

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

C.Hq. 32, Phase 6, Mohali, Chandigarh-160055 Email-gsirtsa@yahoo.com (Ph:0172-2228306, 9316131598)

REPORT OF THE GENERAL SECRETARY, IRTSA - 2011

**PRESENTED TO CENTRAL GENERAL BODY &
46th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT LUCKNOW ON 9th & 10th DECEMBER, 2011**

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to this meeting of Central General Body & 46th Annual Conference of IRTSA, being held at Lucknow – the majestic capital city of Uttar Pradesh which produced eminent citizens during historic and modern days. It is significant that the Conference and Central General Body Meeting of IRTSA are being held at Lucknow. The formation of IRTSA, was initiated by us from Lucknow in November, 1965. Since then, it has grown manifolds – with remarkable achievements to its credit – improving the grades, emoluments, designations, avenues of promotion, service conditions & retirement benefits etc. of the Rail Engineers through consistent efforts and struggle; besides promoting greater interaction, better industrial relations and improved efficiency - projecting greater awareness about the significant role of the Rail Engineers.

However, there is still a long way to go. Many demands of Technical Supervisors / Rail Engineers are still pending at various levels without being redressed – in spite of repeated representations at all levels. We have to work hard to achieve these main demands.

0.2 The CGB last met in December 10th & 11th at Gorakhpur, N. E. Railway. The CEC met at Constantia Hall, YWCA, New Delhi on 15.3.2011 – in conjunction with the Rally at Baroda House.

0.3 I, now place before you my report as the General Secretary of the Association, as required vide clause 8(c) V of the Constitution.

1. ON NATIONAL FRONT

1.1. **Economic Situation & unprecedented Price Rise:-** The global economic recession which started in 2007 - 08 is still not over and showed signs of return during this year in various parts of the world. While India was initially able to face it better than most other countries due to its better economic resilience, but the overall impact of it is so strong that the common man, especially the salaried class, have been badly hit due to heavy inflation and unchecked price rise including those of the essential commodities.

Effective steps to check the inflation & price rise were not visible and should in any case be taken by the Government on war footing. Land and Housing prices have gone beyond the reach of salaried class. Unprecedented increase in the price of Gold and Petroleum products have added more burden on our shoulders. High cost of even the elementary education has made the life miserable, invalidating the Education Allowance granted by the SCPC. Advanced professional courses has become unreachable for the wards of Group-C & D Government employees (even after getting to ranks). Lower & middle class are struggling to meet their both ends with honesty & dignity.

1.2. **Aftermath of Sixth CPC:** Unresolved Anomalies of SCPC have added to the vows and frustration - especially of the of Technical Supervisors on the Railways. IRTSA has constantly been representing and agitating at all levels of the Government and fighting from the forefront not only for the demands of the Technical Supervisors but also for those of the working class as a whole - ever since the release of Sixth Central Pay Commission report and issue of implementation orders thereof. More than 3 years have passed since the implementation of Recommendations of SCPC; no fruitful results are emerging out on the main issues raised by IRTSA or by the Federations & the JCM etc. Tenure of Departmental Anomaly Committee and National Anomaly Committees are being extended without resolving any of the burning issues.

1.3. **Indecision on upgrading the Grade Pay of JE/SSE/CMA/CMS/DMS/CDMS:-** The proposal by Railway Board to upgrade the Grade Pay of Group-C categories including that of Technical Supervisors had been returned by the Ministry of Finance number of times directing the Railways to specify individual categories that Railways need to upgrade. But Ministry of Railways and the Federations are not ready to tow that line. Neither separate demand is being

made by the Federations nor the Railways ready to specific categories who are responsible for safe and punctual train operations. Both the Federations & the Railway Board want mass up-gradation of all posts from Grade Pay Rs.4200 to Rs 4600 and from Grade Pay Rs.4600 to Rs.4800. This is not acceptable to Ministry of Finance – which wants to consider each case on its merits. This is exactly what IRTSA wants and has been urging the Federations and the Railway Board to do, but the headway is not in sight as yet.

