

Voice of Rail Engineers

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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48th CENTRAL GENERAL BODY MEETING AND ANNUAL CONFERENCE OF IRTSA

Held at Trichy, Southern Railway on 14th & 15th Nov, 2013

Hundreds of Rail Engineers from all over India participate in 2 days event

Candle light procession in front of Trichy Junction

Central General Body (CGB) Meeting and 48th All India Annual Conference of IRTSA were held at Tiruchirappalli, Southern Railway, on 14th and 15th November, 2013. Around 500 delegates from all over Indian Railways participated.

MINUTES - CGB MEETING IRTSA ON 14-15 NOV, 2013

Er. M. Shanmugam, President IRTSA, presided over the Meeting. Er.Thirumaran, Convener of the conference Committee welcomed the delegates. He hoped that Golden Rock (GOC) Workshop & Tiruchirappalli Division will be able to make suitable arrangements for the prestigious Conference. Er.V.P.Abdul Salam, Zonal Secretary / S.Rly & Chairman Conference Committee welcomed the delegates from all over Indian Railways and wished for all success of the same.

Er.M. Shanmugam, Central President IRTSA inaugurated the CGB Meeting with his presidential address. He briefed about the achievements of IRTSA over the last 48 years. He said that genuine main demands of Technical Supervisors / Rail engineers are not being heard properly by Government and the Railways. The mounting anomalies in the Pay Scales, MACPS, etc should be addressed. Terms of reference for 7th Pay Commission should contain job evaluation for arriving at the pay scales. There should be Technical Member from Railway Board as Member of CPC.

Er. Harchadan Singh, General Secretary IRTSA presented his Report of activities – assisted by Er. K.V.Ramesh JGS/IRTSA. The report explained about economic situation of the country, higher inflation rates & its effects on the salaried class, necessity to have the terms of reference of the 7th Pay Commission that should make the Government a model employer in determining the pay scales and allowances through job evaluation, inadequate expansion of Rail network and other related infrastructure in the country, lowest Fare & Fright ratio followed by Indian Railways that results in non availability of funds for expansion and improving safety standards.

Report rued the unrealistic & unjust payment limit of PLB (Productivity Linked Bonus) for Railwaymen, Non settlement of anomalies that arose after 6th CPC - undermining the important role played by Technocrats in Indian Railways – and disturbing the vertical relativities and horizontal parities with some other categories.

The Report underlined the challenges and opportunities before IRTSA on formation of Seventh Central Pay Commission, status position of Court case at CAT Chennai vide O.A.No 706/2013 filled by IRTSA represented by K.V.Ramesh, JGS on the Grade Pay of JE & SSE, main demands that are unresolved. GS enlisted the struggle & action programmes conducted during the year.

Report also highlighted the effective communication & inter action done with members through the website www.irtsa.net & IRTSA face book, publication of Voice of Rail Engineers, visits made by CEC Members. GS stressed on the need to have complete unity among the categories.

Er.O.N.purohit, Treasurer IRTSA and Er.K.V.Ramesh JGS/IRTSA presented the balance sheet accounts of IRTSA and Voice of Rail Engineers respectively. The Report of GS and both the Balance Sheets of Accounts were passed unanimously after brief discussions & clarifications.

All the Zonal Secretaries of IRTSA then submitted their reports to the CGB explaining the activities of IRTSA in their respective Zones. Er.Sugata Dutta Zonal Secretary/CLW, Er.V.B.Naryanan Zonal Secretary/ICF, Er.B.Jayakumar Zonal Secretary/RWF, Er.R.B.Singh Zonal Secretary/WR, Er.Baskara Babu on behalf of Zonal Secretary/SCR, Er.O.N.Purohit Zonal Secretary/NWR, Er.Goutham Mukarjee Zonal Secretary/ER, Er.V.P.Abdul Salam Zonal Secretary/SR, Er.P.K.Radhakrishnan on behalf of Zonal Secretary/SWR, Er.M.Bhatnagar Zonal Secretary/RCF, Er.R.K.Pandey Zonal Secretary/NER, Er.O.P.Choudhary on behalf of Zonal Secretary/NR presented their reports. Er.K.Gobinath, ICF, Er.Bapputty S&T workshop, Er.Darshan Lal, Working President, Er.Ashok choudary, CLW, Er.Sakthivel, Civil Engineering and others participated in the discussion on General secretary report.

