

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS / RAIL ENGINEERS ADOPTED BY CGB MEETING & 51st ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT SENIOR INSTITUTE, LALAGUDA, SECUNDRABAD

Indian Railways Technical Supervisors Association (IRTSA) represents 70,000 Technical Supervisors / Rail Engineers (*JE, SSE, CMS, CMA, CDMS, DMS & IT Engineers*) working in various Departments of the Railways - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design, Material Management / Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8.2 lakhs workforce out of around 12.8 lakhs railway employees.

IRTSA while holding its 51st Annual Conference & Central General Body Meeting on 3rd & 4th October 2016 at Senior Institute, Lalaguda, Secundrabad, South Central Railway, resolved the following on the demands of the category.

7th CPC had badly shattered the expectations of the working class. It was the worst ever report of a Pay Commission in the last 70 years. The proposed multiplication factor was the lowest of all times and grossly inadequate especially in view of the fact that it will adversely affect the working class very severely for another ten years till the next Pay Commission. Many of the Allowances are proposed to be reduced, some of the Allowances are proposed to be abolished. There will be no improvement even in Transport Allowance and Children Education Allowance in spite of high inflation especially in these areas. Very high deduction was proposed for Central Government Employees Group Insurance Scheme (CGEGIS). All this will eventually end up in employees getting less take home pay after the implementation of 7th CPC recommendations.

Demands of technocrats particularly Technical Supervisors / Rail Engineers working in Indian Railways were not properly considered by the Pay Commission particularly regarding higher pay levels, career progression and classification into Group 'B' (Gazetted), even though 7th CPC admitted that the category of Technical Supervisors play a vital role in safe and efficient running of trains. After accepting the fact that there is element of stagnation at the stage of SSE, 7th CPC recommended no relief to the category. Empowered committee appointed by the Government had also not provided any relief. Some Committees formed to review some issues have also yet to submit their Reports.

Pay scales of Technical Supervisors are getting eroded from 5th CPC onwards and have gone from bad to worst under 7th CPC. Technical Supervisors shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE) and 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 over the years. Other departments are only supporting departments for the technical & operating departments.

Government do not recognize the significance and sensitiveness of the work content of the Technical Supervisors / Rail Engineers on the Railways, their responsibility and accountability in the system as well as the factors like 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well as accountability towards public safety and efficiency of the Railways. Further the fact that Indian Railways is basically a technically oriented organization and the safe, successful and efficient performance of this organization lies primarily in the hands of its technical work force - had escaped their reckoning.

It was regretted that the Ministry of Railways argued before the 7th CPC & the CAT Chennai against its own proposal sent earlier by MOR to MOF for granting Grade Pay Rs.4600 to JEs & Rs.4800 to SSEs. Even in the case filed by IRTSA in CAT Chandigarh Railways placed aggressive arguments against its own policy decision of upgrading senior supervisors to Group 'B' (Gaz), inflicting lot of heart burn among the stagnated seniors.

51st CGB & the Conference of IRTSA, therefore, strongly appealed to the Government and the Ministry of Railways, to accept the following long pending genuine demands in the interest of natural justice and to mitigate the extreme hardship and frustration of the employees especially amongst Technical Supervisors / Rail Engineers.

MAIN DEMANDS - IRTSA

1. a) **RECOGNITION OF IRTSA** – a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by the Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC).
b) **Continuance of system of Staff Council in the Production Units of Railways**, which has separate representation for Technical Supervisors.
2. **Reg. Pay Level of Technical Supervisors:**
 - a) Junior Engineer (JE) may please be placed in level-8 of pay matrix recommended by 7th CPC.
 - b) Senior Section Engineer (SSE) may please be placed in level-10 of pay matrix.
 - c) 33% posts of SSE may please be upgraded as Principle SSE & placed in Level-11
 - d) Similarly placed Rail Engineers who have same recruitment qualifications as those of Technical Supervisors and who are working in CMT, Stores & Information Technology wings of Railways i.e. DMS, CMA & JE/IT may please be placed in level-8 of pay matrix and CDMS, CMS & Sr. Er/IT may please be placed in level-10 of pay matrix. 33% of these cadres may be placed in Level-11.
3. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT and as per classification of their counterparts in other Departments, in Group B Gazetted.
4. a) **Withdrawal of National Pension System (NPS)** and restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004.
b) Refund of contributions to NPS with Interest thereon at appropriate rate.
5. a) **Removal of maximum ceiling of Rs.7000 for payment of PLB.**
b) **Payment of PLB as per actual Pay**
6. **National Holiday Allowance at double the wages** including DA to JEs, SSEs and other Technical staff - for working on National Holidays

