

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION



(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)  
(HO 32, Phase 6 Mohali, Chandigarh-160055) (Ph: 01722228306, 09316131598)

**A vibrant, Constructive and Value Based Organization  
IN PURSUIT OF JUSTICE FOR RAIL ENGINEERS**



## ACHIEVEMENTS OF IRTSA (NOV. 1965 - NOV 2013)

IRTSA WAS FORMED IN NOVEMBER 1965.

PRIOR TO THAT THERE WAS NO ORGANIZATION TO REPRESENT THE  
TECHNICAL SUPERVISORS / RAILWAY ENGINEERS ON THE INDIAN RAILWAYS.

SINCE THEN THERE ARE NUMEROUS ACHIEVEMENTS OF IRTSA

- MOST VITAL AMONGST THEM ARE ENLISTED HERE BELOW:

### GENERAL AWARENESS & INDUSTRIAL HARMONY

1. IRTSA has provided a strong & effective platform to unite the Railway Engineers / Technical Supervisors on the Indian Railways - to highlight and represent their problems to the Railway Administration, Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums – since its formation in November, 1965.
2. IRTSA has developed a large Data Base and carried out intensive research.
3. IRTSA has developed greater awareness amongst Rail Engineers & others concerned through numerous Seminars on vital issues, publication of Souvenirs & the periodical “Voice of Rail Engineers” (VRE) as well as through its Website [www.irtsa.net](http://www.irtsa.net) & through “IRTSA Group” on the Facebook etc.
4. IRTSA has helped in developing better industrial relations between the Front-Line Engineers/Technical Supervisors, Railway Administration Staff and the Unions.
5. IRTSA has developed greater awareness about the Problems of Technical Supervisors amongst other Federations & Unions and was able to get their support to resolve many issues at national & local levels – through joint struggle and collective efforts.

### MAJOR ACHIEVEMENTS

6. Reduction in number of pay scales of Technical Supervisors from 6 to 4 by Third Pay Commission and further reduction to only 2 by Sixth Pay Commission - *(based entirely on evidence of IRTSA).*
7. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was later withdrawn but subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
8. Allotment of Pay Scales of Rs.840-1200 / Rs.840-1040 and Rs.2375-3500 to Technical Supervisors *(highest amongst group C)* - through 3<sup>rd</sup> & 4<sup>th</sup> CPC *(based on evidence by IRTSA).*
9. Honorarium to JEs for payment of Boxing & Disbursement of Wages to Staff and subsequent revision thereof – *(Granted after the decision by IRTSA to Boycott Boxing & Disbursement of Wages - in 1969).*
10. Hurt on Duty/Hospital Leave to Apprentices/Trainee Engineers *(Issue raised in Parliament).*
11. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as “Employees Compensation Act *(got it after getting it raised in the Parliament).*
12. 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).*
13. Cadre Restructuring of Technical Supervisors *(5 times in 30 years)* - raising number of posts in highest grade of SSEs from the then existing 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.
14. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
15. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1991 onwards *(based on Data exclusively provided by IRTSA).*
16. 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).**

**ACHIEVEMENTS OF IRTSA (NOV. 1965 – NOV. 2013) (CONTINUED)**

**THROUGH CONTINUOUS EFFORTS & JOINT STRUGGLE WITH THE WORKING CLASS**

17. Change of designation of Technical Supervisors as Engineers - as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 (*after IRTSA decided to go on 'Work-to-Rule'*).
18. Grant of 7.5% PCO Allowance to PCO JEs & SSEs.
19. Revision of rates of Incentive Bonus (*in 1968, 1975, 1990, 1998 & 2009*).
20. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
21. Stipend equal to pay / Grade Pay of Rs.4200 during Apprenticeship / Training.
22. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.
23. 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 also challenged by IRTSA in Supreme Court but the SLP was not admitted by Supreme Court. Continuous struggle and campaign by IRTSA had convinced the Federations also about the genuineness of the demand – resulting in principle agreement to upgrade 15% posts of Senior Supervisors to Group B. Approval of MOF has been asked for. Struggle by IRTSA continues for 100% upgrading of posts in GP 4600 to Group B as per DOP orders*).
24. 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 considered and accepted by Fifth CPC while deciding the Pay scale of JEs – as recorded in Para 54.36 Page 700 of its Report*).
25. PLB for all Technical Supervisors irrespective of pay limit.
26. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5th CPC - (*through intensive struggle & voluminous Data supplied by IRTSA*)
27. Grant of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
28. Change of designation of Drawing & Design Staff as Junior Engrs, Senior Section Engr).
29. Change of designation of Store Engineers from DSKs to DMS & CDMS
30. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - (*through intensive struggle & voluminous Data supplied by IRTSA*)
31. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
32. Merging & up-gradation of pay scales Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).
33. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
34. Introduction of long Pay Band concept which eliminated the pay stagnation.
35. 3% annual increment – instead of arbitrary fixed amount.
36. HRA on percentage of Basic Pay.
37. Improved transport allowance without any distance restriction and with inflation proof.
38. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through high power Empowered Committee.
39. Reimbursement of tuition fee to the tune of Rs.1000 per child per month, eligible for two children.
40. Encashment of 60 days LAP while on service in addition to the 300 days encashment during retirement.
41. Grant of ACP by Fifth CPC & MACP by Sixth Pay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions*).
42. Three financial up-gradations (after 10, 20 & 30 years of Service). (*This ensures a JE to reach the Grade Pay of Rs.5400*).

**ENGINEERS! STRENGTHEN IRTSA**

**IN PURSUIT OF JUSTICE FOR RAIL ENGINEERS**

**CHANGES DO NOT SIMPLY HAPPEN, WE HAVE TO BRING THEM**