

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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M. SHANMUGAM
Central President, IRTSA
Mob: 09443140817

ICF ZONE

K. GOBINATH
Zonal Secretary, IRTSA.
Mob: 9903149416

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Sri. ASHWANI LOHANI
CHAIRMAN

Railway Board
(During his Visit to ICF, Chennai)

Respected Sir,

Sub: Main demands of Technical Supervisors

On behalf of IRTSA we whole heartedly welcome your good self to ICF on your maiden visit as CRB and extend our New year and Pongal greetings. We bring to your kind notice on the following some of the main demands of Technical Supervisors for your kind perusal.

1. PERSUASION OF PROPOSALS OF RAILWAY BOARD SUBMITTED TO FINANCE MINISTRY ON THE DEMANDS OF TECHNICAL SUPERVISORS

Motivation of Technical Supervisors is affected due to the rejection of even the following bare minimum proposals of the Ministry of Railways submitted to the Ministry of Finance, Department of Expenditure in the last 2 to 3 years as well as those submitted by the Railway Board to the Empowered Committee on Seventh Pay Commission:

a. Grant of Gr-B(Gaz) to the Senior Technical Supervisors.

Railway Board had recommended for Upgrading of 3335 posts of Senior Supervisors in the Grade Pay of Rs.4600 from Group C to Group B on the Railways - even though as per orders of the DOP&T, all the posts were required to be placed in Group B as in all other Departments.

b. Revision of Pay Level of SSE/JE.

Railway Board vide its OM No. PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010 had recommended Upgradation of posts of JEs (Junior Engineers) from Grade Pay Rs.4200 to Rs.4600 and upgradation of posts of SSE (Senior Section Engineers) from Grade Pay of Rs.4600 to Rs.4800 as per decision of the Departmental Anomalies Committee - keeping in view their higher qualifications and onerous nature of duties and responsibilities as compared to Accounts, Teachers & Nurses who had been allotted higher Grade Pays.

c. Cadre Restructuring of Technical Supervisors.

Railway Board in its proposal to the Empowered Committee of Secretaries on 7-CPC and to MOF (DOE), for approval of a Cadre Restructuring of the Technical Supervisors on Railways with 33% posts of JEs (Junior Engineers) in Grade Pay Rs.4200, 17% posts of SSE (Senior Section Engineers) in Grade Pay Rs.4600 and 50% of posts in Grade Pay Rs.4800 in view of their nature of duties and responsibilities.

Your goodself is requested to pursue above mentioned Railway Board's proposals with the Finance ministry.

2. Revision of Hourly Rates of Incentive Bonus & Bonus Factors of Workshops & PUs Staff under Chitaranjan Pattern & Group Insurance Scheme as per 7th CPC Pay Levels

a. Senior Section Engineers be brought directly under Incentive:

Senior Section Engineers (SSEs) are part and parcel of incentive system but are paid only 15% of the Basic Pay as Incentive Bonus which is much below the staff working under them. After the last Cadre Restructuring, the strength of SSEs is 67% of cadre of Technical Supervisors. They are all frustrated due to this anomaly. SSEs are directly responsible for optimizing the productivity under Incentive Scheme. But they get less take-home Pay than their juniors working under them as Senior Technicians & even as Technicians who are two Grades / 2 Levels below them. This is causing much frustration and heart burning among the SSEs.

It is, therefore, requested that SSEs may please be brought under direct Incentive like JEs at the hourly rate of Rs.216 in CRJ system and Rs.44,900 as Bonus Factor under GIS as per table.

b. PCO Allowance is part of Incentive system:

Production Control Organisation (PCO) Allowance is part of Incentive system paid in lieu of Incentive Bonus to Technicians, JEs & SSEs whenever they are required to work in PCO organizations. But they are put to loss due to lower take home Pay than the Incentive on the Shop-Floor. As such, it is not justified to treat PCO Allowance like other allowances to apply the indexing factor of 0.8. Hence, the PCO Allowance may please be continued to be paid @ 15% to Technicians, Junior Engineers (JEs) & @ 7.5% to Senior Section Engineers (SSEs) working in the PCO as hitherto fore.

