

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

## CHARTER OF DEMANDS FOR

### SEVENTH CENTRAL PAY COMMISSION

#### FOR CONSIDERATION OF CGB & PAY COMMISSION CELL OF IRTSA

##### PRINCIPLES OF PAY DETERMINATION & PAY STRUCTURE

1. **Pay structure:** The Pay structure of the Central Government Employees especially those on the Railways should be at par with the other Government Undertakings as well as organizations in the Corporate & Private Sector to make the Government as model employer and to make the Government jobs attractive enough to attract the best of the talent so as to ensure highest level of efficiency, dedication, job satisfaction and integrity.

Special consideration for peculiarity of the nature of work, for recruitment qualifications, induction training, duties & responsibilities, skill & professional/technical in-puts, hours of work, accountability as well as intellectual and other related aspect - while arriving at a pay structure for a category.

2. **Minimum & Maximum Wages :** *(To be finalized by the Pay Commission Cell of IRTSA – after complete study of facts and figures of the related areas)*
3. **Rate of Increment :** *(To be finalized by the Pay Commission Cell of IRTSA – after complete study of facts and figures of the related areas)*
4. **Wage Determination should be through Job Evaluation:** All Pay scales should be determined by transparent and scientific Job Evaluation (preferably by Classification Method - as in all advanced Countries like USA – where all Federal jobs are covered under the “Classification Act”). Professional experts in Job Evaluation should be inducted in the Pay Commission – or an experts body like National Productivity Council be associated with it.
5. **Removal of Anomalies** in the Pay Scales of Technical Supervisors on the Railways and restoration of horizontal parity and vertical relativity— which was unjustly disturbed by the Sixth pay commission.
6. **Equated pay rise for all section of employees at all levels (as against a much higher hike of over three times given to those in higher Pay Scales of S 30 to S 34 compared to only 2.26 times rise given to all those in S 4 to S 23 after the 6th Pay Commission.**
7. **Removal of discrimination caused by Sixth Pay Commission by allowing 3 to 3.4 times rise of Pay to Officers in Scales S-24 to S-34 as against only 2.26 times granted to those in S-4 to S-23 after the 6<sup>th</sup> Pay Commission.**
8. **Adequate compensation to the staff in lower scales of S 4 to S 23 for the loss suffered after Sixth Pay Commission due to lower Pay rise in these scales as compared to S 24 and above.**

**Additional Pay Rise for PB 1 TO PB 3 to bring the %age of pay rise additionally given in PB 4 & above after 6<sup>th</sup> CPC.**

9. **Three times rise of all Pay Bands and Grade Pay – and a Common Multiple Factor of 3 (three) of Basic Pay for Pay Fixation on implementation of 7<sup>th</sup> Pay Commission – to compensate for erosion of real wages since Sixth Pay Commission.**

*[(100% BP + 90% DA + 40% Projected DA up to Jan 2016 + 70% Fixation Benefit) = 300%]*

10. a) **Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc.

b) **Up-grading of posts of Senior Section Engineers, CDMS, CMS to Grade Pay of Rs 5400 PB-3** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to restore the Pre- Sixth CPC “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc..

11. **Up-grading of posts of CMA-I to pre-revised scale of Rs.7450-11500** since Direct Recruitment qualifications of CMA-I are BE / B.Tech. (Chemical / Metallurgical) or MSc (Chemistry); and as the Sixth CPC had recommended (*vide Para 3.4.7*) that the posts with element of Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500.
12. **PARITY IN FIXATION OF PAY OF PROMOTEES & DIRECT RECRUITS AFTER 6<sup>TH</sup> CPC. - FIXING OF PAY OF PROMOTEES AT ENTRY LEVEL FOR DIRECT RECRUITS**
13. **Removal of disparity in pay scales of Group B Officers & DR Junior Scale – Grant of Grade Pay Rs.5400 in PB 3 to both Group B & Group A Entry Grade to DR Junior Scale – on the grounds of “equal Pay for equal work” – as per Article 39 of Constitution of India.**
14. **Proposed Pay Scales for Engineers / Technical Supervisors** (JEs, SSEs, DMS, CDMS, CMA, CMS and JE (IT), SE (IT) etc. of all Departments on Railways (Including Mechanical, Electrical, Civil Engineering, S & T, Drawing / Design, Stores, Lab and Data EDP Centres, etc.)

