

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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Minutes of 47th CGB & All India Conference of IRTSA held at RCF Kapurthala on 4th & 5th December, 2012.

0.1 PREAMBLE: 47th Annual Conference & Central General Body meeting of Indian Railway Technical Supervisors Association (IRTSA) was held on 4th & 5th Dec, 2012 at Waris Shah Hall, Rail Coach Factory, Kapurthala (Punjab). 275 Delegates (CGB Members and observers) from all over Indian Railways and hundreds of local Members participated in the two days Conference enthusiastically.

0.2 ROUSING WELCOME & PROCESSION

IRTSA delegates, Er.M.Shanmugam, National President and Er.Harchandan Singh, General Secretary IRTSA were given a rousing welcome on 4th morning at the main gate of RCF, profusely garlanded and seated on a beautifully decorated Chariot with hundreds of Technical Supervisors / Rail Engineers marching in a procession to the beautifully decorated venue "Waris Shah Hall".

2.0 INAUGURATION

2.1 IRTSA flag was hoisted at the entrance of the hall by the President in the presence of General Secretary and all other delegates.

2.2 Er.Darshan Lal, Zonal President and Chairman of 47th CGB welcomed all delegate Engineers to RCF - the modernized production unit of Indian Railways and to heritage city of Kapurthala. He also appreciated the entire team of IRTSA RCF Unit for their untiring and dedicated services to make the CGB & conference a mega event. Er. G. P. Singh acted as the Stage Secretary.

2.3 Two minutes silence was observed in mark of respect to the Sri.L.K.Gujral, Former Prime Minister of India and Er.N.K.Sinha, Former Zonal Secretary, IRTSA/NE Railway.

3.0 ADDRESS BY CENTRAL PRESIDENT:

In his inaugural speech President M.Shanmugam briefly explained the history of IRTSA from the days of 1965, during which time young Apprentice Mechanics of Lucknow visualized the need for the forum to represent the category of Technical Supervisors and made their thought to reality by calling a Meeting of representatives Apprentice Mechanics of various Railways and Production Units at Chennai on 27th November, 1965 and forming the "IRTSA" under the leadership of Harchandan Singh. He recalled the contribution made by Er.Kundu, Er.K.V.Surendranathan, Er.Jayaraman, Er.Francis Vijaya Mohan and many others during the initial years of IRTSA.

He told that IRTSA never made any compromise in the principle and invited all the Technical Supervisors / Rail Engineers to strength IRTSA, since unity is the strength and if no unity the cadre will parish. He said that representation made by IRTSA to the Railway Board, last 4 Pay Commissions, Railway Reforms Committee, Accident Enquiry Committee, Miabhai Tribunal, etc have considerably improved the working conditions of the category. But, there are tough challenges ahead to overcome – particularly reg. grant of justified pay scales, career progression and decent classification of posts etc he said.

4.0 GENERAL SECRETARY'S REPORT

4.1 Er. Harchandan Singh, General Secretary, IRTSA presented the General report (copy attached). He told that contribution of technocrats who are the principle force in safe and efficient running of trains, are ignored and Railways/Government are indecisive on the heart burning issues like pay scale, promotion avenue and cadre status. He also explained the various programme conducted by IRTSA in pursuance of the demands of Technical Supervisors / Rail Engineers. He requested the members of 47th CGB to draw out effective line of action to get the demands conceded. (Copy of the REPORT OF THE GENERAL SECRETARY IRTSA FOR THE YEAR 2011-2012 is placed on the Website [www.irtsa.net](http://irtsa.net/pdfdocs/Report_of_GS_IRTSA_for_the_year_2011-12.pdf) at: http://irtsa.net/pdfdocs/Report_of_GS_IRTSA_for_the_year_2011-12.pdf)

4.2 Er.K.V.Ramesh, JGS/IRTSA read out the (complete) Report of the General Secretary to the CGB. The Report explained the economic situation of the country; National infrastructure conditions; necessity to give Indian Railways free hand in deciding the fare structure; introduction of Metro Rail systems in the populated cities of India & their growing market; Thrust areas of the Indian Railways, insignificant quantum Productivity Linked Bonus (PLB) - ignoring the contribution made by the Railway men in the performance of Indian Railways.