c. Extension of PCO Allowance

- i. CMT Staff contributes directly to the Productivity of the Shops, it may also be mentioned that the workload of CMT Staff is directly proportionate to the outturn & production of the Workshop / Production Unit. But while the Staff and Technical Supervisors get Incentive Bonus on Shop floor & get PCO Allowance in PCO, but CMT Staff get neither the Incentive Bonus nor the PCO Allowance, even though CMT Staff is a part of the PCO in terms of Indian Railways Mechanical Code.
- ii. Design & Drawing Engineers in Railway Workshops & Production Units play important roles in improving the production & productivity through improved materials, Tools, Templates, Jigs & Fixtures, designing of new components & prototypes of Rolling Stocks apart from their core work of Design. But all these staffs are not paid either any Incentive Bonus or the PCO Allowance like the other Technical Supervisors & Staff in the PCO (*Production Control Organisation*). Thus they get less take home pay than the rest of the technical staff in the Workshops & Production Units, in spite of substantial contribution & technological inputs to the productivity. This is a great injustice which is causing much heart burning frustration amongst them due to wide disparity in their take-home pay.

It is, therefore, requested that the CMT & Design Engineers of Workshops & Production Units be treated as part of Planning wings of PCO & paid either the PCO Allowance or Incentive Bonus at par with their counterparts working in PCO / Shop floor.

d. Proposed Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS from 1-1-2016 as per 7th CPC Pay Levels

Designation	7 th CPC Pay Level in Pay Matrix Rs.	7 th CPC Minimum Pay in Pay Level Rs.	Existing		Proposed	
			Hourly Rate in CRJ pattern Rs.	Bonus Factor In GIS Rs.	Hourly Rate of Incentive in CRJ pattern Min Pay/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
Senior Section Engineer	Pay Level-7	44900	15% of Basic Pay	15% of Basic Pay	216	44900
Junior Engineer	Pay Level-6	35400	49.65	13340	170	35400
Sr. Technician	Pay level-6	35400	49.65	13340	170	35400
Technician Gr-I	Pay Level-5	29200	43.30	11700	140	29200
Technician Gr-II	Pay Level-4	25500	38.50	10400	123	25500
Technician. Gr-III	Pay Level-2	19900	32.20	7930	96	19900
Semi Skilled/ Unskilled	Pay Level-1	18000	25.45	6760	87	18000

3. GRANT OF DESIGN ALLOWANCE FOR JE & SSE WORKING IN DESIGN WING

JE & SSE (Design) of ICF are primarily responsible for making all new designs and further modification and improvement. Almost all the Designing work for ICF manufactured coaches are done indigenously by ICF design Engineers. Role of ICF Design Engineers get more significant during the period of complete switch over to manufacture LHB coaches and self propelled semi high speed trains. As a motivational package JE & SSE (Design) are required to be granted with Design Allowance.

It is also pertinent to mention that, 5th CPC (vide Para 50.19) had recommended for grant of Design Allowance of Rs.300 for Junior Engineers and Rs.600 for Assistant Engineers and the Recommendation was accepted by the Government and implemented in the CPWD (vide their letter No. 15/4/98-DW(S&D)547-1000 dated 9.6.2000), but the same was not implemented by the Railways although the JEs & SSEs in the Drawing & Design Offices on the Railways do a lot of designing. This is very unjust and discriminatory.

It is therefore requested to kindly recommend for grant of Design Allowance to the JEs & SSEs in the Design wing.

4. DEMANDS ON MACPS

a. Change of eligible criteria from 'Good' to 'Very Good' for financial upgradation under MACPS

- i. Three financial upgradations on completion of 10, 20 & 30 years are being extended under MACPS to give relief to the employees who got stagnated without promotion. So far financial upgradation has been extended either based on the grading 'Good' or based on the eligibility criteria for regular promotion, whichever is lower. After the implementation of 7th CPC recommendations criteria for financial upgradation has been increased to 'Very Good' which deny chances of financial upgradation even to good employees who have stagnated without promotion.