PAY, INCREMENT & DESIGNATIONS

7. **Minimum Pay & Multiple factor:**
 - a) **Minimum Pay of Rs.24000** – Considering present day retirements, social obligations towards children as well as towards Parents under the Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
 - b) **Grant of Living Wage – instead of minimum Need Based Wage** - Adding 7.5% for housing, 20% for fuel, electricity, etc, 25% for medical, marriage, recreation, etc and 25% for living conditions.
 - c) **Multiple Factor:** Multiple Factor may please be fixed at least 3.15 times of 6th CPC basic pay i.e. with 40% of Pay rise with merger of DA with Pay as in the past Pay Commissions.
8. Implementation of Pay Level -7 for CMA & Pay level-8 for CMS at the earlrst as per Para11.40.124 of 7th CPC report.
9. **Annual Increment of 5% of Basic Pay.**
10. **Two Increments on promotion/financial upgradation** under MACPS equal to 10% of basic pay or at least two cell improvement in 7th CPC pay matrix.
11. a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM
b) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
c) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND PROMOTIONAL AVENUES

12. a) **Proper Career Planning & Time Bound promotions** for Technical Supervisors / Rail Engineers as done for Group A.
13. **Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted** - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)
14. **Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' on Railways** - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
15. Upgrading of adequate %age of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
16. **Grant of at least 5 Functional or Non-Functional promotion** to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.

17. a) **Restructuring / Reorganisation of staffing pattern of IT Centres in Zonal Railways & PUs - as per staffing pattern of Computer Centre in Railway Board** (vide letter No No:ERB-I/2011/25/4 dated 14.07.2011).
b) Upgrading the existing posts of JE/IT from Level-6 to Level-7 and the existing posts of Senior Engineer/IT from Level-7 to Level-8 – at par with their counter parts in the Railway Board.
18. **Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted** – as in all other Departments.
19. Restoration of cuts made in the recommendations of Cadre Restructuring Committee w.e.f. 2013.
20. **Integrated seniority for promotion from Group 'C' to Group 'B'** be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.
21. **Removal of disparity in Cadre structure of Technical Supervisors** (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).
22. **Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors**, due to their same recruitment qualifications as Diploma in Engineering, similar training and vital job difficulties & multi-skilled job requirements.
23. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers** (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
24. a) Graduate Engineers recruited directly as SSE in Level-7 should made eligible automatically to appear for Group 'B' LDCE selection whenever JEs/SSEs who are Junior to DR SSE are eligible to appear for the said selection.
Or b) Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.
25. In future Direct recruitment of Graduate in Engineers should be made only in Group 'A' but not in Group 'C' – as nowhere else they are recruited in Group C.
26. Formulation of annual calendar for Timely holding of all selections and timely completion of processes thereof.
27. **No accumulation of vacancies** be allowed at any level as it seriously and adversely affects promotion of concerned staff.
28. All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).
29. **Increase in Percentage of Group 'B' and Group 'A' Posts (viz-a-viz Group 'C') on the Railways** – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.
30. **Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre** - so as to bring in uniformity with officers and with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.
31. **Merger / Integration of different trades of Technical Supervisors of Mechanical Departments** in Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of the existing incumbents.
INCENTIVE, SPECIAL PAY, BENCHMARKS & YARDSTICKS
32. **No reduction of PCO Allowance, as recommended by 7th CPC.**
33. **Extension of Incentive Scheme** to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. - to meet with the additional workload in these areas.
34. **Provision of additional Staff & Technical Supervisors** – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
35. **Honorarium / Incentive to Technical Supervisors & Staff for additional workload** – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc, especially on account of additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.
36. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors** – as granted to the scientific officers in other departments.

37. **Revision of rates of Incentive Bonus & PCO Allowance from the date of effect of Seventh Pay Commissions** (Para 01.01.2016) in Railway Workshops & Production Units;
38. **Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
39. **Revision of rates of Incentive Bonus & PCO Allowance** - in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.
40. a) **Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.**
 b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)
OR Raising of existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion from JE to SSE).
 c) **Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty** – as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.
41. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.**
42. **PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units**, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).
43. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops** - at par with Ex-Cadre Staff Working in PCO in all Workshops.
44. **Design Allowance to Drawing, Design Engineers** – as recommended by Fifth Pay Commission.
45. **Special Pay or IT Allowance** to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