The report explained in detail the various activities and action Programmes under taken by IRTSA at Local, Divisional, Zonal and National level and the Representation made on the demands of the category during the year under review.

Suggestions for improving Railway's performance presented by President, General Secretary and other office bearers to the Government, Railway Board and Federations were also explained. List of memorandum submitted to various authorities and RTI quires were also presented to the house. The report also enlightened the popularity Multifarious web site of IRTSA www.irtsa.net, IRTSA Facebook and the journal "Voice of Rail Engineers" (VRE).

General Secretary in his Report, explained in details the "Tasks before us" – *"to draw out an effective line of action for early realization of our main Demands and to ensure its nationwide implementation if we don't want the justice to be delayed any further. The action has to be strong enough & implementation has to be effective all around. The only remedy left with us now, in my view, is to go to the Court of Law to seek legal remedies – especially in respect of Grant of Group B Status and grant of higher Grade Pays"*.

GS thanked all those who had helped consistently in discharge of his duties and wished the Conference all success.

Er.Kalyan Banerjee, Working President emphasised the Task before the Technical Supervisors. Later General Secretary's Report was passed unanimously.

5. BALANCE SHEET ON ACCOUNTS of IRTSA and VRE

Er.K.V.Ramesh, JGS/IRTSA presented the balance sheet on accounts for the year ending 31.12.2011 for IRTSA and Voice of Rail Engineers. Both Balance sheets were passed unanimously by the house. President and General Secretary appealed for the contribution from all Zones and they particularly appealed for more contribution to "Voice of Rail Engineers".

6. REPORT OF ZONAL SECRETARIES

Zonal Secretaries of various Zones presented their report on the activities of their respective zones. Er.Ramanamoorthy, SC Rly, Er.Rajender Singh Ankhi, DWM, Er.R.B.Singh, WR, Er.Abdul Salam, S.Rly, Er. Mayank Bhatnagar, RCF, Er.Ashoke Chowdhury, CLW, Er.V.B. Narayanan, ICF, Er.Mandal, E.Rly, Er.P.K.Shukla, NR, Er.R.K.Pandey, NE Rly and others presented the activities of IRTSA at their respective Railways.

7.0 TECHNICAL SEMINAR

In the evening a purposeful technical seminar on "Role of Supervisors/Engineers in Safety and Efficiency in Railways" was organised in Waris Shah Hall of RCF - which was graced by Hon'ble GM /RCF B.N.Rajshekhar as chief guest. CME, FA&CAO, CPO, CEE, CE, CWE, Dy.HODs, other Officers, union leaders, IRTSA Delegates and Rail Engineers of RCF participated in large number. Technical presentations were given by Er Surjeet Singh and Er Jagtar Singh. Er.M.Shanmugam and Er. Harchandan Singh.

7.1 LASER APPLICATION: A highly useful talk on Application of Laser was presented by Er.Surjeet Singh, who explained that Laser is a powerful optical knife when focused with the help of lens can cut the material like cutting butter with knife. Laser is widely used in industries and other fields like medical and defence due to its added advantages over other processes. Laser is monochromatic (single wave length) & coherent (cannot be scattered) as compared to other light beams. The power density of laser beam when focused to 0.2 mm dia. is much higher than the power density on the surface of sun, so it not only melts the material but part of the material gets evaporated to atmosphere. It has very small HAZ (Heat affected Zone) and cut surface at 90 degree.

7.2 SAFETY: In his talk on Safety on Railways Er. Jagtar Singh emphasised that Safety is the major factor for Operation & Maintenance of industrial CO2 laser as mentioned below:-

- Always wear safety Goggles designed for CO2 laser to save Eyes as laser beam direct reflection to eyes will damage the retina permanently and if reflected on skin can burn the skin very deep.
- The fine dust particles released during cutting are very dangerous for lungs so one must ensure that vacuum system of the machine should always be in working order.
- Never take mode burn on acrylic sheet directly without vacuum system as direct
- inhaling of fumes generated is prone to cancer.
- Protective glasses around the machine should always be in upward position while cutting Aluminium material as its highly reflective and indirect reflection of laser while cutting can be dangerous for the operator eyes.

7.3 Er. M.Shanmugam recalled the various suggestions given by IRTSA for improved performance of Indian Railways in the past. He suggested the introduction premium sleeper class with the provision of additional facilities like bed roll etc.

