

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/ CHQ / Resolutions – CGB - 2011

Date: 9/10 December, 2011

RESOLUTIONS OF DEMANDS

ADOPTED BY

CENTRAL GENERAL BODY MEETING & 46TH ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT LUCKNOW, ON 9TH & 10TH DECEMBER, 2011

Central General Body (CGB) and Central Executive Committee (CEC) of Indian Railways Technical Supervisors Association (IRTSA) were deeply hurt due to the apathetic attitude of the Railway Administration towards the just demands of the Technical Supervisors, due to which these 'Frontline Managers' continue to suffer great humiliation and frustration especially on account of denial of proper status and emoluments as well as lack of adequate avenues of promotion on the Railways.

The meeting regretted that Technical Supervisors were the worst sufferers at the hands of both Fifth and Sixth Pay Commissions as they were treated worst than even the Accounts Clerks, Teaching & Nursing Staff – who had always been in lower scales than the former.

Even the existing relativity of Pay structure of Technical Supervisors – as decided by Third & Fourth Pay Commissions - had been disturbed by the Fifth and Sixth Pay Commissions. There were many other Anomalies in the Report of Sixth Pay Commission. But none of the Anomalies had so far been removed although over 3 years had passed since the implementation of the Report of Sixth Pay Commission.

No major decision had yet been taken in National Anomalies Committee (NAC). Even the recommendations of Departmental Anomalies Committee (DAC) – (for higher Grade Pay of Rs.4600 to JEs & Grade Pay of Rs.4800 to SSEs & CMS etc.) have yet to be approved by the Ministry of Finance. There is a deadlock in the Cadre Restructuring Committee (CRC) due to retrograde proposal of the Railway Board – which will further perpetuate the disparity with the technical Supervisors vis-à-vis non Technical cadres of Commercial Supervisors & Traffic Inspectors etc. Up-gradation of Senior Supervisors to Group-B Gazetted is long over due and not yet agreed to even for upgrading of limited number of 15% posts.

Duties, responsibilities and job requirements of Front Line Engineers / Technical Supervisors have increased manifold over the years due to modernization and sophistication of the Rolling Stock, Locomotives, Signal & Telecommunication, Works, P-way and Bridges etc. on the Railways.

It was regretted that neither the last two Pay Commissions nor the Railway Board have given the due credit for the increase in duties, responsibilities and job requirements of Technical Supervisors - while determining their Pay Scales, Grade Pay or avenues of Promotion as well as higher induction qualification & training – in spite of strong recommendations for better status, emoluments and better Avenues of Promotion for them, by the Railway Accident Inquiry Committees and Railway Reforms Committee etc.

All this had greatly demoralized the Rail Engineers. This is bound to seriously and adversely affect their efficiency and that of the system as a whole.

The meeting, therefore, once again urged upon the Railway Board and the Government to favorably consider and redress the following just demands in the interest of natural justice and for greater safety and efficiency of the system and for better job satisfaction of Supervising Engineers on the Railways:

MAIN DEMANDS

- 1. Suitable Forum to discuss and resolve the problems of the middle management category of Technical Supervisors on the Railways - as per recommendations of Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC)**

PAY SCALES / GRADE PAY, INCREMENTS & DESIGNATIONS

- 2. Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800 – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain "Horizontal Parity & Vertical Relativity" with Accounts Staff, Nurses & Teachers etc.**
- 3. Up-grading of posts of Senior Section Engineers, CDMS, CMS to Grade Pay of Rs 5400 PB-3 – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain "Horizontal Parity & Vertical Relativity" with Accounts Staff, Nurses & Teachers etc..**

4. **Up-grading of posts of CMA-I in pre-revised scale of Rs.7450-11500** since Direct Recruitment qualifications of CMA-I are BE / B.Tech. (Chemical / Metallurgical) or MSc (Chemistry); and as the Sixth CPC had recommended that the posts with Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500 –
5. **Parity in Fixation of Pay of Promotes & Direct Recruits - *Fixing the pay of promotes at entry level for Direct Recruits.***
6. **Minimum Annual Increment of 5 % PA (instead of 3%).**
7. **Additional increment for loss due to postponement of increment due from February to June to compensate for the life long recurring loss.**
8. **Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.**
9. **Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.**

