

**REPORT OF THE
GENERAL SECRETARY, IRTSA
FOR THE YEAR 2017 - 18
ALONG WITH
ACHIEVEMENTS & DRAFT RESOLUTIONS OF DEMANDS**



**PRESENTED TO
CENTRAL GENERAL BODY & 53rd ALL INDIA ANNUAL CONFERENCE OF IRTSA
ON 25TH & 26TH OCTOBER 2018 AT RAIL WHEEL FACTORY, BENGALURU**

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION
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MAIN DEMANDS OF IRTSA

1. Recognition of IRTSA
2. Multiple factor of 3.15 times of 6th CPC BP for fixation of Revised Pay from 1.1.2016
3. Pay Level 8 for JEs and Level 10 for SSEs
4. Up-gradation of 33% posts of SSE as Principal SSE in Level-11
5. Pay Level 8 for CMA, DMS & JE/IT
6. Pay Level 10 for CMS, CDMS & Sr. Er/IT.
7. Classification of Sr.Tech. Sups. in Group 'B'.
8. Raising of all Allowances as per multiple factor
9. Breakdown Allowance equal to OTA
10. National Holiday Allowance @ two day wages
11. PCO Allowance at existing rates.
12. PCO Allowance to CMT Lab, Stores, Design/ Drawing and other left out areas.
13. Teaching Allowance @ 30% of basic pay.
14. Time Bound Promotions for Technical Supervisors.
15. Promotion of Serving Graduate Engineers against 50% posts in IRES.
16. Annual increment of 5% of pay.
17. Two increments on Promotion & MACP.
18. MACPS w.e.f. 01.01.2006 instead of 01.09.2008.
19. Counting of training period for the purpose of MACPS
20. Rejection of benchmark of "Very good" for MACPS & restoration of "Good" as BM.
21. MACPS in "Cadre hierarchy"- after 4,8,16 & 24 years.
22. a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering Entry Grade pay as Rs.4600 – with consequential benefit of upgrading of posts.
b) MACP to all the directly recruited Engineering Graduates in Design/Drawing– Ignoring the promotion in pre revised scale from 5500-9000 to 6500-10500 as same had been up-graded by CPC.
c) Grant of MACPS to all directly recruited CMAs with the induction qualification of BE/M.Sc., from Pay Level-7.
23. Risk & Hardship Allowance to JEs & SSEs working in Sheds and Open-line Depots.
24. Reasonable monthly deduction for GIS.
25. Withdraw NPS & Restore old Pension Scheme for all or Make NPS optional
26. FMA @ Rs.2000 per month
27. Parity of Pension of Pre & Post 2016 Retirees
28. Additional Pension from 65 years onwards
29. Exemption of DA & other Allowances from Income Tax
30. Raising of Exemption Limit for Income Tax to Rs. 5 Lakhs.

AGENDA

25th October, 2018 (10-30 AM to 8 PM)

1. Inauguration.
2. Welcome address by Chairman Conf. Comm.
3. Opening Address by President IRTSA
4. Address by General Secretary IRTSA
5. a) Report of General Secretary IRTSA
b) Report on Account by Treasurer.
c) Report on Account of VRE
6. a) Report of presentations made by IRTSA to Group 'B' & Incentive committee
b) Review of position of Court Cases by IRTSA Reg Grade Pay of JEs & SSEs & Group B.
7. Report by Zonal Secretaries & CEC Members.
8. Open Session & Seminar on Role of Engineers on Railways

CEC Meeting (9-30 PM to 10-30 PM) – To consider Line of Action on Organisational matters & demands.

26th October, 2018

- CEC Meeting (continues) (9 AM to 10 AM)
- CGB Meeting (Continues) (10 AM to 2 PM)
9. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Diesel & Electric Loco/EMU Sheds, OHE, C&M Labs, Drawing/Design Offices, IT, Store Depots etc.
b) Resolutions of Demands
c) Line of Action for realisation of Demands.
 10. Constitution Amendments
 11. Election of CEC, IRTSA.
 12. Any other point with permission of the Chair.

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REPORT OF GENERAL SECRETARY, IRTSA

**PRESENTED TO THE CENTRAL GENERAL BODY & 53RD ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT RAIL WHEEL FACTORY, BENGALURU ON 25TH & 26TH OCTOBER 2018**

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to the 53rd All India Annual Conference & Central General Body Meeting of IRTSA, being held at the Garden City & Silicon Valley of India, Bengaluru.

0.2 IRTSA provides strong platform for Technical Supervisors working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 53 years and continues to strive to meet challenges before us and to scale bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before five Pay Commissions (from 3rdCPC to 7thCPC), as well as before the Railway Reforms Committee (RRC), Railway Accident Inquiry Committees (RAICs), Cadre Restructuring Committees, Railway Convention Committee, Safety Committee and to almost all Prime Ministers, MORs, numerous MPs and different Ministries besides the Railway Board as well as Zonal & local level administrations. IRTSA has made many significant achievements – some of which are enlisted at the end of this report.

0.4 However, there are, many challenges ahead – major among them being the denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors on the Railways, requisite Pay Levels, adequate avenues of promotion & classification of the category as Group 'B' (Gaz), higher pay level, etc.

0.5 IRTSA has created cordial relations over the years, with the Organised labours at all levels (including the Federations at the National level as well as the Unions at Zonal & Local levels) since we strongly believe that in this era of collective bargaining only collective efforts and joint struggle can bring effective results and also ensure industrial peace rather than individualistic efforts or conflicting approach – especially for the common objectives.

0.6 Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA and have been made possible through collective efforts of all concerned, teamwork and continuous struggle by the Members as well as the motivation by the leaders - some of whom are not with us today. We pay our genuine tributes to all those who strived & sacrificed for the cause.