7.4 Er. Harchandan Singh called upon the Railways / Governments for right motivation of huge human resources available in Indian Railways. Denial of justified Pay Scales, adequate Avenues of Promotion and other benefits directly linked to the duties and responsibilities by the Technical Supervisors / Rail Engineers will have its negative effect on the performance of Railways, he added.

7.5 Sri.Aggarwal, CME/RCF, appreciated the efforts of IRTSA in organizing the seminar.

7.6 Sri.B.N.Rajasekar, GM/RCF, in his inspiring and motivational speech advised the technocrats of Railways to convert the challenges into opportunities. In his brief about the Production unit of Indian Railways he explained about the best skin tensioning specialists available at ICF, best metallurgist in RWF, best Smith in CLW, best fabricators in CLW, besides RCF which is specialized in manufacturing state of art high speed coaches.

7.7 AWARDS OF HONOUR: Sri.B.N.Rajasekar, GM/RCF presented an Award of Honour on behalf of IRTSA, to Er. Rakesh Kumar SSE Ferozepur as the the “Most out standing Rail Engineer of the Year” for his valuable suggestions and contribution to the “Land Management on Indian Railways” and for his two books on that subject.

Some other Engineers and Journalists were also honoured for valuable services to the cause Rail Engineers and the IRTSA.

7.8 CULTURAL PROGRAMME:

A cultural show was presented by famous artists of Punjab. The day ended with dinner.

8. RESOLUTION OF DEMANDS

On the second day draft resolutions of demands including the main demands, Pay scales, increments & designation were moved by K.V.Ramesh, Resolutions on career progression and promotional avenues were moved by Er.Kalyan Banerjee, Er.V.P.Abdul Salam moved the Resolutions of demands on Incentive & Special Pay, Er.V.B.Narayanan proposed the demands on MACPS, Er.Ramanamoorthy proposed the demands on Allowances, Er.K.Shanmugavel proposed the demands on pension & retirement benefits, Er.Pondey proposed the demands on working conditions and Er.P.K.Sukhala proposed the demands on welfare & other general amenities. After the discussion the resolutions on demands were passed by the CGB with the necessary changes proposed by the members. (Copy of the RESOLUTIONS OF DEMANDS is attached & placed on the Website at: http://irtsa.net/pdfdocs/Resolutions_of_Demands_adopted_by_CGB_IRTSA_at_RCF_Kapurthala.pdf

9.0 RESOLUTIONS REG. FILLING OF COURT CASES BY IRTSA,

9.1 COURT CASE FOR HIGHER GRADE PAY OF JE & SSE: After detailed discussions, CGB IRTSA Resolved that Indian Railways Technical Supervisors Association (IRTSA) should file a Case in the CAT (Central Administrative Tribunal), for grant of Grade Pay of Rs.4600 for Junior Engineers (JEs) and a Grade Pay of Rs.4800 for Senior Section Engineers (SSE).

9.2 COURT CASE FOR GROUP B TO SENIOR TECHNICAL SUPERVISORS: Resolved that Indian Railways Technical Supervisors Association (IRTSA) should file a Case in CAT (Central Administrative Tribunal) for Classification of Posts of Senior Section Engineers (SSE), Chemical &

Metallurgical Superintendent (CMS) and Chief Depot Material Superintendent in Group B Gazetted on the Railways.

10. LINE OF ACTION: Central General Body (CGB) and Central Executive Committee (CEC) regretted that most of the genuine and long pending demands of the Rail Engineers / Technical Supervisors had not been accepted so far. It was therefore Resolve to to continue pursue and struggle and agitate for acceptance of all the long pending and genuine demands of Rail Engineers as per Resolutions of IRTSA. CGB & CEC authorized the Central President and the General Secretary to issue the necessary directives on the line of action as required.

