycle advances proposed.

**Performance incentive**

Group Incentive Scheme should be introduced for all open line technician's and Technical Supervisors Railways

**Medical Facilities and Welfare Benefits**

The memorandum demands continuation and enhancement of railway medical facilities, introduction of medical insurance for employees and their parents, increased group insurance coverage, higher welfare fund benefits, and improved working hours distribution to enhance work-life balance.

- Continuation of existing railway medical facilities and introduction of medical insurance covering OPD and IPD.
- Group insurance scheme proposed with simpler terms and higher coverage.
- Enhanced Exgratia/ Compensation.
- Staff welfare fund benefits to be increased from ₹800 to ₹4000 plus DA per employee.
- Proposal to distribute weekly working hours over five days to allow weekends off.
- Financial support for inpatient treatment expenses through insurance.
- Inclusion of parents in medical facilities.

**Career Progression and MACPS Enhancements**

The memorandum proposes modifications to the Modified Assured Career Progression Scheme (MACPS), increasing the number of financial upgradations to five over 30 years. It also addresses anomalies in pay levels for design and CMT engineers and calls for recognition of training periods in service calculations.

- Demand for five MACPS upgradations at 6, 12, 18, 24, and 30 years.
- Counting of training periods for MACPS benefits.
- MCPS w.e.f.01.01.2006.
- Addressing anomalies for design & CMT engineers.
- Simplification of APAR evaluations.

- Exclusive designation for higher grade posts.

**Retirement Benefits and Pension Proposals**

The memorandum includes demands for increased gratuity limits, enhanced family pension rates, restoration of pension commutation terms, introduction of one rank one pension, and fixed medical allowances. It also calls for extending retired employees' health scheme benefits without subscription.

- Gratuity limit proposed to increase from ₹20 lakhs to ₹50 lakhs.
- Pension at the rate of 65% of last pay drawn, Family pension rates proposed at 45% of last pay with additional increments for age.
- Multiple additional rates of pension/family pension for old ages
- Reduction of interest rates for pension commutation to 4% and full pension restoration within 12 years.
- Demand for one rank one pension similar to defence services.
- Fixed medical allowance increased to ₹5000 per month.
- Extension of retired employees' health scheme benefits without subscription.

Er.Jagtar Singh ZS/RCF, Er.Akilesh Viswakaram ZS/NR, Er.K.Gobinath ZS/ICF, Er.MMVGK.Raju ZS/SCR, Er.M.Bapat ZS/RWF, Er.Sunil Kumar ZP/SR, Er.Ramakrishnan of SWR, Er.A.Ganesh of CMT, Er.V.V.Girish & Er.Sasi Kumar of S&T, Er.Baldev Raj of RCF, Er.Naryanan of GOC, Er.M.Rajaprabakar, Er.S.Boominathan, Er.Srineevasa Rao of ICF, Er.Rajagopalan of stores, Er.B.S.Bedi of Amristar, Er.Mahabbo Valli and others intensively participated and shared their views.

GS IRTSA thanked Er. Harchandan Singh, Chairman, Er. M.Shanmugam, Central President, Er. Darshan Lal, Central Working President, Er. Surjit Singh Central Treasurer, Er. Ashok Chowdery, Zonal secretary CLW, Er. Sunil Kumar, Zonal President SR, Er. M.Bapat, Zonal Secretary RWF, Er. MMVGK. Raju Zonal Secretary SCR, Er. Nageswaran, ICF, Er. YRS. Banerjee, Asst Central Treasurer, Er. G.Aranganathan, JGS and others helped in preparing exhaustive memorandum. ▣

**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) and inform Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044)**

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**For activities of IRTSA**

**IRTSA memorandum to 8<sup>th</sup> CPC**  
**Highlights continued from page-1**

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

- 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

**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 8<sup>th</sup> CPC after getting the comments from the applicant association (IRTSA)**

- 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.
- 48<sup>th</sup> 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 6<sup>th</sup> CPC by grant of GP Rs.4800 which got exaggerated in 7<sup>th</sup> CPC on grant of level-9 on non-functional basis to Accounts.

**Classification as Group-B**  
**SSE, CMS, CDMS & SE(IT) be classified as Group-B**

- 4<sup>th</sup>, 5<sup>th</sup> & 6<sup>th</sup> CPC recommended Gr-B for SSE scale.
- 5<sup>th</sup> CPC recommended different system. Govt followed then existing system.
- 7<sup>th</sup> 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 Group-B & A.

**MACPS**  
**Implement Court judgements in 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.

**Dearness Allowance**  
 Specific survey covering government employees exclusively.  
 Construct a consumption based 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.**

- Transport Allowance monthly rates should be increased by 3 times of existing rates.

