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CEC IRTSA URGES RAILWAYS TO ADDRESS THE BURNING PROBLEMS OF TECHNICAL SUPERVISORS / RAIL ENGINEERS EARLY

Central Executive Committee (CEC) IRTSA, (which met on 19.7.2013 at Dr. Ambedkar Bhavan, Chandigarh) regretted that even though over 7 years had passed since the date of implementation of 6th Central Pay Commission's recommendations, the anomalies thereof have not been removed in respect of the Pay scales / Grade Pay of Technical Supervisors and MACPS etc.

CEC/IRTSA condemned the Railways having created a new anomaly by placing the JE and senior technician in the same Grade Pay – thereby disturbing vertical relativity and in violation of settled law that: "An equal should not be over an equal"; "Promotion' implies advancement to a higher grade"; & "Supervisor should be in a scale higher than Supervised".

Secondly, the Pay Scale of SSE had always been higher than pay scales of Supervisors of other departments in Railways. After Third Pay Commission highest pay scales of Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors. All other categories including those of in the highest grade of Teachers, Nurses and Accounts Staff were allotted two or three grades below the SSEs/FO/PFO. But after the Sixth Pay Commission, all these categories were granted 1 or 2 grade above the SSEs - disturbing the Horizontal parity.

CEC/IRTSA further regretted that Technical Supervisors / Rail Engineers are greatly demoralized as there is no carrier progression for them - even though they are responsible for safe & efficient running of trains, supervising & managing a large work force of Technicians & Senior Technicians and other Staff engaged in the production, repair and maintenance of Rolling Stock, Locomotives allied Machinery, Plants, Equipments and other valuable Assets of the Railways which is continuously expanding & being modernized. CEC contended that MACP is no compensation for Promotion.

Graduate Engineers who enter as SSE, CDMS and CMS in the Group-C, are the worst off, as they have to rot in their entry grade without even a single promotion.

There has been no upgrading or Cadre Restructuring of the Apex Grade of Group C ever on the Railways-(either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnancy & frustration amongst the incumbents of the Apex Grade in Group 'C' – especially amongst Technical Supervisors on the Railways. Combined cadre restructuring of all Technical Departments is the only remedy to the present predicament – to ensure

- effective management, safety & efficiency on the Railways.

In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 4274 Group-B posts are available for 5,72,191 Group-C employees, i.e. just 0.74% posts. After abolition & Up-gradation of Group-D to Group-C the %age of Group-B posts will further dip to very meager i.e. just 0.47%. It is much higher in all other Departments except the Railways. It is high time that all posts of Senior Technical Supervisors (SSE, CDMS, CMS and Sr.Engineer/IT) - be classified in Group B (Gazetted) and the Junior Engineers (JE) in the grade pay of Rs.4200 be granted Group-B (non-Gazetted) – as per orders of DOP and at par with other Departments.

The meeting observed that the above ill-treatment and apathetic attitude of the Railways are causing deep frustration in these Technical cadres which is bound to seriously impair the efficiency of these cadres and in turn it will jeopardise the safety and efficiency of the Railways. The meeting once again urged upon all concerned that the main problems of the Technical Supervisor be redressed early in the interest of justice and for better safety and efficiency on the Railways.

The meeting paid homage to Er.Rehman, Senior Vice President CEC & Zonal Secretary/N.Rly who left for heavenly abode recently. Er.Kalyan Banerjee, Working President welcomed CEC members from all over Indian Railways and presided over the meeting for the first one hour after which Er M. Shanmugan presided on his arrival.

Er. Harchandan Singh, General Secretary IRTSA, in his inaugural speech said that last six months turned out to be period of waiting for up-gradation of 3300 posts to Group-B, formation of 7th Central Pay Commission (since Government had not agreed for 50% DA merger from 1-1-2011), Removal of glaring anomalies of MACPS like inclusion for training period for the purpose financial upgradation under MACPS, 3rd financial upgradation after 20 years from the date of first promotion / financial upgradation, etc. He said that MACPS is no substitute for promotions & career planning. Technical Supervisors must get adequate Time Bound Promotions.

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IRTSA Units! Send Central Quota & Legal Fund
Through Bank Draft in favour of "IRTSA" to:
Central Treasurer IRTSA, Er O. N. Purohit, 106, Suraj
Nagar, Jodhpur-342008 (Ph: 09828024476 & 02912713123)

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"SUCCESS COMES TO THOSE WHO BELIEVE"



EDITORIAL

**VISION ON CAREER PLANNING OF
RAIL ENGINEERS**
**RIGHT MOTIVATION & GREATER JOB
SATISFACTION ESSENTIAL TO
ENSURE SAFETY & EFFICIENCY ON
RAILWAYS**

After 4 years of Technical education, vivas, theory, lab work and projects, one finally becomes an Engineer. His specialization might be civil, mechanical, electrical, instrumentation, electronics or computers. Developing individual's career in the technical field begins by looking for good job opportunities in the core field. Indian Railways provides job opportunity to these fresh Engineering Graduates - in the core transport sector in PB-2 with the Grade Pay of Rs.4600 at the apex level of Group-C. Fresher's who come out successful in a stiff competitive examination with a lot of hopes join the Railways proudly, only to find that their career ends where it begins. The career of Junior Engineers also meets with the same ill-fated destiny of ending with one promotion to SSE. Without any vision on the career planning for the Rail Engineers / Technical Supervisors, Indian Railways lack in motivating these front line field managers who are directly responsible for safe, punctual and comfort train operation 24 hours a day, 365 days in a year.