While persuasion of specific demands for some of the categories (other than Technical Supervisors) are being done, JE/SSE, who are the front line managers in the Railway working system, have to swallow the humiliation of degrading and negative growth compared to that of supporting categories like Accounts, Teachers, and Nurses. Nobody in authority is caring to follow the basic principle of Job Evaluation and remuneration related to the responsibilities. In the name of common pay scales, Technical Supervisors are being humiliatingly equated with non-technical categories – unmindful of qualifications, training, workload or responsibilities.

2. AS RAILWAY MEN

2.1. At a time when the government is willing to pump thousands of crores for Air India's revival, the finance ministry has rejected the railways' plea for a temporary Rs 2,101 crore loan to fund its development works. Instead, the ministry has asked the state-run transporter, which is under acute financial stress, to meet its liabilities by raising resources. Railways made the demand considering negative balances in its Capital Fund and the Development Fund used for maintaining ageing assets and creation of new ones. "The finance ministry has not agreed to extend the loan and has advised the railways to meet this liability by raising resources suitably in the current year 2011-12," railways minister Dinesh Trivedi told Rajya Sabha in a written reply.

This rebuff coincides with railways' resistance to hike passenger fare despite a nudge from the finance ministry for an upward revision in second class and sleeper tariffs. The transporter managed an "excess" of Rs 1,405 crore after meeting its revenue sending-working expense, dividend and miscellaneous expenditure, but this was not enough to meet planned expenditure from Capital Fund and Development Fund. The shortfall was attributed to steep increase in employees' expenses and pension due to implementation of the sixth Pay Commission.

Arguing for government's fiscal intervention from general revenue, an official said the ordinary working expense of transporter has increased tremendously from Rs 41,033 crore in 2007-08 to Rs 73,650 crore in 2011-12 due to massive increase in employees' cost coupled with hike in expenses incurred for electricity and diesel.

2.2 First Class Pass to all JEs, CMAs & DMS - Success comes after years of struggle:- IRTSA's long pending demand for First Class Pass to all JE, CMA & DMS and others in the Grade Pay of Rs.4200 has become a reality after years of struggle [*vide Railway Board's letter No. E(W)2008/PS 5-1/38 dated 6th Jan, 2011 (RBE 3-2011)*]. Decades old demand of IRTSA was finally met after continuous & vigorous persuasion which peaked especially after the Sixth Pay Commission - supported by numerous statistics & series of logical arguments. IRTSA thanked then Minister for Railways Km. Mamta Banerjee, Railway Board & Com. S. G. Mishra, GS AIRF and Sri. M. Raghavaiah, GS NFIR and all others who understood the genuine demand and resolved it after prolonged negotiations.

2.2. Performance of Indian Railways: Indian Railways - the transport major in India - is offering cheapest, safest and environmental friendly transport to the nation connecting the country through its length and breadth. Fares of the Indian Railways are the only service which have not increased for nine continuous years, even after increases in fuel cost innumerable times and high inflation. Still the performance of Indian Railways is commendable for which Rail Engineers played a major role with out much addition to the infrastructure and in spite of reduced man power.

Even with the freeze in the fare for nearly a decade, the success story of Indian Railways - which attracted international attention - was possible only because of extremely large increase in productivity delivered by the technocrats / Engineers. From the year 2004-05 (just before the implementation of Sixth Pay commission) to 2008-09 (year of implementation of Sixth Central Pay Commission) the productivity on Railways increased substantially as shown below,

	1994-95	2008-09	% increase
Wagon Km / employee	13733.46	37294.40	171.6
Route Km / employee	0.039	0.046	18.1
Passenger Km / employee	199353.93	604640.69	203.3

This achievement has been made despite of more than 2 lac vacancies. This extraordinary productivity increase has not been transformed into any sort of recognition to the Technocrats.

2.3. Productivity linked Bonus (PLB): While theoretically the number of days for payment of PLB continue to rise every year, but there is hardly any rise in the net amount of PLB paid to the individual employees because of the ridiculously low and unjust ceiling of maximum wages of Rs.3500 per month taken into consideration for payment of the PLB - (which is just half of the minimum basic pay of a new recruit after Sixth CPC). Still the MoR & MoF are insistent to continue the existing formula for calculation to the detriment of the Railway men – without increasing the ceiling in spite of numerous representations.