IRTSA memorandum to 8<sup>th</sup> CPC, Highlights continued from page-5

PCO Allowance	HRA	Important allowances
<ul style="list-style-type: none"> <li>- Restore PCO allowance for L-8 SSEs.</li> <li>- PCO allowance at the rate of 15% of BP for all working in PCO wing including L-8 &amp; L-9(NFU).</li> <li>- PCO allowance, part of incentive system followed in Railway workshops &amp; PUs. Allow Rlys to take its own decision.</li> <li>- Extend to Design, CMT, electrical power, stores, etc</li> </ul>	<p><b>A Class Cities (40%+DA):</b> Population 50 lakh and above.</p> <p><b>B Class Cities (30%+DA):</b> Population 20 Lakh to 50 Lakh.</p> <p><b>C Class Cities (20%+DA):</b> Population 5 Lakh to 20 Lakh.</p> <p><b>D Class Cities (10%+DA):</b> Population below 5 Lakh.</p>	<ul style="list-style-type: none"> <li>- Training allowance 30% of BP.</li> <li>- Design Allowance to Drawing, Design Engineers.</li> <li>- Accident-free service award for open line Engineers.</li> <li>- Risk &amp; Hardship Allowance.</li> <li>- TA/DA for on-duty, actual expense to be paid.</li> <li>- Unifor allowance for all.</li> <li>- Running allowance for JE/SSE track machines.</li> </ul>
<p><b>Children Education Allowance</b></p> <ul style="list-style-type: none"> <li>- Up to post graduation level.</li> <li>- Rs.10,000/month.</li> <li>- Hostel subsidy Rs.35,000/month.</li> <li>- Or actual expense</li> </ul>	<p><b>City Compensatory Allowance</b></p> <p>CCA to be restored to meet the peculiar needs especially of the big cities and Metros</p>	<ul style="list-style-type: none"> <li>- Rates of allowances should be made effective from 01.01.2026.</li> <li>- The rates of allowances not linked with DA should automatically increase by 25% whenever the DA goes up by 25%.</li> </ul>
<p><b>Leave</b></p> <ul style="list-style-type: none"> <li>- Limit on max accumulation LAP should be removed.</li> <li>- Encashment of leave during service: Employees should be allowed to encash at least 50% of leave available to their credit.</li> <li>- Encashment LAP up to o 600 days during retirement.</li> <li>- Encashment of Half Pay leave</li> <li>- Eligibility of half a day LAP</li> <li>- Restricted Holiday (RH) should be extended to Technical Staff, Tech Supervisors etc working in workshops, Production Units, etc.</li> <li>f) Casual Leave: Restoration of 12 days casual leave</li> </ul>	<ul style="list-style-type: none"> <li>- 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.</li> <li>- 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.</li> <li>- Paternity Leave: Male employees without any restriction of the number of children allowed 45 days.</li> </ul>	<p><b>IT cadre</b></p> <ul style="list-style-type: none"> <li>- SE (IT) should be brought under the ambit of RBE No 155/2022 for 50% upgradation to level-8.</li> <li>- Financial upgradation under MACPS, date of entry to JE (IT) in level-6 should be taken, ignoring promotions earned.</li> </ul> <p><b>Stagnation</b></p> <p><b>Stagnation of Graduate Engineers in their recruitment grade up to retirement.</b></p> <p><b>CGEGIS</b></p> <p><b>Rates of subscription and insurance CGEGIS were last revised in Jan 1990.</b></p>
<p><b>Working week of net 45 hours should be adopted in Railways for all.</b></p>	<p><b>Five days working in a week: Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.</b></p>	
<p>Group Incentive scheme for open line staff, JE &amp; SSE.</p>	<p>Removal of ceiling limit for PLB &amp; payment of realistic amount.</p>	<p>Unjustified comparison in Group-B selection inter-se seniority.</p>
<p><b>Pension</b></p> <ul style="list-style-type: none"> <li>- Minimum pension / Family Pension should be equal to minimum salary fixed by 8<sup>th</sup> CPC.</li> <li>- Pension at the rate of 65% of BP and family pension at the rate of 45% of last pay drawn BP.</li> </ul> <p><b>Gratuity</b></p> <p>Retirement gratuity should be calculated @ 1/3<sup>rd</sup> of a month's BP + DA drawn on the date of retirement for each completed six monthly period of qualifying service.</p>	<p><b>Additional Pension / Family Pension</b></p> <ul style="list-style-type: none"> <li>- 10% additional Pension/Family Pension after 65 years of age</li> <li>- 20% Additional Pension/Family Pension after 70 years of age</li> <li>- 30 % additional Pension/Family - Pension after 75 years of age</li> <li>- 50% additional Pension/Family Pension after 80 years of age</li> <li>- 70% additional Pension/Family Pension after 85 years of age</li> <li>- 100% additional Pension/Family Pension after 90 years of age</li> </ul>	<ul style="list-style-type: none"> <li>- <b>OPS:</b> OPS for all Employees appointed on or after 01.01.2004.</li> <li>- <b>Fixed Medical Allowance (FMA):</b> Six years passed since the recommendation of the parliamentary committee for increasing the FMA to Rs.3000. FMA should be increased to Rs.5000/month.</li> <li>- <b>RELHS:</b> Contribution for RELHS should be waived keeping in view the true spirit of social responsibility towards the Pensioners.</li> </ul>

I whole heartedly thanks, Er. Harchandan Singh Chairman, Er. M.Shanmugam Central President, Er. Darshan Lal, Central Working President, Er. Surjit Singh Central Treasurer, Er. Ashok Chowdery, Zonal secretary CLW, Er. Sunil Kumar, Zonal President SR, Er. M.Bapat, Zonal Secretary RWF, Er. MMVGK. Raju Zonal Secretary SCR, Er. Nageswaran ICF, Er. YRS. Banerjee, Asst Central Treasurer, Er. G.Aranganathan JGS, Er.Gopi Secy Tambaram, Er.Suresh Kumar Secy BBQ and other office bearers for their support, guidance and contribution. ❏

K.V.Ramesh, GS/IRTSA

**IRTSA holds mass dharna at Jantar Mantar New Delhi.**

.... continued from page-1

Er.Darshan Lal Central Working President IRTSA presided over the mass dharna. Er.K.V.Ramesh General Secretary IRTSA welcomed Federation General Secretaries, Zonal Secretaries of various zones of IRTSA, CEC office bearers, active members of IRTSA participating in mass dharna. Com.L.N.Pathak Patron IRTSA addressed the gathering spiritedly. Sh. Amrik Singh President RCF Employees Union & Working President IREF addressed the dharana in support of the demands of IRTSA.

**Com.S.G.Mishra GS AIRF****Dr.M.Raghavaiah GS NFIR****Er.K.V.Ramesh GS IRTSA**

In his speech K.V.Ramesh General Secretary IRTSA briefed important demands of IRTSA to GS AIRF and GS NFIR and requested for their support and effective persuasion with Government. GS IRTSA briefed about necessity for five grade structure for Technical Supervisors starting from pay level-7 for Junior Engineer and grant of Group-B (Gaz) status for SSE/CMS/CDMS/SE(IT). Withdrawal of PCO allowance for SSEs upgraded to level-8 and cessation of PCO allowance, NDA & NH allowance for SSEs receiving non-functional upgradation to level-9 severely demotivated the senior most SSEs. The demands for inclusion of training period for the purpose of MACPS and implementation of MACPS w.e.f.01.01.2006 are not being accepted by Government despite of many favorable judgements by many courts including Hon'ble Supreme Court. Delay in Cadre restructure is causing frustration among Technical Supervisors particularly with JEs said GS. Government's delay in approving the proposal of Railways for creation of 5000 posts in supervisory cadres and 2000 posts in Group-B cadre is creating many operational problems, while the number posts to be created is very less, delay in its approval is not acceptable added GS IRTSA. He briefed about judgement of CAT Chennai in OA 1568/2027 pleading for higher pay level for JEs and SSEs. Hon'ble Central Administrative Tribunal (CAT) Chennai directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8<sup>th</sup> 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.

General Secretary IRTSA specially brought to the notice of both the General Secretaries on the issue of "Considering entry as GP Rs.4600/level-7 for the purpose of MACP to all the directly recruited Graduate Engineers in Design and Drawing Cadre appointed before 01.09.1998" in light of PCPO/ICF letter No. PB/S1A/Misc./MACP, dated 02.08.2025 to Railway Board.