| Sl. No | Designation                                      | Existing           |           | Proposed<br>(As per Existing structure) |           | Tentatively Proposed                                                                                                   |           |
|--------|--------------------------------------------------|--------------------|-----------|-----------------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------|-----------|
|        |                                                  | Pay Band           | Grade Pay | Pay Band                                | Grade Pay | Pay Band                                                                                                               | Grade Pay |
| 1      | Junior Engineer / CMA / DMS                      | PB 2<br>9300-34800 | 4200      | PB 2<br>9300-34800                      | 4800      | (To be finalized by the Pay Commission Cell of IRTSA – after complete study of facts and figures of the related areas) |           |
| 2      | Senior Section Engineer / CMS / CDMS / Sr.Er(IT) | PB 2<br>9300-34800 | 4600      | PB 3<br>15600-39100                     | 5400      |                                                                                                                        |           |

#### **MACPS & CAREER PLANNING**

15. **Improved Modified Assured Career Progression Scheme (MACPS)** - with a financial upgrading after first 4 years of service and subsequently after every 5 to 8 years of service – **with consequential benefits of higher Grades** - to provide adequate motivation and to ensure optimum efficiency.
16. a) MACP on promotional hierarchy *instead of Grade Pay hierarchy* as per judgment of various Courts
- b) Grant of 3<sup>rd</sup> MACP to Rs.7600 to Rail Engineers – at Par with JEs of CPWD.
- c) Counting of training period for MACPs as regular service - as it is counted as qualifying service for pension & increments and as paid for from General Revenue.
- d) Counting of Past service of P-Way Supervisors as JE for grant of MACP
- e) Promotion through LDCE be considered as Entry Grade for MACPS.
- f) Upgrading under MACPs to all JE & SSE (*design & Drawing*) - considering their entry Grade Pay as ₹ 4200 & ₹ 4600 respectively.
17. **Classification of posts of Senior Section Engineers, Chief Depot Material Superintendent, Chemical & Metallurgical Superintendent, Senior Engineer (IT) in Group ‘B’ (Gazetted)** - as in all other Departments and as per recommendations of Previous Pay Commission and orders of DOP thereon.
18. **Time Bond Promotion of all JE, DMS, CMA as Assistant Engineer (AE) in 4 years, Senior Scale in 8 to 9 years & JA Grade in 15 years of serv.**
19. **Time Bound Promotion of all Directly Recruited Engineering Graduates SSEs, CDMS, CMS to Senior Scale in 4 years, to JA Grade in 8 to 9 years & SAG Grade in 15 years of service.**
20. **IT Centres on Zonal Railways & PUs in line should have same staffing pattern as of the Computer Centre Railway Board (*vide letter No No:ERB-I/2011/25/4 dated 14.07.2011*), - placing the existing posts of JE/IT from the grade pay of Rs.4200 to Rs.4600 and the existing posts of Senior Engineer/IT from the Grade Pay of Rs.4600 to Rs.4800.**

### **ALLOWANCES: DEARNESS ALLOWANCE**

21. **Link D.A. to the latest new base series of average Consumer Price Index**, preferably for Middle Class Consumers Price Index or for Urban Non-Manual Worker Index – instead of Industrial Workers Consumer Price Index.
22. **Change in the mode of compilation of Consumer Price Index** so as to make it more realistic and in accordance with the actual Market Rates prevailing all over the Country for all the Consumer Items.
23. **Rationalization of Weight-age of various items included for compilation of Consumer Price Index** according to the changed pattern of consumption by the working class due to changed economic and social requirements and living standards of the society at large especially in respect of Housing, Education, Medical, recreation, social & cultural opportunities and other requirements and necessities.
24. **Treatment of Dearness Allowance as Pay whenever the Cost of Living Index exceeds 25%** over the Base Index at which the Pay Scales are prescribed and may please be counted for all purposes – including for calculation of all Allowances and **Retirement Benefits etc.**
25. **Adequately enhancing the amount of HRA**, so as to be compensated fully for prevailing Rents in various Class of Cities.
26. **Periodical revision of H.R.A.** to compensate for rise of Rents.
27. **Counting of D.A. for grant of H.R.A or D.A. be treated as D.P. after (every) rise of 25% of Price Index** to compensate for escalation of Rents.
28. **Exemption of all allowances from Income Tax** (as these are not emoluments but compensatory allowance) as had been aptly recommended by Fifth Central Pay Commission.
29. **Liberalization of Population Criteria for classification of cities**
30. **PROPOSED RATES & CRITERION FOR CLASSIFICATION OF CITIES FOR HRA**