2.4. Decisions by Railways on Staff Matters, during the year:-

1. Revised pay limits for entitlement of Passes & PTOs - *RBE_03_2011 Dated 6-1-2011*
2. Enhancement of rate of various allowances by 25% as a result of enhancement of Dearness Allowance w.e.f. 01.01.2011
3. Entitlement for various types of accommodation after Sixth CPC - RBE - 2-2011
4. Entitlement of Privilege Pass Under MACP- Clarification RBE 06-2011 (*except for GP Rs.4800 & above*)
5. Study Leave to be taken into account for promotion, pension, seniority, leave and increments RBE 01-2011
6. Revised of pay limits for entitlement of Pass to apply for School Pass, School Card Pass and Residential Card Pass. - Railway Board's letter No: E(W) 2008/PS 5-I/38, dated 13.10.2011.

3. AS RAIL ENGINEERS

3.1. Inter-action with Railway Board: Central President and General Secretary IRTSA along with some other CEC Members had a series of meetings with the senior Officers of the Railway Board including the Member Staff, Member Mechanical, Additional Member Mechanical, Additional Member Staff, Advisor Staff, Advisor Industrial Relations, Advisor HRD and others at various levels – and had detailed discussions with them at Delhi, Chennai, RCF etc. on the major issues agitating the Engineers on the Railways.

3.2 A number of Memorandums were submitted to the Railway Board, DOP, DAC, NAC & others for redressal of various demands and problems of the Rail Engineers (*as per list of main ones placed as Annexure II of this Report*) and the issues have been constantly pursued.

3.3 Decisions by Railways on issues relating to Technical Supervisors:

- i) Revised Training Modules For Supervisors of Signal & Telecommunication Department
- ii) General Departmental Competitive Examination (GDCE) – Extension of period upto 31.03.2014 RBE 41 of 2011
- iii) Revision of Rate of Stipend to Trainee JEs & SEs of S&T & Electrical Departments RBE 100 Dated 29-06-11
- iv) Revised Training Modules for Supervisors of Mechanical Engineering Dept, No.E(MPP)2009/3/10, Dated 3.6.2011 (RBE No. 81 /2011).

3.4 Indecision on major issues of concern to Technical Supervisors:-

- i) Grade Pay upgradation is hanging around - as mentioned earlier.
- ii) Career planning and combined Cadre Restructuring of Group A, B & C
- iii) Grant of Group- B status to the Technical Supervisors – including upgrading of 15% posts in pre-revised scale of rs.7450-11500.
- iv) Additional increment / Compensation for loss due to the postponement of increment between February and June.
- v) Fixation of pay on promotion should not be less than the entry pay of Direct Recruits.
- vi) Counting of training period of Junior Engineers (JEs) for MACP.

- vii) Promotion through LDCE & GDCE (*like Intermediate JEs*) be considered as entry grade for MACPS.
- viii) Grade Pay of CMA-I to Rs.4600 which has the element of direct recruit with the educational qualification of BE / B.Tech. (Chemical / Metallurgical) or MSc (Chemistry).
- ix) Entry grade of Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 for MACPS ignoring promotions to the merged grades.
- x) Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the revised scale with that of Grade Pay Rs.4600 - irrespective of their date of recruitment.
- xi) Revision of Rate of Stipend to Trainee JEs & SEs of Mechanical Department & Drawing, Design.
- xii) Numerous other demands – as per detailed charter of demands attached)
- xiii) Withdrawal of unjust orders of the Railway Board RBE No: 53 / 2011 dated 25.04.2011, and the Integrated Seniority be considered for same Grade Pay for Running Staff as for the Stationary Staff including Technical Supervisors - for selection for promotion from group C to Group B.
- xiv) It is regretted that instead of issues getting resolved, only the numbers of issues are being added by passing of time. It is therefore, high time for recognition of Indian Railways Technical Supervisor Association as proposed by various Committees on the Railways - as granted to Engineers Associations in CPWD, MES and state Governments which got them decent pay, career progression, work environment etc.