**Com.S.G.Mishra General Secretary AIRF** appreciated the spirit of members of IRTSA for organising mass dharaana at Jantar Mantar after long time and said it is absolutely necessary to have such dharans and agitations to convince Railways and Government for achieving genuine demands of this vital safety category. GS AIRF said Railways ignored the importance of Technical Supervisors, their career progression, classification as Group-B etc. He said RBE No.155/2022 not cleared the stagnation of senior Technical Supervisors and Railway Board require to act further on removing the stagnation. He informed the participants when CRC committee said cadre restructure will not be done for categories received 50% upgradation through RBE No.155/2022, Federations vehemently opposed it and Railway Board reversed its decision. GS AIRF condemned the action of withdrawal of PCO allowance for level-8 SSEs and cessation of PCO allowance, NDA & NHA for supervisors receiving NFU to level-9 and said federations will fight for restoring cessed allowances. He expressed his anguish for delay in creation of posts for new assets. GS AIRF promised, he will work in cooperation with elder statesman Dr.M.Raghavaiah General Secretary NFIR for the betterment of Railway men and All Central Government employees.

**Dr.M.Raghavaiah General Secretary NFIR** said 8<sup>th</sup> pay commission's nine themes and restrictions of 3500 characters each for expression of concern and solutions are insufficient for submission of memorandum. He said 8<sup>th</sup> CPC doesn't have detailed knowledge and records on functioning of previous pay commissions. GS NFIR on unjustified withdrawal of PCO allowance for SSEs upgraded to level-8 said, Railway board has not handled the issue of eligibility of PCO allowance and other allowance properly for supervisors upgraded to level-8 vide RBE No 155/2022. He further added that, in its communication to Finance Ministry seeking clarification on eligibility of certain allowances for the posts upgraded to level-8 vide RBE No.155/2022, Railway Board failed to mention about no change of designation, duties –

..... continued on page-8

**IRTSA holds mass dharna at Jantar Mantar New Delhi**

....continued from page-7

and responsibilities when SSEs are upgraded to level-8, further Railway board failed to mention SSEs who got level-8 and level-9 through MACPS are eligible for payment of PCO allowance and only mentioned there is no provision for payment of PCO allowance beyond level-7. GS NFIR expressed his concern on poor career progression of Technical Supervisors particularly of graduate Engineers recruited as SSEs are not addressed by Railways.

Both GS NFIR & GS AIRF asked office bearers of IRTSA to feed information and data for Federations for preparing effective memorandum to 8<sup>th</sup> CPC.



**Glimpses of Mass Dharna organised by IRTSA at Jantar Mantar New Delhi**

Er.Sunil Kumar Zonal President SR, Er.M.Bapat ZS RWF, Er.Akilesh Viswakarma ZS NR, Er.R.B.Singh ZS WR, Er.MMVGK.Raju ZS SCR, Er.Jagtar Singh ZS RCF, Er.Subrata Das ZS ER, Er.K.Gobinath ZS ICF, and others spoke in the dharan. Er.Surjit Singh Central Treasurer IRTSA felicitated General Secretaries of the federations.

Resolutions on main demands proposed by GS IRTSA was passed by the participants of the dharna unanimously.

..... continued on page-9

IRTSA holds mass dharna at Jantar Mantar New Delhi

....continued from page-8



Er.G.Aranganathan Furnishing Division Secretary IRTSA ICF zone proposed vote of thanks. He thanked GS AIRF and GS NFIR for sparing their valuable time in support of IRTSA and for addressing the dharna. He thanked General Secretary IRTSA, Er.Darshan Lal Central Working President, Er.Surjit Singh Central Treasurer, all zonal secretaries, CEC office bearers and active members for participating actively in the dharna. He specially thanked Er.Surjit Kumar Central Treasurer IRTSA, Er. Sunil Kumar Zonal President IRTSA/Southern Railway, Er.Subrata Das Zonal Secretary Eastern Railway, Er.Srinivasa Rao, Er.Jayaraman, Er. Yaga Srinivasa, Er. Ranjit, Er. Kamalesh, Er. Anantharaman, Er. Deepak, Er. K.J.Sundaravathanam, Er. N.Srinivas, Er. A.Srinivas and others for making elaborate arrangements for the success of the dharna.

IRTSA's 8<sup>th</sup> edition of Cricket Tournament

IRTSA's 8<sup>th</sup> edition of cricket tournament was organised on four weekends. Twelve teams from ICF and Southern Railway participated.



Office bearers volunteered for organizing the tournament are Yoga Srinivas, Jagadeesh Kumar, Naren, Selvaraj, Karthik Kumar, Vinod, Sai kiran, Aravind, Vaishnav, Vishnu, Bhanu Chandra, Ganesh Kumar, Praveen, Manikandan, Vinoth, Prem, Murthy, Nirmal Anand, Kiran Babu, Anandaraman, Solomon, Sarin, Harinath, Naveen, Salson, Venkat Naik, Vinesh, Samir Kumar, Anil Bhukya and others



K.L.Vinod Kumar Cup 4<sup>th</sup> Edition of Badminton tournament



## IRTSA holds meeting to discuss draft memorandum to be submitted to 8<sup>th</sup> CPC

24th April 2026: IRTSA conducted a meeting to discuss draft memorandum to be submitted by IRTSA to 8<sup>th</sup> CPC at ICF west colony welfare Centre between 17.00 hours and 20.30 hours.

Er.G.Aranganathan Divisional Secretary Furnishing ICF welcomed the gathering. K.V.Ramesh General Secretary IRTSA explained judgement of CAT Chennai in OA 1568/2027 pleading for higher pay level for JE and SSE. CAT Chennai directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8<sup>th</sup> 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.

GS IRTSA explained Draft memorandum on following nine themes in the format given by 8<sup>th</sup> CPC

- 1) Pay Matters
- 2) Allowances
- 3) Advances
- 4) Facilities
- 5) Performance Incentive
- 6) Empanelment / Posting in GOI
- 7) Cadre Management
- 8) Career Progression &
- 9) Retirement Benefits

M.Shanmugam Central President IRTSA appreciated the efforts of GS IRTSA and team for preparing very good draft memorandum with structured approach that focuses on categories demands with clear vision. He explained about minimum pay calculation, pay of Technical Supervisors, allowances, etc. He appealed to members of IRTSA to give their opinions in writing to GS IRTSA or to him within a day. Er.S.Munusamy veteran leader of IRTSA explained struggle activities carried out by IRTSA during previous pay commissions, particularly during 5<sup>th</sup> CPC days to revise the recommendation of SSE scale from Rs.7000 to Rs.7450. He said every member of IRTSA should gather high spirit to fight for the rights.



