

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No: IRTSA/ GS / CHQ/RCF/2020-1

Date: 30-1-2020

Shri. Ravinder Gupta,
General Manager,
Rail Coach Factory,
Kapurthala.
(Email: gm@rcf.railnet.gov.in)

Dear Shri Ravinder Gupta,

Subject: Proposals for consideration of all alternatives for Raising Production of Coaches in RCF – instead of allowing Private Contractors inside the Factory

1. We fully share your concern for increasing the outturn of Coaches in the RCF as per revised targets fixed by the Railway Board as conveyed by you vide your office letter dated 10-1-2020 cited above to the Unions at RCF. We also appreciate that you have resolved some of the immediate problems during the Meeting with the Recognized Unions on 22-1-2020 and thereafter.

2. We do realize that the Nation and the Railways need more high quality (LHB) Coaches and all of us have to do the utmost to step up the outturn by optimizing the production & productivity at all levels to meet with the revised targets as per needs of the Nation.

3. **NEED TO CONSIDER ALL ALTERNATIVES FOR INCREASED OUTTURN:** We, earnestly feel that for achieving higher targets, there is an urgent need to consider all alternatives for the purpose and we appeal to you to consider all the available alternatives, some of which are indicated below, for raising the Production of RCF (*instead of allowing Private Contractors to work inside the Factory*).

4. **DISADVANTAGES OF ALLOWING CONTRACTORS INSIDE THE FACTORY:** a) Allowing Contractor & his men to work inside the Factory for Coach Construction, will be a violation of the laid down norms of Group Incentive Scheme and the same can invite serious audit objections from the Audit Department as well as CAG. It will also be violating the agreements and orders as mentioned by the Unions at RCF in their letter dated 16-1-2020 to you.

b) The worst part of it will be that the quality as well as passenger Safety will seriously suffer especially due to lack of direct control & effective supervision by the Railways and absolute lack of commitment of the Contractor to the quality of production. There is also a definite possibility of the Contractor to exploit and miss-use the Railway Staff and facilities of the Factory.

5. **HIGH COSTS & OVERHEADS OF CORPORATIZATION:** The proposal for Corporatization of Production Units, will add to the over-heads and PPP (Public Private Participation) will increase the cost of Coaches due to the pressure of the private participants for a higher profitability. It will adversely affect the employees due to changes in their Service Conditions.

6. **RCF STAFF CAN MEET THE TARGETS WITHOUT CONTRACT:**

a) We are of the opinion that RCF Staff itself can meet the revised targets provided the man-power is made available as per requirement based on established norms or at least it may be provided in proportion to the value of the proposed Contract.

b) We are confident that the Coaches produced by RCF Staff are and shall always be cheaper and of a better quality than those produced either by the Contractor or elsewhere.

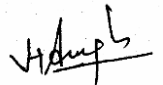
7. We, therefore, request you that the following proposals may please be considered and adopted and may please be recommended to the Railway Board for their approval where required, to increase the production as well as in the larger interest of the Nation and industrial peace.

PROPOSALS FOR CONSIDERATION FOR INCREASING OUT TURN OF COACHES IN RCF:

- i) Fixing the targets once in a year and doing the Man Power Planning accordingly, with requisite provision of Artisans & Technical Supervisors (JEs & SSEs, Store & Lab Staff) for effective quality control, supervision and material management.
- ii) Filling up of Vacancies of Staff & Technical Supervisors (JEs & SSEs, Store & Lab Staff) simultaneously & at least once every year as per Book of Sanctions, either through RRB or till it is done, it may be done (through Delegation to Powers to General Managers) to engage Skilled Artisans (from among trained Act Apprentices) and Technical Supervisors (JEs, Lab Assistants & Store Staff) on Contract (like the Doctors & Pharmacists etc.).
- iii) a) No Contractor be allowed inside the Factory (in view of submissions in Para 4).
b) Urging Railway Board not to Corporatize PUs (in view of submissions in Para 5)
- iv) Automation of Furnishing Assembly, installing Jigs and Mechanized Arrangement for Heavy Lifting to save manpower and effort.
- v) Outsourcing a bigger quantity of some of the items (like Roof, Side Walls, End-Walls & Under Frame & Bogie Frame etc.) to other Railway Mechanical Workshops - (where suitable facilities exist or can be created for manufacturing these items in order to utilize their man-power & capacity of those Workshops helping RCF to achieve its targets).
- vi) Redeployment staff after suitable training, if required.
- vii) Identifying & eliminating wastage or underutilization of Resources like Manpower, Material, and Machinery.
- viii) Rationalizations of strength of 'Groups' under Group Incentive Scheme in RCF as per revised targets, for better functioning, effective management, better productivity.
- ix) Urging Railway Board to Classify Senior Section Engineers (or at least the Shop In-charges) to Group B (Gazetted) with requisite powers for more effective management of Shops and to take on the spot decisions for improving productivity and quality control.
- x) Consulting the Recognized Unions & Associations on Staff related issues & policies well in advance, for effective implementation and for better Industrial relations – free of victimization and acrimony on either side.

Thanking you,

Yours truly,



(Harchandan Singh)
General Secretary, IRTSA

Copy for information & favorable action to:

1. General Secretary, AIRF, 4, State Entry Road, New Delhi.
2. General Secretary, NFIR, 3, Chelmsford Road, New Delhi

Copy for inf. to Members, RCFBC, Hussainpur (in reference to their letter No. RCFBC/1/2020 Dated 10-1-2020)

1. Sh. J. S. Saini, General Secretary RCF Men's Union,
2. Sh. Saravjeet Singh, General Secretary RCF Employees Union,
3. Sh. Ram Ratan Singh, General Secretary RCF Mazdoor Union,
4. Sh. VirParkash, Zonal Secretary RCF OBC Association.
5. Sh. RC Meena, General Secretary RCF SC/ST Association,
6. Sh. M. Bhatnagar, Zonal Secretary IRTSA/RCF
7. Sh. Sukhbir Singh, RCF UEA

CC: Sh. Darshan Lal, Working Presidedt CEC IRTSA & Zonal President, IRTSA RCF