4. ON ORGANISATIONAL FRONT

4.1. The organisation has grown manifolds over the years and has taken deep roots in most regions. Membership has also increased over the years – including that in the year under review. However, my main concern is that there are areas which keep on fluctuating in their response to various calls, which not only reflects upon their sense of commitment to the cause but also weakens the cause itself. Only a deep sense of commitment and discipline can build a strong organisation capable of delivering results. The sense of discipline should grow even stronger with our expectations and so should our convictions and commitments to the organisation.

4.2. Struggle & Action Programme during the year:

- i. Technical Supervisors / Rail Engineers all over Indian Railways observed protest day on February 23,2011 to protest against the attitude of Railways & the Government in not considering their genuine demands.
- ii. IRTSA organized a highly successful dharna in front of Baroda House New Delhi on 15.3.2011 between 10.00 hours and 14.00 hours. Technical Supervisors/Rail Engineers from all parts of the country participated in large numbers. Sri.M.Raghaviah, GS NFIR, Com.Shiva Gopal Mishra, GS/AIRF addressed the dharna besides IRTSA leaders.
- iii. On the call made by IRTSA, hundreds of Technical Supervisors / Rail Engineers observed Demands Day and demonstrated all over Indian Railways on May 20, 2011.
- iv. Units of IRTSA all over India, observed “Demands Day” in the third week of June, starting from 20th June, 2011 onwards - by wearing Demand Badges, holding Rallies, Demonstrations & Gate Meetings and adopting resolution of demands – which were later sent to all concerned – at the Railway Board, Zonal and local levels.
- v. All Units & Sub-Units of IRTSA observed protest day on 19th October, 2011 against non-acceptance of genuine demands of the cadre. All Technical Supervisors / Rail Engineers wore Black Badges / Demand Cards – throughout the day and held Demonstrations, Rallies, Gate Meetings during Lunch Break and after working hours.

4.2. **Balance Sheet of Accounts:-** The balance sheet of account for the Central Fund of IRTSA for the year 2010, is enclosed herewith (and shall be presented to the House by the Central Treasurer after my Report).

There is need for continuing the efforts for raising more funds more vigorously, in order to meet with challenges ahead. But even more vital is to enroll each and every Rail Engineer as a Member of the Association. The sleeping areas should also be aroused to contribute more regularly to the cause, and the working units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of the every year as per provision of the Constitution.

4.3. Publication of Journal “Voice of Rail Engineers”:- The bi-monthly Journal of IRTSA – “The Voice of Rail Engineers” is proving quite useful. Important information is provided in the journal – especially the copies of orders of Railway Board on related issues, news of activities of IRTSA and our views on vital issues. However, the Circulation of the Journal shall have to be increased substantially to ensure its financial sustainability as well as wider dissipation of our message for continuous struggle in pursuit of justice for Engineers.

4.4. The Website www.irtsa.net:- It is a matter of pride that the web site of IRTSA www.irtsa.net has become so popular that it had been visited by over 11 lakh visitors in less than four years since its inception in January 2008. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge. Queries by visitors are dealt with through the Guest Book & Discussion Forum etc. Site is totally free. New features are regularly added to the Website.

A new feature - IRTSA Blog – “BEYOND THE RAILWAYS” has been added. This has become very popular in a short time – reflecting the literary interests of the Engineers. All CEC Members & Engineers at large are advised to visit the site regularly (*even by going to a Cyber Café*) to keep in touch with all the administrative orders & other features of interest and to offer their suggestions to make it more useful.

4.5.1 Communication & Inter-action: There has been a continuous flow of communication from the Central Head Quarters through circulars, Emails, SMS and Phone Calls and the Website www.irtsa.net – besides personal visits by CP, GS & some other CEC Members. GS regularly communicates with the CEC Members, Zonal Secretaries, Subunit Secretaries and even with the other active Members at grass root level.

