

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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DRAFT RESOLUTIONS OF DEMANDS PROPOSED TO BE ADOPTED BY C.G.B. MEETING & 45TH ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT GORAKHPUR ON 10TH & 11TH December, 2010

This Conference of Indian Railways Technical Supervisors Association (IRTSA) is constrained to note the pathetic attitude of the Railway Administration towards the just demands of the that the Rail Engineers / Technical Supervisors, due to which these 'Frontline Managers' continue to suffer great humiliation and frustration on account of denial of proper status and emoluments as well as lack of adequate promotional avenues on the Railways.

The conference regretted that Rail Engineers / Technical Supervisors were the worst sufferers at the hands of both Fifth and Sixth Pay Commissions especially since the Engineers / Technical Supervisors were treated worst than the Accounts, teaching & Nursing Staff – who had always been in lower scales than the former.

Even the existing relativity of Pay structure of Engineers / Technical Supervisors - after Third & Fourth Pay Commissions - had been disturbed by the Fifth and Sixth Pay Commissions in respect of the Rail Engineers / Technical Supervisors. There were many other Anomalies in the Report of Sixth Pay Commission. But none of the Anomalies have so far been removed although over 2 years have passed since the acceptance of the Report of Sixth Pay Commission.

CMA I (with recruitment qualification of BE & MSc) were treated even more adversely by being singled out to be left in the Grade Pay of Rs.4200 – in spite of clear cut recommendations of Sixth CPC to grant Grade Pay of Rs.4600 to posts with Engineering Graduate as recruitment qualification.

The conference regretted that the orders have yet not been issued by the Railway Board on some of the issues like the Revised Entitlement of Passes and Revised coverage under the Group Insurance Scheme etc. No decision has yet been taken on the revised distribution of Posts and the duties & responsibilities after the merger of scales. Even the orders on Revised Designations were "Provisional"

No major decision has yet been taken in National Anomalies Committee (NAC). Even the recommendations of Departmental Anomalies Committee (DAC) – (for higher Grade Pay of Rs.4600 to JEs & Grade Pay of Rs.4800 to SSEs & CMS etc.) have yet to be approved by the Ministry of Finance. Cadre Restructuring Committee (CRC) has yet to start working in right earnest.

Duties, responsibilities and job requirements of Front Line Engineers / Technical Supervisors have increased manifold over the years due to modernization and sophistication of the Rolling Stock and Locomotives, Signal & Telecommunication, Works, P-way and Bridges etc. on the Railways. But it was regrettable that neither the last two Pay Commissions nor the Railway Board have given the due credit for the same while determining their Pay Scales, Grade Pay or avenues of Promotion – in spite of strong recommendations for better status, emoluments and better Avenues of Promotion for them, by the Railway Accident Inquiry Committees and Railway Reforms Committee etc.

All this has greatly demoralized the Rail Engineers. This is bound to seriously and adversely affect their efficiency and in turn, that of the system as a whole.

The Conference, therefore, once again urges upon the Railway Board and the Government to favourably consider and redress the following just demands in the interest of natural justice and for greater safety and efficiency and for better job satisfaction of Supervising Engineers on the Railways:

Main Demands

- 1. Recognition of IRTSA** to provide suitable Forum to discuss and resolve the problems of the middle management category of Engineers / Technical Supervisors on the Railways as per recommendations of Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC)