11. RAISING OF LEGAL-CUM-STRUGGLE FUND: WHEREAS the Central General Body (CGB) and Central Executive Committee (CEC) have decided to file two Court Cases for Higher Grade Pay of JE & SSE and for Grant of Group B to Senior Technical Supervisors; AND whereas, it has also been decided to continue pursue and struggle and agitate for acceptance of all the long pending and genuine demands of Rail Engineers as per Resolutions of IRTSA;

CGB & CEC hereby, Resolve, appeal to all the Rail Engineers – especially the Members of IRTSA to contribute an amount of Rs.1000 (rupees one thousand only) towards LEGAL-CUM-STRUGGLE FUND OF IRTSA – 2012-13 – to be paid in one or maximum of two installments before 31st March, 2013; and send the same at the earliest to Central Treasurer IRTSA.

12. ELECTION OF NEW OFFICE BEARERS

Elections were held to elect new Central Executive Committee in which Er. M Shanmugham and Er. Harchandan Singh were elected as Central President and General Secretary unanimously.

13. CONCLUDING SESSION

Central President thanked and appreciated RCF Unit for organizing conference and technical seminar successfully. He also praised for the remarkable arrangements done by RCF Unit towards lodging, boarding, catering and decorating the venue etc. He thanked all the delegates who came from all parts of the country.

The Conference ended with a vote of thanks by Zonal Secretary RCF Er. Mayank Bhatnagar. The function came to an end by cheerful announcement that the next CGB-2013 shall be hosted at Secunderabad, SC Railway and the flag of IRTSA was handed over to Er.Krishna Rao and Er.Ramanamoorthy.



(Harchandan Singh)
General Secretary, IRTSA

NOTE: Detailed texts of the Resolutions of Demand, Resolutions on filing of Court Cases, Line of Action and Raising of Legal-cum-Struggle Fund are attached herewith. All the Resolutions are also placed on IRTSA Website www.irtsa.net at the following links:

- REPORT OF THE GENERAL SECRETARY IRTSA FOR THE YEAR 2011-2012 PRESENTED TO THE CENTRAL GENERAL BODY & 47th ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT RCF, Kapurthala ON 4TH & 5TH DECEMBER, 2012
- RESOLUTIONS OF DEMANDS ADOPTED BY CENTRAL GENERAL BODY MEETING & 47TH ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT RCF KAPURTHALA, ON 5TH DECEMBER, 2012
- RESOLUTIONS REG FILING OF COURT CASES FOR HIGHER GRADE PAY AND FOR GROUP B, LINE OF ACTION FOR OTHER DEMANDS & CALL FOR LEGAL-CUM-STRUGGLE FUND BY ALL RAIL ENGINEERS - ADOPTED BY CGB IRTSA AT RCF ON 5TH DEC 2012

**RESOLUTIONS REG. FILLING OF COURT CASES BY IRTSA,
LINE OF ACTION & RAISING OF LEGAL-CUM-STRUGGLE FUND
ADOPTED BY CENTRAL EXECUTIVE COMMITTEE (CEC) MEETING,
CENTRAL GENERAL BODY MEETING & 47TH ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT RCF KAPURTHALA, ON 4TH & 5TH DECEMBER, 2012**

1. Central General Body (CGB) and Central Executive Committee (CEC) of Indian Railways Technical Supervisors Association (IRTSA), in their Meetings held at RCF Kapurthala, after detailed discussions and careful consideration, Resolved as under:

1.1 COURT CASE FOR HIGHER GRADE PAY OF JE & SSE: It is, hereby, Resolved that Indian Railways Technical Supervisors Association (IRTSA) should file a Case in the CAT (Central Administrative Tribunal), for grant of Grade Pay of Rs.4600 for Junior Engineers (JEs) and a Grade Pay of Rs.4800 for Senior Section Engineers (SSE) on Indian Railways, on the following grounds besides others:

i) The Junior Engineers are now placed in the Grade Pay of Rs.4200 (in Pay Band Rs.9300-34800) which is at present at par with the Senior Technicians who have also now been placed in the same Grade Pay of Rs.4200 even though the Sixth Pay Commission had recommended the Grade Pay of Rs.2800 for the senior Technicians and the Railway Board had implemented it accordingly but later on raised it to Rs.4200.

ii) Junior Engineers directly supervise the work of a number of Senior Technicians besides the Technicians Grade I, II & II besides other Staff in the lower Grades all of whom are working under the Junior Engineers for production, repair, maintenance of Rolling Stock, Locomotives, Permanent Way, Bridges, Buildings & Works, Signal & Telecommunication systems, traction & distribution, etc.

