

# REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEAR 2018-19

PRESENTED TO THE  
CENTRAL GENERAL BODY & 54<sup>th</sup> ALL INDIA ANNUAL CONFERENCE OF IRTSA  
HELD ON 10<sup>th</sup> & 11<sup>th</sup> DECEMBER 2019 AT LUCKNOW, NORTHERN RAILWAY



**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**  
Regd. No. 1329 Under Trade Union Act of India. Website: [www.irtsa.net](http://www.irtsa.net)  
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# **INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

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## **REPORT OF GENERAL SECRETARY, IRTSA**

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Dear President & Brother Engineers,

### **PREAMBLE**

0.1 I heartily welcome you all to the 54<sup>th</sup>All India Annual Conference & Central General Body Meeting of IRTSA, being held at the historical city of India, Lucknow.

0.2 IRTSA provides a strong platform for Technical Supervisors working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 54 years and continues to strive to meet the challenges before us and to scale bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before five Pay Commissions (from 3<sup>rd</sup>CPC to 7<sup>th</sup>CPC), as well as before the Railway Reforms Committee (RRC), Railway Accident Inquiry Committees (RAICs), Cadre Restructuring Committees, Railway Convention Committee, Safety Committee. Incentive Revision Committee and to Prime Ministers, MORs, numerous MPs and different Ministries besides the Railway Board as well as Zonal & local level administrations. IRTSA has made many significant achievements – some of which are enlisted at the end of this report.

0.4 However, there are, many challenges ahead – major among them being the denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors regarding requisite Pay Levels, avenues of promotion & classification of the category as Group 'B' (Gaz) etc.

0.5 Apart from meeting the challenges pertaining to category, we have to face the new challenges for basic existence of Railways in its present form. Government's decision on permitting private train operators in passenger train operations and corporatization of Production units of Indian Railways are the major threat for the Railway men, need to be fought against effectively.

0.6 IRTSA has created cordial relations over the years, with the Organised labours at all levels (including the Federations at the National level as well as the Unions at Zonal & Local levels) since we strongly believe that in this era of collective bargaining only collective efforts and joint struggle can bring effective results and also ensure industrial peace rather than individualistic efforts or conflicting approach –especially for the common objectives.

0.7 Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA and have been made possible through collective efforts, teamwork and continuous struggle by the Members as well as the motivation by the leaders - some of whom are not with us today. We pay our genuine tributes to all those who strived & sacrificed for the cause.

0.8 We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization - especially during the 1974 strike and at many other occasions at various levels.

0.9 CEC last met on 25<sup>th</sup> June 2019 at Dr. Ambedkar Bhavan, Chandigarh and reviewed the position of Demands pending at various levels and drew up the strategy to pursue the same at all levels as well as to strengthen the organization at all levels.

0.10 I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

### **1. ON NATIONAL FRONT**

The erosion in the India's economy, especially in the current financial year and the growth of GDP sinking to 4.5 per cent have become matters of serious concern. Indian Industries are hit by lay-offs, pay cuts and reduced earnings. Ironically the aggressive anti-corruption drive has also

unnerved corporate India, deterring investment. Recession can be short-lived if corrective actions are taken immediately, failure of which can have a prolonged effect on the health of an economy.

## **2. AS RAILWAY MEN**

2.1 Indian Railway proposed a capital expenditure of Rs.1,60,175.64 crore for 2019-20. This is the highest-ever allocation for the national transporter, surpassing last year's Rs.1,48,528 crore. Railways network will require an investment of about Rs.50 lakh crore till 2030, the Government is pitching for public private partnership (PPP) model. As per the Budget documents, the government expects the earnings from passengers to grow to Rs.56,000crore from Rs.52,000 crore in 2018-19, and goods earnings to grow by more than Rs.10,000 crore to Rs. 1,31,565 crore.

### **2.2) IRTSA joins with All Unions in the massive protest against Corporatization of PUs & Private train operators**

Government's proposal for Corporatization of Production Units met with a lot of protests being held at all Production Units of Indian Railways continuously agitating against the same. It is feared that Corporatization will escalate the cost of rolling stock, diminish the employees' wages& perks, down size the strength of working class and eventually PUs will be handed over to the Private Sector within a short period of time. Joint Action Committees were formed in CLW, DLW, ICF, RCF, RWF, DMW & MCF comprising of all Unions & Associations of respective Production Units. IRTSA joined all the Unions in all Production Units and significantly contributing for the agitations& rallies etc. Thousands of employees, Rail Engineers, family members of employees and public in and around the respective Production Units joined the agitation/rally with vigor. Tension and anguish are very high among the employees and locals.