ii. Retrospective implementation of change in criteria has done injustice to employees who have been graded 'Good' which is acceptable criteria for MACPS at the time of grading. But later on they were found unsuitable for financial upgradation due to change in eligibility criteria, which is against natural justice.

iii. It is therefore requested that eligible criteria for financial upgradation may please be fixed either as 'Good' or grading eligible for regular promotion, whichever is lower. Railway Board may please impress upon DoPT on this issue to get favourable orders.

b. Counting of initial Training period for MACPS:

i. Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic spirit of Railway Board's letter No.E(NG)/90/1C1/1, Dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their annual increment, pensionary benefits, pass eligibility, qualifying service for LDCE examinations etc.

ii. Ministry of Communications & IT Directorate letter No. 4-7/(MACPS)2009-PCC dated 23.06.2016 and Superintendent RMS Z Division Hyderabad vide letter No.B1/MACPS/RJgs/2016 dated 26.07.2016 vide Para 4 has clarified that training periods shall be counted for the purpose of MACPS, copy of letters attached as Annexure-I.

iii. Asst. Director (Staff & Vig) Hyderabad Region letter No.PMG(H)/ST/MACPS/RJgs/09 dated 05/08/2016 on the subject Counting of pre-appointment training for direct recruit PA/SA for MACPS has clarified that "pre-appointment training is to be taken into account for MACPS".

iv. It is, therefore requested, that initial training period of Technical staff and others on Railways also be counted as regular service for the purpose of financial upgradation under MACPS.

c. Benefits of MACPS w.e.f.1.1.2006, since MACPS is a part of pay structure not as allowances as per Sixth CPC and as per judgment of Supreme Court:

i. 6th CPC had recommended for implementation of MACPS retrospectively from 1-1-2006, as clear from the relevant Para reproduce below:

ii. *6.5.2. The Commission has devised the revised scheme of pay bands and grade pay on the basis of price index as on 1/1/2006. Consequently, the revised structure of pay bands and grade pay being recommended in this Report would need to be implemented from 1/1/2006. The Government will have to pay arrears of salary on account of fixation of pay in the revised pay bands and grade pay retrospectively with effect from 1/1/2006.*

iii. Ministry of Railways also implemented revised pay w.e.f.1.1.2006 and all allowances except DA w.e.f.1.9.2008. Relevant part of RBE No. 103/2008 dated 04.09.2008.

iv. MACPS is a part of pay structure. But MACPS order have been implemented w.e.f.1.9.2008, which is against the 6th CPC recommendations and Finance Ministry's resolution.

v. Hon'ble Supreme Court of India in Civil Appeal No.3744 of 2016 decided on 8-12-2017 had upheld the orders of the Armed Forces Tribunal (AFT) vide its order dated 21.05.2014 wherein it was held that the benefit of ACP granted to an employee is part of the pay structure which not only affects his pay but also his pension and, therefore, held that the ACP is not an allowance but a part of pay and will apply from 01.01.2006. The Court had further ordered and held that there can be no dispute that grant of ACP is part of the pay structure. It is, therefore, requested that MACPS may please be implemented from 1.1.2006 since MACPS is part of pay structure – as recommended by 6th CPC and as held by the Apex Court.

5.IMPLEMENTATION OF 7th CPC RECOMMENDATION FOR C&M

Nearly 1200 Group 'C' staff and 150 officers of Chemical & Metallurgical Organization are engaged in testing and certification of raw materials and vital safety items, thereby ensuring quality control and safety of travelling public.

7th CPC vide para 11.40.124 has recommended following Grade Pay for C&M category

Designation	Grade Pay in 6 th CPC	Grade Pay recommended by 7 th CPC
ACMT	Rs. 4800	Rs. 5400
CMS	Rs. 4600	Rs. 4800
CMA	Rs. 4200	Rs. 4600

Recommendation of 7th CPC for C&M staff has not been implemented by Railways so far.

It is requested to Implement the recommendations of 7th CPC vide para 11.40.124 and grant GP Rs.4800 to CMS & GP Rs. 4600 to CMA.

Thank you

Yours' truly



(K.GOBINATH)
Zonal Secretary / IC

Copy for kind information

General Manager / ICF