Different theories have been suggested for motivating employees. Pay is considered a primary motivator. Other key motivating factors include: opportunity for advancement, appreciation of hard work, a sense of achievement, responsibility and empowerment, a sense of challenge and enjoyment.

The opportunity for advancement in the form of career planning is absolutely not available to the Rail Engineers / Technical Supervisors, even though it had been discussed many times.

Fourth Pay Commission in para 23.9 recommended that: "A solution of the problem of stagnation and inadequate promotion opportunities should be available to employees as motivation for them to contribute their best in the discharge of their duties. At the same time, the system of career progression should be consistent with the functional needs and requirement of organization".

In para 23.10 Fourth pay Commission further recommended that, there should be cadre reviews after a prescribed period with the view to identifying the grades / posts which could be upgraded taking into account their duties and responsibilities and consistent with the need to promote efficiency in administration.

DoPT in its guidelines for cadre review of Groups 'B', 'C' & 'D' cadres dated 23rd Nov 1987 issued on the basis of Fourth Pay Commission recommendations stated that, Periodical cadre review is an important part of personnel management in the organization. It plays a vital role in the smooth functioning of the cadre and in keeping up the morale of its members. The main thrust of the cadre review should be on man power projections and recruitment planning on scientific lines aiming at the same time at rationalization of the existing cadre structure with the view to improving the efficiency, morale and effectiveness of the cadre. DoPT spelled out the following principles to govern the cadre reviews,

- An exercise for complete man power planning taking into account the annual intake at the entry level, maintenance needs, growth etc.
- Cadre review may be conducted on functional cum structural considerations with due regard to the duties and responsibilities which are needed to promote the efficiency.
- Wherever yardsticks have already been laid down for provision of staff – should be taken into account.
- Cadre review exercise may be conducted periodically for all Groups 'B', 'C' & 'D' posts without linking the level of stagnation.
- Rationalisation of categories / grades through merger may also be considered.
- Cadre review exercise may be conducted after every five years.
- The primary authority for conducting cadre review for Groups 'B', 'C' & 'D' cadres will be of the cadre controlling authorities in the respective ministries.

Three cadre restructure exercises have been done in the last 30 years (in the years 1984, 1993 & 2003) and another one is due this year. They didn't bring any positive result to the category of Technical Supervisors except a marginal relief to those at the lower rung, since the Railways had no vision of their own and the guidelines given by DoPT too generalized and vague. Incumbents in the apex scale of SSE / CMS / CDMS / Sr.Er(IT) never got the benefit of any of the cadre restructure exercises.

A comparison with Group-A Railway Services

In the case of Group-'A' Railway services Cadre review was done several times since 1969 onwards. After the 5th Pay Commission, an all out attempt was made by the Railways to implement the following recommendations of Fifth CPC exclusively for the Group A officers:

48.9. It has also been brought to our notice that the cadre structure of some of the organized Group 'A' Civil services suffer from varied degrees of lopsidedness which have disturbed the equilibrium. We strongly feel that functional justifications dove-tailed with reasonable promotional opportunities should be the prime considerations in deciding the proportion of posts in different grades in a cadre. The desideratum of functionality preclude any concept of an ideal and uniform pyramid towards which each cadre controlling authority could attempt to move. Even so, some broad parameters do need be laid down, so as to somewhat equalize opportunities for progression.

48.10. The demands concerning the feasibility of a model cadre structure and their rationale have been carefully considered by us in their totality. Although it is clear that uniform career prospects in all services can only be a distant objective, we recommend the following ideal distribution of Group 'A' posts among various grades for any Organised Gr.'A' Central Civil Services Cadre with regard to the senior duty posts (STS and above) in order to provide guidance to the cadre controlling authorities in their quest for an ideal structure:-

Editorial continued on page-3

Rail Engineers
Post your queries & Suggestions in
IRTSA Group ON Facebook
For Response by GS IRTSA &
Other CEC Members

Editorial (Continued from page-2)

Scale	%age of Senior duty posts	Mandatory eligibility for grant of the Grade
Senior Time Scale(STS)	30	5th Year
Junior Administrative Grade(JAG)	30	9th Year
Selection Grade(SG)	20	14th Year
Senior Administrative Grade(SAG)	17	17th Year
Higher Administrative Grade(HAG)	3	25th Year

Between the year 2003 and 2007 the Gazetted cadre of Group-A Railway services were reviewed and upgradations were effected as given in the following table.

	SAG to HAG	JAG to SAG	Sr.Scale to JAG	Surrender in Sr.Scale
IRSEE		31	46	29
IRSE	11	51	80	39
IRSM	6	48	79	35
IRSS	11	42	91	35
IRTS	4	11	68	23
IRAS	11	14	27	26
IRPS	6	10	20	16
		14	14	25
	49	221	425	228

It is pertinent to note that to upgrade 695 Group-'A' posts at different levels 228 senior scale posts were surrendered to maintain financial neutrality. Senior scale posts are the promotional opportunities for apex Group-C posts since Assistant officers are the feeder grade for them. Thus huge surrender in the senior scale posts further narrowed the already existing slender chances of promotion for Group C.

Again in December 2010 as a part of endeavour to keep the personnel policies relevant to current and future needs DoPT issued following consolidated guidelines on the cadre review of 58 categories of Central Group-A Services:

- For Formulation of proposal, Analization of all the expected changes in the organisation's activities, automation, amendment in the business processes, recruitment planning, plugging the skill gaps, cadre structure, career progression, financial implications etc. Job evaluation exercise for functional justification for creation of posts or for upgradation.
- It permits the proposals with additional financial implications on functional considerations like consistent increase in workload, horizontal expansion in activities
- Every cadre should be reviewed once every five years.
- Relaxed the restriction (3% of cadre strength) on the direct recruitment, but advised not to resort to any bulk recruitment as it would create a bulge in the structure leading to stagnation at later stage.