0.7 We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization - especially during the 1974 strike and at many other occasions at various levels.

0.8 CEC last met on 9th & 10th of October, 2017 at New Delhi in conjunction with the CGB at New Delhi and then on 12th June 2018 at Chandigarh.

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

1. ON NATIONAL FRONT

Major issues arising in the aftermath of Seventh Pay Commission remain unresolved at the National level, in respect of the Minimum Wage, Multiple Factor, Date & Quantum of Allowances as well as removal of Anomalies in the Pay Structure – in spite of higher GDP, overall price rise and repeated representations by IRTSA as well as by the JCM (Staff Side).

2. AS RAILWAY MEN

The Indian Railways has played a critical role in the social and economic development of the country and in ensuring access to cheap and affordable public transport for the masses. It has grown significant and one of the largest railway networks in the world. The total proposed capital outlay (or capital expenditure) for 2018-19 is Rs 1,48,528 crore which is a 24% increase from the 2017-18 revised estimates (Rs 1,20,000 crore).

3. SOME IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR

Some of the important decisions on staff matters during the year are enlisted in Annexure - I

4. AS RAIL ENGINEERS

4.1) **Recognition of Role of Technical Supervisors:** As a result of consistent struggle & effective representations by IRTSA, the Role of Technical Supervisors has substantially been recognised at various levels including the 3rd & 4th Pay Commissions, RAIC (Railway Accident Inquiry Committees) 1968 & 1978, RRC (Railway Reforms Committee), RSC (Railway Safety Committee) and Railway Convention Committee etc. All of them had recommended higher Pay scales, better Status and better avenues of Promotion keeping in view the distinctive role of the in the safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Over head Equipment (OHE), other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities.

Top management of the Railway Board (including many of the CRBs and Members of the Railway Board, have strongly & repeatedly recommended for higher pay scales, better status and better avenues of promotion for them. But the Ministry of Finance had resisted any change in the status-quo over the years.

However, it is appreciated that the present CRB Shri Ashwani Lohani has recommended our case to the Ministry of Finance and also set up a special committee regarding our demand for Group B. I have dealt with these issues in details in later part of this report.

4.2) **Recognition of IRTSA:** Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Order has now been withdrawn by the Railway Board to debar the Safety Category of Technical Supervisors from being office bearers of the Unions. But the need to Recognise IRTSA is essentially there as the Technical Supervisors should not be denied their legitimate right to represent against their grievances, which is an established law of natural justice. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways through better job satisfaction & motivation of the Front Line Managers / Technical Supervisors. We have to pursue the issue effectively.

4.3) **Pay Levels of JE & SSE:** a) After 6th CPC Railways had made a decision in Departmental Anomalies Committee to upgrade GP of JE to Rs.4600 & SSE to Rs.4800. But this was not agreed to by MOF. CAT Chennai in its judgement on the case filed by IRTSA (OA 706/2013) had directed Finance Ministry to act on the decision of DAC & recommendations of the Railways. But the Finance Ministry had once again turned down the proposal of Railways subverting basic facts as well the directions of the CAT.

b) After 7th CPC Railway Ministry sent another proposal to Empowered Committee of Secretaries formed for revision of cadre structure of Technical Supervisors; and proposed 33% posts as JEs in GP Rs.4200, 17% SSEs in GP Rs.4600 & 50% in GP Rs.4800.

c) CRB, through his letter dated 13th July 2018 has written to Finance Secretary, Ministry of Finance, had requested for revision of pay structure of Senior Supervisors in Group 'C' of all departments (other than Accounts Department) to upgrade 75% of such supervisory posts from Pay Level-7 to Pay Level-8, But the decision is still awaited.

d) IRTSA has already filed a fresh OA 1568/2017 pleading for higher Pay Level, challenging the Finance Ministry's office memorandum dated 29.11.2016 on denying higher GP for JE & SSE.

4.4) **Pay Level Anomaly of Technical Supervisors on Railways to be taken up in 7th CPC Departmental Anomaly Committee:** JCM (Staff Side) had sent 18 items to DoPT for discussion in the NAC (National Anomalies Committee) including higher pay for Technical Supervisors in Railways.

DoPT through its reply dated 30.10.2017 said that this particular item is exclusively Railways-specific and should be considered by DAC which has yet to start its functioning.

4.5) **Classification of SSE/CMS/CDMS/Sr.Er.(IT) as Group 'B'**: DoPT vide OM dated 8.12.2017 on Classification of Posts under CCS Rules 2016 decided that Central Civil Posts in the Pay Matrix in Level 1 to 5 will be in Group 'C', Level 6 to 9 will be classified in Group 'B'. Railway Board has constituted a Committee for examining Classification of Posts in Group 'B' on Railways.

IRTSA has submitted elaborate memorandum and given oral evidence to the Committee. This is briefed in para 4.9 of this report.

4.6) **Implementation of 7th CPC recommendations for CMT Engineers**:- IRTSA has sought Implementation of 7th CPC recommendation vide para 11.40.124, that Chemical and Metallurgical Assistants should be upgraded to GP 4600, and Chemical and Metallurgical Superintendents to GP 4800. Orders are still awaited and need to be pursued further.

4.7) **Revision of Incentive as per 7th CPC Pay Matrix**: Railway has constituted a Committee to examine the issues related to revision of hourly rates of Incentive Bonus of Workshops & PUs under CRJ Pattern and Bonus Factors for those under Group Incentive Scheme. IRTSA has sent detailed memorandums & representation to the Committee. Brief about the representation made to Incentive Committee is given in para 4.10 of this report,.