| Sl. No. | Class of City                                      | Existing Population criteria | Existing rates as percentage of Basic Pay | Proposed Population criteria        | Proposed Rates of H.R.A. |
|---------|----------------------------------------------------|------------------------------|-------------------------------------------|-------------------------------------|--------------------------|
| 1.      | “x” Class<br>(Earlier classified as A1)            | 50 Lakhs & above             | 30%                                       | “A1”<br>25 Lakhs & above            | 40% of Pay<br>+ D.A.     |
| 2.      | “y” Class<br>(Earlier classified as A, B1 & B2)    | 50 -5 Lakhs                  | 20%                                       | “A “<br>5 to 25 Lakhs               | 30% of Pay<br>+ D.A.     |
| 3.      | “Z” Class<br>(Earlier classified as & Unclassified | Below 5 lakhs                | 10%                                       | “C” & Unclassified<br>Below 5 Lakhs | 20% of Pay<br>+ D.A.     |

31. **Reduction in Rate of Interest on House Building Advance (HBA)** - to maximum of 4% to 5% as in the Financial Institutions and Public Undertakings like Banks and LIC etc.
32. **Increase of Amount of HBA periodically** to keep pace with rise of cost of land and construction.
33. **Leasing out of Surplus land with the Railways at reasonable rates for construction of Co-operative Housing colonies of the Railway employees.**
34. **Taking houses on long term lease by the Government for Employees** (including those in Group ‘A’, ‘B’ or ‘C’) at suitable rent – as recommended by Third, Fourth and Fifth Pay Commissions.
35. **Powers to take Houses on lease should be De-centralised and limits be substantially increased to realistic levels.**
36. **Reduction in Rents for Government accommodation** - which have been substantially increased over the years, putting the employees in great hardship. Raising Rent for Railway

Quarters should be stopped specially for the over 30 years old houses for which the Government had already recovered the cost many times over.

37. **Increase in Housing satisfaction level** to atleast 50% in case of Non-Technical Staff and 100% in case of Technical Staff and Engineers – keeping in view exigencies of their service.

#### **RESTORATION OF CCA**

38. **Costliness of Cities be made the criteria for Classification of Cities for payment of C.C.A.**
39. **Limits for population for classification of Cities for CCA be adequately reduced (as indicated above for HRA).**
40. **CCA should be periodically enhanced and D.A. be treated as D.P. for all purposes including CCA to compensate for heavy inflation**  
**OR atleast DA be converted to D.P on reaching 25%.**
41. Amount of CCA may please be enhanced as under to make it more realistic and just.

#### **PROPOSED RATES OF C.C.A.**

| Sl. No. | Class of City | Proposed Rates of C.C.A. |
|---------|---------------|--------------------------|
| 1.      | “x” Class     | 15% of Pay + D.A         |
| 2.      | “y” Class     | 10% of Pay + D.A         |
| 3.      | “Z” Class     | 8% of Pay + D.A          |

42. **Rural Area and Sub-Mountainous Area Compensatory Allowance** be paid as available in some of the States to the Employees posted in such areas respectively to compensate for higher cost of living in these areas on account of inadequate transportation and infrastructural facilities and increased dependency on urbanized areas due to change of Socio-Economic conditions.
43. **Disturbed Area Allowance:** Disturbed Area Compensatory Allowance be paid to Employees posted in areas which are disturbed due to unstable Law and Order situation, terrorist activities or intense Army / Police action to maintain the Law and Order etc.
44. **Special / Additional Insurance Cover for the Employees posted in Disturbed / Border areas.**

#### **TRANSPORT ALLOWANCE**

45. **Transport Allowance may please be revised** as under: 10% of Pay + DA be granted as Transport Allowance uniformly for all cities in India aince the cost of fuel is almost equal in all cities and other areas.

| Employees drawing Grade Pay of                                                                                                                    | Existing Rate of Transport Allowance per month |                      | Proposed Rate of Transport Allowance per month |                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|----------------------|------------------------------------------------|-----------------|
| ??                                                                                                                                                | In 13 cities* classified as A-1/A earlier      | Other places         | Cities classified as A-1/A earlier             | Other places    |
| Grade pay of Rs.5400 & above                                                                                                                      | Rs.3200 + DA thereon                           | Rs.1600 + DA thereon | 10% of Pay + DA                                | 10% of Pay + DA |
| [i] Grade pay of Rs.4200, 4600 and Rs.4800<br>[ii] those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above | Rs.1600 + DA thereon                           | Rs.800+ DA thereon   |                                                |                 |
| Grade pay below 4200 and pay in the pay band below Rs.7440                                                                                        | Rs.600+ DA thereon                             | Rs.400+ DA thereon   |                                                |                 |

