

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No: IRTSA/3

Date:26.10.2024

Dear Chairman, Central President, Zonal Secretaries, CEC Office bearers & active members,

- 1) It gives me immense pleasure to welcome you all for this important CEC meeting being held at Dr.Ambedkar Bhawan, Chandigarh on 26th October 2024.

Previous CEC meeting of IRTSA was held at at Raavi Conference Hall, Kisan Bhawan, Chandigarh on 21st June 2024. Main activities of IRTSA since last CEC meeting is given in this report.

2) Pursuing the demands of IRTSA

- a. IRTSA team had a pleasant meeting with Sri.V.Somanna Hon'ble MoSR at Chennai.

Following two issues were briefed to MoSR and memorandums were also submitted.

- i) Grant of Non-functional upgradation (NFU) to level-9 for SSEs and other Supervisory cadres after 4 years of regular service in level-8 without restriction of 50% of posts in level-8. It was highlighted that present upgradation violates the similar methodology adopted for Accounts Supervisors, the recommendations of the 7th Central Pay Commission, and the approval given by the Ministry of Finance.

- ii) Upgradation of posts of SSEs in level-8 in ICF for higher level of supervision in the manufacturing, testing & commissioning activities of "Vande Bharat" train sets.

- b. Team IRTSA headed by Er. Darshan Lal Central Working President met Sri.Ravneet Singh, Hon'ble MoSR on 11.09.2024 and submitted memorandum on main demands of IRTSA.
- c. Team IRTSA met Director General (RHS) at Rail House Chennai. In a brief meeting IRTSA placed the demand of increasing doctors' strength in Railway headquarters hospital and divisional hospitals. IRTSA demanded for amendment in colour vision test for selection to Group-B services for SSEs working in production units was explained to DG (RHS).
- d. Team IRTSA had a pleasant visit to Railway Board and persuaded some of the important demands of the category. Team IRTSA met Sri.V.Somanna Hon'ble Minister of State for Railway Board, Sri.Satish Kumar CRB & CEO, Sri. Braj Mohan Agarwal Member Traction & Rolling Stock, Sri. Naveen Gulati Member (Infra) Sri. R.Rajagopal DG (HR), Smt. Pramila H.Bhargava AM (Staff), Smt. V.Booma AM (HR), Smt. Usha Venugopal AM (Fin) and other officers.

- 3) **Meeting with Geneal Secretaries of Federation:** General Secretary IRTSA met Dr.M.Raghavaiah General Secretary NFIR on 28th August and Com. Shiv Gopal Mishra General Secretary AIRF on 1st September at New Delhi.

GS IRTSA discussed following issues with both the General Secretaries

- 1) Earlier decision on cadre restructure.
- 2) Formation of 8th Central Pay Commission.

3) Pay level-8 for left out categories including SE (IT).

4) Creation of posts of SSEs in level-8 in ICF.

5) Cases of promotions in the pre-revised pay structure between 01.01.2006 and the date of notification of 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.

6) Huge vacancies in SSE posts throughout Indian Railways because of non-recruitment of Engineering graduates since 2015. GS IRTSA requested since no RRB notification has been issued so far for recruitment of SSE, as one time measure existing vacancies in SSE post may be filled through promotion from JE.

7) Creation of Technical Supervisors post for new assets and new trains like Vande Bharat train sets.

8) Menace of outsourcing.

4) Participation by Central President & General Secretary IRTSA

On 18th October, General Secretary IRTSA addressed the agitation organized by All India Loco Running Staff Association (AILRSA) South Zone in front of Chennai Central sub urban rail terminal. Federation leaders, unions and Associations' leaders participated and addressed the agitation in support of demands of AILRSA.

5) Meeting conducted by zones & sub units

a. Golden Rock workshops, Southern Railway conducted its General Body meeting on 16th July 2024. General Secretary IRTSA addressed the meeting.

b. 28th August 2024 meeting held at Mid-life Rehabilitation & Refurbishment Workshop Sonipet.

c. On 29th August 2024 IRTSA Izzat Nagar Workshop sub unit organized an impressive meeting at BTC Auditorium where almost all JE & SSE were participated.

d. On 30th August in the meeting held at Amristar workshop Er.Surjit Singh Central Treasure IRTSA, Er.Jagthar Singh Zonal Secretary IRTSA RCF, Er. Baldev Raj Joint General Secretary also participated.