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**OA No.706/2013 IRTSA Vs UNION OF INDIA
FOR HIGHER GRADE PAY OF JE & SSE
HAS BEEN POSTED TO 17TH FEB, 2014
FOR HEARING IN - CAT CHENNAI BENCH.**

**IRTSA WISHES ALL THE RAIL ENGINEERS
A HAPPY & PROSPEROUS NEW YEAR - 2014**

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Editor-in-Chief: Er. Harchandan Singh, GS / IRTSA

Central Head Quarter: 32, Phase-6, Mohali, Chandigarh – 160055

Email gsirtsa@yahoo.com Multifarious Website www.irtsa.net

Chairman Editorial Board, Er. M. Shanmugam, President / IRTSA

**Manager: K.V.Ramesh, G3 – Likith Homes, 3, Lakshmanan Nagar West Street,
Peravallur, Chennai – 600082. Mobile:09003149578. Email: rameshirtsa@yahoo.co.in.**

“SUCCESS COMES TO THOSE WHO BELIEVE”



EDITORIAL

CADRE RESTRUCTURING - IS IT BONANZA or A FARCE?

Exactly after 10 years, cadre restructuring of Group-C staff in Railways is implemented w.e.f.1.11.2013. Railway men across the country expected the implementation of CRC with lot of hopes, but it is not.

CRC order implemented on the principle that, "Entire scheme of restructuring is to be a self financing and expenditure neutral proposition". But, in the safety and operational posts, there is no scope for surrender of post, particularly due to the introduction of new trains and addition of new infrastructure. In Production units & workshops the work load is getting increased due to the higher production & maintenance targets.

Particularly work load of Technical Supervisors is getting increased by the way of introduction of outsourcing and work contracts as alternate to direct workforce. Moreover, Railways is a continuously growing organization which requires non-stop fresh induction and expansion of infrastructure and corresponding expansion of man power.

It is also pertinent to mention that, cadre restructure in the category of Technical Supervisory category will have financial benefit to the administration on the following accounts,

- Many of the JEs who are likely to get promoted as SSE have already got their pay fixation in the Grade Pay of Rs.4600 through financial up-gradation under MACPS, hence there will not be any additional implications on account of promoting them as SSE.
- Since SSEs are not eligible for over time, number of supervisors covered in the over time will come down, after the implementation of 67% in SSE and 33% in JE.
- In Production units & Workshops, Incentive earnings of JEs who get promoted as SSE will come down to the tune of Rs.3500 in CLW pattern incentive scheme & Rs.7000 in the Group Incentive Scheme per month, which will be more than the pay fixation benefit given on the promotion from JE to SSE.

Surrender to maintain the financial neutrality, in the technical departments particularly in the categories of Technical Supervisors, Drawing / Design staff, Chemical & Metallurgical (CMT) and Stores Supervisory category will only do harm to Railways.

Discrimination & Ignoring of Duties & Responsibilities:

Many of the supervisory categories other than Technical Supervisors have been recommended with higher percentage in the apex grade pay of Rs.4600, as mentioned below

Traffic controllers	90%
Commercial Inspectors	75%
Scientific. Asst/ Supervisors (Psyco Tech. Cell) / RDSO	80%
Technical Staff (Mech.Etc) / RDSO	80%
Technical Supervisors	67%

Technical Supervisors / Rail Engineers who are responsible for Production, Repair, Maintenance, Safety and continuous improvement of Rolling Stock, Locomotives, innumerable Fixed Assets, Systems and Equipments and ensures safe & efficient running of trains through highest order of safety of the system as a whole - including 'failure-proof' maintenance of Tracks, Bridges, Locomotives, Coaches, Wagons, Signaling and Overhead Equipments & Electrification Systems etc.