4.8) **MACPS**: a) **Change in eligibility criteria**: Based on the recommendation of 7th CPC, minimum eligibility criteria for MACPS has been modified as 'very good'. IRTSA has been representing for withdrawal of eligibility criteria of 'very good'. Railway Board through its order 27.02.2018, provided opportunity for submitting representation to the employees who have been awarded below "Very Good" grading in their last three years' APARs. This may solve the problem temporarily but the demand of withdrawing eligibility criteria of 'very good' is not conceded yet.

b) **Inclusion of training period for MACP**: Department of Post has issued orders to count the training period for the purpose of financial upgradation, but Railways has not done the same. IRTSA has represented the issue to Member Staff & Member (RS).

c) **Implementation of MACPS w.e.f. 1.1.2006**: 6th CPC recommended for implementation of the revised pay structure of pay bands and grade pay, as well as pension, with effect from 01.01.2006 and revised rates of allowances (except Dearness Allowance/relief) with effect from 01.09.2008. Hon'ble Supreme Court held that MACPS is part of pay structure recommended by 6th CPC and not to be considered as allowances which were implemented from 1.9.2008. The judgement has cited the Resolution of the Govt. of India dated 30-8-2008 Notification of MOF where in MACPS has been defined as Pay and not as Allowance and has thus to be allowed from 1-1-2006.

Consequent upon the said judgment of the Supreme Court, Ministry of Defense made the MACP Scheme operational from 01.01.2006 vide its orders dated 25-7-2018. IRTSA is demanding implementation of same policies for all Central Govt. employees. It is expected that it will be implemented for all Government employees including Railways.

d) **Payment of PCO Allowance under MACPS**: Some of the Zonal Railways have denied PCO Allowance for Technical Supervisors who got financial upgradation and placed in Pay Level 8 & 9. General Secretary IRTSA & respective Zonal Secretaries have represented the case to Railway Board and to their respective zones. Railway Board has issued a clarification to pay PCO Allowance to JEs & SSEs in Pay Level 7, 8 & 9 after getting financial upgradation under MACPS, but with a rider. The order brings in a new clause which states that, PCO Allowance shall be paid on the substantive basic pay of the concerned JEs/SSEs in Level 6 and 7 respectively.

4.9) **Evidence by IRTSA before the Committee to Examining Classification of Posts in Group 'B'**

IRTSA presented the case of Technical Supervisors / Rail Engineers before the Committee to examine classification of posts in Group 'B' on Railway on 5th July 2018. Delegation of IRTSA was the first one to be called in to present the case and only one to get a patient hearing.

In an impressive presentation to the Committee IRTSA explained the points enlisted in Annexure - II

4.10) Representation to Incentive Committee

A delegation of IRTSA also met the Convenor of the Committee on Revision of Rates of Incentive Bonus etc. Principal of determining incentive rates & higher incentive for SSEs were explained in depth to Convenor, Committee for revision of hourly rate of Incentive Bonus. Highlights of discussion are given in Annexure - III

4.11) Adverse Working Conditions: Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are victims of officers and unscrupulous elements among the working class below us. IRTSA has been continuously striving for better service conditions, better Pay Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals.

4.12) Proposals by Railway Board on Technical Supervisors to Finance Ministry:-

- i) Railway Board had recommended for approval of MOF (DOE) to upgrade the Grade Pay of JEs from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by them on Railways for efficient train operation (*vide O.M.No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010*).
 - ii) Railway Board separately asked for sanction to upgrade 3335 posts of senior supervisors in the Grade Pay of Rs.4600 to Group 'B' (Gaz).
 - iii) Railway Board submitted the following proposals to the Empowered Committee formed after 7th CPC.
 - a) To place 29,721 posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength) in the Grade Pay Rs.4200.
 - b) To place 1163 posts (45% of sanctioned strength) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.
 - c) To place 1841 posts (45% of sanctioned strength) of SSE (Design) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.
 - d) To place 770 posts (60% of sanctioned strength) Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.
 - e) Regrettably, MOF (DOE) / Empowered Committee did not accept any of these proposals.
- CRB has again sent a letter to Secretary Finance dated 13.07.2018, seeking concurrence for Revision of Pay Structure of Senior Supervisors in Group 'C' and to upgrade 75% of such Supervisory post from Level-7 to Level-8.

4.13) Court case filed by IRTSA in CAT for higher Pay Levels for JE & SSE

IRTSA has filed a fresh OA 1568/17 in CAT Chennai pleading higher Pay Level for JE & SSE on Railways. Petition has been accepted & notice has been served to all the respondents including Finance Ministry, Railway Ministry & DoPT. However, no hearing could take place due to non-availability of any Judicial Member in CAT Chennai Bench for nearly one year.

4.14) Memorandums submitted during the year:- Number of Memorandums were submitted to Railway Minister, Finance Minister, Railway Board, DoPT, Incentive Committee & to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE& on the IRTSA Website www.irtsa.net for the information of all the Members.

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

5. ON ORGANISATIONAL FRONT

5.1) IRTSA has grown from strength to strength and has taken deep roots in most regions. Membership has also increased over the years. However, our main concern is that there are areas which keep on fluctuating in their response to various calls, which not only reflects upon their sense of commitment to the cause but also weakens the cause itself. Only a deep sense of commitment and discipline can build a strong organisation capable of delivering results. The sense of discipline should grow even stronger with our expectations and so should our convictions and commitments to the organization.

5.2) **Accounts & Balance Sheet**:-Balance sheet of account for “*Central Fund of IRTSA*” and “*Voice of Rail Engineers*” for the year 2017, shall be presented by Central Treasurer after this Report. However, I reiterate that Membership Drive of IRTSA should be further strengthened & streamlined to achieve tangible results.

5.3) **Publication of Journal “Voice of Rail Engineers”**:-The bi-monthly magazine of IRTSA is published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. All Zones are requested to send their annual subscription regularly to the Manager “Voice of Rail Engineers” at the beginning of the year itself.