6) Important decisions taken by Government during this period

a. IRTSA, Federations, Unions and Associations across the country demanding for implementation of OPS for all Central Government Employees withdrawing NPS. Government approved a new pension system in the name of Unified Pension Scheme. UPS will be having features from both the OPS and the NPS. UPS provides assured pensions, minimum pension, and family pensions, providing security to retired employees. UPS pension & family pension will have inflation proof in the form of Dearness Relief (DR) as available in OPS. Like NPS, UPS is a contributory pension scheme and employees continue to contribute 10% of basic pay + DA per month. Governments contribution for UPS will be increased to 18.5%. There are around 23 lakh central Government employees and 90 lakh State Government employees are on NPS. Short comings of UPS is given along with this report.

b. i) Grant of notional increment (as due on 1st July/1st January) for the pensionary benefits to those employees who had retired on 30th of June/ 31st of December before drawing the same. Railway Board vide letter No. PC-VI/2020/CC/13 dated 07.10.2024 extended the benefit of notional increment only w.e.f. 01.05. 2023.

ii) In the same subject DoPT in its O.M. dated 14th October 2024 states that, “As specifically mentioned in the Orders of the Hon'ble Supreme Court, grant of the notional increment on 1st January/1st July shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits”

iii) Above two orders are issued by Railways and DoPT in response for Hon'ble Supreme Courts interim judgement to prevent further litigation and confusion. SC listed the case in the week commencing 04.11.2024. Hope this long pending issue will be settled permanently by Apex Court.

7) Delay in Cadre restructure exercise.

There is an inordinate delay in submitting the report by Cadre Restructure Committee. Implementation of cadre restructure is due on 01.11.2023. But, Cadre Restructure Committee has met only two times. It is expected to meet in second week of December.

8) Delay in issuing orders on demands finalized

There is inordinate delay in issuing orders on the demands reached finality.

Cases of promotions in the pre-revised pay structure between 01.01.2006 and the date of notification of 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 and

9) Memorandum submitted by IRTSA on important demands.

Subject	Submitted to
Important demands of Technical Supervisors.	AM(Staff)
Appeal on behalf of Government Employees for the consideration in forthcoming Union Budget 2024-25	FM & Addl Secy, DoE
Closure of Railway printing presses. – Appeal to review the decision	CRB & CEO
Provision of Air-conditioning in Railway Offices, Buildings and other Railway centres – Request to empower CWMs to sanction Air Conditioners on their own requirement.	Additional Member (RE)
Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B.	Minister for Railways
Exercise / re-exercise of option for a pay fixation as allowed under RBE No.89/2023, dated 13.07.2023	PCPO SR
Important demands of Technical Supervisors / Rail Engineers working in Indian Railway, important general demands of Central Government Employees and policy of privatisation on Indian Railways.	Secretary & Leader NC JCM Staff Side
1. Revision in percentage of direct recruitment for Graduate Engineers in the category of Technical Supervisors/Rail Engineers. 2. Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS as temporary arrangement.	CRB & CEO

Productivity Linked Bonus (PLB) for non gazetted Railway employees for the financial year 2023-24.	FM & RM
Removal of unjustified ceiling limit of Rs.43,600 for payment of Night Duty Allowance (NDA) to Railway Employees.	Minister of State for Personnel
Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS.	DG (HR)

10) Court Case

OA 1568 / 2017, IRTSA Vs UOI, at CAT Chennai, pleading pay level-7 for JE and pay level-8 for SSE is going in snail speed.

11) Membership subscription and contribution for struggle fund

Membership subscription @ Rs.400 per member and struggle fund @ Rs.500 per member have to be contributed by every member of IRTSA. While some of the Zones and sub units continue to contribute many zones and sub units need to mobilize more vigorously.

Hoping for the best of cooperation from all of you,

Long live IRTSA!



**K.V.RAMESH,
General Secretary, IRTSA**

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No: IRTSA/35

Date:26.10.2024

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

**ADOPTED BY CEC NORTH ZONE MEETING OF IRTSA HELD ON 26th OCTOBER,
AT Dr.AMBEDKAR BHAVAN, CHANDIGARH**

The CEC North Zone Meeting of IRTSA held at Dr.Ambedkar Bhavan, Chandigarh, resolved to draw the attention of the Government and especially the Ministry of Railways, Ministry of Finance & DoPT and urged upon them to 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.