IRTSA submitted memorandums to Ministry of Railways against corporatization of PUs and permitting private train operators in passenger business of Indian Railways. Minister of State for Railways, Members of Parliament, and many other political leaders were apprised about the negative impacts of the proposals in person.

## **3.SOME IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR**

Some important Adm. decisions on staff matters during the year are enlisted in Annexure.

### **4. AS RAIL ENGINEERS**

4.1) **Recognition of Role of Rail Engineers / Technical Supervisors:** As a result of consistent struggle & effective representations by IRTSA, the Role of Rail Engineers / Technical Supervisors has substantially been recognised at various levels including the 3<sup>rd</sup>& 4<sup>th</sup> Pay Commissions, RAIC (Railway Accident Inquiry Committees) 1968 & 1978, RRC (Railway Reforms Committee), RSC (Railway Safety Committee) and Railway Convention Committee etc. IRTSA has continuously been stressing for higher pay levels, status & promotional avenue based on the distinctive role of in the safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipments on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities.

7<sup>th</sup> CPC had recommended higher Pay scales and better avenues of Promotion for SSE & JE. Even though top management of the Railway Board including many of the CRBs and Members of the Railway Board, have strongly& repeatedly recommended for higher pay scales and better avenues of promotion but the desired result can only be achieved only through more intensive efforts and struggle.

4.2) **Recognition of IRTSA:** Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways through better job satisfaction & motivation of the Front Line Managers / Technical Supervisors. We have to pursue the issue effectively.

4.3) a) **Pay Levels of JE & SSE:** a)Based on the recommendations of 7<sup>th</sup> Pay Commission of its report in para 11.40.113 pertaining to Technical Supervisors, recommending that Ministry of

Railways should consider enhancing the number of posts in the next higher level Railway Board in its proposal to the Empowered Committee of Secretaries (E-CoS) (MOF) had proposed to place 29,721 posts of SSE in Grade Pay Rs.4800, out of total strength of 59,147.

b) However, contrary to the recommendations of 7<sup>th</sup> CPC, Railways made it as a common proposal along with other categories even though the 7<sup>th</sup> CPC recommendation was specific for Technical Supervisors. Ministry of Finance in its reply to Railways said that any fresh proposal beyond the recommendations of 7<sup>th</sup> CPC had not been considered. It was decided by the Finance Ministry that other administrative issues specific to departments may be examined by the concerned Ministries. Hence, Ministry of Finance advised Railways to reconsider the proposal and place a fresh proposal based on 7<sup>th</sup> CPC recommendations, i.e. for Technical Supervisors alone. But, Railways yet to send any fresh proposal as per the communication by Ministry of Finance.

c) After 6<sup>th</sup> CPC, Railway Board had proposed through its OM No.PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010, Grade Pay of Rs.4600 for JEs& Rs.4800 for SSEs based superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man power, machinery, equipment, rolling stock and other resources for efficient train operations and higher induction training. But this was not accepted by the MOF.

d) CAT Chennai in its judgement on the case filed by IRTSA (OA 706/2013) had directed Finance Ministry to act on the decision of DAC& recommendations of the Railways. But the Finance Ministry had once again turned down the proposal of Railways subverting basic facts as well as the directions of the CAT.

e) IRTSA had, as such, filed a fresh OA 1568/2017 pleading for higher Pay Level, challenging the Finance Ministry's Office Memorandum dated 29.11.2016 on denying higher GP for JE & SSE and also based on the 7<sup>th</sup> CPC recommendations and Railways proposal to Ministry of Finance.

f) IRTSA has since filed its Rejoinder Statement to the Reply by the Respondents (Ministry of Railways, Ministry of Finance & DoPT). Arguments are expected to take place in the next date of hearing on 28<sup>th</sup> January 2020.