**Pay commission discussion meeting held on 24<sup>th</sup> April 2026 at West Colony Welfare Centre, ICF, Chennai**

Er.Sunil Kumar Zonal President/SR, Er.Singaravelan Zonal Secy/SR, Er.K.Gobinath Zonal Secy/ICF, Er.E.Ramesh Sr.V.P, Er.A.Ganesh on behalf of CMT and others participated and expressed their views and opinions. GS/IRTSA thanked Er.Harchandan Singh, Chairman, Er.Darshan Lal Central Wkg President, Er.Surjit Sing Central Treasurer, Er.Ashok Chowdery Zonal Secy CLW, Er.Sunil Kumar Zonal President SR, Er.Nageswaran ICF, Er.Y.R.S.Banerjee ACT, Er.Bapat Zonal Secy, RWF, Er.MMGK Raju Zonal Secy SCR, etc for their support and guidance.

**K.V.RAMESH, GS/IRTSA**

# ரயில்வேயில் பதவி உயர்வின்றி 60,000 பணியாளர்கள் தவிப்பு

கொச்சை, ஏப். 3- ரயில்வேயில் தொழில் நுட்ப மேற்பார்வையாளர் களுக்கு, உரிய தகுதி இருந்தும், 'குரூப் - பி' அந்தஸ்து பதவி உயர்வு வழங்காதது, அவர்களிடம் அதிருப்தியை ஏற்படுத்தி உள்ளது. ரயில்வேயில், நாடு முழுதும் தொழில்நுட்ப மேற்பார்வையாளர்கள் பிரிவில், 60,000க்கும் அதிகமானோர் பணியாற்றி வருகின்றனர். அவர்கள் தங்களுக்கு, முதுநிலை பொறியாளர்களுக்கான, 'குரூப் - பி' அந்தஸ்து வழங்கி, அதற்கான ஊதிய உயர்வு வழங்க வேண்டும் என, பல ஆண்டுகளாக வலிப்புறுத்தி வருகின்றனர். ஆனால், அவர்கள்

கொரிக்கை நிறைவேற்றப்படாமல் உள்ளது. ஊதிய உயர்வு தொடர்பாக, மத்திய தீர்ப்பாயம், அவர்களுக்கு சாதகமாக தீர்ப்பு வழங்கிய போதும், ரயில்வே நிர்வாகம், இன்னும் அமல்படுத்தாமல் உள்ளது. இது குறித்து, இந்திய ரயில்வே தொழில்நுட்ப மேற்பார்வையாளர்கள் சங்க பொதுச்செயலர் ரமேஷ் கூறியதாவது: ரயில்வே தொழில் நுட்ப மேற்பார்வையாளர்களில், உரிய தகுதி உள்ளவர்களுக்கு 'குரூப் - பி' அந்தஸ்து வழங்கி, பதவி உயர்வு வழங்க வேண்டும் என, பல ஆண்டுகள் தொடர்ந்து

பொராயு வருகிறோம். புதிதாக உருவாக்கப்படும் ரயில்வே உட்கட்டமைப்பு மற்றும் புதிதாக இயக்கப்படும் ரயில் களுக்கு, தேவையான புதிய தொழில்நுட்ப பணிகளை உருவாக்குதல், ரயில்வே பொறியாளர்களுக்கு ரிஸ்க் மற்றும் ஹார்ட்ஷிப் அவ்வளவ் வழங்குவது, இரவு பணி அவ்வளவ், தேசிய விடுமுறை பணி அவ்வளவ் போன்றவை வழங்கப்படாது என, சமீபத்தில் அறிவிக்கப்பட்டுள்ளது. அவற்றை வழங்கக் கோரியும் பொராரட்டம் நடத்தி வருகிறோம். இவ்வாறு அவர் கூறினார்.

(Translation)

## Dinal Malar, Tamil daily reports 60,000 employees are suffering without promotion in Indian Railways

Chennai, April-3: Indian Railways Technical Supervisors are not happy about non grant of Group-B Gazetted status to them. In Indian Railways more than 60,000 Technical Supervisors are working all over Indian Railways. They were demanding justified pay level and Group-B (Gaz) for Senior Section Engineers for many years. But their demands are not being accepted. Central Administrative Tribunal's order in favour of higher pay level is not implemented.

K.V.Ramesh, General Secretary of Indian Railways Technical Supervisors' Association said that their Association is demanding Group-B status continuously for many years. He said they are demanding creation of posts for new assets, introduction of new trains and for introduction of new technologies. They are demanding risk and hardship allowance for Technical Supervisors. They are demanding restoration of night shift allowance, national holiday allowance, etc which were withdrawn for a group of supervisors. General Secretary said their Association is continuously fighting for realization of their demands.

## General Secretary IRTSA address JE trainees



3rd April: K.V.Ramesh General Secretary IRTSA addressed trainee Junior Engineers at ICF along with Er.N.Ravikumar, Er.S.Boominathan, Er.Janarthana Babu and Er.Loganathan during lunch hour. GS IRTSA welcomed all of them to the Engineers' cadre and explained activities and achievements of IRTSA for the category of Technical Supervisors particularly for JEs. Er.N.Ravikumar and Er.Janarthana Babu also spoke on the occasion explaining about category.

# Railway Board Orders

Railway's letter NO. E(MRP)2025/1/9, dated 24.04.2026 Sub: Man power Rationalization Target for 2026-27.

The Zone wise annual MoU targets for manpower rationalization (Redistribution+Surrender) Key Performance Indicators (KPIs) for the year 2026-27 have been conveyed to E & R Dte. For inclusion in annual performance agreements (MoUs), to be signed between GMs of Zonal railways & Railway Board.

Manpower rationalization target (Redistribution + Surrender) for 2026-27 has been fixed @ 2% of sanctioned strength as on 01.04.2026. Targets set for respective railways/units are attached as Annexure-A. All Railways/Pus/Other units have to ensure that Redistribution /Surrender of posts is done through HRMS portal only.

Further, Railways/Pus/Units are advised to achieve these target proportionately on quarterly basis & its accumulation to the end of financial year should be avoided.