iii) Senior Technicians report to Junior Engineers who have to directly allocate the work to Senior Technicians, supervise their production, productivity and quality of their work.

iv) Keeping the Junior Engineers and Senior Technicians in the same Grade Pay of Rs.4200 - is in violation of Article 39 of the Constitution of India and against the settled law of natural justice that *"An equal cannot be over an equal"* – as upheld by various Courts of law.

v) Senior Section Engineers (SSE) supervise the work of a number of Junior Engineers and of a large number of Senior Technicians, Technicians Grade I, II & II and other Staff in lower grades.

vi) Senior Section Engineers (SSE) have also to directly supervise the work of Stores Clerk, Office Clerk, Office Superintendents and Chief Office Superintendent all of whom work directly under the SSE and are supervised by them.

vii) Senior Section Engineers, and Chief Office Superintendent have all been placed in the Grade Pay of Rs.4600 in Pay Band II Rs.9300-34800). This is in violation of Article 39 of the Constitution of India and against the settled law of natural justice that *"An equal cannot be over an equal"* – as upheld by various Courts of law.

viii) Horizontal Parity and Vertical Relativities been disturbed after the Sixth Pay Commission:

a) Junior Engineers had been allotted Grade Pay of Rs.4200 after the Sixth CPC, whereas other inspectorial staffs, nursing staff and teaching staff who were previously in equal or lower scales than the JEs were allotted the Grade Pay of Rs.4800/4600 in the Sixth Central Pay Commission scale

b) SSE with direct recruitment element which requires Degree in Engineering had been allotted the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400.

1.2 Central General Body (CGB) and Central Executive Committee (CEC) IRTSA resolved to authorize the President IRTSA Shri M. Shanmugam and General Secretary IRTSA Shri Harchandan Singh to file said case in CAT for and on behalf of Indian Railways Technical Supervisors Association (IRTSA), get legal assistance as required and to file the requisite Affidavits etc. as may be required for the purpose.

2.1 COURT CASE FOR GROUP B TO SENIOR TECHNICAL SUPERVISORS: It is, hereby, Resolved that Indian Railways Technical Supervisors Association (IRTSA) should file a Case in CAT (Central Administrative Tribunal) for Classification of Posts of Senior Section Engineers (SSE), Chemical & Metallurgical Superintendent (CMS) and Chief Depot Material Superintendent in Group B Gazetted on the Railways on following grounds besides others:

i) i) The DOP&T had vide Order No. S.O. 946 (E) dated 9th April, 2009 that all Civil Posts under Government of India in the Grade Pay of Rs.4200, 4600, 4800 & 5400 in Pay Band II Rs.9300-34800 be Classified in Group-B but the Railways had Classified the Posts upto Grade Pay of Rs.4600 in Group C (vide Ministry of Railways letter No: PC/VI/2009/II/RSRP/4 dated 08.01.2010) including the Posts of Senior Section Engineers (SSE), Chemical & Metallurgical Superintendent (CMS) and Chief Depot Material Superintendent in Group all of which have been placed in Grade Pay Rs.4600 in Pay Band II Rs.9300-34800.

ii) All other Departments (other than Railways) have Classified all posts Grade Pay of Rs.4600 in Group B Gazetted,

iii) CAT New Delhi (*in OA No. 835-1989 IRTSA-vs-UOI*) had held the Classification of Senior Technical Supervisors in Group C as anomalous and had directed the Respondent MOR & UOI to consider removing the anomaly. But instead of removing the said anomaly, informed the Applicants GS IRTSA that the Classification of the said posts could not be changed – reiterating the same facts as had been placed before the CAT but had been rejected by the Bench in their Judgment in the above said case.

iv) There is an induction of Engineering Graduates in the categories Section Engineers (SSE), but they do not get a single promotions throughout their career, while Diploma Holders recruited as Junior Engineers get only one promotion (from JE to SSE) due to lack of requisite avenues of Promotion inadequate number of posts in Group B on the Railways,

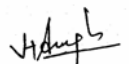
v) Percentage of Group B posts vis-à-vis are the lowest on the Railways. repeated assurances given by the Railways to upgrade certain % age of posts from Group C to Group B have not been fulfilled for the last many years.

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(Harchandan Singh)
General Secretary, IRTSA