**4.4) Pay Level Anomaly of Technical Supervisors on Railways to be taken up in 7<sup>th</sup> CPC Departmental Anomaly Committee:-** JCM (Staff Side) had sent 18 items to DoPT for discussion in the NAC (National Anomalies Committee) including higher pay for Technical Supervisors in Railways. DoPT through its reply dated 30.10.2017 said that this particular item is exclusively Railways-specific and should be considered by DAC which has yet to start its functioning on Rlys.

**4.5) Classification of SSE/CMS/CDMS/Sr.Er.(IT) as Group 'B':** DoPT vide OM dated 8.12.2017 on Classification of Posts under CCS Rules 2016 decided that Central Civil Posts in the Pay Matrix in Level 1 to 5 will be in Group 'C', Level 6 to 9 will be classified in Group 'B'. IRTSA is pursuing with the Railways for the implementation of DoPT order in Railways also.

**4.6) Implementation of 7<sup>th</sup> CPC recommendations for CMT Engineers:-** IRTSA has sought Implementation of 7<sup>th</sup> CPC recommendation vide para11.40.124, that Chemical and Metallurgical Assistants should be upgraded to GP Rs.4600, and Chemical and Metallurgical Superintendents to GP Rs.4800. Orders are still awaited and need to be pursued further.

**4.7) Revision of Incentive as per 7<sup>th</sup> CPC Pay Matrix:** Incentive rates& Bonus factor in 7<sup>th</sup> CPC Pay Matrix have been revised at the rate of 2.25 times of the existing rates up to JEs and 15% of 7<sup>th</sup> CPC Pay for SSE.

IRTSA submitted exhaustive memorandum to the Incentive Revision Committee, seeking a revision of Hourly Rates & Bonus Factor based on scientific and established formula of at least minimum pay in each Pay Level divided by 208 (Standard working hours per month) and improvement in rate of Incentive for SSE. IRTSA sought the same with no reduction of Allowed Time and no surrender of posts. Extension of incentive for left out staff working in PUs & Workshops, not covered under incentive system including Drawing, Design, Labs, Stores, Sheds & Open line Depots.

The 69 pages detailed Memorandum highlighted that total 'on roll' strength of employees covered under Incentive system was only 1.03 lakh from Helper to SSE (and not over 2.5 lakh as was projected by administration for reflecting the financial implications of the revision of rates of

Incentive). Strength of each Workshops & PUs was collected individually by IRTSA under RTI from each Unit and then tabulated separately in the Memorandum. This helped in improvement of Incentive Rates from 1.89 proposed by the Railways to 2.25 finally agreed to by the Railway Board.

IRTSA is against linking implementation of revision of incentive rates and introduction of Biometric attendance system.

**4.8) PCO Allowance:** PCO supervisors are drawn from shop floor from the lot of seniors with good working experience and knowledge. They suffered a loss of incentive Bonus on transfer to PCO. PCO supervisors are very vital for the organisation. The PCO Allowance of 15% to PCO Staff & JEs and 7.5% to SSEs was required to be increased but had unjustly been reduced to 12% and 6% respectively after 7th CPC in spite of abnormal increase in their work

**4.9) Training Allowance:** Training allowance is granted to all non-permanent faculty members joining training institutions after a selection on tenure basis. In 1986 when this allowance was introduced @ 30% of total emoluments were granted. Fourth CPC reduced it to 30% of basic pay. In the year 1991-92 due to the resource crunch, the allowance was reduced to 15 % of basic pay. The existing rate of training allowance does not motivate intelligent and knowledgeable persons to join Training institutions. After 6th CPC, Railways / Government have made principle decision to increase the Training Allowance from 15% to 30% keeping in view the necessity to attract more talent & expertise faculty to the Training Institutions. But 7th CPC took opposite view and recommended only 12%, which needs to be modified and increased to (24%) recommended for teaching faculties of National / Central training academies and Institutes.