46. **Rates of Transfer & Packing Allowance be periodically revised adequately and linked with Price Index**

### **OVER TIME ALLOWANCE**

47. **Over Time Allowance for actual number of extra hours put in due exigency of work, by JE/SSE, DMS/CDMS, CMA/CMS & JE/SE(IT) on the Railways** be allowed at the same rate as admissible to those in the Defence Workshops, irrespective of the category or pay range – both under the Factories Act and the Hours of Employment Regulations etc.
48. **Removal of limits of admissibility for National Holiday Allowance**, and all Technical Supervisors on the Railways (up to and including Senior Section Engineers in existing grade pay Rs.4600) be allowed the N.H.A as they are essentially required to attend to the work on National Holidays, due to exigencies of work and to keep the trains and systems running.

### **NON-PRACTICING ALLOWANCE**

49. **Non-Practicing Allowance of 10% of Pay to Professionals like Engineers / Technical Supervisors - i.e. JE/SSE, DMS/CDMS, CMA/CMS & JE/SE(IT).**

**OR Service Conduct Rules be amended to remove bar for Private Practice by Engineers**

### **RISK ALLOWANCE**

50. **Risk Allowance at suitable rate (of 10% of Pay) to Rail Engineers / Technical Supervisors and other Technical Staff working in Workshops, Production Units, Running Sheds, Engineering, Electrical, Mechanical and S&T Depots, Power Houses, Printing Presses, Over Head Electrification, A.C. Plants etc. which involve hazards.**

### **DESIGN ALLOWANCE**

51. JEs and SSEs working in Drawing and Design offices be granted Design Allowance at par with their counterparts in CPWD etc. (as per recommendation of 5th CPC).

### **TRAVELING ALLOWANCE**

52. **Rates of TA / DA and Mileage / Conveyance Allowance be adequately enhanced and the same be linked with Price Index** and Dearness Allowance should be counted for determining the rates of TA / DA admissible to the Employees on tour - Periodic revision of TA/DA.

### **MEDICAL ALLOWANCE & TREATMENT**

53. **Grant of adequate FMA (Fixed Medical Allowance) and periodical revision thereof for day-to-day Medical Treatment to employees & Pensioners posted & residing in far flung areas – away from CGHS Dispensaries & Railway Hospitals.**
54. Free Treatment of Central Government Employees, including Railways Employees & Pensioners in Specialized Government Hospitals like AIIMS / NIMS / NIMHANS / JIPMER / CMC / PGI - especially, since these Hospitals are run by the Union Government.
55. Empanelled/recognized of more Private Hospitals for Treatment of Central Government & Railway employees & Pensioners – on Cashless Billing system in Emergency and on Reference by CGHS / Railway Doctors.
56. Technical Supervisors (JEs, SSEs, CMA, CMS, DMS & CDMS etc) may be provided private rooms in Railway Hospitals when admitted as In-patients similar to Group A/B Officers.

### **INCENTIVE FOR ACQUIRING HIGHER QUALIFICATION**

57. **INCENTIVE FOR ACQUIRING HIGHER PROFESSIONAL QUALIFICATION**

58. **Restoration of System of 2+4=6 advance increments respectively after passing Section 'A' and Section 'B' of AMIE etc be restored (instead of a lump sum amount).**

**OR Grant of 20% of Pay for passing section A & B of AMIE or other similar Professional qualifications.**

59. 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.
60. 20% of Special Pay to JE & SE (IT) to attract talented personnel in this new horizon of Information Technology.