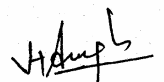
2. **Three Times Pay Rise in PB-1 to PB-3 – w.e.f 1-1-2006** (instead of 2.26 times) (over the Fifth CPC Pay Scales) at par with 3 times rise given in PB-4 & above.
3. **Merger DA (Dearness Allowance) with Pay for all purposes w.e.f. 1-1-2011 – when DA crosses 50% - as in the past – (setting aside the unjust & illogical recommendations of Sixth CPC in this regard).**
4. **Early Setting up of Seventh Pay Commission:** Early setting up of Seventh Pay Commission for Revision of wage structure of Central Government employees with effect from 1.1.2011 – since 5 years have passed since date of implementation of Sixth Pay commission; Govt. has already conceded to effect wage revision in PSUs after every 5 years – same criteria should be applied in case of Central Government employees; Disparity with PSUs & Corporate Sector have increased further since Sixth CPC; D.A would exceed 50% w.e.f. January, 2011, but merger of DA is not proposed to be done at this stage due to retrograde recommendations of the Sixth Pay Commission to the contrary.
5. **Separate Pay Commission or Wage Board for Railways** – in view of peculiar nature of working conditions on Railways.
6. **Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800** – as per their Duties & responsibilities and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff etc.
7. **Up-grading of posts of Senior Section Engineers, CDMS, CMS & to PB-3 with Grade Pay of Rs 5400** – as per their Duties & responsibilities and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff etc.
8. **Up-grading of posts of CMA-I in pre-revised scale of Rs.7450-11500** since Direct Recruitment qualifications of CMA-I are BE / B. Tech (Chemical / Metallurgical) or MSc (Chemistry and of Sixth CPC has recommended to upgrade to Pre-revised grade of Rs.7450-11500 – the posts with Engineering Degree as Recruitment qualifications
9. **Time Bound promotion of JEs, DMS, CMA directly as Assitant Engineer (AE) Group ‘B’ Gazetted** - as in all other Government Departments like CPWD and MES, where the JEs are promoted directly to Group ‘B’ (Gazetted).
10. **Re-designation** of Senior Section Engineers, CDMS, CMS & CMA-I as Assistant Engineers and their re-classification in Group B Gazetted.
11. **Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’** - to provide adequate avenues of promotion & to fully meet with job requirements.
12. **Removal of disparity in Cadre Restructuring of Engineers / Technical Supervisors (JEs, & SSEs) vis-a-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).**
13. **Cadre Restructuring of Junior Engineers (JE) & Senior Section Engineer (SSE) in the ratio 40:60%**
14. **Upgrading of adequate %age of posts from Group ‘C’ to Group ‘B’ (Gaz.)**
15. **Grant of Special Pay to all Technocrats Engineers / Technical Supervisors - like Scientists.**
16. **Minimum Annual Increment of 5 % PA (instead of 3%).**
17. **Higher Proficiency Increment in PB-2 & PB-3 at par with PB-4.**
18. **Withdrawal of system of uniform date of Increment (in July every year) and**
 Either i) Reverting back to the earlier system
 OR ii) **Adopting 2 dates for Annual increments** – in January (for those whose increment fell due in January to June) and in July (for those whose increment fell due in July to December).
19. **Revision of rates of Incentive Bonus & PCO Allowance w.e.f 1.1.2006** - in Railway Workshops & Production Units as per Revised Pay Bands & Grade Pay in keeping with ILO norms – (which require the rates to be based on average of the wages) – or at least 2.26 of the existing rates.
20. **Extension to left out areas & Cadres under Incentive Scheme** in the allied Shops & Sections of Workshops & Production Units,
21. **PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centers** in Workshops & Production Units, considering their contribution to improved productivity.
22. **PCO Allowance to JE, SSE & Staff of Progress Cadre in PCO in Southern Railway Workshops & ICF** - at par with Ex-cadre Progress Staff of PCO.
23. **Design Allowance to Drawing, Design Staff** – as recommended by Fifth CPC.
24. **Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W, P-Way, Works & Bridges and S & T Depots** etc., to meet with the additional workload in these areas.
25. **Honorarium / Incentive to Engineers & Staff for additional workload – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc,** especially on account of fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.
26. **2 AC / First Class Pass to all JEs & others in Grade Pay of RS.4200** – irrespective of Date of appointment and at par with other Depts. & as per 6th CPC recommendations for the class of eligibility as per recommendation of Sixth for AC 2 tier travel facility for posts carrying Grade Pay from Rs.4200 & above