CAREER PROGRESSION AND PROMOTIONAL AVENUES

10. **Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’** - to fully meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
11. **Time Bound promotions 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).
12. **Integrated seniority be considered for same Grade Pay of Rs.4200 both for Technical Supervisors and for Running Staff-** for selection for promotion from Group C to Group B – to avoid discrimination and as the Training period is counted for seniority for LDCE.
13. **Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).**
14. **Upgrading of adequate %age of posts of Technical Supervisors from Group ‘C’ to Group ‘B’ (Gazetted)**
15. **Cadre Restructuring of JE & SSE of Drawing & Design and DMS (Stores Supervisors) at par with other Technical Supervisors,** due to their common recruitment qualifications as Diploma in Engineering, common training and vital job content & multi-skilled job requirement.
16. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of officers (IRES & SCRA) - with necessary age relaxation.**
17. **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’ and above in Indian Railways or for promotion from Junior Engineers to Assistant Engineers in other Central Government Departments or in the State Government Services.
18. **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

19. **Grant of Special Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other departments..**
20. **Revision of rates of Incentive Bonus & PCO Allowance wef 1.1.2006** - in Railway Workshops & Production Units
21. **Revision of rates of Incentive Bonus & PCO Allowance** - in Railway Workshops & Production Units as per Revised Pay Bands & Grade Pay in keeping with ILO norms – (which require the rates to be based on average of the wages) – or at least 2.26 of the existing rates prior to Sixth CPC.
22. **15% Incentive Bonus should be paid on actuarial basis i.e. on the Basic Pay granted to SSE on financial up-gradation under MACPS.**
23. **Grant of Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like the JE (Junior Engineers) (as recommended by RITES for Group Incentive Units in Production Units) or raising of the 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.**
24. **Incentive Bonus to S.S.E. in Workshops & Production Units without any deduction for Leave or Holidays or for training or out station duty – as the same is linked with Basic Pay and does**

not fully compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.

25. **Incentive rates / PCO Allowance should automatically increase by 25% whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
26. **Pay element of Incentive to the tune of 30% should be counted for in-service benefits and 55% for Retirement benefits to JEs & SSEs like the Running Staff.**
27. **Extension to left out areas & Cadres under Incentive Scheme** in the Allied Shops & Sections of Workshops & Production Units,
28. **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 (and as already adopted for C & M Staff in DMW Patiala).
29. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all shops.**
30. **Design Allowance to Drawing, Design Staff** – as recommended by Fifth CPC.
31. a) **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.
OR b) **Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.**
32. **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 fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.

MACPS

33. **Three financial Up-gradations under MACPS after every 8 years of service in a grade - at par with Armed Forces** (*instead of after 10, 20 & 30 years of Service given to Civilian employees*).
34. **Financial up-gradation under MACPS as per cadre hierarchy.**
35. **Counting of initial Training period for MACPS as IT IS COUNTED AS QUALIFYING SERVICE for Pension & Increments and as paid for from General Revenue.**
36. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for Financial up-gradation under MACPS.**
37. **Entry grade of Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 for MACPS & promotions to the merged / up-graded scales should be ignored – as per accepted policy under MACPS.**
38. **Elimination of the discrimination in the MACPS by placing all the Engineering Graduates** in the revised scale with the Grade Pay Rs.4600 - irrespective of their date of recruitment & their date of promotion to the pre revised scale of Rs.6500-10500.
39. **Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc.**

ALLOWANCES & MERGER OF DA ETC.

40. **Merger of DA (Dearness Allowance) with Pay for all purposes w.e.f. 1-1-2011 – when DA crossed 50% – as in the past – to neutralize the impact of excessive inflation.**
41. **Exemption of all allowances from Income Tax** - as recommended by Fifth CPC since the Allowances are granted to compensate the prize rise & erosion of real wages.
42. **2.66 times uniform increase in Transport Allowance** wef 1-1-2006 (of the sum of pre-revised TA & CCA) in pre-revised scales upto Rs.7450-11500, as in case of scales placed in PB-3 with grade pay of Rs.5400 and above.
43. **30% Special Heavy Duty Allowance to Track Temping Staff & Engineers.** (*As recommended by Sub-Committee of Railway Board as long back as in 1996*).
44. **30% Training Allowance** for Faculty (Professors, Lecturers & Instructors) of Zonal Training Schools and Technical Training Centres at par with National/Central Training Academies and Institutes for Group-A Officers.
45. **Grant of suitable Honorarium to Senior Technical Supervisors (i.e. S.S.Es. etc.) for the additional non-technical duties** - till these duties are withdrawn from them – including those of the: i) Supervision of payment and disbursement of wages to workers; ii) Holding of D & A R Inquiries; iii) Holding of Trade Tests; and iv) Filling up of Confidential Reports of Staff, etc.