## PLB

61. **Removal of unfair & unjust wage ceiling limit of Rs.3500 for payment of PLB**

## HOURS OF WORK & SERVICE CONDITIONS

62. **45 hours uniform Working week on Railways – as existing in many Railway Workshops.**
63. **Reduction of working hours for the Industrial Workers to 40 hours** a week - as recommended by the National Commission on Labour.
64. **Lunch Break should be counted for computing maximum number of working hours in a week – as provided under the Factories Act.**
65. **Restricted Holidays to Engineers / Technical Staff** to attend the Religious Functions / Festivals etc., – at par with the Secretarial Staff etc
66. **“5 Days a Week” for the Industrial Workers / Technical Staff and Engineers / Technical Supervisors (i.e. JEs & SSEs) - at par with Ministerial Staff.**
67. **Weightage for Night Duty Allowance ( NDA ) be given for hours of Duty between Sunset to Sunrise ( i.e from 6 PM to 6 AM instead of from 10 PM to 6 PM – at present).**
68. **Abolition of limit on maximum accumulation of leave as had been done in the case of many of the State Government Employees**  
**OR Limit of accumulation of Leave may be raised to 15 months (450 days), in order to avoid hardship to the Staff, as well as to improve Attendance in the Offices and Industrial Establishments.**
69. **Encashment of Leave be allowed during service - without any restriction.**
70. **Half a Day's L.A.P / Earned Leave be allowed to attend to the exigencies** to avoid wastage of full day's leave when not required - particularly if there is no Casual Leave to the credit of an Employee.
71. **Commutation of Half Pay Leave may be allowed without Medical Certificate, in case of emergency.**
72. **Restoration of 12 days of Casual Leave – unjustly curtailed after 5<sup>th</sup> CPC..**
73. **Prefix or Suffix Casual Leave with other type of Leave**
74. **Accumulation of Casual Leave may be allowed and the un-availed Casual Leave in a calendar year be credited to the Earned Leave Account,** as permitted in many Public Undertakings (like L.I.C. etc.).
75. **Exclusion of Sundays and holidays during counting of no. of days in case of leave availed as LAP.**

## ADVANCES

76. **Adequate quantum of advances as per market rates and periodic revision thereof - irrespective of Pay or Scale of Pay – including House Building Advance, Vehicle Advance, Festival Advance, Computer Advance, Furniture & Household effects Advance etc.**
77. **Advance for suitable type of cloth and stitching charges,** to get the Uniforms stitched properly. The previous Pay Commissions had also recommended the grant of this facility, but it had not been properly implemented
78. **Vehicle Advance:** Limit for Vehicle Advance should be increased to Rs. 80000/- for Motor Cycle / Scooter; Rs. 6 Lakhs for Motor Car, and Rs. 8000/- for purchase of a Bicycle. This limit should be revised from time to time according to the rates of the vehicles in the market.

## GROUP INSURANCE

79. **Amount of Group Insurance cover should be enhanced to at least Rs.15 lakhs** in view of heavy inflation as per New Scales of Pay proposed by the Pay Commission.

80. All JE/SSE, DMS/CDMS, CMA/CMS & JE/SE(IT) on the Railways, be considered in Group 'B'; for the purpose of Group Insurance and the pay-slabs prescribed in the Scheme be revised accordingly.

#### **INCENTIVE FOR SMALL FAMILIES**

81. Incentive Increment for Family Planning for promoting Small Family Norms should be paid as per New Scales of Pay both to those who had adopted Family Planning Norms prior to 2006 as well as to those who adopt them later on and should be counted for all purposes as done earlier.

#### **PRIVILEGE PASSES**

82. Inclusion of both dependent parents (Father and Mother) in the Privilege Passes issued to Railway employees in case they are dependent on the Employee as per income ceiling.
83. Removal of disparity in eligibility of the number of Passes and PTOs between Railway employees Group A, B Officers and Group C Staff.

#### **INCOME TAX**

84. Exemption of all allowances from Income Tax – as recommended by Fifth Pay Commission.
85. Raising of Exemption Limit for Income Tax to Rs. 5 Lakhs for salaried Class and linking thereof with inflation.

#### **PENSIONARY BENEFITS**

86. **MINIMUM PENSION:** Minimum Pension of at least Rs.10,000 per month – in view of heavy inflation since last Pay Commission and proposed 3 times rise of wages & Pension proposed *[(Considering 100% BP + 90% DA + 40% Projected DA up to Jan 2016 + 70% Fixation Benefit) = 300%]*
87. NPS: New Pension Scheme should be withdrawn for Post 2004 Central Government / Railway employees and they should be covered under the existing Pension Scheme.
88. Full Pension on pay plus D.A. last drawn – after 20 years service – with proportionate Pension for lesser years of service beyond 5 years minimum service.
89. Pension should be 60% of last pay drawn or average of last 10 months – whichever is higher
90. Family pension should be 40% last pay drawn or average of last 10 months – whichever is higher.
91. Additional Pension of 1% for every additional year of service beyond 20 years.
92. Pay and full D.A. last drawn for grant of Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund.
93. Full parity between past and future retirees: Full Parity of Pension between Pre & Post 2014/2016 Pensioners – retiring from the same post
94. One month's pay plus D.A. last drawn as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund, instead of half month's pay for each year of qualifying service as at present.
95. Removal of maximum ceiling limit for Death-Cum-Retirement Gratuity in case of death of an employee.
96. Rates of Family Pension may be revised as under :-