A new media of inter action has recently been started through IRTSA Group on Face Book. Over 300 Members have joined the Group within the last 2 Months – and more are joining fast – thanks to the initiative taken by Er E. Ramesh, JGS CEC – in collaboration with the GS IRTSA – both of whom inter-act directly with the Members on the Face Book, responding to each of their queries and keeping them posted with the latest happenings on issues of concern.

However, at times, I feel that the response from some of the CEC Members and other Office Bearers at Zonal & Local levels is rather slow – which at times becomes an impediment in taking major decisions for a stronger action. Members are requested to consider this aspect more seriously than they have done so far – if they really want quick results.

4.5.2 Visits by CEC Members:-

- i. Er. M.Shanmugam, CP/IRTSA visited Railway Board & Federations on 23rd & 24th November along with Er. K.V.Ramesh and other office bearers. They had intensive discussion with them on the burning issues of Technical Supervisors.
- ii. Er.Harchandan Singh, GS/IRTSA and Er.K.V.Ramesh, met Member Staff, Additional Member Staff, Advisor/IR and other officials, on 16th March, to highlight the growing frustration among the Technical Supervisors/Rail Engineers.
- iii. M.Shanmugam, Central President/IRTSA met Smt. Pompa Babbar, Financial Commissioner, Railway Board on 28.4.11.
- iv. IRTSA delegates met Sri. Arunedra Kumar, Additional Member (PU) on 30.4.2011.
- v. IRTSA delegates led by M.Shanmugam, Central President met Member Mechanical on 11th June.
- vi. Central President IRTSA Er. M.Shanmugam, met Sri.P.K.Sharma, Addl Member Staff, Railway Board on 8.7.2011.
- vii. IRTSA delegates met Sri.T.K.Rangarajan, Hon’ble Member of Parliament on 23.7.2011 and handed over a memorandum on the burning issue of enhancement of Grade Pay to Technical Supervisors and the bad working conditions of C & W Depots.

- viii. IRTSA office bearers met Additional Member/IT and handed over a memorandum on the demands of IT Engineers on 28.9.2011.
- ix. Central President, Er.M.Shanmugam, visited Northern Railway Workshops, Lucknow on 25th November
- x. On 14th February, Er.Harchandan Singh, GS – IRTSA visited the South Central Railway Zone and addressed the Zonal Conference & meeting in the sub units.
- xi. Er. Harchandan Singh visited Eastern Zone in April & November 2011 and addressed mass meetings of Engineers at Jamalpur, Kanchrapara, Asansol & Liluah.
- xii. M.Shanmugam, Central President, IRTSA along with K.V.Ramesh, Zonal Secretary/IRTSA-ICF and other office bearers met Sri.Sanjiv Handa, Member Mechanical on 7.5.2011.
- xiii. Er. Harchandan Singh General Secretary IRTSA visited Northern Railway, Kalka on July 19, 2011 and addressed the Technical Supervisors of the Workshop, Diesel Shed and Open Line.
- xiv. Er. Harchandan Singh GS IRTSA visited RCF Kapurthala and addressed a very largely attended Zonal Conference & AGM of RCF Unit – in which over 600 Members of IRTSA participated. Rich complements were paid to the Central leadership of IRTSA and to the Zonal President Er Darshan Lal for spearheading the struggle of Rail Engineers and for all the achievements at national and local levels. Elections of the Zonal Executive Committee were also held
- xv. Other CEC Members & Zonal Secretaries also visited places and met the Board Officers in their respective Zones. They will present their own reports separately.

4.6. Call for Unity of Engineers:- “Unity is strength”. United we stand divided we fall. Sticks can be successfully broken when they were separated. When one works in a team, the pressure is distributed and success is relatively easier. IRTSA is making continuous efforts to bring all the Technical Supervisors / Rail Engineers under one umbrella. On behalf of this General Body I once again appeal to all Technical Supervisors / Rail Engineers to get united under IRTSA to strengthen the on-going struggle for the betterment of the community.

5. TASKS BEFORE US

Since Fifth Pay Commission and the years thereafter, Technical Supervisors / Rail Engineers are being neglected and humiliated by the administration. We are denied of basic decent pay. Even the Technical heads of Railways are oblivious or lukewarm. More dangerously the cadre itself appears to be self denial mode having lost faith on the system which treats Tom, Dick and Harry equal.