But they have been unjustly given lesser percentage in the apex grade of Grade Pay of Rs.4600.

Dilution & unjust curtailment in recommended %age:

Even the recommendations of the Cadre Restructuring Committee as per the agreement reached between recognised Federations and Railway Board in the percentage distribution of Technical Supervisors, Drawing / Design staff, Chemical & metallurgical (CMT), Stores Supervisors have been reduced in the revised percentage in the apex scale as indicated in the table,

CATEGORY	Pay Structure as per 6 TH CPC		%age demanded by IRTSA	%age agreed to in CRC	% age given by Rly Bd.
	PB	GP			
Technical Supervisors	PB2	4600	85	70	67
	PB2	4200	15	30	33
Drawing / Design staff	PB2	4600	85	65	60
	PB2	4200	15	35	40
Chemical & Metallurgical	PB2	4600	90	85	80
	PB2	4200	10	15	20
Depot Material Superintendent	PB2	4600	85	65	60
	PB2	4200	15	35	40

It will be natural justice to revise the percentage distribution of apex scale of Technical Supervisors, Drawing / Design staff, CMT, Depot Material Superintendent on par with other supervisory categories and also to implement uniform percentage distribution of cadre for Technical Supervisors, Drawing / Design staff, and Stores Supervisors.

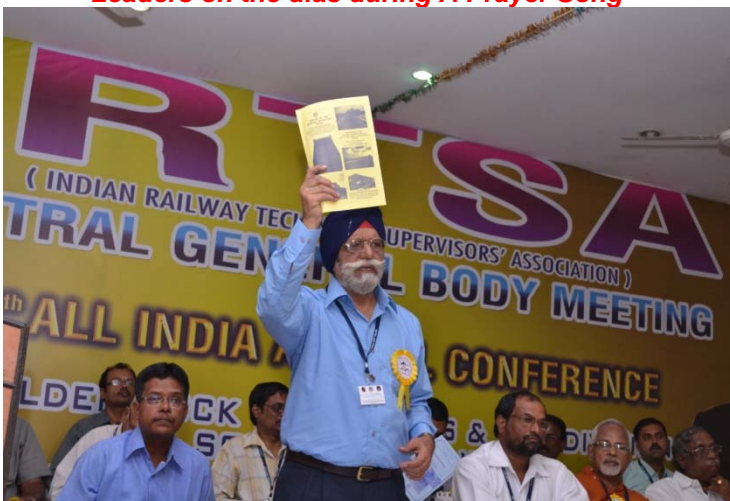
Need for Combined Cadre Restructuring of Group A, B and C on the Railways

There has been no upgrading or Cadre Restructuring of the Apex Grade of Group C ever on the Railways – (either in 1979, 1984, 1993, 2003 or 2013). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade 'C' – especially amongst the Technical Supervisors on the Railways.

Only about 2 % of Technical Supervisors / Rail Engineers – (entering with Diploma or Degree in Engineering) - reach Group B level and only a small fraction thereof reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group C and non-implementation of DOPs orders regarding Classification of Posts – issued after the last 4 Pay Commissions on the Railways. Large majority of Technical Supervisors (with Diploma in Engineering at JE level and with Graduation in Engineering at SSE level) do not get any promotion except in a very few cases and that too at the far end of their careers. Even after acquiring long years of experience and expertise they remain and mostly retire in the Supervisory cadre itself.

There has been substantial increase in the duties and responsibilities over the years of the Technical Supervisors / Rail Engineers due to modernisation and advancement of technology on the Railways – but this has not been recognised or remunerated in any manner whatsoever – especially in the case of SSE, CMS & CDMS.