## Manpower Rationalization Target for 2026-27

Railways/ PU/Others	Sanctioned (As on 01.04.2026)	Rationalization (redistribution+ surrender) Target
CR	124624	2492
ECOR	61956	1236
ECR	96115	1922
ER	127209	2544
METRO	5112	102
NCR	83346	1667
NER	59702	1194
NFR	72295	1446
NR	165150	3303
NWR	62735	1255
SCR	95402	1908
SECR	59201	1184
SER	98341	1967
SR	95322	1906
SWR	44640	893
WCR	65526	1311
WR	116969	2339
BLW	10703	214
CLW	10703	214
ICF	10862	217
MCF RBL	2699	54
PLW	3432	69
RCF	7344	147
RWF	2488	50
RWP	1012	20
RDSO	2523	50
TOTAL	1480455	29608

## CEC office bearers

- All the CEC communications are being done through WhatsApp group "CEC IRTSA" as well as through other groups.
- A separate record will be maintained for CEC IRTSA office bearers for recording their presence in the meetings, agitations, seminars, etc organised by CEC IRTSA.
- All the CEC office bearers are requested to remit their annual membership subscription, struggle fund and subscription for "Voice of Rail Engineers" immediately.
- All are requested to mobilize 100% annual membership subscription

**Railway Board letter No. No. 2025/CRB &CEO-CC/03/04, Dated 02.04.2026****Sub: Timeline for recording of APAR for the reporting year 2025-26.**

Ref: Board's letter No.2025/CRB&CEO-CC/03/04 dated 11.04.2025

Attention is invited to Board's letter mentioned above stipulating therein the schedule for completion of APARs.

2. It has been decided that the timeline for completion of APAR from the reporting year 2025-26 and onwards may be followed as mentioned below:

S. No.	Activity	Date by which activity to be completed by
1	Distribution of blank forms/online generation of APAR	15th May
2	Submission of self-appraisal to Reporting Authority	15th June, Auto-forwarding to Reporting Authority: 15th June
3	Forwarding of report by Reporting Authority to Reviewing Authority	31st July. Auto-forwarding to Reviewing Officer: 31st July
4	Forwarding of report by Reviewing Officer to Accepting Authority	30th September. Auto-forwarding to Accepting Authority: 30th September
5	Appraisal by Accepting Authority	15th December. Auto-forwarding to the next level: 15th December
6	Disclosure of APAR to the officer reported upon	26th December
7	Submission of representation, if any, on APAR	10th January 2027 i.e. within 15 days from the date of communication/disclosure
8	Forwarding of representation to the Reporting Authority for comments by the Custodian	25th January 2027
9	Forwarding of comments by Reporting Authority to Reviewing Authority	05th February 2027.
10	Forwarding of comments by Reviewing Authority to Accepting Authority	15th February 2027.
11	Forwarding of comments by Accepting Authority to Competent Authority	25th February 2027.
12	Decision of Competent Authority on representation	15th March 2027.
13	Completion of the entire process	31st March 2027.

3 Railway/PUs, CTIs, PSUs, All Central Ministries/Departments, Metro Organizations, etc. are requested to give wide publicity about the system of online filing/writing APAR, representation if any through SPARROW as per scheduled time line. It may be noted that the calendar for filing APAR will be strictly adhered to from the year 2025-26 onwards.

Railway Board Orders

4. Necessary action may be taken accordingly.

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**Railway Board letter No: No. E(GP)2024/2/37 (3477173), dated 02.04.2026****Sub.: Promotions to Group 'B' posts on Indian Railways through Centralized Computer Based Objective Type Examination — 30% LDCE for the vacancy cycle 01.01.2025 – 31.12.2026.**

Ref.: Board's letters of even number dated 18.02.2026, 19.02.2026 and 26.02.2026.

The Centralized Computer Based Test (CBT) for 30% LDCE for promotion to Group "B" posts in departments having Organized Services for the vacancy cycle 01.01.2025 to 31.12.2026 shall be conducted on 24.05.2026 and 31.05.2026, with 50% of the candidates from each Department appearing on each date. As already advised, it may be ensured that the bifurcation of candidates to appear in the Examination on the said two dates is intimated to RRB/Ajmer well in time. In view of the necessity that has arisen due to operational requirements to conduct the exam on two dates, it has been decided to follow normalization process to ensure parity between both sets of candidates. This may be duly indicated while notifying the fresh exam dates.

2. To ensure smooth conduct of the examination; a revised Model Calendar has been prepared and enclosed as Annexure. The time frame given in the said Calendar may please be adhered to for timely conduct of the examination.

3. This issues with the approval of the Competent Authority.

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**General Body of IRTSA Carriage & Wagon Workshop, Jagadhri meets**

March 24, 2026: Sub unit of IRTSA Carriage & Wagon Workshop, Jagadhri, conducted its General Body Meeting today during lunch hours. It was decided in the meeting to ensure good number of participations in the Mass Dharna organised by IRTSA at Jantar Mantar New Delhi on 2<sup>nd</sup> April 2026. Members were apprised of the 8<sup>th</sup> CPC activities and requested to send their suggestions to the sub unit secretary and General Secretary. Discussion of demand of restoration of PCO allowance for SSEs in level-8, NDA & NHA for SSEs in level-9 (NFU) were also discussed. Office bearers of IRTSA Carriage & Wagon Workshop, Jagadhri, decided to meet once in two months or whenever need arises.



**Judgement on OA 1568/2017 .....Continued from page-2**  
 stakeholders viz, the Ministries/Departments, staff Associations and the JCM so as to firm up the final conclusions for approval of the cabinet. The E-Cos has considered the recommendations contained in the report of the 7th CPC and any fresh issue beyond the report had not been considered.

f) Proposal was made for revision of the pay structure of Senior Supervisors in Group 'C' of all departments (other than Accounts Department to upgrade 75% of such Supervisor from level 7 (erstwhile GP4600) to Level 8 (erstwhile GP4800) to iron out the anomalies which has arisen consequent to implementation of 6th CPC.

g) In support of their argument Ministry of Railways cited some judgements.