**4.10) MACPS:** a) Change in eligibility criteria: Based on the recommendation of 7th CPC, minimum eligibility criteria for MACPS has been modified as 'very good'. IRTSA has been representing for withdrawal of eligibility criteria of 'very good'.

b) Inclusion of training period for MACP: Hon'ble Supreme Court of India in its judgement on Special Leave Petition (Civil) Diary No(s). 28896/2019 said that "On policy of ACP we find no ground to deny the benefit of training period, which was after appointment" IRTSA appeals to DoPT & Railways to implement the judgement of Hon'ble Supreme in its letter & spirit.

c) Implementation of MACPS w.e.f. 1.1.2006: 6th CPC recommended for implementation of the revised pay structure of Pay Bands and Grade Pay, as well as pension, with effect from 01.01.2006 and revised rates of Allowances (except Dearness Allowance/DR) with effect from 01.09.2008. Hon'ble Supreme Court held that MACPS is part of pay structure recommended by 6th CPC and not to be considered as Allowances which were implemented from 1.9.2008. The judgement has cited the Resolution of the Govt. of India dated 30-8-2008 Notification of MOF where in MACPS has been defined as Pay and not as Allowance and has thus to be allowed from 1-1-2006.

Consequent upon the said judgment of the Supreme Court, Ministry of Defense made the MACP Scheme operational from 01.01.2006 vide its orders dated 25-7-2018. IRTSA is demanding implementation of same policies for all Central Govt. employees.

**4.11) Adverse Working Conditions:** Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are victims of officers' apathy and unscrupulous elements among the working class below us. IRTSA has been continuously striving for better service conditions, better Pay Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals steadfastly.

**4.12) Court case filed by IRTSA in CAT for higher Pay Levels for JEs & SSEs:**

OA No. 1568/17 filed by IRTSA in CAT Chennai pleading for higher Pay Level for JEs & SSEs on Railways, is making a slow progress, with the submission of rejoinder statement by IRTSA on 22.07.2019 itself, arguments are expected to start in the next hearing posted on 28th January 2020

**4.13) Memorandums submitted during the year:-** Number of Memorandums were submitted to Railway Minister, MoSR, Members of Parliament, Railway Board, DoPT, & to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE & on the IRTSA Website [www.irtsa.net](http://www.irtsa.net) for the information of all the Members.

**4.14) Effective persuasion and struggle at all levels is essential to achieve these and other demands. For all this we need unity, mass participation and adequate funds – especially for the**

Court Cases to take them to their logical conclusions. I, therefore, appeal for your full cooperation for strengthening IRTSA at all levels, intensify Membership Drive, raise Legal-cum-Struggle Fund as decided by CEC&CGBIRTSA.

## **5. ON ORGANISATIONAL FRONT**

5.1) There is an urgent need to unite all Rail Engineers / Technical Supervisors under the umbrella of IRTSA not only for achieving the demand of the category, but for the existence of Indian Railways as a major Government sector support system for all round growth & development. Indiscriminate privatization, out sourcing, work contracting, corporatization, wet-leasing, etc will lead to disintegration of Indian Railways. All Zones, Divisions & sub-units are urged to strictly adhere the line of action taken by this CGB and further decisions thereon.

5.2) Accounts & Balance Sheet:-Balance sheet of account for “*Central Fund of IRTSA*” and “*Voice of Rail Engineers*” for the year 2018, shall be presented by Central Treasurer after this Report. However, I reiterate that Membership Drive of IRTSA should be further strengthened & streamlined to achieve tangible results.

5.3) Publication of Journal “Voice of Rail Engineers”:-The bi-monthly magazine of IRTSA is published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. All Zones are requested to send their annual subscription regularly to the Manager “Voice of Rail Engineers” at the beginning of the year itself.

5.4) IRTSA in Social Media:-a) Website of IRTSA [www.irtsa.net](http://www.irtsa.net) is now over 12 years old. It is one of the very popular Websites as it is regularly updated with multifarious information and intensively visited by Rail Engineers,.

b) Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from member and replies by General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool to motivate inactive areas to join the struggle.

5.5) Communication, Inter-action & Visits by CEC Members:- Continuous flow of information from Central Headquarter is ensured through all channels circulars, Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website [www.irtsa.net](http://www.irtsa.net) – besides personal visits by CP, GS, Sr.JGS & some other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC members to visit at least one unit in their zone or other zones every month.

## **6. TASKS BEFORE US**

Following tasks are before us as of now and the incoming CEC and to all of you shall have to take appropriate action thereon:-

6.1) Effective Pursuance long pending demands particularly for which Railway Board had sent proposals to Finance Ministry - to bring atleast some relief to the category as referred to in earlier parts of this Report.