5.4) **IRTSA in Social Media**:-a) Website of IRTSA www.irtsa.net is now over 10 years old. It is one of the very popular Websites as it is regularly updated with multifarious information.

b) Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool even to deal with deliberate negative comments by non-performing persons who are also motivated to join the struggle and then raise their queries.

5.5) **Communication, Inter-action & Visits by CEC Members**:- Continuous flow of information from central headquarter is ensured through all channels circulars, Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS, Sr.JGS & some other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC members to visit at least one unit in their zone or other zones every month.

6. TASKS BEFORE US

I would like to stress upon the following tasks before us, with a request to the incoming CEC and to all of you to take appropriate action thereon:-

6.1) Effectively Pursuance various long pending demands particularly for which Railway Board had sent proposals to Finance Ministry - to bring atleast some relief to the category.

6.2) **Court Cases**:- OA (1568/2017) has been filed in CAT Chennai demanding higher Pay Level for JE & SSE, which will be keenly followed by Er. K.V.Ramesh Sr.JGS, V.P.Abdul Salam, Zonal Secy/SR and other office bearers of ICF& Southern Railway. You are requested to raise & send funds for the same to the Central Treasurer IRTSA.

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

6.6) **Legal Fund & Struggle Fund**:- There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and for the court cases and struggle in the aftermath of 7th CPC.CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

7. REJUVENATION OF IRTSA

7.1) IRTSA has come a long way since its inception in the year 1965. We the seniors have led from the front in all ups & downs and our commitment towards IRTSA remains all the same. We thankfully remember the relentless services done by many seniors in the past. There is an urgent need to bring in many more youngsters as office bearers of IRTSA both at Central and lower levels. Vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

7.2) I sincerely feel that now it is time for some of us to hand over the batten to next line of leadership even as we the seniors should play an advisory role. A solid & united performance by the next line of leaders will give us utmost satisfaction.

8. ACKNOWLEDGEMENTS

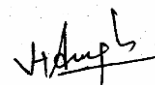
8.1) Before I conclude, I sincerely thank the Members of CEC and all others who gave their support and cooperation in strengthening the organisation and in pursuing the cause.

I especially thank Er. Shanmugam President IRTSA, Er. Kalyan Banerji Working President and Er. Darshan Lal Working President IRTSA for their valuable advice & help from time to time.

I sincerely thank Er.K.V. Ramesh Sr.JGS for helping me in preparing various memorandums, resolutions and other documents including the brief for the Advocate for the Court Cases and helped me in discharge of my other duties as the General Secretary.

I thank you - all the Delegates - who have come from all over India for attending this Conference inspite of long journey. I thank the hosts Zonal Secretary RWF Er.M.Bapat, Er. Dayananda Rao and their team for making all the arrangement for this Conference.

I wish the Conference all success. Thank you. Jai Hind. Long Live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

Annexure - I

SOME IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR

1. Group 'C' employee's unwillingness to appear for Group 'B' selection should not be treated as refusal for promotion. Hence he/she is eligible to consider financial upgradation under MACPS. (Ref: Western Railway GM(E) letter No. EP 839/0, Vol-VII, dated 25.01.2018).
2. Providing opportunity, for submitting representation to the employees who have been awarded below "Very Good" Grading in their last three years APARs (for the purpose of MACPS) (Ref: Railway Board's letter No.E(NG)I-2018/CR/2, dated 27.02.2018 (RBE No.29/2018))
3. Cases of promotion taking place in the pre-revised pay structure between 1.1.2006 and the date of notification on RS(RP) Rules, 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade- fixation of pay. – Clarifications on cut-off date & Re-exercise of option to switch over to Revised pay structure (6th CPC). Ref: (RB letter No. PC-VI/2015/IC/I dated 08.04.2016 (RBE No.33/2016) & M/o Finance's O.M.No. F-2-1/2005-E.III(A) dated 16.10.2015.
4. AILTC – All India Leave Travel Concession Extended to Railway Employees as an option in lieu of Privilege Pass.(Ref: RBE No.130/2018, dated 10.09.2018)
5. Grant of Overtime Allowance (OTA) to Railway employees Consequent upon revision of pay scales and allowances- date of effect. Basic pay and DA element for the purpose of OTA may be antedated to 01-01-2016 and other elements constituting emoluments for the purpose of OTA viz. HRA and Transport allowance etc. shall be taken into account at revised rates w.e.f. 01-7-2017 as per 7th CPC recommendations. Ref RBE No. 175/2017.
6. Grant of Advances as per Seventh Central Pay Commission recommendations – Amendment to rules on House Building Advance (HBA) to Railway servants. (Ref: No.F(E) Spl./ 2008/ ADV. 3/6(7th CPC) Dated:28.03.2018)
7. Revision of rates of Night Duty Allowance – (NDA) recommendations of 7th CPC. Railway Board letter No.E(P&A)II-2017/HW-1 (RBE No.36/2018) dated 08.03.2018
8. Subscription rates of RELHS in 7th CPC Pay Matrix, (Ref: RB letter No. 2017/H/28/1/RELHS/Pt.1, dated-21.06.2018)

9. *Pay fixation during promotion (happened in 6th CPC GP) shall not be less than entry pay of direct recruit for the same post. Ref: MOFOM No. 8-23/2017-E.IIIA, dated 28.09.2018*

Annexure - II

Evidence by IRTSA before the Committee to Examining Classification of Posts in Group 'B'

IRTSA presented the case of Technical Supervisors / Rail Engineers before the Committee to examine classification of posts in Group 'B' on Railway on 5th July 2018. Delegation of IRTSA was the first one to be called in to present the case and only one to get a patient hearing.