The CEC North Zone Meeting of IRTSA urge upon the Government & Railways to accept the following genuine demands of Technical Supervisors / Rail Engineers and urge the Railway Minister for sending exclusive proposal to Finance Ministry regarding Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

1. 1.1) 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).
- 1.2) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.
2. 2.1) Immediate setting up of 8th Central Pay Commission.
- 2.2) Relativity of Pay Level based on comparative Duties, Responsibilities & Work Content of each category.
3. PAY LEVEL OF TECHNICAL SUPERVISORS:
 - 3.1) Junior Engineer (JE) be placed in level-7 & Senior Section Engineer (SSE) be placed in level-8 in line with historical higher Pay Scales of Technical Supervisors upto 4th CPC and acute stagnation affecting work output. DMS, CMA & JE(IT) be placed in level-7 and CDMS, CMS & Sr. Er/IT in level-8 pay matrix.
 - 3.2) SSEs who have already put in more than 4 years in Level 8 under MACPS should be given non-functional promotion to Level 9.
 - 3.3) Similarly, SSEs who have already put in more than 4 years in Level 9 under MACPS should be given non-functional promotion to Level 10 from the date of implementation of Railway Board order RBE No.155/2022, dated 17.11.2022 and a Non-Functional promotion to Level 11 after working for 4 years in Level 10.

3.4) Upgradation provided for SSE be extended to CMS, CDMS, SE(IT) for placing them in level 9, 10 and 11.

3.5) SE(IT) category left out of upgradation order Railway Board order RBE No.155/2022, dated 17.11.2022 should be given upgradation at par with Technical Supervisors.

4. Following distribution of posts may be adopted for the category of Technical Supervisors by the CRC after addition of 10,000 posts in the grade of JE from the category of senior technician.

Level-10	NF upgradation
Level-9	30%
Level-8	30%
Level-7	20%
Level-6	20%

5. 5.1) 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.

5.2) All posts in Level 8 & above may please be classified in Group B Gazetted as per RBE No.5/2010, dated 08.01.2010. Since 2010, Railway has not reviewed classification of posts. After implementation of 7th CPC recommendations, DoPT OM F. No. 11012/10/2016-Estt.A-III, dated 8th December 2017 classified Central Civil Posts carrying the pay in the Pay Level from 6 to 9 as Group-B, which is not implemented in Railways.

6. 6.1) Withdrawal of National Pension System (NPS) and restoration of benefits of old Pension Scheme & GPF for those appointed after 1.1.2004. (or) giving option for the employees to choose any one of the pension systems, NPS or OPS.

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

7. 7.1) Removal of maximum ceiling of Rs.7000 for payment of PLB.

7.2) Payment of PLB as per actual Pay.

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

9. No corporatization or privatization of Production Units & Workshops or any Rail segments.

10. No Private train operators to avoid erosion and deterioration of safety and operational efficiency of existing normal train operation and misuse of Railway's resources by the concerned private operators.

11. Manufacturing and maintenance of 'Vande Bharat' Train set rakes fully by Railways. Proposal for handing it over to private operators should be withdrawn.

12. No monetization of any Railway assets.

13. De-Freezing of Dearness Allowance to Central Government employees and Dearness Relief to Central Government pensioners at the current rates till July 2021.

14. Grant of notional annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who have retired/retiring on 30th of June/31st December before drawing the same.

15. Implementation of MACP w.e.f.01.01.2006.

16. Ignoring promotions in pre-revised pay structure between 01.01.2006 and the date of notification of 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 for the purpose of MACPS.
17. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.
18. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
19. 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)
20. 20.1) Designation of Junior Engineer (JE), Senior Section Engineers (SSE), Principal Section Engineer (PSE) and Chief Section Engineer (CSE) for Technical Supervisors.
20.2) Designation of JE/Stores, SSE/Stores, CSE/Stores and PSE/Stores for Stores Engineers.
20.3) Designation of JE/C&M, SSE/C&M, PSE/C&M and CSE/C&M for CMT Engineers.
21. Recruitment and creation of posts in the category of Technical Supervisors.
 - a) Filling up of vacancies in the category of Technical Supervisors.
 - b) Allowing zonal Railways & PUs to place indent to RRB as per their requirements.
 - c) Revision in percentage of direct recruitment of Graduate Engineers in the category of Technical Supervisors/Rail Engineers. Direct recruitment quota for Graduate Engineers may be calculated 20% of present sanctioned strength of SSE in level-7, leaving out the strength upgraded to level-8.
 - d) Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS as temporary arrangement.