46. **National Holiday Allowance at double the wages to JEs & SSEs** for working on National Holidays
47. **Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.**
- OR: One month's additional salary PA to Open Line Staff - for working on Sundays & Holidays.**
48. a) **Revision of rates of Incentive for acquiring additional Professional qualifications;**
b) **Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways (on account of additional qualifications).**
49. **Payment of Night-Duty Allowance for full period of Duty performed between 6.00 P.M. to 6.00 A.M., instead of 10.00 P.M. to 6.00 A.M. - as night hazards are created after sunset.**
50. **Grant of Medical Allowance of Rs.1200 pm to all serving and retired employees at par with those of EPFO.**
51. **Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).**
52. **Revision of Breakdown Allowance (BD Allowance) for Open line Technical Supervisors from the present Rs.200 pm to at least 20% of basic pay like special pay to Loco Pilots.**

WORKING CONDITIONS

53. **Improvement of working conditions & work environments and provision of basic needs & amenities in the Open Line C&W - Electrical & Mechanical Depots, Diesel Sheds, Electrical Loco Sheds & 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.**
54. **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.**
55. **Amendment of HOER & Factories Act to compensate for actual number of extra hours put in.**
56. **Withdrawal of following Non-technical duties, unjustly imposed on Technical Supervisors (JEs & SSEs), even though separate staff is provided for the same; while these non technical duties & responsibilities divert the attention of Technical Supervisors from vital technical duties – adversely effecting the safety & efficiency of the system:**
 - i) **Custody of Stores,**
 - ii) **Boxing, Disbursement of Wages & Witnessing of payment of wages to workers; and**
 - iii) **Witnessing of GA attendance card punching etc.**
 - iv) **Restoration of Linen management for supply of linen in trains to the Commercial Departments as done in the past; And withdrawal of this non-technical work unjustly transferred to the Mechanical / Electrical Department / Depots.**
57. **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.**
58. **Filling up of all posts of Technical Supervisors & Staff to avoid set-back to quality & efficiency. Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.**
59. **De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.**
60. **Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.**
61. **“Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.**
62. **Extension of Factories Act to Sheds and Open Line Depots.**
63. **Provision of Benchmark for infrastructure for C&W, Engineering & Electrical Depots and periodical Audit of the availability of the infrastructure (by independent agencies).**

PENSION & RETIREMENT BENEFITS

64. **Withdrawal of New Pension Scheme – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004.**
65. **Provision for withdrawal of funds from contribution to New Pension Scheme, after a specified period of service - to meet with Social obligations & other personal exigencies.**
66. **No reduction in Commutation value of Pension – as resorted to after Sixth CPC.**
67. **Fixed medical allowance of Rs.1200 (same as in demand 50) for new pension scheme retirees.**

68. Grant of Medical Allowance of Rs.1200 pm to all retired employees at par with those of EPFO.
69. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).

WELFARE & GENERAL AMENITIES

70. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS.
71. Provision of Laptop / Desk top Computers to all JE, SSE, CMA, CMS, DMS & CDMS.
72. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
73. 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.
74. Eligibility of Half C.L. (Casual Leave) for half working days.
75. Restoration of 12 days CL (Casual Leave).
76. Arrangement for 'Cashless' Medical treatment in Government Hospitals - in case of 'Emergency' – as available in Recognised Private Hospitals.
77. Early orders on inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
78. 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.
79. Eligibility for Private In-patient Rooms (instead of General wards) for Technical Supervisors (in GP Rs.4200 & above) & their Dependents.
80. Accident Free Service Award to Engineers & other Technical Staff working in *Open Line C&W Depots, Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.*
81. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
82. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
83. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare.
84. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.
85. "Tatkal" facility for "Privilege / Complementary Passes" – on payment of "Tatkal" charges
86. "Tatkal" facility for "Duty Passes" – without payment of "Tatkal" charges
87. Increase in quota of seats for Pass / PTO in Rajdhani / Shatabdi Express.
88. Online booking against Railway Pass / PTO in Rajdhani / Shatabdi Express.
89. Eligibility of dependents on Privilege Pass to travel – Removal of ceiling of 2 seats on Pass in Rajdhani / Shatabdi Express.
90. Eligibility to travel with Pass/PTO in Duronto Express.
91. Medical and Pass facility to the dependents of Trainees / Apprentices.
92. Rate of interest of SRPF should be at par with interest on PPF



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