CRC will be meaning full only if it is implemented combinedly for Gazetted & non-Gazetted and with a scientific analysis of present work load, job requirements and future prospectives.

48th CGB & Annual Conference of IRTSA held at Trichy on 14th & 15th Nov, 2013**Delegates before flag hoisting****Er.M.Shanmugam, Central President inaugurates****Leaders on the dias during A Prayer Song****A Section of delegates from all over Indian Railways****General Secretary presents his report****Er.Darsanlal, Working President / IRTSA****Er.V.B.Naryanan, Zonal Secy/ICF****Er.Jayakumar, Zonal Secy/RWF****Er.B.Patnakar, Zonal secy/RCF**

48th CGB & Annual Conference of IRTSA held at Trichy on 14th & 15th Nov, 2013**GS/IRTSA initiates the deliberation****Er. O.N.Purohit, ZS / NWR****Er. V.P.Abdul Salam, Z / S.Rly****Er. R.B.Singh, ZS / WR****Er. R.K.Pandey, ZS / NER****Er. Sugata Dutta, ZS/CLW****Er. Gotoum Mukerjee, ZS / ER****Er.Zahir Hussain, Er.Thirumaran, with President & CWM/GOC****GS/IRTSA felicitate former CMD along with CWM/GOC****Candle light demonstartion in front of Trichy Railway station**

Minutes of CGB Meeting IRTSA (continued from page – 1)

Resolutions of demands were then presented - which urged upon the Government and the Railways to address the heartburning issues of the front line Managers i.e. Rail Engineers / Technical Supervisors early – in the interest of justice as well as for better safety, efficiency and productivity on the Railways.

Resolutions of demands – in all enlisted nearly 112 demands – comprised of all main demands of Rail Engineers/Technical Supervisors – including Improvement of Pay Scales (Pay Band & Grade Pay), Time Bound Promotions & Career Planning, Higher rates of Allowances (like HRA, CCA, Transport Allowance, OTA, NDA, NHA etc.), Higher Tax exemption limits, improved Working Conditions, Provision of requisite staff for additional workload, Withdrawal of Non-Technical Duties, Better Health Conditions & quality of life, Proper repair of quarters & holiday Homes and online Reservation on Passes etc.

Er. Harchadan Singh, General Secretary IRTSA, Er. K.V.Ramesh, Er. Kiran Kumar, Er. Sakthivel, Er. R.B. Singh, Er. E. Ramesh, Er. B. Jayakumar, Er. Balasubramani, Er. Mahindra Rajwan, Er. Subramanian and others participated in the discussions held of resolutions of demands. Resolutions of demands were passed unanimously after deliberations.

Charter of Demands for 7th Pay Commission was briefly discussed and was resolved to form a Pay Commission Cell (PCC) of IRTSA. Pay Commission Cell will be comprise of Er.M.Shanmugam as its Chairman, Er.Kalyan Banerjee as its Vice Chairman, Er. Harchandan Singh as Convener and Er.K.V.Ramesh as Co-Convener.

OPEN SESSION: An Open Session was held on 14th evening. Power Point Presentations were made by Er.M.T.Sujit Kumar and Er.M.Shanmugam on some facts about Pay Commissions – including the injustice done by the previous Pay Commissions and the possible projections thereof on the Seventh CPC if those anomalies were to be removed.

Sri.P.Mahesh CWM/GOC workshops graced as Chief Guest and spoke about the necessity of rightful pay to the Railwaymen particularly to the Technical Supervisors. He said that salary of supervisors in Railways should be hiked five times considering the responsibilities shouldered by them. By implementing pay hike through Pay Commission Government is only going to stimulate the economy further he said. He further said that in the early 2000 one could purchase a house at the cost of around 8.5 lakhs, now a flat costs 60 lakhs and in 10 years no Government employee shall be able to afford to purchase his own flat or house. What a supervisor would have earned in his career of 35 years in Railways would be much lesser if he would have spent equal period in private sectors he added.