In an impressive presentation to the Committee IRTSA explained the followings

1. Recommendations of previous Pay Commissions and DoPT gazette notifications published thereafter, in which Pay Scales / Grade Pay have all along been the only criteria for classification of Civil Posts under the Central Government except on the Railways.
2. Similarly placed employees in Ordinance Factory were placed in Group 'B' Gazetted long back.
3. Various committees on Railways including Railway Accident Inquiry Committees (RAIC) & Railway Reforms Committee (RRC) had recommended for upgrading of Senior Supervisors to group 'B' Gazetted.
4. Denial of Group 'B' Gazetted status - is adversely affecting the efficiency of the Railways.
5. Extreme stagnation and absolute lack of promotions for Technical Supervisors/Rail Engineers remains a huge demotivating factor.
6. IRTSA strongly pleaded that Grant of Group 'B' Gazetted status to Rail Engineers will improve efficiency, safety & discipline on Railways
7. Demand is for classifying the posts of senior Technical Supervisors / Rail Engineers whose strength is around 32,000, not 3 lakhs as being assumed.
8. Percentage of Group 'A' & Group 'B' Posts vis-à-vis Group 'C' is the lowest on the Railways as compared to all other Central Government Departments.
9. Railway Board decided long back in classification of senior supervisor as Group 'B' Gazetted and Financial Commissioner Railway Board in the year 2007 given concurrence for the proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre.
10. The expenditure on supervision outsourcing through PMC (Project Management Consultancy) will be to the tune of almost Rs.287 crores but with these Junior Management officers in place, the expenditure on PMC will be substantially reduce.
11. In his noting, Member Staff (MS) Railway Board had agreed that the demand is justified as in addition to large scale stagnation in the highest grade in the maximum of the grade, there is a massive upgradation of technology, updation of management and IT practices in IR and further noted that reclassification from Group-C to Group-B was very marginal and there was urgent need for enlarging the management category.
12. Extreme stagnation and absolute lack of promotions for Technical Supervisors/Rail Engineers, particularly for Graduate Engineers was specially highlighted.

Representation by IRTSA to Incentive Committee

A delegation of IRTSA also met the Convenor of the Committee on Revision of Rates of Incentive Bonus etc.

Principal of determining incentive rates & higher incentive for SSEs were explained in depth to Convener, Committee for revision of hourly rate of Incentive Bonus. Following are the highlights of discussion:

1. Revised incentive rates should be based on minimum of respective Pay Levels in the 7th CPC Pay Matrix divided by 208 - the monthly standard working hours.
2. Even though this principle is followed in the incentive revision done in the year 1999, in the revision done in the year 2009 this principle was not followed and incentive rates were revised by two times of then existing rates. Revising the incentive rates based on the present incentive rates will be erroneous.
3. Advantages of incentive system including productivity improvement and increased availability of rolling stock, etc.
4. Extension of incentive scheme to left out areas in Production Units & Workshops and introduction of incentive scheme for open line staff and Sheds & Depots, etc.
5. Continuous productivity improvement achieved in Production Units & Workshops by method study, process improvement, design changes, etc.
6. Continuous improvements of productivity is possible since time standards are available for all activities of manufacturing and POH.
7. 67% of Technical Supervisors placed in the apex grade of SSE, the post of SSE has become direct working post and they are very much part and partial of incentive system.
 - a. RITES also recommended for including SSEs under direct incentive in Group Incentive Scheme. Moreover on promotion from JE to SSE take home pay of Technical Supervisors was getting reduced in the form of less incentive.
 - b. Hence it is requested to either include SSE under direct incentive rates & bonus factor or to increase the incentive bonus for SSE to 30%.

Existing & Proposed revised Rates of Incentive Bonus

(Based on Minimum Pay in Pay Matrix divided by 208 - Standard Working Hours / month)

Desgn	Pay Level	* Mean Pay	Mean Pay + 7% DA	Existing incentive rates Rs.	Proposed incentive rates Rs.	Existing BP+DA+ Incentive Rs.	Proposed BP+DA+ Incentive	Difference between existing and proposed BP+DA+ Incentive	Staff Strength as on 31.07.2017	Additional Expense due to proposed revised Inc. Rates Rs. in Cr
Sr. Technician	Pay level-6	62200	66554	49.65	170	71718	84234	12516	31859	39.88
Technician Gr-I	Pay Level-5	51100	54677	43.3	140	59180	69237	10057	77147	77.59
Technician Gr-II	Pay Level-4	44800	47936	38.5	123	51940	60728	8788	51635	45.38
Technician Gr-III	Pay Level-2	35000	37450	32.2	96	40799	47434	6635	59041	39.17
Sub total									219682	202.01
Helpers	Pay Level-1	31500	33705	25.45	87	36352	42753	6401	18864	12.08
Total									238546	214.09