Even the application of above said guidelines of DoPT, was restricted to Group A Officers on the Railways, but not to the Group C employees.

The stagnation amongst the Senior Technical Supervisors is rampant. Direct Recruited Engineering Degree holders are worst off on the Railways – as very large majority of Direct recruited Senior Section Engineers (SSE), Chemical &

Metallurgical Superintendents (CMS) and Chief Depot Material Superintendents (CDMS) do not get a single promotion throughout their careers of over 30 to 35 years or more. Diploma holders Junior Engineers (JE) just get one promotion from JE to SSE. Only about 3 % of SSE are promoted as Assistant Engineers (AEs) and that too at the far end of their careers. All others retire in Group C itself.

The main reason for this predicament is very low percentage of Group A and Group B Posts in the Technical Departments on the Railways – as compared to all other Departments under various Ministries under the Central Government as well in the States.

Railways is vital life line of the country – undergoing modernization and expansion over the last few years. There is an urgent need to expand its management services in Group A and Group B – to meet with both its long term and immediate objectives to meet with the ever growing demand for safe and efficient freight and passenger haulage.

It is therefore, imperative that a Combined Cadre Review of Group A, B and C be done on the Railways to ensure requisite motivation – especially to the Technical Cadres as well to meet with the afore said guidelines of DoPT – including “recruitment planning, plugging the skill gaps, cadre structure, career progression, financial implications etc. Job evaluation exercise for functional justification for creation of posts or for upgradation”.

CENTRAL PRESIDENT IRTSA VISITS RWF, BANGALORE

The meeting of IRTSA /RWF unit was held on 19/08/2013. The meeting was presided over by Sri. SHANMUGAM , Central President/IRTSA. In his address, he informed all the Brother /Sister Engineers to unite and work for the organization to look after the welfare of the Brother/ Sister engineers in RWF and the Technical Supervisors of Indian Railways. Sri. K.V.Ramesh, Joint General Secretary/IRTSA Central committee, narrated the developments of IRTSA. Near about one hundred members were present in the meeting. Senior retired members were called and felicitate them in the meeting. New committee also formed for the year 2013-14. The following are the newly elected Committee members.

Zonal President :Sri. Kushalkumar.
Sr. Working president :Sri. G.Srinivas.
Working President :Sri. Dayananda, Sri. D. Somaraj
Vice President :Sri.Nazir Khan, Sri.Ashok Raj.G.T, Sri. Kumaraswamy V.G.
Zonal Secretary :Sri. B.Jayakumar
Joint Secretary :Sri. Dayananda Rao, Sri.Suresh Warthi, Sri. Srikanta Swamy R.
Organizing Secretary : Sri. Jagadesh Chandra, , Sri. Narendra Babu, Sri. S.J.Peter, Sri. R. Chandra, Sri. S. Dayalan, Sri. Anand Gladston, Sri. Sukumar.
Treasurer :Sri. Chandrabos K.R.
Joint Treasurer :Sri. Vinod kumar. R
E.C. Members :Sri. Ashok kumar A.S, Sri.Manickavelu A.K, Sri.Abdul Waheed.M.G, Sri.R. Eithiraj, Sri.K.H.Suresh, Sri. M.M.Anil Kumar, Sri.HMC Naik, Sri. Abdul Jabbar, Smt. K.Mala, Sri.Karunakarmurthy, Sri.Ravi Nair, Sri.Chandraseker, Sri.Rajagopal K.S, Sri.N.P.Nagarajan, Sri.Gopalakrishna T.G, Sri.Subbu Krishna, Sri.Prabhakar.C, Sri.Kumarvelu, Sri.Murali kumar, Sri.Gulab Singh, Sri.P.A.S Naidu, Sri.K.V.Rao, Sri.V.S.C Bose, Sri.Nirmala George.

MEETING WITH ADDITIONAL MEMBER (MECH)

On 24.07.2013, IRTSA delegates had a meeting with Sri.Hemanth Kumar, AM (Mech.)/Railway Board during his visit to ICF. IRTSA delegates welcomed him with shawl and they fondly remembered his tenure at ICF at various capacities. Sri.M.Shanmugam, Central President/IRTSA made a power point presentation on "Adverse effects on Railway Board's decision to outsource production of coaches as a whole to private companies".

Earlier a special staff council meeting was convened with Sri. Hemant Kumar, AM (Mech.). In the meeting Sri.K.V.Ramesh, Staff Council Member & JGS/IRTSA welcomed the member and stated that as CME/ICF, he has pioneered the approval for the formation of an exclusive Supervisory Club and expressed his thanks and stated that being AM(ME) Rly. Board, he would have to take care the needs of the Staff of ICF and Technical Supervisors.

He also expressed deep anguish of entire ICF family on the burning issue viz. handing over of the drawings & Technical details to private companies, which cannot be accepted since it will be a threat to the future of ICF. He explained that Railway Board has decided to purchase 390 coaches from private companies at a higher cost of Rs.120 crores. Further cost escalation will happen due to the application of Price Variation clause. These private companies will not have any responsibility in the quality and performance of the coaches supplied by them, since the vital items like steel, overhead & electrical equipments and wheel sets are supplied by Railways free of cost.