7) The Applicant (IRTSA) filed rejoinder which includes following point,

a) 6<sup>th</sup> CPC cited the recommendations of 5<sup>th</sup> CPC, "Although Department of Expenditure issued orders that existence of the feeder and promotion posts in the same pay scale will not constitute an anomaly, however, these orders have consistently been rejected by the various courts of this country"

b) SSEs & JEs on the Railways have been unjustly placed in the Grade Pay of Rs.4600 and Rs.4200 respectively which are the same as those of the employees working under them, which violates the basic principle of law of natural justice upheld by various Court including by the Hon'ble Supreme Court of India that "An equal cannot be over an equal", 'Promotion' implies advancement to a higher grade; & Supervisor should be in a scale higher than Supervised.

c) 3rd CPC kept the pay scale of Master Crafts Man (now Senior Technician) Rs.425-640 below than JE Pay scale of Rs. 425-700. Considering the degree of skill, strain of work, experience involved, training required, responsibility undertaken, mental and physical requirements, avenues of promotion available and horizontal and vertical relativities, etc 3rd CPC recommended higher pay scales to JE & SSE.

d) 5<sup>th</sup> CPC accepted that the identical pay scales of Master craftsman, Mistry and Chargeman (now JE) have resulted in a large number of court cases.

e) 5<sup>th</sup> CPC specifically dealt with the problem of supervisor and supervised being placed in the same scale of pay and removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for Technical Supervisors / Chargeman B (since re-designated as Junior Engineer-II). But later Government / Railways upgraded the scale of Master Craftsman without corresponding upgrading of the scale of JE.

f) 6<sup>th</sup> CPC recommended that promotion & feeder cadres being placed in identical pay scale is anomalous and recommended that employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.

g) 6<sup>th</sup> CPC recommended Grade Pay of Rs.4200 for JE I & II (merged together) and placed Senior Technician below JE by recommending the Grade Pay of Rs.2800.

h) By upgrading the Grade Pay of Sr. Technician to Rs.4200 on par with JEs, Basic recommendation of 6th CPC that "Seniority of a post will depend on the grade pay drawn. This will invariably be more for a higher level post" got violated, by placing the Grade Pay of both junior post (Sr. Technician) and Grade Pay of promotional post (JE) as Rs.4200.

i) Senior Technicians placed in the Grade Pay of Rs.4200 made the situation that JE I (Pre-revised scale of Rs.5500-

9000) two grades above Senior Technician, have since been placed in the same Grade Pay of Senior Technician.

j) Railway Board's impracticable proposition that the work of Senior Technicians in grade Rs.5000-8000 will be supervised by JE grade-I in the scale Rs.5500-9000 instead of JE-II in the scale Rs.5000-8000 (RBE No.31/2005, dated 22-2-2005) is also violated after modification done in 6th CPC recommendations.

k) Many categories who were in the pay scale Rs.425-700 on par with JE-II are now placed in pay level-7 of 7th CPC Pay matrix, whereas JE I pay which was Rs.550-750 above all these categories is placed only pay level-6 of 7th CPC pay matrix.

l) The 7th CPC in Para 5.1.23 recommended that "when the employee receives a promotion or non-functional upgrade, he/she progresses one level ahead on the horizontal range"

m) The 7th CPC in para 1.27 also recommended that anomalies that were created after 6<sup>th</sup> CPC could not be rectified till date.

n) Judgement Hon'ble CAT Chandigarh in OA 060/00211/2014 held that, Railway servants specifically excluded from CCS rules 2008 as per explanatory memorandum. Due to unique nature, Railways stands in different footing than other Ministries of Central or State Governments.

o) Railways consciously made the decision vide its O.M dated 11.06.2010 to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 based on functional justifications, etc.

p) Railways claim for establishing parity between accounts & non accounts officer cadres and between accounts & non-accounts senior supervisory cadres of all departments is different from that of plea of applicant claiming higher Grade Pay / Pay Level for Technical Supervisors based on the recommendations of pay commissions and based on the settled law.

q) Railway claimed that, they have addressed the issue pertaining to supervisory categories in all the departments in holistic manner and implemented upgradation through RBE No.155/2022 dated t7.11.2022 wherein 50% of the SSE posts were upgraded from Level-7 (GP 4600) to Level-8 (GP 4800) and with the implementation of the same, the grievance of the applicants remains addressed.

r) IRTSA submitted that no proposal regarding recommendations of 7<sup>th</sup> CPC on pay level of Technical Supervisors has been sent to Ministry of Finance by Ministry of Railways. Further RBE No. 155/2022 dated 17.11.2022 neither give any relief to JEs nor the expected relief to SSEs as claimed by the respondent (Railways).

s) High Power Committee of Railways accepted the fact that, traditionally, pay scales allotted to other operational departments have been higher than the pay scales of Supervisors of Accounts departments on the Railways.

8) 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).

**9) Accordingly directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8<sup>th</sup> 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.**

## IRTSA's reply to 8<sup>th</sup> CPC questionnaires

### Pay Matters

1) Total expenditure on pay and allowances as percentage of revenue expenditure of the Central Government came down from 10.45% during 2015-16 to 7.05% in 2022-23. Central government services are more complex and diverse than private sector. Government stipulates high standard recruitment rules to get efficient and competent workforce. Regular pay structure revisions every five years are required to attract best of talent to public service. Considerable amount of these payments comes back to Government as taxes. Standard of living should not be measured by capacity only to provide bare physical subsistence but for the maintenance of health and decency, economic comfort, provision for education for the children, protection against ill health, requirements of essential social needs, insurance against important misfortunes, etc. Government should play the role of the "Model Employer" and pay a "Fair Wage" to keep employees efficient and to adequately meet their personal and social needs. Wide gap between pay structure decided 10 years back based on Labour Bureau statistics and market prices. Compilation of CPI/IW (on which payment of DA is based) is unrealistic and not in accordance with the actual Market rates prevailing all over the Country for all the Consumer items.

2) Horizontal relativity between different posts in the Government should be re-assessed based upon responsibility. The supervisor and supervised can never be assessed equal. The complexity of the job, as in Railways should be given more weightage. This principle has been ignored for long in the past. Principal of 6<sup>th</sup> & 7<sup>th</sup> CPC's recommendations "when employee receives promotion, he/she progresses one level ahead in pay level/Grade Pay" and Supreme Court Judgement "Promotion thus not only covers advancement to higher position or rank but also implies advancement to a higher grade" should be followed. Relativity of pay & perquisites between Engineers working in Government and public/private sectors has to be recognized through systematic bench markings. Government employees' role on implementation of policies and regulatory functions should be given weightage. Bench marking based on parameters like size and value of infrastructure installed and maintained, accountability of Government to the public, contribution of particular sector for growth of economy and industry, type of services provided, essentiality of service to the citizens, availability of service round the clock, accountability in operation, safety etc., should be considered. Contribution and sacrifices of Government employees in emergency situations (natural calamities, COVID) should be taken into account.