53 MAJOR ACHIEVEMENTS IN 53 YEARS (1965 – 2018)

AWARENESS & INDUSTRIAL HARMONY

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

MAIN CATEGORICAL ISSUES RESOLVED

8. Allotment of highest Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors amongst entire Group ‘C’ by Third Pay Commission and Rs.2375-3500 by Fourth Pay Commission – *(restoring their relativity after 40 years based on evidence by IRTSA).*
9. Reduction in number of pay scales of Technical Supervisors from age old 6 scales to 4 Pay Scales by Third Pay Commission (in 1973) and further reduction to only 2 scales by Sixth Pay Commission (from 2006)
10. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revision thereof – *(after IRTSA decided to Boycott Disbursement of Wages in 1969).*
12. Hurt on Duty/Hospital Leave to Apprentices/Trainees *(after getting it raised in the Parliament).*
13. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as “Employees Compensation Act *(after getting it raised in the Parliament).*
14. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring *(Earlier the higher grade posts were very limited & on worth of charge basis).*
15. Stopping direct recruitment of Engineering Graduates as JE-I and starting it in SE Grade in 1987 and in SSE grade from 2008.
16. Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from 3 to 6% in Workshops & 1.5% on the Open Line to 10% in 1984, 17% in 1993, 18% to 21% in 2003, 50% after Sixth Pay Commission in 2008 and 67% through CRC in 2013.
17. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
18. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1991 onwards *(based on Data provided by IRTSA).*
19. Upgrading of 2000 posts of Senior Supervisors to Group B *(in 2 phases from 1980 to 2000)*
20. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle) - increasing the strength in the higher scale(s) – (improving chances of promotion of JEs.*
21. Change of designation of Technical Supervisors as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 *(after IRTSA decided to go on ‘Work-to-Rule from April 1996).*
22. Grant of PCO Allowance to JEs & SSEs.
23. Revision of rates of Incentive Bonus *(in 1968, 1975, 1990, 1998 & 2009 through JCM).*
24. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
25. Raising of Stipend equal to pay / Grade Pay of Rs.4200 during Apprenticeship / Training.
26. Grant of Training Allowance to Instructors and Lecturers & 3 revisions thereof.

27. a) IRTSA won the case in CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) for grant of Group "B" status to Senior Technical Supervisors – (Subsequent denial by Railway Board was challenged by IRTSA in Petition PB CAT & Supreme Court which termed it as in administrative jurisdiction to decide the issue).
 b) Continuous struggle and campaign by IRTSA had convinced RAICs & RRC, the Federations and the Railway Board about the genuineness of the demand – resulting in proposal by the Railway Board to MOF (DOE) to upgrade certain percentage of posts of Senior Supervisors to Group B. A Committee has also been formed by the CRB to examine the whole issue in detail.
 c) IRTSA has pleaded for classifying all posts in GP 4600 / Level 7 to Group B as per DOP orders.
28. IRTSA won the Court case in CAT New Delhi (in OA No. 1527/1990 IRTSA-vs-UOI) – with directions to grant higher scale to JEs as ‘an equal cannot be over an equal’ – (This was accepted by Fifth CPC while deciding higher Pay scale of JEs as recorded in Para 54.36 of its Report).
29. Got the order from CAT Chennai (OA No 706/2013) to Finance Ministry to consider upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and Grade Pay of SSE to Rs.4800 from Rs.4600.
30. Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.
31. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5th CPC
32. Grant of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
33. Change of designation of Drawing & Design Staff as Junior Engrs, Senior Section Engr.
34. Change of designation of Store Engineers from DSKs to DMS&CDMS
35. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999
36. Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota in higher scales.
37. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
38. Merging & up-gradation of pay scales of Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).
39. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
40. Merger & up-gradation of P-way Supervisors as JE P-way and its spread effect to entire cadre.
41. Abolition of written test for selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.

GENERAL DEMANDS CONCEDED

42. Elimination of stagnation of pay through introduction of Pay Band/Grade Pay concept by 6th CPC and Pay Matrix by 7th CPC.
43. Annual increment equal to 3% of basic pay – instead of arbitrary fixed amount.
44. HRA on percentage of Basic Pay.
45. Improved transport allowance without any distance restriction and with inflation proof.
46. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through “High Powered Committee” set up after submission of Sixth CPC Report.
47. Reimbursement of inflation proof tuition fee Rs.2250 per child per month for two children.
48. Encashment of 60 days LAP while in service in addition to 300 days encashment on retirement.
49. Grant of ACP by 5th CPC & MACP after 6th Pay Commission – to end stagnation (Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions).
50. Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. (This ensures a JE to reach Pay Level-9).
51. Employees selected under GDCE to be treated as DRs for MACPS.
52. Extension of pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carried the character of feeder and promotional grades, which were merged by 6th CPC, i.e. promotion from JE-II to JE-I & SE to SSE.
53. Fixation of pay on promotion to the next level in 7th CPC pay matrix, at least equal to the entry pay of direct recruits in the same level i.e. JE on his promotion as SSE to pay level-7 will be fixed not less than Rs.44900 which is entry pay for direct recruit SSEs.

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No:IRTSA/CHQ/Resolutions – CGB 2018

Date: 25th/ 26th October 2018

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS PROPOSED TO BE ADOPTED BY CGB MEETING & 53rd ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT RAIL WHEEL FACTORY BENGALURU on 25TH & 26TH October, 2018

The 53rd All India Annual Conference and Central General Body Meeting of IRTSA, held on 25th & 26th October 2018 at Rail Wheel Factory, Bengaluru, Resolved to once again draw the kind attention of the Government and especially the Ministry of Railways and urged upon them to sympathetically and favourably consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Technical Supervisors (JEs, SSEs, CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8 lakhs work force out of around 12.2 lakhs railway employees. Technical Supervisors play a very vital role to ensure safe & efficient train operation and economic utilization of all manpower and material resources.

The Conference noted with satisfaction that some Committees have been formed by Railway Board for addressing some of the burning issues. Two important Committees - one to consider Classification of Posts from Group 'C' to Group 'B' and another for Revising the Rates of Incentive Bonus & Bonus Factor. IRTSA had made its submissions before both these Committees – through Memorandums & oral evidence. The Conference hopefully prayed for acceptance of these submissions both by the Committees and the Railway Board.

Low Pay Levels & stagnant Career prospects are major areas of frustration of Technical Supervisors and these have gone from bad to worst over the years. Technical Supervisors shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

53rd Conference and CGB Meeting of IRTSA urged upon the Government & Railways to accept the following genuine demands of Technical Supervisors and urged the Railway Minister to impress upon Finance Ministry to approve the proposals of Railway Board regarding Grade Pay/Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

1. a) RECOGNITION OF IRTSA – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety

and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).

b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.