He explained that, in the 42 Mechanical workshops, nearly 1.55 lakhs of employees and around 10,000 Tech. supervisors are working. These Workshops are having 6,800 acres of a land. Out of which only around 850 acres (14%) are being used in the covered shed. Another 10,000 acres of land is available with these workshops in the form of Township. Railway Board should try to utilize this huge infrastructure which has been created over the period of time by the Government by huge investment. These workshops must be optimally fulfill to enhance the production capacity of Railways. Due to the introduction of LHB Stainless Steel coaches which are having a POH schedule of 36 months against the existing 18 months, these workshops' infrastructure will become surplus. On the one side, in the 12th Five year Plan Board has decided to keep 1 lakh staff vacancy unfilled, in order to save Rs.14,000 crores and on the other side Board has decided to outsource the Coaches at much higher cost. The existing procedure of procuring coaches from BEML Bangalore with the price CAP equivalent to the ICF production cost should be continued.

On explaining the issues of Technical Supervisors / Rail Engineers he said that Railway Board has to understand the important role played by them in safe & punctual running of trains while formulating the policies for Pay Scale, Career Progression etc., particularly for the graduate Engineers who are entering as SSE and are stagnated as SSE for more than 20 years in ICF without any chance for Promotion. Increasing the number of Group "B" post substantially will only solve the problem. Keeping this highly educated Engineers stagnated at the entry grade itself will do no good to the Organisation, he said.

Sri.E.Ramesh another IRTSA staff Council Member, also welcomed the Member. He then stated that the production in the New LHB unit (Second unit) of ICF will be started within a year. But still, no proposal has been initiated

for the creation of Non – Gazetted posts including technical supervisors / Rail Engineers. Hence, the proposal for the creation of Non – Gazetted posts including the posts of Technical Supervisors /Rail Engineers have to be initiated at the earliest possible. 3rd MACPS after 20 years of 1st promotion or financial upgradation has to be ensured for all technical supervisors. This is a unique grievance of technical supervisors and has to be addressed early.

Sri.K.V.Ramesh intervened to say that SSE's recruited on Direct Quota are most affected with no further avenue of promotion, since their elevation to Group-B could not happen due to inadequate posts available there. He further said that seniority of running staff in the Grade Pay of Rs.4200 in PB-2 is being equalized with the seniority of SSE in the Grade Pay of Rs.4600 in PB-2 for the purpose of integrated seniority computed during the promotion to Group-B (70% seniority quota) from Group-C. For the purpose of LDCE (30%) running staff in the Grade Pay of Rs.2400 are equalized with the Grade Pay of Rs.4200. He demanded that, the undue advantage given to running staff in the integrated seniority should be removed to enable the qualified employees to get elevated to Group-B posts.

IRTSA MEETING AT GOC WORKSHOPS & TRICHY DIVISION , S.RLY

On 23.8.2013 K.V.Ramesh, JGS/IRTSA & V.P.Abdul Salam, Zonal Secretary / S.Rly addressed meetings at Trichy Division and Golden Rock Workshops, Southern Railway. In the Divisional office bearers meeting Er.Kailasnathan, President TPJ Division welcomed the members. Er.Kiran Kumar, Secretary, TPJ Division & Er.Sakthivel explained about the problems of open line Engineers. They said that work load of JE & SSE in the open line is increasing day by day and no additional staff and infrastructure are given, non availability of yardstick for open line works further aggravate the already poor working system. In the construction wing of TPJ division even though Dy.CE office is situated at Trichy, the headquarters for JE & SSE are fixed at work sites where not even a shed exists, making Jes/SSEs depend on the agencies even for elementary office facilities giving an opportunity to the agencies to take an upper hand.

In the meeting held at GOC workshops Er.Zahir Hussain, President GOC/SR welcomed the members. Er.Thirumaran, Secretary/GOC briefly explained the achievements of IRTSA and activities of IRTSA GOC workshop division. Er Gunasekaran called upon all the members to participate in all the IRTSA programmes in large numbers because unity under the banner of IRTSA only will give the required strength to the category. Er.Kiran Kumar Divisional Secretary / TPJ and all the previous speakers assured the CEC office bearers to conduct the proposed Annual Conference and CGB in a grant manner at Trichy.

In his address Er.V.P.Abdul Salam explained the importance of proposed 48th CGB to be hosted at GOC, Trichy. He told that GOC workshop should vibrantly work so that sub units & Divisions around GOC should also become more vibrant. In his address K.V.Ramesh explained about the Case filed at CAT Chennai for the higher Grade Pay to JE & SSE. Status of grant of Group-B fulfill status to all SSE/CMS/CDMS/Sr.Er, removing anomaly in the MACPS, Fixation of Pay on Promotion at par with Entry Pay in the Revised Pay Structure for direct recruits, etc were also explained by him.

RAILWAY BOARD ORDERS**1. Sub:-Recommendations of 6th CPC-MACP Scheme regarding.**

Railway Board's letter No.PC-V/2011/M/4/NFIR, dated 10.06.2013

The undersigned is directed to refer to NFIR's letter No. IV/MACPS/09/Pt-6, dated 23/05/2013 and to state that the matter has been examined in consultation with DoP&T, the nodal Department of Government on MACP Scheme has been clarified that the incumbents of the lower post CANNOT be treated as initially appointed in the upgraded post just because the two lower rungs of the promotional hierarchy have been abolished under two consecutive cadre restructuring. In fact, it is the post which are upgraded. The incumbent's appointment to the upgraded post is by way of promotion only.

Accordingly, the employees who had joined the post of Tracers on direct recruitment basis with matric as recruitment qualification for the post, have already earned two promotions by reaching Sr. Draftsman post (re-designated as JE-II), first promotion as Assistant Draftsman and 2nd promotion as Senior Draftsman / JE-II, either in normal course or as a result of Board's instructions dated 25-06-1985 and 28.09.1998 respectively. Thus such employees are entitled for 3rd financial upgradation only subject to fulfillment of other terms and conditions as related therewith, provided that they have not earned any further promotions.