3) 8<sup>th</sup> CPC should consider sector specific benchmarking with their respective peers. Compensation for Government Engineers should be benchmarked against private sector engineering firms. If benchmarking is done comparing Engineers of giant private firms, motivation, standard of working, acquiring and updating knowledge, adoptability for new technology and sophistication will improve. Introduction of new modern techniques will be easier for administration. Sector specific benchmarking will keep the sector fresh and updated. Government engineers doing the role of creation of concept/design, work execution, supervision and policy implementation need to have decent package comparable to their peer in private sector executing the work. They should be comparable in terms of professional status within the core sector. This will ensure better talent attraction and retention in

critical sectors, skill sets in line with market reality and reduced attraction towards private sectors. Central Government employees' duties, accountabilities, adherence to administrative & financial rules, subjected for scrutiny & RTI, etc should be given due weightage.

4) Responsibility of governance and accountability held by Government employees to public work cannot be compared with private sector. Governance includes managing private sectors. While private sector works for profit, Government service is for rendering quality service to public without any favoritism. The principles of equity and social justice cannot be achieved by paying less to the Government employees. Since Government employees are the arms of the Government by which the policies, projects and welfare schemes are implemented they have to be strong and independent. The financial independence & soundness will help them to make decisions more boldly and judiciously, in the best interest of the policies of the Government.

Assured minimum tenure to perform duties without the fear of being shunted out and to uphold public interest, training schedule to improve skill, competency, efficiency and specialized training in technical roles and safety compliance, provision of good Government accommodation or sufficient compensation, tax free leave encashment as a reward for consistent attendance, increment to motivate consistent performance, easy access to free medical facilities or medical insurance, five promotions in career, realistic dearness allowance formula to compensate the inflation, secured retired life should be part of compensation matrix.

5) Salary for large job force in the informal sector and the gig economy should not be compared with Government sectors. However informal sector are expected to improve as happened in the past after the implementation of recommendations of previous Pay Commissions. Central Government pay particularly for entry level is expected to set a bench mark for private sectors. When earning proposition of organized sector improves, improvement in informal sector will happen. Implementation of 8<sup>th</sup> CPC recommendations will have positive influence on the informal sector; it will improve overall living and social standard.

6) Fitment factor should make Government as model employer and fair wages should be paid. Hybrid system of calculating fitment factor using Dr. Wallace Aykroyd's formula followed by 7<sup>th</sup> CPC and constant relative income approach followed by 5<sup>th</sup> CPC should be considered. Consumption expenses towards bottled drinking water, internet charges, premium towards health insurance should be made part of calculation while calculating fitment factor. Consumption units per family should be taken as 4.6 instead of 3 including responsibility over aged parents and children. Broad assessment of duties and responsibilities of various posts by adopting job evaluation technique for various departments should be done to arrive fitment factors for different stages of pay level. The structure should adequately reflect the substantial difference in duties and responsibilities of various posts. Hence, Multiple fitment factors have to be adopted for different level. In Ministry of Railways, for safety category posts, higher indexing of fitment factor should be followed for posts from level-6. If fitment factor for level-1 post is fixed as "R", fitment factor for level-6 post should be "R X 1.2". For mid position posts in pay level-9 fitment factor of "R X 1.3" should be adopted.

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7) Apex scale should reflect the responsibility, as well as impact on Government's policies and resources. It should not be limited to the ratio between minimum pay and maximum pay. Given the nature of public service leadership, a high and stable fixed pay is preferable, but a limited variable pay components can be made as part package.

8) It should be more attractive starting from entry point. Present compensation package does not attract suitable talent in the Government services, as far better packages are offered by the private & corporate sectors. As a result, talented people are staying away from Government Services or leaving at first chance. The guiding principle should be career-long attractiveness, ensuring fiscal prudence and retention of worthy experienced officers.

9) Increment acknowledges employees' contribution and maintains keenness in their service. Uniform rate of annual increments is desirable. Reasonable quantum of annual increment should be equal 6% of Basic Pay. Promotional increment should be equal to 12% of basic pay or equal to two annual increments.

**Allowances**

10) Allowances should be tax free, so that their real value doesn't erode. Existing system of allowances should be continued with a few modifications and additions. Principle of population criteria to classify cities shall be continued. All allowances should be made inflation proof. Payment of HRA shall be continued to pay in percentage to Basic Pay. Existing 27%, 18% & 9% should be enhanced. Cities with tourism importance should be upgraded one level higher for the purpose of HRA to compensate the high level of cost of living. Classification of cities based on population as "X", "Y" and "Z" should be modified and a class between "Y" and "Z" should be introduced, since the gap between "Y" and "Z" are large. In Railways, Risk and hardship allowance should be extended to new areas which are deserving. Night shift allowance should be extended to all Railway employees attending night shift without any ceiling in basic pay. City Compensatory Allowance should be reintroduced for metro cities and big cities to compensate high cost of living. National holiday allowances should be paid to all employees attending the work during national holiday equal to their one day pay or equal to over time allowance.

**Pensions**

11) 5<sup>th</sup> CPC said, "It needs to be averred emphatically that pension is not in the nature of alms being doled out to beggars. Senior Citizens (Retired Government employees) need to be treated with dignity and courtesy befitting their age. Pension is their statutory, inalienable, enforceable right & it has been earned by the sweat of their brow". 8<sup>th</sup> CPC is requested to follow this principal.

All the employees recruited after 1.1.2004 should be brought under Defined Benefits Pension (DBP) instead of Defined Contributory Pension (DCP). UPS/NPS has led to extreme discontentment and resentment amongst the concerned employees as it tantamount to the anomalies and disparities. UPS/NPS are Contributory Pension Scheme which is against the spirit of Supreme Court's judgement in D. S. Nakara case, which had defined Pension as a -Deferred Wage for the Past services rendered during active years of service. Pension should be revised every five years along with pay revision reflecting higher cost of living and progressively higher at older age to meet higher medical expenses.

**Dearness Allowance**

12) Dearness Allowance based on the All-India Consumer

Price Index (IW) is paid to Central Government employees to adjust the cost of living and to protect their Basic Pay from erosion in the real value on account of inflation. Every Pay Commissions observed inconsistencies in the method of computing DA. 6<sup>th</sup> CPC had recommended that the National Statistical Commission may explore the possibility of a specific survey covering government employees exclusively, so as to construct a consumption based representative of government employees and formulate a separate index. 8<sup>th</sup> CPC should consider recommendations of 6<sup>th</sup> CPC. Population of Central Government employees concentrated 37% in "X" cities (cities more than 50 lakh population), 25.5% in "Y" cities having population 5 to 50 lakh and 37.5% in "Z" cities, should have a realistic DA calculation formula reconciling with the prices and consumption pattern in these cities. Increased use of fast-moving consumer goods, electrical and electronic items at all levels of society should be taken into consideration. It is not wise enough to predication on inflation/CPI increase over next 10 years.