| Proposed Amount of Family Pension Per Month                                                                                                                     |                                                                            |                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| On death in Harness                                                                                                                                             | On death between 58 to 65 years of age.                                    | After limits indicated in columns 2 and 3                                                        |
| 80% of last pay drawn as Family Pension for 10 years (if the Employee had survived) (with minimum Family Pension not being less than the Minimum wage less 20%) | Full Pension as Family Pension for 10 years (if the Employee had survived) | 80% of Normal Pension if the Employee had survived (with minimum FP being Minimum Wage less 20%) |

97. Medical Allowance to Pensioners and Family Pensioners be increased to at least Rs.2000 per month (with periodic revision thereof) for outdoor treatment – where no such facility is available nearby.
98. **Additional Pension:** Old age pension should start from the age of 65 years  
5% additional Pension after 65 years of age, 10% Additional Pension after 70 years of age and 15 % additional Pension after 75 years of age, 20% after 80 years of age, 30% after 85 years, 40% after 90 years, 50% after 95 years & 100% after 100 years of age as additional Pension – to meet with additional expenses on Medicines, health care and other exigencies.
99. Pensioners should be granted the House Rent Allowance and City Compensatory Allowance at the same rates as applicable in the case of serving Employees – in the pay slab equal to the pension.
100. In order to reduce administrative work, Employees be retired at the end of the year in December or at the most in two batches – one at the end of June and another at the end of December – each year, depending on the part of the year in which their date of Superannuation falls.
101. Powers for compulsory or premature retirement should be withdrawn in entirety.  
If at all such an action is considered inescapable, then it should be taken only after regular enquiry as in the case of normal disciplinary proceedings and the Employee should be given the right to defend and appeal against the action.
102. Valuable expertise of suitable and talented Technical, Professional and Specialised Personnel may be used through Re-employment in appropriate fields – against Super numery posts – through a suitable mechanism of selection – as required – without impact of any favour or bias.
103. Contributions by the Pensioners / Retiring Employees CGHS & RELHS (Railway Employees Liberated Health Scheme) be waived off or may be suitably reduced with balance contribution by the Government / Railways – keeping in view the true spirit of Social Responsibility towards the Pensioners – as defined by the Apex Court in Nakra's Case.
104. 50% tax rebate to the Senior Citizen between 60 years and 65 years and 75% tax rebate for senior citizens above 65 years and 100% after 80 years of age.

#### **DATE OF EFFECT, INTERIM RELIEF & PERIODICITY OF REVISION**

105. **Implementation of Recommendations of Pay Commission in respect of Pay Scales, Allowances, Service Conditions, and Retirement Benefits etc, from 1-1-2014 /when the DA crosses 100% / Date of Notification of the Pay Commission.**
106. **Interim Relief of at least 40% of the Pay/Pension + D.A to all Central Government Employees & Pensioners w.e.f 01.01.2014** - pending finalization & implementation of recommendations of the Pay Commission, to mitigate the sufferings of the employees and Pensioners - to compensate them, at least partially, for the large-scale erosion of their Pay / Pensions due to heavy inflation.
107. **Continual Revision of Wages, if not annually, then at least every 5 years (like all PSUs) OR whenever the Dearness Allowance rises above 50 per cent.**

Harchandan Singh,  
GS IRTSA

#### **NOTE:**

- i) *Justified Suggestions received during the CGB Meeting of IRTSA & through the Pay Commission Cell shall be added in this Charter for the 7<sup>th</sup> CPC.*
- ii) *Suggestions in this regard may be sent (along with justification thereof) to Er Harchandan Singh, GS IRTSA by Email to [gsirtsa@yahoo.com](mailto:gsirtsa@yahoo.com) with a copy to Er. K. V. Ramesh, JGS IRTSA, by Email to [rameshirtsa@yahoo.co.in](mailto:rameshirtsa@yahoo.co.in) )*