2. Sub: Grant of one increment in pre-revised pay scale – Board's letter dated 23/03/2012 – clarification regarding.

Rly Board's letter No:S.No.PC-VI/322, No.PC-V1/2012/1/RSRP/1 (RBE No. 63/2013), dated 03.07.2013.

Board's letter of even number dated 23.03.2012 provides that, those Railway employees who were due to get their annual increment between February, 2006 to June, 2006 may be granted one increment as on 01/01/2006 in the pre-revised pay scale as a onetime measure and, thereafter, will get the next increment in the revised pay structure on 01/7/2006.

2. As per Board's letter No.PC-VI/2008/I/RSRP/1 dated 11/9/2008 fitment tables have been prescribed in Annexure-E thereto, specifying the stage of revised pay in the revised pay band with reference to each stage of pre-revised pay in various pre-revised pay scales. As per the fitment tables, the stage of revised pay in the pay band has been mentioned at the same stage in respect of two consecutive pre-revised stages of pay in cases of certain pre revised pay scales.

3. References have been received seeking clarification as to whether in cases where the fitment table provides for the same revised stage in case of two consecutive pre-revised stages in a particular pre-revised scale of pay, the benefit of bunching is admissible after grant of one increment in the pre revised pay scale by virtue of Board's letter dated 23/03/2012.

4. The matter has been considered and it is clarified that Fitment Table contained in the aforesaid letter dated 11/9/2008 is to be strictly followed for fixation of pay in the revised structure without any deviation.

5. In cases where the stages of fixation of pay in the revised pay band as per fitment table contained in the aforesaid letter dated 11/9/2008 provides for the same

revised stage in the Pay Band with reference to two consecutive stages of pre-revised pay in the corresponding pre-revised scales, then in such cases due to application of Board's letter dated 23/3/2012, there will be no change in the revised pay as on 01/01/2006, if the revised stage with reference to the pre-revised pay after accounting for one increment in the pre revised scale does not undergo any change as per the Fitment Table. It is also clarified that no further bunching will be allowed in such cases and no re-fixation of pay will be admissible in the revised pay

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

CENTRAL PRESIDENT IRTSA VISITS BANGALORE DIVISION

M.Shanmugam, Central President, IRTSA visited Bangalore division, SW Rly along with K.V.Ramesh, JGS/IRTSA on 19th September. In the meeting held at C&W depot Er.P.Meenakshisundram welcomed the President and all the members. Er.M.L.Pinto explained briefly about the ever increasing workload in the C&W depot without corresponding addition of infrastructure and men. Er.R.Dhasarathan, raised the problem of fixing the promotional pay of SSE below than the Direct Recruit SSE (ie, less than Rs.17140). Er. K.L.Kushwah, appreciated the efforts of IRTSA in representing the demands of Technical Supervisors / Rail Engineers. He also recollected the mega agitations organized by IRTSA after the Fifth pay commission to increase the pay of SSE from Rs.7000 to Rs.7450.

Er.K.V.Ramesh answered some of queries raised by members. Er.M.Shanmugam briefly explained the activities of IRTSA to achieve the demands of IRTSA. He also explained the status position of some of the main demands of IRTSA including the OA No 706/2013 filed at CAT, Chennai for improved Grade Pay to JE & SSE. He appealed to all the Technical Supervisors / Rail Engineers of SWR Zone to attend the 48th CGB and Annual Conference of IRTSA to be held at Golden Rock Workshop, S.Rly on 14th & 15th November in large numbers.

Following office bearers were nominated for Bangalore Divisional unit of IRTSA

Er.P.Meenakshisundram - Chief Advisor

Er. K.L.Kushwah - Divisional President

Er.M.L.Pinto - Divisional Secretary

Er.S.M.Srinivasan - Divisional Treasurer

Er. B.M.Ranganath - Divisional org. Secretary

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- Copies of Rules, Orders, Codes & Manuals issued by Railway Board, DOP & others on Related issues
- Judgements of various Courts on related issues
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- **Links to important Websites of Govt & others**

IRTSA UNITS

Send News of your activities for publication in VRE & IRTSA Website www.irtsa.net to General Secretary, IRTSA by Phone/SMS & Email to gsirtsa@yahoo.com and K.V.Ramesh, JGS/IRTSA rameshirtsa@yahoo.co.in

Lok Sabha Passes Pension Fund Regulatory and Development Authority Bill, 2011 with official amendments

Subscribers Seeking Minimum Assured Returns Allowed to OPT for Investing their Funds in such Scheme Providing Minimum Assured Returns

The Pension Fund Regulatory and Development Authority Bill (PFRDA), 2011 was passed by the Lok Sabha today with official amendments. It was earlier introduced in Lok Sabha on the 24th March, 2011 to provide for a statutory regulatory body the Pension Fund Regulatory and Development Authority (PFRDA) under the provisions of the Bill. The legislation seeks to empower PFRDA to regulate the New Pension System (NPS).

The PFRDA Bill, 2011 was referred to the Standing Committee on Finance on the 29th March, 2011 for examination and report thereon. The Standing Committee on Finance gave its Report on 30th August, 2011. Some of the key amendments incorporated in the Bill based on the recommendations of the Standing Committee on Finance are as follows:

a) That the subscriber seeking minimum assured returns shall be allowed to opt for investing his funds in such scheme providing minimum assured returns as may be notified by the Authority;

b) Withdrawals will be permitted from the individual pension account subject to the conditions, such as, purpose, frequency and limits, as may be specified by the regulations;

c) The foreign investment in the pension sector at 26% or such percentage as may be approved for the Insurance Sector, whichever is higher;

d) At least one of the pension fund managers shall be from the public sector;

e) To establish a vibrant Pension Advisory Committee with representation from all major stakeholders to advise PFRDA on important matters of framing of regulations under the PFRDA Act.