K.V.RAMESH,
General Secretary, IRTSA

Cabinet approves Unified Pension Scheme

24.08.2024

The Union Cabinet, chaired by the Prime Minister Shri Narendra Modi, today approved the Unified Pension Scheme (UPS).

The salient features of the UPS are:

1. **Assured pension:** 50% of the average basic pay drawn over the last 12 months prior to superannuation for a minimum qualifying service of 25 years. This pay is to be proportionate for lesser service period upto a minimum of 10 years of service.
2. **Assured family pension:** @60% of pension of the employee immediately before her/his demise.
3. **Assured minimum pension:** @10,000 per month on superannuation after minimum 10 years of service.
4. **Inflation indexation:** on assured pension, on assured family pension and assured minimum pension

Dearness Relief based on All India Consumer Price Index for Industrial Workers (AICPI-IW) as in case of service employees

5. lump sum payment at superannuation in addition to gratuity

1/10th of monthly emoluments (pay + DA) as on the date of superannuation for every completed six months of service this payment will not reduce quantum of assured pension.

Additional information given by GM CR brief to the Media on UPS on 26.08.2024

Other Features of UPS:

- Provisions of UPS will apply to past retirees of NPS (who have already superannuated).
- Arrears for past period will be paid with interest @PPF rates
- UPS will be available as an option to the employees. Existing as well as future employees will have an option of joining NPS or UPS. Choice, once exercised, will be final
- Employee contribution will not increase. Government will provide additional contribution for implementing UPS
- Government contribution increased from 14 to 18.5%

Implementation of UPS:

- UPS to be given effect from 1.4.2025
- Support mechanism and necessary legal, regulatory and accounting changes will be readied
- UPS is being implemented by the Central Government
- Benefiting ~23 lakh Central Government employees
- The same architecture has been designed and adopted by State Governments, which will benefit over 90 lakh State Government employees who are presently on NPS.

Comparison of UPS, NPS and OPS

S.N.	Particulars	UPS	NPS	OPS
1	Pension	50% of the average basic pay over the last 12 months of retirement for employees retiring with at least 25 years of service and proportionate pension benefits for employees with 10-25 years of service.	Pension amount depends on the investments made in the NPS investment scheme and the accumulated corpus.	50% of the last drawn salary or average earnings over the previous 10 months of service, whichever is more with at least 20 years of service.
2	Minimum pension	Rs. 10,000 per month for employees with at least 10 years of service.	Minimum pension amount depends on the investments made in the NPS scheme.	Rs. 9,000 per month for employees with at least 10 years of service.
3	Gratuity	Eligible	Eligible	Eligible
4	Family pension	In the case of the retiree's death, 60% of the pension provided immediately before the demise is given to the family.	Family pension amount depends on the accumulated corpus and the chosen annuity plan.	30% of basic pay subject to the minimum of Rs.9000 per month.
5	Employer's contribution	18.5% of basic pay + DA.	14% of basic pay + DA.	No contribution to the pension fund
6	Employee's contribution	10% of basic pay + DA.	10% of basic pay + DA.	No contribution to the pension fund.
7	Lump sum amount payment / Commutation of pension	A lump sum amount is provided to employees upon superannuation, which is 1/10th of their last drawn monthly pay for every six months of completed service.	60% of the NPS corpus can be withdrawn as a lump sum upon superannuation.	A lump sum amount could be taken at the time of retirement, not exceeding 40%, through commutation of pension. Full pension restores on completion of 15 years. In case of death of pensioner commuted portion will not be recovered.
8	Inflation protection	Provides inflation protection by adjusting pensions based on the All-India Consumer Price Index for Industrial Workers (AICPI-IW). Proposed DA may start from zero on 01.04.2025.	There is no provision for automatic DR increments to protect against inflation.	The pension is revised twice a year, i.e. on January 1 st and July 1 st , by increasing the Dearness Relief (DR)

9	Additional pension / family pension	No mention about additional pension.	Not available.	Pension goes up by 20%, 30%, 40%, 50% and 100% after attaining the age 80, 85, 90, 95 and 100 years respectively.
10	Voluntary retirement on completion of qualifying service	If an employee takes voluntary retirement after completion of 25 years of service, he will be eligible to receive his pension only at superannuation age.	80% of corpus will be kept for annuity fund.	Will get all eligible settlement at the time of voluntary retirement.
11	Risk factor	Risk-free as it provides an assured pension.	There are market risks as the returns depend on the performance of the market-linked funds.	Risk-free as it provides an assured pension.