MACPS

46. **Financial upgradation under MACPS after 4, 8, 16 & 24 years.**
47. **MACPS AS PER CADRE HIERARCHY**– as per judgments of various courts including Supreme Court of India.
48. **3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion** – whichever is earlier, cut off date of 1.9.2008 should be abolished.
49. **Counting of initial training period for MACPS** as regular service since it is qualifying service for pension & increments and paid for from general revenue.
50. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
51. **Withdrawal of unfair Benchmark of “very good”** proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as “Good” (at least for Group C)
52. **Grant of Financial up-gradation under MACPS to the direct recruited Graduate Engineers in Design & Drawing Cadre** - Considering entry at Level-7 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre – Ignoring the promotion earned in the pre revised scale from 5500-9000 to 6500-10500 as the same had been up-graded.
53. **Counting of Past service of P-Way Supervisors as JEs** (since 1-11-2003 like all other Departments) for grant of MACPS.
54. **Provision of all benefits on financial up-grading under MACPS** - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

GENERAL ALLOWANCES

55. **Indexing of Allowances in 7th CPC Scale**
 - a) Allowances that are paid in fixed amount and not indexed with DA be multiplied by multiple factor recommended by 7th CPC - as may be revised by the Govt.
 - b) Allowances that are paid in fixed amount and indexed partially with DA be indexed by 80% of multiple factor recommended / modified by Government.
 - c) **Allowances that are paid in fixed amount and indexed fully with DA be raised by 40% over the existing rates.**

d) Allowances that are paid in percentage of Basic Pay shall be retained in same percentage in 7th CPC pay levels.

56. Dearness Allowance

- a. Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.
- b. Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.

57. House Rent Allowance

- a. 40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.
- b. 30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.
- c. 20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.

58. Transport Allowance: 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.

59. Children Education Allowance:

- a) Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by 2.57 raised to Rs.46,260.
- b) The scheme may please be extended to college education also.
- c) Children Education Allowance & Hostel Subsidy shall be allowed to avail concurrently.

60. Family Planning Allowance at least equal to one increment in the revised scale, or it should be indexed by the factor of 2.57 and rounded off to next hundred.

61. CCA – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.

62. Exemption of all Allowances from income tax.

SPECIFIC TO CATEGORY ALLOWANCES

63. Breakdown Allowance be paid as percentage of basic pay plus DA.

64. Night Shift Allowance: Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present - in view of hazards of work during Night Shift after Sun set.

65. Risk & hardship allowance to Sheds & Depots and Open-line Technical staff & Technical Supervisors as per medium & low risk factors of Risk & Hardship Matrix recommended by 7th CPC.

66. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers / Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

67. Training Allowance be restored to 30 % of basic pay

68. Continuation of 8 years tenure for Teaching Staff in Railway training institutes.

69. Overtime Allowance for Senior Section Engineers (SSE) for putting in additional working hours in Production Units, Workshops, Open line sheds & Depots, etc. for exigency of work.

70. Compensatory Rest or Honorarium / Overtime Allowance to SSE for working on Sundays and Holidays for exigency of work.

71. Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:

- a) Supervision and Witnessing of payment of wages to workers;
- b) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)
- c) Holding of Trade Tests;
- d) Custody of Stores,
- e) Witnessing of GA attendance card punching etc.
- f) Filling up of Confidential Reports of Staff, etc.

OR: One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as extended to Railway Protection Force (RPF) personnel.

72. Communication Allowance: Technical Supervisors may please be granted Rs.1000 as communication allowance. Or all supervisors may please be provided with 4G CUG connections with free talk time of Rs.1000 per month.

73. Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.

74. **Extension of allowances like HRA, Transport allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, CMA/CMS, DMS/CDMS & JE/Sr.Er(IT).**

FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION

75. a) **Reconsideration of decision to merge Railway Budget with General Budget to ensure better efficiency & productivity..**
b) **Protection of existing facilities of Railway men** for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets – if it is finally done.
76. **Early requisite investment of additional Capital** by the Centre for expansion & modernization of Railways.
77. **Expansion of Rail net work to 2 Lakh kilo metres** in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, Districts Head Quarters and State Capitals.
78. **No Foreign Direct Investment (FDI) in Railways.**
79. **Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.**
80. Additional Funds be raised through Public Bonds and from Central Funds.
81. **No privatization or corporatization** of Production Units & Workshops or Rail segments.
82. **No transfer of Intellectual property** Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.
83. Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.
84. **No transfer of work to Private Sector like high density rail traffic corridors** (like Mumbai – Ahmedabad, Chennai – Bangalore etc)