Beside above, the Bill would make the Pension Fund Regulatory and Development Authority a statutory authority. Presently, it has non-statutory status. The NPS is based on the principle that 'you save while you earn' especially for retirement and is mainly for those who have a regular income.

This Bill would also provide subscribers a wide choice to invest their funds including for assured returns by opting for Government Bonds etc. as well as in other funds depending on their capacity to take risk.

The NPS has been made mandatory for all the central Government employees (except armed forces) entering service with effect from 1.1.2004. Twenty six (26) States have already notified NPS for their employees. NPS has been launched for all citizens of the country including unorganised sector workers, on voluntary basis, with effect from 1st May, 2009. Further, to encourage the people from the unorganised sector to voluntarily save for their retirement, the Government has launched the co-contributory pension scheme titled "Swavalamban Scheme" in the Budget of 2010-11. As on 14th August, 2013, the number of subscribers under NPS is 52.83 Lakh with a corpus of Rs.34, 965 crore. In order to effectively invest and manage huge funds belonging to a large number of subscribers and to ensure the integrity of NPS, creation of a statutory PFRDA with well defined powers, duties and responsibilities is considered absolutely necessary and would benefit all

NPS subscribers.

The PFRDA Bill authorizes the PFRDA to establish a Pension Advisory Committee by notification under Clause 44 of the PFRDA Bill, 2011. The object of the Pension Advisory Committee shall be to advise the Authority on matters relating to the making of the regulations under the PFRDA Act.

Market based returns and wide coverage based on several investment options in the pension sector will build up the confidence in the subscribers, whereas withdrawals for limited purposes from Tier-I pension account will be an incentive for them to join NPS.

IRTSA ORGANISED GRAND FARWELL TO GM/ICF



IRTSA ICF Zone organized a grand farewell party to Sri.Abhay.K.Khanna, General Manager ICF on his superannuation from Railway service on 27th June. Office bearers of IRTSA ICF Zone greeted the outgoing GM with individual shawls from each shop of shell and furnishing divisions. CME/ICF, COS/ICF, CMD/SR, HODs, Officers, Staff Council members, Office bearers of NFIR & AIRF affiliates OBC Association, SC/ST Association, Ministerial staff Association, etc and members of IRTSA from ICF and Southern Railway participated in the function and wished him all the best.

IRTSA meeting at RWF Continued from page-4

Sub-Committees Formed by IRTSA at RWF.

Finance committee: Sri. Chandrabos K.R, Sri. Vinod, Sri.Ashok kumar A.S, Sri.Subbu Krishna, Sri.M.M.Anil Kumar, Sri. Murali kumar,

Cultural Committee: Sri.Dayananda Rao, Sri.Nazir Khan, Sri. Manickavelu, Smt K.Mala, Smt.Sushama, Sri.S.J.Peter, Smt. Nirmala George

Technical Committee: Sri. Manickavelu, Sri. Devoji Rao, Sri. Abdul Waheed M.G, Sri. Sanjeev Rao, Sri. Ravi Nair.

Medical Committee: Sri.Sukumar, Sri.Rajagopal K.S, SriGopalakrishna T.G, Sri. HMC Naik, Sri N.P.Nagarajan

Publicity Committee: Sri. Prabhakar.C, Sri. Suresh Warthi, Sri. Karunakarmurthy, Sri. Kotta VenkataRao. Sri. R. Eithiraj,

Souvenir Committee: Sri.Anand Gladston, Sri.Dayananda, Sri. Gulab Singh, Sri. V.S.C Bose.

Reception Committee: Sri. Ashok Raj G.T, Sri.Kumaraswamy V.G, Sri. Jagadesh Chandra, Sri. K.H.Suresh,

Food Committee: Sri. Dayalan, Sri. Chandra, Sri.Narendra Babu, Sri. Abdul Jabbar, Sri. Chandraseker.

Grievances Committee: Sri. Srikanta Swamy R, Sri. D. Somaraj, Sri. Kumarvelu, Ravi Nair

MINUTES OF CEC MEETING Continued from Page-1

Proposal for upgradation of grade Pay from Rs.4600 to Rs.4800 had been sent by Railway Ministry to Finance Ministry 3 times, but was returned by Finance Ministry. Railway Board has been urged to send the proposal again.

Case for grant Grade Pay of Rs.4600 to then CMA-I is pending in the High Court of Calcutta. If required, IRTSA will implead in the case.

A case has been filed by IRTSA in CAT, Chennai for higher grade pays to JEs & SSEs. IRTSA is represented by its Joint General Secretary, K.V.Ramesh and three respondents are Ministry of Railways, Ministry of Finance and DoPT. The case is presently with the Deputy Registrar CAT Chennai for completion of Pleadings.

Even after repeated orders of DOPT after every Pay Commission, Railways have not changed the Classification of Senior Technical Supervisors from Group C to Group B, even though the CAT New Delhi had held their Classification in Group C as Anomalous. Railway Board is not ready to grant 100% Group-B gazetted status to SSE / CMS / CDMS / Sr.Engineer(IT). IRTSA has therefore, decided to file a Court Case on the issue. HOWEVER, that had been pending in view of the impending proposal for upgrading around 3300 from Group C to group B posts - which is hanging on for quite some time. Loco Pilots / Running Staff in the Grade Pay of Rs.4200 in PB-2 have been equated with the SSE in the Grade Pay of Rs.4600 in PB-2 for the purpose of integrated seniority for selection for promotion from Group C to Group-B (70% seniority quota). This is most unjustified and ultra-vires.