Dr.S.Lalitha Former CMD/ICF and Former Medical Officer GOC graced as Guest of Honour and agreed with the CWM on his views about the issues raised by him and linked to the same with the need for better quality of life and health care.

CANDLELIGHT DEMONSTRATION: IRTSA held a candle light agitation in front of Tiruchchirappalli Junction on 14th November, 2013 night, demanding attention of the Government / Railways their main demands.

Technical Supervisors / Rail Engineers from all over India spiritedly participated in the agitation. Er.M.Shanmugam, President IRTSA and Er.Harchandan Singh, General Secretary IRTSA led the agitation.

They demanded early settlement of their main demands including Recognition of IRTSA, Grade Pay of Rs.4800 to JE, CMA II & DMS, Grade Pay of Rs.5400 to SSE, CMS, CDMS & Sr. Engineer (IT), Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’, Upgrading of posts of SSE, CMS, CDMS, Sr.Er/IT to Group ‘B’ (Gazetted), etc.

CEC MEETING: CEC meeting was held on 15th morning wherein status position of important issues were analysed and preparatory work for 7th Pay Commission was also finalised.

It was decided to form a Pay Commission Cell with Er.M.Shanmugam as Chairman, Er.Kalyan Banerjee as Vice Chairman, Er.Harchandan Singh as Convener and Er.K.V.Ramesh as Co Convener, Er Ashoke Chawdhri as Member – with such other Members as may be nominated to it by the Central President in consultation with GS IRTSA. PCC IRTSA will finalise the Charter of Demands and Memorandum(s) for the 7th Pay Commission and to effectively represent before it – as per Resolution and Charter of Demands adopted by the CGB / CEC IRTSA.

CONSTITUTION AMENDMENTS: Following Amendments in the Constitution of IRTSA were passed after a detailed discussion.

5. a) Composition:

i) **Units / Zones:** There shall be 25 Units / Zones of the Association i.e. (all 17) Zonal Railways and eight (8) Production Units i.e. Eastern Railway, Southern Railway, South Central Railway, North Eastern Railways, North East Frontier Railway, Northern Railway, Western Railway, South Eastern Railway, Central Railway, East Coast Railway, South Western Railway, West Central Railway, North Western Railway, North Central Railway, South East Central Railway, East Central Railway, Metro Railways, Kolkata, Diesel Locomotive Works (DLW) (Varanasi), Chittaranjan Locomotive Works (CLW) (Chittaranjan), Integral Coach Factory (ICF) (Chennai), Rail Coach Factory (Kapurthala), Rail Wheel Factory (Bengaluru), Diesel Mechanical Works (DMW) (Patiala) Rail Coach Factory (RCF) Raebareli, Rail Spring Factory (Gwalior) - shall each form a Unit/Zone of the Association.

7. Funds:- (A) Funds of the Association shall comprise of (1) Subscription. (II) Donations.

1. ANNUAL SUBSCRIPTION:- (a) The Annual subscription for the member shall be Rs.300 per head and will be collected at the Sub-Unit level by 31st March of each year & shall be forwarded to the Unit Treasurer & Central Treasurer respectively latest by 30th June of each year as per clause 7(A)(v) Reg. Distribution of Annual Subscription.

(i)(b) **LIFE MEMBERSHIP:-** Life Membership of the Association shall be Rs.3000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at centre, Unit and Sub Units Level as per distribution of Life Membership provided in clause 7(a)(1)(vi)

(ii) The amount of Subscription may be increased or decreased according to the necessity of funds required for the purpose with the consultation of Central Executive Committee; proper notification in this regard will be given to the members by the Central / Unit Executive Committee, at least 10 days before the month of enforcement. But prior to implementation, the amendment shall be sent to Registrar Trade Union, for approval.