6.2) Court Cases:- OA (1568/2017) has been filed in CAT Chennai demanding higher Pay Levels for JEs & SSEs, which is being keenly followed up by Er.K.V.Ramesh Sr.JGS, Er.Abdul Salam, Zonal Secy/SR and other office bearers of ICF & Southern Railway. You are all requested to raise & send funds for the same to the Central Treasurer IRTSA so that we have the requisite funds to effectively pursue the same further on at higher levels of judiciary as well.

6.3) Membership Drive:- It is vital to enroll each and every Technical Supervisor as a Member of the Association. Inactive areas should be awakened to join the struggle and to contribute effectively to the cause. Active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provisions of the Constitution of IRTSA.

6.4) Legal Fund & Struggle Fund:- There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and for the court cases and struggle in the aftermath of 7<sup>th</sup>CPC. CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

6.5) IRTSA has come a long way since its inception in the year 1965. We the seniors have led it from the front in all ups & downs and our commitment towards IRTSA remains all the same. We thankfully remember the relentless services done by many seniors in the past. There is an urgent need to bring in many more youngsters as office bearers of IRTSA both at Central and lower levels. Vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

## **7. ACKNOWLEDGEMENTS**

Before I conclude, I sincerely thank the Members of CEC and all others who gave their support and cooperation in strengthening the organisation and in pursuing the cause.

I especially thank Er. Shanmugam President IRTSA, Er. Kalyan Banerji Working President and Er. Darshan Lal Working President IRTSA for their valuable advice & help from time to time.

I sincerely thank Er. K.V. Ramesh Sr. JGS for helping me in preparing various memorandums, resolutions and other documents including the brief for the Advocate for the Court Cases and helped me in discharge of my other duties as the General Secretary.

I specially thank members of Incentive Committee from Staff Side Com. S.G. Mishra, Dr. M. Raghavaiah, Com. L.N. Pathak, and Er. K. Gobinath Zonal Secretary IRTSA/ICF for getting a good result in the revision of Incentive rates particularly when Government remains indecisive in many staff matters.

I thank you - all the Delegates - who have come from all over India for attending this Conference inspite of long journey. I thank the hosts Er. PK. Shukla, Er. Akhilesh Vishwakarma, Er. Vivek Shukla and their team for making all the arrangement for this Conference.

I wish the Conference all success. Thank you. Jai Hind. Long Live IRTSA.



(Harchandan Singh)  
General Secretary, IRTSA

**UNITS & SUBUNITS ARE REQUESTED  
LAUNCH THE MEMBERSHIP DRIVE & SEND  
CENTRAL QUOTA @ 50% OF TOTAL COLLECTION  
&  
STRUGGLE FUND  
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TO THE CENTRAL TREASURER IRTSA, ER. ON PUROHIT,  
106 A, Suraj Nagar, Jodhpur – 342008 (Mob: 09828024476).**

# **MEMORANDUMS ON MAIN DEMANDS**

## **SUBMITTED BY GS IRTSA IN 2018-19**

- 1) Pay Level / Grade Pay of Technical Supervisors.
- 2) Classification of posts of Technical Supervisors / Rail Engineers in Railways in Group 'B' Gazetted.
- 3) Pay level for Chemical & Metallurgical Engineers as recommended by 7<sup>th</sup> CPC.
- 4) Revision of hourly rates of Incentive Bonus and Bonus Factors of Workshops/PUs staff under CRJ Pattern & GIS.
- 5) Introduction of 100% objective type Multiple Choice Questions in the written examination held as part of Selections and Pre Qualifying Examination (PE) in LDCEs for promotion from Group 'C' to Group 'B' posts – An Appeal for: a) Increase in number of Posts in Group B (Gaz) Level 8 to 10% of total number of Posts in Level 6 & Level 7 - to reduce stagnation of Technical Supervisors in Group C; And b) Elimination of negative marking & pre-qualifying examination (PE) in the Revised Procedure for Selection for Group B.
- 6) Appeal against Corporatization of Production units (PUs) of Rolling Stock; & Private passenger train operators to provide Passenger service.
- 7) Grant of Financial upgradation under MACPS – Appeal to treat APAR grading of 'Good' instead of 'Very Good' as eligible for MACPS for Group C as for the promotions for Group C.
- 8) Inclusion of training period for the purpose of MACPS.
- 9) Implementation of MACPS w.e.f.01.01.2006.
- 10) Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO instead of 6% and 12% respectively.



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