2. PAY LEVEL OF TECHNICAL SUPERVISORS:

a) Junior Engineer (JE) be placed in level-8 & Senior Section Engineer (SSE) be placed in level-10 of the Pay Matrix in view of their relative duties & responsibilities viz-a-viz the working under them.

b) 33% posts of SSE be upgraded as Principle SSE in Level-11 as promotional avenue.

c) DMS, CMA & JE/IT be placed in level-8 and CDMS, CMS & Sr. Er/IT in level-10 of pay matrix.

d) 33% of these cadres may be placed in Level-11 as Functional / Non-Functional promotion.

3. Implementation of Pay Level -7 for CMA & Pay level-8 for CMS as per Para 11.40.124 of 7th CPC report

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

5. a) Withdrawal of National Pension System (NPS) and restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004.

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

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

b) Payment of PLB as per actual Pay

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

PAY, INCREMENT & DESIGNATIONS

8. Multiple factor: Multiple Factor of at least 3.15 times of 6th CPC basic pay for Fixation w.e.f. 1-1-2016 i.e. with 40% of Pay rise and merger of DA with Pay as in the past Pay Commissions.

9. Annual Increment of 5% of Basic Pay – To compensate increased inputs due to experienced gained and increasing liabilities.

10. Two Increments on promotion and on financial upgradation under MACPS or two cells rise in Pay Matrix.

11. Acceptance of following proposals of Railway Board submitted to the Empowered Committee formed after 7th CPC - pending acceptance of above said main demands:

a) To place 29,721 posts of SSE (50% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength of Technical Supervisors) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4200.

b) To place 1163 posts (45% of sanctioned strength of the Stores Cadre) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength of the Stores Cadre) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength of Stores Cadre) in the Grade Pay Rs.4200.

c) To place 1841 posts of of SSE (Design) (45% of sanctioned strength of Cadre) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength of Cadre) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength of Cadre) in the Grade Pay Rs.4200.

d) To place 770 posts (60% of sanctioned strength) of Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.

12. Fixation of pay on promotion at pay not less than the entry basic pay of respective Grade Pay in 6th CPC pay band system.

13. a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM

b) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.

c) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND AVENUES OF PROMOTION

14. Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.
15. Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)
16. Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' on Railways - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
17. Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
18. Grant of at least 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.
19. Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.
20. Integrated seniority for promotion from Group 'C' to Group 'B' be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.
21. Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).
22. Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors, due to their same recruitment qualifications as Diploma in Engineering, similar training and vital job difficulties & multi-skilled job requirements.
23. Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
24. Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.
25. Direct recruitment of Graduate in Engineers should be made only in Group 'A' and not in Group 'C' – as nowhere else they are recruited in Group C.
26. Formulation of annual calendar for timely holding of all selections and timely completion of processes thereof for promotion on occurrence of vacancy.
27. No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.
28. All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).
29. Increase in Percentage of Group 'B' and Group 'A' Posts (viz-a-viz Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.
30. Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.
31. Merger of different trades of Technical Supervisors of Mechanical Departments in all Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of existing incumbents.
32. Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zones levels & Railway Board.

- a) **Date of Effect - Cadre restructuring for IT Staff should be implemented from 1st Nov 2013 as done in the case of Technical Supervisors and other Group 'C' posts vide Board's letter dated 08.10.2013**
- b) **No surrender of posts not in operation - without realistic assessment of workload**
- c) **Considering Temporary posts - Temporary posts which are in operation for at least three years may also be taken into account for the purpose of applying revised percentages as permitted vide Board's letter dated 08.10.2013**
- d) **Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in GP of Rs.4200 and Senior Engineer/IT in GP of Rs.4600 should be placed in the GP of Rs.4600 & Rs.4800 respectively.**

INCENTIVE BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS

33. **Revision of rates of Incentive Bonus, Bonus Factor & PCO Allowance from the date of effect of Seventh Pay Commissions (01.01.2016) in Railway Workshops & Production Units;**
34. **Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).**
35. **Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. - to meet with the additional workload in these areas.**
36. **Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.**
37. **Honorarium / Incentive to Technical Supervisors & Staff for additional workload – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc, especially on account of additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.**
38. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.**
39. **Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
40. **Revision of rates of Incentive Bonus in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.**
41. **a) Incentive Bonus & PCO Allowance to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.**
- b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)**
- OR Raising of existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion).**
- c) Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty – as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.**
42. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.**
43. **PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).**
44. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.**
45. **Design Allowance to Drawing, Design Engineers – as recommended by Fifth Pay Commission.**
46. **Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.**

MACPS

47. Implementation of MACP w.e.f.01.01.2006 as per Supreme Court Judgement & as implemented by Defence Ministry.
48. Financial upgradation under MACPS after 4, 8, 16 & 24 years as for Defence Forces (*instead of after 10, 20 & 30 years for Civilian employees at present*).
49. a) 3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier.
 - a) Cutoff date of 1.9.2008 should be abolished.
50. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.
51. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
52. Withdrawal of unfair Benchmark of “Very Good” proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as “Good” (at least for Group C)
53. a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.
 - b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.
 - c) MACP to all directly recruited CMA with entry qualification of BE/M.Sc should be counted from Pay Level-7 from the date of their appointment.
54. Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.
55. Provision of all benefits on financial up-grading under MACPS - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

GENERAL ALLOWANCES

56. Dearness Allowance: Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.
57. Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.
58. House Rent Allowance
 - a. 40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.
 - b. 30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.
 - c. 20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.
59. Transport Allowance: 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.
60. Children Education Allowance:
 - a) Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by MF (2.57) and raised to Rs.46,260.
 - b) The scheme be extended to college education also.
61. All India Leave Travel Allowance (AILTC) for Railway Employees:
 - a) Eligibility to travel by flight for employees in Pay Level 6 & 7.
 - b) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.