There is no easy walk to regain the lost self-esteem and we shall have to make substantial contributions and sacrifices before we achieve our objectives. The way of preparation (for action) lies in rooting out all indiscipline and sluggishness from our organisation at all levels and making it the bright and shining. Every one has to understand that, “where ever the trade unions are most firmly organized, there the rights of the employees are most respected”. “Changes do not simply happen. You have to make them”. We will all have to go from here fired up with a renewed commitment - and with great optimism too that things are changing for the better. But all of us must become a part of this change.

6. ACKNOWLEDGEMENTS

6.1 At the last, but not the least, I thank the active Members of the CEC IRTSA for their valuable help and suggestions for running of the Association at all levels. I especially thank Er M. Shanmugam (CP IRTSA), Er. K. V. Ramesh (ZS ICF & ACT / IRTSA), Er Kalyan Banerjee (WP, CLW), Er. Darshan Lal and other active members elsewhere for their continuous inter-action, support and suggestions.

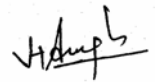
I especially thank Sri Navtej Singh – the Site Administrator irtsa.net for his untiring efforts in designing and maintaining the website and adding some new features to it – including the IRTSA Blog and many other I especially thank all the engineers, for helping us in updating the Website and making it more effective through their valuable in-puts and suggestions.

I am also thankful to all the active members and office bearers at all levels for their valuable response to various action programmes at Central and local levels.

6.2 I thank the Members of Northern Railway Zone for making the grand arrangements for this Conference. I also thank you - all the Delegates who have come from all over India for attending the Conference in-spite of cold weather and long journeys to this important place in Railways and in the history of IRTSA. I wish the Conference all success.

I FINISH WITH THE APPEAL: "ENGINEERS ! BE A PART OF THE MOVEMENT WHICH SETS THE STANDARDS FOR PROPOSED SALARIES, PERKS, ALLOWANCES, WORKING CONDITIONS AND OTHER BENEFITS FOR RAIL ENGINEER AND STRIVES CONSISTENTLY TO ACHIEVE THEM"

Thank you. Jai Hind. Long live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

MEMORANDUMS SUBMITTED BY IRTSA IN 2011

1. Memorandum by IRTSA to Minister of Finance regarding Grant of Rs.5400 Grade Pay to Senior Section Engineers & Rs.4800 Grade Pay to Junior Engineers on Railways.
2. Appeal to MoSR regarding three Main issues of Rail Engineers.
3. Memorandum submitted to CRB & MS Railway Board against Continuous neglect of Technical Supervisors / Rail Engineers & their mounting frustration Dated 15-3-2011.
4. Memorandum to CRB on Main Demands of Technical Supervisors.
5. Memorandum to PM & MoR regarding Grant of Group B Gazetted status to Senior Technical Supervisors (SSEs, CMS & CDMS) and Group B (Non-Gazetted) status to JEs, CMAs & DMS
6. Memorandum to PM & MOR regarding grant of Grade Pay of Rs.4800 to JEs and Rs.5400 to SSEs - Dated 30-6-2011.
7. IRTSA demands Grade Pay of Rs.5400 for CMS & Grade Pay of Rs.4800 for CMA - Memo submitted to MoR on 11-7-2011.
8. Memorandum Regarding Problems of CMT Staff.
9. Memorandum Regarding Problems of Design & Drawing Office Staff.
10. Memorandum regarding Combined Cadre Restructuring of Group A B & C.
11. Memorandum submitted to CRC regarding Cadre Restructure of Technical Supervisors.
12. Memo submitted to CRC by IRTSA regarding Cadre Rest of C&M Staff Dated 19.10.2011.
13. Memo to Chairman, CRC, regarding Cadre Restructuring of Depot Material Superintendent (DMS & CDMS)
14. Memorandum to CRC regarding Cadre Restructuring of Drawing & Design Engineers on Zonal Railways & Production Units
15. Memorandum regarding 15% incentive to SSE on Pay granted after MACPS.
16. Memo regarding Uniform Training Module of one year for JEs of Mech Dept Dated: 22-4-2011.
17. Memorandum regarding Anomalies of MACPS & Clarifications required for MACPS as issued for ACP
18. Memorandum to Joint Committee on Anomalies pertaining to MACPS.
19. Memorandum regarding - Counting of training period for MACP Dated: 23-4-2011.
20. Memorandum regarding Revision of rates of Incentive of JEs
21. Memorandum regarding Revised Incentive SSEs DOE
22. Memorandum regarding - 15% incentive Bonus to SSE as per Pay after MACP Dated 23-4-2011.
23. Memorandum regarding Revision of Stipend to Rs.4200 to Apprentice JEs of Mechanical Engineering Department
24. Memorandum for one year training module for Drawing & Design JEs
25. Memorandum for one year training module for Intermediate JEs of Elect Civil and S&T Departments
26. Memorandum regarding Eligibility of Ist Class RC Pass & School Pass for GP Rs.4200 Dated: 24-4-2011
27. Pre- Rally Memorandum to CRB & MS Railway Board Date 8-3-2011
28. Memorandum regarding Eligibility for I A Pass on MACPS Rs 4800 & Rs 5400 GP Dated 7-3-2011
29. Memorandum regarding Grant of PCO Allowance to PCO Cadre of SR & ICF Date 7-3.2011
30. Memorandum on One year training period for all JEs Dated 27-01-2011.
31. Memorandum regarding Entitlement of Year-ending Passes RC Passes & School Passes & Complementary Passes Dated 17-1-2011

