

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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MAIN ACHIEVEMENTS OF IRTSA IN 54 YEARS (1965 – 2019)

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), 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 & 2019 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 & 4 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 PBCAT& 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 5thCPC
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. Continuance of 15% incentive bonus for SSE working PUs & workshops during the incentive revisions on 2009 & 2019.
37. Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota in higher scales.
38. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
39. 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).
40. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
41. Merger & up-gradation of P-way Supervisors as JE P-way and its spread effect to entire cadre.
42. Abolition of written test for selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.

GENERAL DEMANDS CONCEDED

43. Elimination of stagnation of pay through introduction of Pay Band/Grade Pay concept by 6th CPC and Pay Matrix by 7th CPC.
44. Annual increment equal to 3% of basic pay – instead of arbitrary fixed amount.
45. HRA on percentage of Basic Pay.
46. Improved transport allowance without any distance restriction and with inflation proof.
47. 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.
48. Reimbursement of inflation proof tuition fee Rs.2250 per child per month for two children.
49. Encashment of 60 days LAP while in service in addition to 300 days encashment on retirement.
50. Grant of ACP by 5thCPC &MACP after 6thPay Commission – to end stagnation (Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions).
51. Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. (This ensures a JE to reach Pay Level-9).
52. Employees selected under GDCE to be treated as DRs for MACPS.
53. 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.
54. 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.