62. CCA – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.
63. Exemption of all Allowances from income tax.

ALLOWANCES SPECIFIC TO CATEGORY

64. Breakdown Allowance be paid as percentage of basic pay plus DA.
 65. Night Shift Allowance: Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs – (instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present) - in view of hazards of work during Night Shift after Sun set.
 66. Hardship allowance to Technical staff & Technical Supervisors in Sheds, and Open-line Depots as per risk factors of Risk & Hardship Matrix recommended by 7th CPC.
 67. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)
 68. Training Allowance be restored to 30 % of basic pay
 69. Continuation of 8 years tenure for Teaching Staff in Railway training institutes.
 70. Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.
- OR One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.
71. Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:
 - a) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)
 - b) Holding of Trade Tests;
 - c) Custody of Stores,
 - d) Witnessing of GA attendance card punching etc.
 - e) Filling up of Confidential Reports of Staff, etc.
 72. Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance. Or all supervisors be provided with 4G CUG connections with free talk time of Rs.1000 per month.
 73. Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.
 74. Grant of HRA, Transport Allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).

WORKING CONDITIONS& HOURS OF WORK, OTA etc.

75. Improvement of working conditions & work environments and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.
76. a) 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.
77. Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.
78. Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–

- a) Classification of all JEs & SSEs as “Continuous”/ “Intermittent (and not as “Excluded”) in view of nature of their duties and responsibilities
 - b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.
 - c) Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.
 - d) Over Time Allowance to Railway employees covered under HOER & for employees working in Loco shed and C&W sheds should include HRA similar to those covered under Factories act (in terms of RBE No. 175/2017 dated 28.11.2017)
79. Amendment of Factories Act - to compensate for actual number of extra hours put in.
 80. Restoration of Linen management to the Commercial Departments for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
 81. Provision of proper Manpower - as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
 82. Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
 83. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
 84. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
 85. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
 86. Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
 87. Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit and availability of infrastructure (by independent agencies).

PENSION & RETIREMENT BENEFITS

88. Parity of pension of pre & post 7th CPC pensioners as per option-I of para 10.1.67 of 7th CPC.
89. Multiple factor for revision of pension after 7th CPC be fixed as 3.15.
90. Additional Pension: 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
91. Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
92. FMA: Fixed Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.
93. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
94. NPS: a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them (or) giving option for the employees to choose any one of the pension system – and
 - b) Refund of contributions made by them so far with Interest thereon at appropriate market rates.
 - c) Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.
95. National Pension Scheme (NPS): If NPS is to continue then the following protections be provided:
 - a) Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.
 - b) Monthly pension payable under NPS should not be less than minimum pension for respective Pay Level.
 - c) While extending family pension in case of premature death, part of contribution made by NPS subscriber should be returned to the family, with applicable interest rates.

- d) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
- e) Extension of repayable loan from Tier-I account of every individual subscriber.
- f) Make Tier-II operational for NPS subscribers with final withdrawal facility.
- g) Consultation with stake holders periodically at micro level and formation of permanent negotiating body including serving employees as its members.
- h) Withdrawals under NPS should be tax exempt to place NPS at par with old pension scheme.
- i) Service tax levied at the time of annuity purchase may please be exempted on NPS.

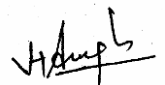
WELFARE, GENERAL AMENITIES & MISCELANIOUS

- 96. Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only Rs.3,652 per year.
- 97. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
- 98. Recognition of M.B.A. / G.D.M.M. etc., as additional professional Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) – to provide greater motivation and improved efficiency.
- 99. Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).
- 100. Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
- 101. Inclusion of both Dependent Parents (father & mother) in Privilege Pass - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and as recommended by 5th & 6th CPC and as applicable for LTC.
- 102. Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment of Parents – as recommended by the Fifth and Sixth Pay Commissions and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
- 103. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant
- 104. Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).
- 105. "Accident Free Service" Award to Technical Supervisors & Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.
- 106. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
- 107. Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.
- 108. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Tree / Apprentice Hostels etc.
- 109. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
- 110. Separate pool of quarters for all technical supervisors.
- 111. Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
- 112. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents / Widow Sisters dependent on him/her and included in the Pass besides spouse & 2 children.

113. Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.
114. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
115. On-line Reservation on Pass / PTO against a Unique ID Code / Aadhaar Card or Smart Card.
116. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges.
117. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
118. Removal / increase of ceiling of only one/two seats/Births on Pass in Duronto, Rajdhani, Shatabdi.
119. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Duronto Express Medical and Pass facility to the dependents of Trainees / Apprentices.

FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS

120. Development of 100% indigenous facilities in Railway PUs & Workshops for manufacturing all types of Locos and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.
121. a) Consequent upon merger Railway Budget with General Budget – the Government should invest adequately to meet the requirements of the Railways for Renewal of overage Track, Locomotives, Rolling Stock and other assets ensure safety and better quality of service.
b) Protection of existing facilities of Railway men for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets.
122. Requisite investment of additional Capital by the Government for Expansion of Rail network to two Lakh kilometers in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, District Head Quarters and State Capitals.
123. No Foreign Direct Investment (FDI) in Railways.
124. Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.
125. Additional Funds be raised through Public Bonds and from Central Funds.
126. No privatization or corporatization of Production Units & Workshops or Rail segments.
127. No transfer of Intellectual property Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.
128. Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.
129. No transfer of work to Private Sector like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bengaluru etc)
130. No closure of printing presses owned by Railways, instead they should be modernised according to the modern day needs and technology.



**Harchandan Singh,
General Secretary, IRTSA**

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