The principle laid down by the 5<sup>th</sup> CPC for merger of 50% of DA with the Pay as DP should be followed.

**Railways, CAPF & Defence**

13) Railway - Gross revenue receipt of Indian Railways has increased by 51.6% from Rs. 1,68,379.6 crores in 2015-16 to Rs. 2,55,272.63 crore in 2023-24. In the same period number of employees has been reduced by 6%, from 13.3 lakh to 12.52 lakh. Employees contribution towards improved performance of Railways should be taken into consideration.

Railway employees require distinct compensation treatment considering its size, strenuous working conditions, operation spread all over India, transporting passengers from all walks of life across the nation (giving service for rural, urban and metro cities), movement of essential goods for day-to-day requirements and for industries and power sector, and operational demands including 24X7 working, maintaining safety, punctuality and comfort. Monetary considerations like Risk and hardship allowances, Night duty allowance, National holiday allowance, operational pay/allowances attached to specific categories, realistic productivity linked bonus (PLB), etc., should be made available linking with pay level or basic pay. Non-Monetary considerations like housing, schooling & higher education, healthcare access in remote locations, easy access to cashless medical treatment for specialized/super specialty treatments and emergency & Trauma care should be ensured.

**Scientists**

14) Scientist working in departments like space, atomic energy should fixed special emoluments. Compensation should emphasize, higher in-career growth, research-linked incentives and long-term professional recognition. Competitive pay & perks and supportive system for life long research activities has to be ensured for scientists.

**Armed Forces**

15) In the era of Global terrorism & internal separatists' movements, Defence forces face many risks, inconvenience, inhospitable field conditions, essentiality of the services, restriction of their freedom etc., which need to be considered while determining their salary and other compensations. The armed forces personnel may be allowed a 30% increase in pay and allowances, when compared to Central Civil Service personnel, in addition to all the prevailing benefits. .... Continued on page-16

## GS IRTSA Meeting with GS AIRF



5<sup>th</sup> April 26: K.V.Ramesh GS IRTSA met Com.S.G.Mishra GS AIRF at RWF Yelakanka today. GS AIRF congratulated IRTSA for successfully conducting Dharna at Jantar mantar, New Delhi on 2nd April.

Calculation of fitment factor, minimum pay level, pay level for Technical Supervisors, important allowances to be proposed for 8<sup>th</sup> CPC were discussed.

Grant of Group-B, MACPS issues, restoration of PCO Allowance, Representation against grading in APAR below "very good", CAT Chennai order on referring pay level anomaly of Technical Supervisors to 8<sup>th</sup> CPC were highlighted by GS IRTSA to GS AIRF.

GS IRTSA conveyed his sincere thanks to GS AIRF for his participation and encouragement for mass dharna organised by IRTSA.

GS AIRF asked IRTSA to assist JCM & Federation in preparing memorandum for 8th CPC. ❏



Now Pay your IRTSA membership subscription through QR-code or UPI ID **irtsa@sbi** IRTSA-Current A/c No. **43054348149** at SBI ICF Branch, Chennai. IFSC Code: **SBIN0013065**. After transfer of fund inform **Er.Y.R.S.Banerjee**, Asst. Central Treasurer, Mob No. **9003149567**.

This CEC account is in addition to account maintained at RCF by Central Treasurer. Zones, sub units & members can deposit their fund in any one of the accounts.

### Reply to questionnaires ..... Continued from page-14

Military Service Pay should continue and be periodically reviewed. Pay progression should be steeper in early service years to compensate for shorter service spans. Direct equivalence with civilian posts should be avoided; functional uniqueness should be valued.

During their appointment to other Government services on ex-service man quota, they should be given service continuity from where they left the defense service, and continue to be in same grade and basic pay they retire from defense.

16) Brave men and women put their younger days in armed forces to keep the nation safe. It becomes responsibility of the Government to provide financial and social security to these bravehearts when they retire. Defence pension is a way to recognize their services and respect sacrifices rendered towards defence of the nation. They should continue to be brought under Defined Benefits Pension (DBP) scheme. Specialized pensions to personnel injured or disabled during their service, or in war-like operations should be ensured.

### Bonus

17) Bonus is deferred wage payable to employees irrespective of gain or loss. Government Departments, for example, Indian Railways is concentrating only on maximization of service, not on maximization of profit. For Indian Railways Employees Productivity linked bonus (paid in terms of number of days) not really show any monetary increase as like increase in number of days for which bonus is paid. Unrealistic ceiling of Rs.7000 for the purpose of PLB calculation should be changed. The PLB amount of ₹17,951 has not increased for the past eleven years, ignoring even inflation. Since implementation of 7<sup>th</sup> CPC pay matrix, rate of DA increased to 58% up to January 2026. Minimum amount for Bonus calculation should be at least equal to Minimum basic pay recommended by 8<sup>th</sup> Pay Commission + DA admissible from time to time. Employees belonging to higher pay levels should be paid Bonus at higher rates in proportion to their respective pay level. Bonus should be equal to at least one month's basic pay or more, depending upon the Productivity. All the employees up to the highest level of Government employees (in Group A, B & C) should be made eligible for the bonus.

### Reforms in staffing

18) Contractual appointments at middle/higher levels will bring more troubles than benefits. Government working and implementation of Government schemes requires control centric environment and of perennial nature. Government's function involving contractual appointees and part-time employments will lack in continuous accountability. Possibility of contractual appointees get stuck in survival mode and attempt to take short term benefits, overlooking long term goals will defeat basic principle of Government. Accountability and performance monitoring, cultural adaptation in a rule-based bureaucracy, data security and confidentiality will be reduced. Contractual appointments may weaken institutional memory, turn in to demotivational factor for the career of civil servants, will compromise on transparency and more chances of conflict-of-interest, etc. ❏

### President IRTSA meets GS AIRF

25<sup>th</sup> March: M.Shanmugam Central President IRTSA met Com.S.G.Mishra GS AIRF ad discussed about withdrawal of PCO allowance for SSEs upgraded to level-8 and non-payment of PCO Allowance, NDA & HNA for SSEs receiving non functional upgradation to level-9 after completing 4 year service in level-8.