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Minutes of CGB Meeting IRTSA (continued from page - 5)

(iii) Life membership may be revised by the CGB as per requirement and may be notified accordingly.
 iv) Existing Life Members will have the option to pay the difference of the amount of the life membership paid by them and as enhanced from time to time - within one year of such a revision thereof; or to become an ordinary member and pay their annual subscription thereof.

v) **DISTRIBUTION OF ANNUAL SUBSCRIPTION:-** Annual Subscription of the Association, as provided for in clause 7(A)(1), shall be distributed among the Centre, Units/Zones & Sub-Units in the following proportion:-

In case of Zonal Railways:

- Central Quota: Rs.100 per Member
- Unit/Zonal Quota: Rs.60 per Member
- Sub-Unit Quota: Rs.60 per Member
- "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 80 per member

(Rest of the Clause will remain the same)

In case of Production Units & Metro Railways:

- Central Quota: Rs.120 per Member
- Unit or Zonal Quota: Rs.100 per Member
- Voice of Rail Engineer (VRE) (Official journal of Assn.): Rs. 80 per member

vi) **DISTRIBUTION OF LIFE MEMBERSHIP:-** The fund collected as Life membership of the Association shall be distributed among the Centre, Units & Sub-Units in the following proportion:-

In case of Zonal Railways:

- Central Quota: Rs.1000 per Member
- Unit/Zonal Quota: Rs.600 per Member
- Sub-Unit Quota: Rs.600 per Member
- "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 800 per member

In case of Production Units & Metro Railways:

- Central Quota: Rs.1200 per Member
- Unit or Zonal Quota: Rs.1000 per Member
- "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 800 per member

(vii) It will be the duty of all the members to pay their subscription automatically & voluntarily, before the last date of March every year.

viii) The amount of subscription shall be sent by the Unit/Sub-Unit Secretary/Treasurer to the Central Treasurer, Unit Treasurer & Manager VRE – as per distribution of Funds indicated heretofore, along with List of Members & their complete addresses, preferably before the last day of April every year.

ix) Subscription may be deposited in advance, if a member wishes to do so.

(Rest of the Clause will remain the same as existing)

Clause 6 (b) **Central Executive Committee:** (Henceforth Known as C.E.C) The C.E.C shall consist of the following;

President	1	* Senior Organising Secretary	2
Working President	1	Organising Secretary	23
Sr. Vice President	4	Central Treasurer	1
Vice President	6	Asstt. Central Treasurer	1
General Secretary	1	Zonal Secretary (Ex-Officio member)	25
* Senior Joint General Secretary	2	CEC Members (One from each Unit/Zone)	25
Joint General Secretary	23	Auditor	1

Note: i) Sr. JGS & Sr. Org. Secy. shall be nominated by President in consultation with General Secretary.

ii) Provided that one shall be a Member of the Association for atleast 3 years before being eligible to be an Office Bearer of C.E.C.

iii) One auditor will be nominated by the C.G.B.

iv) All the Units must be represented in the C.E.C.

Functions of the C.E.C.:- The C.E.C. shall hold control & administer the property & funds of the Association - with its own resolutions and that of the C.E.C. - within the frame work of the policies adopted by the C.G.B. The members of the C.E.C. will be elected by & out of the C.G.B. and normally be in office till the next election.

ELECTIONS OF CEC IRTSA: CEC IRTSA for the year 2013-14 was elected on 15th November, 2013. Er. M. Shanmugam, Er.Harchandan Singh, Er.O.N.Purohit were unanimously elected as Central President, General Secretary and Central Treasurer respectively (as per list attached herewith).

Er. Kiran Kumar Co-Convener proposed vote of thanks to the Chair as well as to the Delegates who had come from all corners of the country.