WORKING CONDITIONS

85. **Improvement of working conditions & work environments** and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.
86. a) **Reduction of Working Hours of all Technical Supervisors** and Staff to 42 hours a week - as recommended by I.L.O. and National Commission of Labour.
87. **Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff** – as provided for in the Factories Act as maximum of 48 Hours a week.
88. **Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–**
a) Classification of all JEs & SSEs as “Continuous”/ “Intermittent (and not as “Excluded”) in view of nature of their duties and responsibilities
b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.
c) Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.
d) Over Time Allowance under HOER include HRA under HOER similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).
89. **Amendment of Factories Act** - to compensate for actual number of extra hours put in.
90. **Restoration of Linen management to the Commercial Departments** for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
91. **Provision of proper Manpower** - as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
92. **Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety & efficiency.**
93. **De-linking of “Integrated Rake Link System”** to avoid public complaints and to ensure safety.
94. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
95. **“Dry Pit Lines”** for “Under-Gear Repair and Examination” for proper inspection and repairs.
96. **Extension of Factories Act to Sheds and Open Line Depots and Power Houses.**
97. **Provision of Benchmark for infrastructure** for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit of the availability of the infrastructure (by independent agencies).

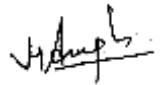
PENSION & RETIREMENT BENEFITS

98. **Parity of pension of pre & post 7th CPC pensioners** as per option-I of para 10.1.67 of its report.
99. Multiple factor for revision of pension after 7th CPC may please be fixed as 3.15.
100. **Additional Pension:** 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
101. Fixed medical allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
102. **FMA:** Grant of Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.
103. **Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).**
104. Rate of interest on SRPF should be at par with interest on PPF.
105. Minimum Ex-Gratia Pension to all SRPF Optees – at par with 50% of Minimum wage of CG Employees.
106. **NPS:** a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them – and
b) Refund of the contributions made by them so far with Interest thereon at appropriate market rates.
c) Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.
107. **National Pension Scheme (NPS):** If the NPS is to continue, it is requested that:
- a) Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.
 - b) Extension of family pension in case of premature death should be made regular & Part of contribution made by NPS subscriber should be returned to the family, with applicable interest rates on death of the subscriber.
 - c) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
 - d) Permission for final withdrawal from Tier-I account for the purpose of purchase of house, education & marriage expenses, super specialty medical treatment, etc.
 - e) Extension of repayable loan from Tier-I account of every individual subscriber.
 - f) Make Tier-II operational for NPS subscribers with final withdrawal facility.
 - g) Consultation with stake holders periodically at micro level.
 - h) All withdrawals under NPS should be tax exempt to place NPS at par with other pension scheme.
 - i) Service tax levied at the time of annuity purchase may please be exempted.
 - j) Association of employees be made part of consultation mechanism in framing rules & finalising regulations.

WELFARE, GENERAL AMENITIES & MISCELLANEOUS

108. **Monthly deduction for CGEGIS should not be more than the premium of New Amulya Jeevan-II policy offered by LIC - for risk insurance amount of Rs.25,00,000 annual contribution is only Rs.3,652 per year.**
109. **Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors** as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
110. 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.
111. **Eligibility of Half day C.L.** (Casual Leave) for half working days (like Saturday etc.).
112. **Arrangement for 'Cashless' Medical treatment** in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
113. **Inclusion of both Dependent Parents (father & mother) in Privilege Pass** - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and as recommended by 5th & 6th CPC and as applicable for LTC.
114. **Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment of Parents** – as recommended by the Fifth and Sixth Pay Commissions and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
115. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant

116. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).
117. **Accident Free Service Award to Technical Supervisors** & other Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.
118. **Provision of CUG Mobile Phones** / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS for better efficiency and inter-action.
119. **Replacement of system of Confidential Reports** with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
120. **Provision of Laptops / Computers** to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.
121. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
122. **Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.**
123. **Separate pool of quarters for all technical supervisors.**
124. Proper amenities & maintenance of quarters for all technical supervisors as for officers.
125. **Removal of ceiling of 4 Dependents on Privilege Passes** specially if the Railway Employee has his/her Parents and / or Widow Sisters etc. dependent on him / her and are included in the Pass besides his/her spouse & 2 children.
126. **Remove age limit of 25 years for entitlement of Pass for dependent son in case the son** continues to be dependent / unemployed beyond that age also.
127. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
128. On-line booking / Reservation on Pass / PTO – against a Unique ID Code / Aaddhar Card or Smart Card.
129. "Tatkal" facility for "Privilage / Complimentary Passes" – on payment of "Tatkal" charges.
130. Eligibility for Pass / PTO in premium trains.
131. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
132. Removal / increase of ceiling of only one/two seats/Births on the Pass in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express.
-Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Duronto Express Medical and Pass facility to the dependents of Trainees / Apprentices.
133. Doubling of amount of Gratuity in case of death in harness
134. Raising of Exemption Limit from Income Tax to Rs. 5 Lakhs



Harchandan Singh
General Secretary, IRTSA