Short comings of UPS compared to OPS

- 1) 50% Pension eligible on completion of 25 years, instead of 20 years in OPS.
- 2) Employee continue to contribute monthly 10% of basic pay + DA. Employee will not get return proportionate to his contribution except lump sum equal to 1/10th of last drawn monthly pay for every six months of completed service.
- 3) Inflation protection - Provides inflation protection by adjusting pensions based on the All-India Consumer Price Index for Industrial Workers (AICPI-IW). Proposed DR may start from zero on 01.04.2025.
- 4) Commutation of pension and restoration of full pension not available in UPS.
- 5) Additional pension 20%, 30%, 40%, 50% and 100% after attaining the age 80, 85, 90, 95 and 100 years respectively available in OPS is not available in UPS.
- 6) Lump sum amount provided to employees upon superannuation, which is 1/10th of their last drawn monthly pay for every six months of completed service is very meagre compared with monthly contribution of 10% of basic pay + DA by employee.
- 7) If an employee takes voluntary retirement after completion of 25 years of service, he will be eligible to receive his pension only at superannuation age.

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No: IRTSA/35

Date:26.10.2024

RESOLUTION ON CREATION OF POSTS IN RAILWAYS

**TO BE ADOPTED BY CEC NORTH ZONE MEETING OF IRTSA HELD ON 26th OCTOBER,
AT Dr.AMBEDKAR BHAVAN, CHANDIGARH**

Indian Railway has significantly increased its capital expenditure over the years. It has increased to 2.62 lakh crore in the year 2023-24 from Rs.1.48 lakh crore in 2019-20. Increase in capital expenditure is resulting in creation of new assets for which new qualified trained man power is required for safe and reliable train operation.

Railways is having a mission to reach 3000 MT in freight operation by 2030. In passenger business Railways is introducing semi high-speed train set "Vande Bharat" variants in all zones across the country and augmenting passenger capacity.

Railways increased its assets substantially in signal, telecommunication, civil, railway electrification, railway general service, electrical traction & rolling stock, traffic, mechanical coaching and mechanical freight. For effective execution of different projects and maintenance of new assets for reliable and safe train operation Railways need to create new posts in technical departments. In addition Technical Supervisors are required to manage huge "out sourcing".

Ministry of Railways may be delegated powers to create posts in Technical Departments including Technical Supervisors for new assets and new train operations on 1:1 basis without any matching surrender.

**K.V.RAMESH,
General Secretary, IRTSA**

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

(Regd No.1329)



CEC NZ MEETING

DATE: 26.10.2024

"Dr.AMBEDKAR BHAWAN, CHANDIGARH

MAIN DEMANDS

- 1) Recognition of IRTSA.
- 2) Immediate setting up of 8th Central Pay Commission.
- 3) Justified pay levels of Technical Supervisors / Rail Engineers.
- 4) Grant of Group-B (Gaz) status to SSE, CMS & CDMS.
- 5) Cadre restructure to be implemented w.e.f. 01.11.2023.
- 6) With drawl of NPS & Restoration of OPS.
- 7) Filling up of vacancies in the category of Technical Supervisors.
- 8) Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS.
- 9) MACPS w.e.f.01.01.2006.
- 10) Inclusion of training period for MACPS.
- 11) Promotions earned in pre-revised pay structure between 01.01.2006 and the date of notification of RS (RP) Rules 2008 in merged Grade should be ignored for the purpose of MACPS.
- 12) Designation of Junior Engineer (JE), Senior Section Engineers (SSE), Principal Section Engineer (PSE) and Chief Section Engineer (CSE) for Technical Supervisors
- 13) No corporatization or privatization of Production Units & Workshops or any Rail segments
- 14) No Private train operators.
- 15) No monetization of any Railway assets.