32. Memorandum to RB Reg Integrated Seniority for Selection from Group C to Group -B - IRTSA demands seniority in same Grade Pay for Running Staff as for the Stationary Staff - including that for Technical Supervisors.
33. Memorandum regarding .
34. Memorandum by IRTSA on Proposed Direct Taxes Code (DTC) - seeks Exemption of DA, HRA, TA & Pension from Income Tax and Linking Exemption limits for Income Tax with Inflation or Price Index [Click to read more](#)
35. Memorandum by IRTSA on Proposed Direct Taxes (DTC) - June 2010
36. Memo on Problems of Technical Supervisors Dated 24-5-2010
37. Memorandum regarding Revised Designations & Mode of filling up posts Dated 24-5-2010
38. Memorandum to RB reg Anomalies in MACP - Dated 24-5-2010
39. IRTSA reiterates demand for Group Incentive Scheme in Sheds & Open Line Depots for meeting additional requirement of Staff for maintenance of New Trains & Assets on account of Indian Railways "Vision - 2020"
40. Memorandum to Rly Bd regarding Protest Week by Technical Supervisors - from 26 to 30 April 2010
41. Memorandum for Eligibility of Pass to all in Grade Pay Rs 4200
42. Memo regarding Inter-se-seniority for modified selections in merged scales
43. Memo regarding Classification of Tech Sups of Sheds & Open Line Depots as Continuous under HOER Dated 16-3-2010
44. Memo to Secy Fin for GP of CMT Staff
45. Memorandum regarding Grade Pay of Technical Supervisors on Railways
46. Memorandum to MS regarding Revision of Classification of Engineers / Technical Supervisors as "Continuous" instead of "Excluded" under HOER
47. Memo regarding CMT Staff Grade Pay & their Duties & responsibilities
48. Memorandum Reg. Revised designations of merged scales of Technical Sups, C & M Lab & Stores
49. Memo r regarding Classification of Tech Sup & mode of filling Non-Gaz Posts Dtd 23-9-09 & 22-10-09
50. Memorandum by IRTSA to Departmental Anomalies Committee
51. Memo regarding Fixation of Pay on Promotion at par with Entry Pay
52. Memo regarding Reduction of Percentage of Direct Recruitment in Merged Scales
53. Memo to National Anomalies Committee 3 times Rise of Pay of S 1 to 23 at par with S 30 to S 34
54. Memorandum to MS regarding Revision of Classification of Engineers / Technical Supervisors as "Continuous" instead of "Excluded" under HOER
55. Memo to Secy Fin for upgradation of Grade Pay of CMT Staff