27. **Inclusion of both dependent Parents (father & mother) in Privilege Pass** - as Parents are the responsibility of employee and part of family as per Indian culture.
28. **Three financial Up-gradations under MACPS after every 8 years of service in a grade** - at par with Armed Forces.
29. **Financial up-gradation under MACPS as per cadre hierarchy.**
30. **Counting of initial Training period for MACPS.**
31. **Promotion through LDCE (Intermediate Apprentice JEs) should not be counted for Financial up-gradation under MACPS - but as initial appointment.**
32. **Entry grade of Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200** for MACPS & promotions to the merged / up-graded scales should be ignored – as per accepted policy under MACPS.
33. **Elimination of the discrimination in the MACPS by placing all the Engineering Graduates** in the revised scale with the Grade Pay Rs.4600 - irrespective of their date of recruitment.
34. **Exemption of all allowances from Income Tax** - As recommended by Fifth CPC since the allowances are granted to compensate factors like prize rise & erosion of real wages.
35. **Improvement of working conditions of Engineers & other Technical Staff on the *Open Line C&W, Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and PUs and I.T. cadres***
36. **2.66 times uniform increase in Transport Allowance** wef 1-1-2006 (of the sum of pre-revised TA & CCA) in pre-revised scales upto Rs.7450-11500, as in case of scales placed in PB-3 with grade pay of Rs.5400 and above.
37. **Restoration of CCA and payment thereof @ 10% of basic pay.**
38. **Uniform Training Period & Stipend of Trainee J.Es. of all Departments.**
39. **Cadre Restructuring of JE & SSE of Drawing, Design Office at par with other Technical Supervisors / Engineers**, due to their common recruitment qualifications as Diploma in Engineering, common training and vital job content & multi-skilled job requirement.
40. **Promotion of serving Engineering Graduate J.Es. / S.S.Es against 50% posts of direct recruitment quota of officers with necessary age relaxation.**
41. **20% of Pay as P.C.O. Allowance to P.C.O. Staff including J.Es & SSEs.**
42. **Incentive Bonus to S.S.E. in Workshops & Production Units without any deduction for Leave or Holidays or for training or out station duty** – as the same is linked with Basic Pay and does not fully compensate for the Incentive Bonus based on Hourly rates like the other staff.
43. **30% Special Heavy Duty Allowance to Track Temping Staff & Engineers.** (*As recommended by Sub-Committee of Railway Board as long back as in 1996*).
44. **30% Training Allowance** for Faculty of Zonal Training Schools and Technical Training Centres at par with National/Central Training academies and Institutes for Group-A Officers.
45. **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.
46. **Amendment of HOER & Factories Act to compensate for actual number of extra hours put in.**
47. **Withdrawal of non-technical duties from JEs, SSEs** -for full concentration and effective utilization of Technical Supervisors in technical jobs only since the following duties divert their attention:
 - i) Custody of Stores, ii) Boxing, Disbursement & witnessing of wages; and
 - iii) Witnessing of GA attendance card punching etc.
48. **Grant of Honorarium to Senior Technical Supervisors (i.e. S.S.Es.) for additional duties** - till these duties are withdrawn from them – including i) Supervision of payment and disbursement of wages to workers; ii) Holding of D & A R Inquiries; iii) Holding of Trade Tests; and iv) Filling up of Confidential Reports of Staff, etc.
49. **Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.**
50. **Provision of proper Man-Power - as per yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.**
51. **De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.**
52. **Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.**
53. **“Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.**
54. **Extension of Factories Act to Sheds and Open Line Depots.**
55. **Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor** as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.

56. **Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre** - so to bring in uniformity with officers and with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways or for promotion from Junior Engineers to Assistant Engineers in other Central Government Departments or in the State Government Services.
57. **Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.**
58. **Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.**
59. **National Holiday Allowance at double the rate of wages to JEs & SSEs for working on National Holidays**
OR: One month additional salary PA to Open Line Staff - for working on Sundays & National Holidays.
60. **Restoration of Family Planning Allowance equal to one annual increment (3%) of mean value of the Pay Band plus the Grade Pay attached to the post.**
61. **Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways (on account of additional qualifications).**
62. **Recognition of M.B.A. / G.D.M.M. etc., as additional Technical 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.**
63. **Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in Workshops and Production Units** with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of the existing incumbents.
64. **Eligibility of Half C.L. for Saturdays (where Saturdays are half working days).**
65. **Payment of Night-Duty Allowance for full period of Duty performed between 6.00 P.M. to 6.00 A.M.,** instead of 10.00 P.M. to 6.00 A.M. - *as night hazards are created after sunset.*
66. **Grant of Medical Allowance of at least Rs.1000 pm to all serving and retired employees** who opt out of medical facilities of the Railways or residing beyond 2 km from Railway Hospital.
67. **Arrangement for 'Cashless' Medical treatment in Government Hospitals - in case of 'Emergency' – as available in Recognised Private Hospitals.**
68. **Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment.**
69. **Eligibility for Private In-patient Rooms** (instead of General wards) for Technical Supervisors (in GP Rs.4200 & above) & their Dependents.
70. **No reduction in Commutation value of Pension – as resorted to after Sixth CPC.**
71. **Accident Free Service Award to Engineers & other Technical Staff** working in *Open Line C&W Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.*
72. **Replacement of system of Confidential Reports with Self-Appraisal system** to bring in greater objectivity, motivation & improved productivity.
73. **Grant of Transport Allowance to those availing RCP (for self, spouse or wards),** as campus & distance restrictions have now been removed after Sixth CPC.
74. **Provision for withdrawal of funds from contribution to New Pension Scheme, after a specified period of service** - to meet with Social obligations & other personal exigencies.
75. a) **Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.**
b) **Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare.**
76. **Revision of Breakdown Allowance (BD Allowance) for Open line Technical Supervisors from the present Rs 200 pm to at least 20% of basic pay like special pay to loco pilots.**

RESOLUTION ON LINE OF ACTION

This all India Conference of Rail Engineers & CGB Meeting of INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION is deeply constrained due to the great injustice done with the Engineers / Technical Supervisors both by the SCPC as well as by the Railways, in spite of repeated representation at all levels. The Conference, once again called upon the Government and the Railway Board, to accept the genuine demands of the Engineers on the Railways. *CGB authorizes CEC / President & the General Secretary IRTSA to decide the line of action as per situation and advise all concerned accordingly.*



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