All these issues have to be settled as per natural Justice, he said. Increasing the number of Gazetted posts only will bring the much sought relief to the Engineering Graduates who are getting rotted in their entry grade itself.

Recommendations of Cadre Restructuring Committee are expected to be implemented soon. Large number of JEs, CMAs & DMS will be benefitted.

Cadre Restructuring will not bring any relief to the apex scale of SSE, CMS, CDMS & Sr. Engineer/IT. Condition of DR Engineering Graduates was the worst off without a single promotion in their entire career. IRTSA's demand of Time Bound Promotions and combined cadre restructuring of Group-C, B & A only can bring the solution for their career progression.

Central Govt. Employees Confederation, JCM Constituents and recognised federations of Railways have given a call for Strike Ballot for non acceptance of long pending demands - including setting up of 7th Pay Commission etc. Decision on participating - as an Association or as individuals - in the strike, will be taken at the appropriate time after the Ballot.

IRTSA website www.irtsa.net had 17 lakh hits during the last five years and very widely seen across the country. IRTSA Facebook group has also become very popular and members from all over the Indian Railways are participating in the debates on the Facebook very enthusiastically. "Voice of Rail Engineers" - official organ of IRTSA - is a very useful journal. It is distributed to all the CEC members, Zonal and sub unit office bearers besides the annual subscribers.

General Secretary called upon all the Rail Engineers to unite and strengthen IRTSA for effective pursuance of their demands.

Er.Shanmugam, Central President IRTSA informed about his recent meeting with General Secretaries of NFIR

and AIRF and briefed about the position of main demands of IRTSA. He said that only more vigorous agitations will fetch results and called for more active participation of all Zones in the programmes conducted by IRTSA. He also advised the CEC members to induct more youngsters as office bearers.

V.B.Naryanan, Zonal Secretary/ICF, Er.Baskara Babu, SC.Rly, Er.Surjit Singh of RCF, R.K.Pondey, Zonal Secretary/N.E.Rly, Er.Srivastava of N.Rly, Er.Sugata Dutta Zonal Secretary/CLW, O.N.Purohit, Zonal Secretary/NW.Rly, Sujit Kumar, WP/S.Rly, Er.Komal Sharma & Gaurav Kananjiya of CMT and Soren Singh of Stores also spoke in the meeting and explained the activities in their zones and the demands of their cadre.

RESOLUTIONS PASSED IN THE CEC MEETING

Following decisions were taken by the CEC - after detailed discussions:

i) **MAIN DEMANDS:** CEC reiterated the Main Demands of Rail Engineers and called for their early acceptance as per the resolution. Please visit www.irtsa.net to see the detailed resolution.

ii) **OBSERVANCE OF PROTEST DAY:** IRTSA WILL OBSERVE "PROTEST DAY ON 25TH SEPTEMBER, 2013, ALL OVER INDIA BY RAIL ENGINEERS -ON MAIN DEMANDS

iii) Court Case for higher Grade Pay of JEs & SSEs had already been filed by IRTSA in CAT Chennai and Notice had been issued. Arguments will start - after the preliminary proceedings are completed in a couple of months.

This will be got expedited.

iv) **COURT CASE FOR GROUP B:** IRTSA shall file a Court Case after the next CGB meeting for Classification of Posts of SSE, CMS & CDMS and Senior Engineer IT - in Group B Gazetted on the Railways as per DOP Orders - (after reviewing the position Reg: the proposed upgradation of 3300 posts from Group C to Group B - presently under consideration of the Railway Board).

v) **CASE FOR GP OF LAB & STORE ENGRS:** A legal cell shall be formed from representatives of C&M & Store Engineers to assist the GS & K.V. Ramesh JGS IRTSA to examine the possibilities of filing a Court Case for Grade Pay of Lab & Store Engineers.

vi) **ANNUAL CONFERENCE:** 48th Annual Conference & CGB Meeting of IRTSA shall be held on 14 & 15 Nov, 2013.at Golden Rock Workshops, Trichy - hosted by Southern Railway Zone.

vii) **ANNUAL SUBSCRIPTION:** Annual subscription of IRTSA should be increased from Rs.150 to Rs.200 PA from next year 2014. CGB will consider this Constitution amendment.

viii) **VOICE OF RAIL ENGINEERS:** All the members of IRTSA shall mandatorily contribute Rs.50 for annual subscription for "Voice of Rail Engineers".

ix) **QUARTERLY REPORTS OF ACTIVITIES:** All Zonal Secretaries & Sub-Unit Secretaries shall send their quarterly report of activities to President, GS IRTSA and to the Manager "Voice of Rail Engineers" & Webmaster irtsa.net navejpv@gmail.com - for information and publication.

Subscribers! "Voice of Rail Engineers"

Deposit your Subscription in

Current A/c No: 00090200003440

Indian Overseas Bank, Ayanavaram, Chennai-23

**Under intimation to: Manager: K.V.Ramesh,
G3 - Likith Homes, 3, Lakshmanan Nagar West Street,
Peravallur, Chennai - 600082. Mobile:09003149578.**

Email: rameshirtsa@yahoo.co.in

NOTICE**CGB MEETING & 48TH ALL INDIA ANNUAL CONFERENCE, IRTSA TO BE HELD AT GOLDEN ROCK WORKSHOPS, TIRCHIRAPALLI, SR ON 14 & 15TH NOV, 2013**

It is hereby notified that CGB Meeting & 48th All India Annual Conference of IRTSA shall be held at GOLDEN ROCK WORKSHOPS, TIRCHIRAPALLI, S.RLY ON 14TH & 15TH NOV, 2013. Meeting of CEC, IRTSA shall also be held in conjunction with the CGB as per following programme.

All the Member of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to please attend the meeting(s) positively, along with maximum number of other active members and Subunit Secretaries etc.

AGENDA

1. Inauguration
2. Address by President IRTSA
3. a) Report of Activities by General Secretary
b) Report on Account by Treasurer.
4. Report by Zonal Secretaries & CEC Members.
5. Technical Seminar on "Outsourcing - an inevitable factor in Indian Railways".
6. Constitutional Amendments, if any.
7. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots
b) Resolutions of Demands
c) Line of Action
d) Legal Remedies for realisation of Demands.
8. Election of CEC, IRTSA.
9. Any other point with the permission of the Chair.

DATE & TIMINGS	1.CGB Meeting: 10 AM on 14.11.2013 to 2 PM on 15.11.2013 2. CEC Meeting 8 AM on 15.11.2013 & 2-30 PM on 15.11.2013- (If reqd) 3. Candlelight Demonstration: 9 PM to 9.30 PM on 14-11-2013 - In front of Trichy Junction Stn.
VENUE	Er. Rehman Auditorium, Hotel Kanjena Plaza.
RESIDENTIAL ACCOMMODATION	Hotel Kanjena Plaza, 50-Williams Road, Near Central Bus Stand, Cantonment, Trichy – 620110. 0431-4200002, 4200003
DELEGATION FEE	Rs 300 per head
CHAIRMAN-CON COMMITTEE	Er. V.P.Abdul Salam, Zonal Secretary, S.Rly. Mob No. 09444905612
CONVENER CON COMMITTEE	Er. Thirumaran, Workshop Secretary GOC. Mob No. 09788761155
CO- CONVENER:	1. Er. Zahir Hussain, President IRTSA, GOC Workshop, Mob 07708003011 2. Er. Kailasanathan, President, IRTSA,TPJ, S.Rly SSE/ELC Triputy Jn., SR Mob 09003864303 3. Er. K.Kiran kumar, Secretary, IRTSA, (JE/Const,Triputy Jn SR), Mob 09843029996
TRANSPORT ARRANGEMENTS:	From Trichy Railway station to venue - may be provided to the extent possible, on train timings – (On prior intimation) - Harchandan Singh GS IRTSA

APPEAL FOR STRUGGLE-CUM-LEGAL FUND

IRTSA had decided to file 2 cases in the court – one for the higher grade pay of JEs and SSEs and another for grant of Group B status to SSE, CMS & CDMS. There is an urgent need for funds for these court cases. Each of the cases may have to be pursued up to supreme court and may cost more than 5 lakhs in each.

CGB had decided that every Rail Engineer should contribute Rs. 1000 per head to the legal fund before April 2013. But the contributions received so far are inadequate. As such, the filing of one of the court cases had been pended till December 2013 – for want of funds as well as for some other reasons.

IRTSA fervently appeals to all Rail Engineers to contribute liberally to Struggle-cum-Legal Fund of IRTSA – and to support this common cause equivocally.

Contributions to the legal fund may please be sent (BY DD IN FAVOUR OF IRTSA ONLY) TO THE CENTRAL TREASURER (CT) IRTSA, ER. ON.PUROHIT, 106 SURAJ NAGAR, JODHPUR-342008.

RAIL ENGINEERS OBSERVE PROTEST DAY ON 25TH SEPTEMBER, FOR NON-ACCEPTANCE OF LONG PENDING GENUINE DEMANDS

All Engineers should wear Protest Badges of demands, hold Mass Fast / Dharna / Demonstration, pass Resolution of Protest demanding early acceptance following Main Demands and send copies to all concerned and also hand over the same to the Local Head (DRM/CWM etc).

1. Recognition of IRTSA
2. Implementation of decisions of Departmental Anomalies Committee (DAC).
- 3.a) Grade Pay of Rs. 4800 to JE, CMA II & DMS
b) Grade Pay of Rs. 5400 to SSE, CMS, CDMS.
c) Pre-revised scale of RS. 7450-11500 to CMA-I.
- 4.a) Implementation of report of Cadre restructuring Committee (CRC).
b) Time bound promotions of JE, DMS, CMA to Assistant Engineer (AE) Group 'B' Gazetted and JA Grade / Senior Scale – as recommended by RRC.
c) Combined "Cadre Restructuring" of all posts in Group 'A', 'B' & 'C'.
d) Upgrading of posts of SSE, CMS, CDMS, Sr.Er/IT to Group 'B' (gaz).
5. Promotion of serving engineering graduates against 50% posts of IRES & SCRA through UPSC – with necessary age relaxation.
6. a). PCO allowance to C & M, Drawing, Design, IT (EDP) & Store Engineers.
b). Introduction of Group Incentive Scheme in Diesel, Electric Loco, EMU Car Sheds & Open Line Depots or Honorarium to Technical Supervisors
c). Revision of rates of incentive bonus w.e.f 1.1.2006
7. Discontinuation of integrated seniority of Running staff with Technical Supervisors for Gr B selection
8. Grant of FIXED Honorarium or Special Allowance to the Senior Supervisors who have to attend duty on Holidays & Sundays
9. Counting of training period for MACPs
10. Fixing of pay of Promotes at entry level for DRs
11. Exemption of all allowances from income tax.

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