To view complete General Secretary Report, Resolutions of Demands, Constitution amendments and Draft Charter of Demands for Seventh Pay Commission - Please visit www.irtsa.net

IRTSA holds Demonstration at Erode Diesel Loco Shed, S.Rly



On 26th October IRTSA conducted a demonstration in front of Diesel Loco Shed, Erode, S.Rly. M.Shanmugam, Central President demanded that Government should act as Model Employer, through appropriate Pay Package for its employees through job evaluation - duly considering all related Factors - including the relative Job requirements/Difficulties, Qualifications, Training, Working Conditions, Duties, Responsibilities and Accountabilities etc.

K.V.Ramesh demanded elimination of undue advantage given to running staff during the selection to Group-B in the Mechanical and Electrical Departments by withdrawing the Railway Board's order RBE No: 53 / 2011 dated 25.04.2011, and said that Integrated Seniority be considered for same Grade Pay for Running Staff as for the Stationary Staff including Technical Supervisors - for selection for promotion from Group-C to Group-B.

Er.Preneeth, President, Diesel Loco Shed and Er.Jerom, Salem Division secretary have also spoke on the occasion.

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ZONAL GENERAL BODY MEETING OF IRTSA S.C.RLY

IRTSA South Central Railway Zone conducted Zonal General Body Meeting on 18th Nov 2013 at Senior Institute Lallaguda, Secunderabad which was well attended by about 600 Engineers from various Sub-Units. The meeting was held under the chairman ship of Er.G.Krishna Rao and was graced by Er.Harchandan Singh GS IRTSA.

Before formal commencement of the meeting cultural programs were performed by wards of employees & others. Meeting has begun with Prayer by Er.C.Sirisha. Sub-Unit Secretaries presented their annual reports describing activities in their respective areas. A number of important issues concerning the day to day problems of the Engineers were raised.

Er.D.Ramakrishna Murthy, Secretary of Tirupathi CRS has enlightened the audience about their victorious court case regarding the anomalies in the group incentive scheme with respect to the SSEs. Their commendable victory is a mile stone achievement in the cause of the engineers of all the workshops/PUs covered under the group incentive scheme. Er.Srinivas SSE from Guntapally Wagon Work Shop has elaborated about their successful fight against unjustified charge sheets issued against 19 Engineers. Er.G.R.BhaskaraBabu Secretary of Lallaguda work shop has highlighted the efforts of the Sub-unit office bearers and the unity amongst the sub-unit Engineers whose combined effort have resulted in making this sub-unit a pioneer in SCR and the SCR Zone among the best in Indian Railways. Er.S.K.Hira from C&W Secunderabad has raised the problem of mounting non technical duties on C&W Engineers resulting in a possible compromise in their safety responsibility.

A few observers from AIREF also attended the deliberations of GB and expressed their appreciation about the functioning of IRTSA. They also expressed their desire to put up a joint fight along with IRTSA for achieving our demands.

IRTSA office bearers like T.J.Jose from Electric Loco Shed Lallaguda, Er.Rajendra Prasad from Electric Loco Shed Vijayavada, Er.Kamalakar from Electric Loco Shed Kajipet, Er.Deeraj Kumar from Diesel Loco Shed Kajipet, Er.Srinivasarao from Diesel Loco Shed Moulali Secunderabad, Er.M.H.Khaleed from printing Press, Er.Bargavaram from C&W Secunderabad Er.K.S.N.Reddy from Lallaguda work shop spoke on various issues like lack of promotional avenues to Rail Engineers, injustice meted to them in 5th and 6th CPC, unjustified grade pays of Rail Engineers, injustice in grant of group B status for senior supervisors in comparison to other central govt. organizations, inclusion of loco pilots in the channel of promotion of Engineers.

Er.N.V.RamanaMurthy Zonal Secretary SCR IRTSA has elaborated about the meetings conducted at various sub units during months of October and November 2013. He has also expressed his desire for further strengthening the organization by bringing in to the fold engineers from unrepresented units and departments.

Er.Harchandansingh GS IRTSA has delivered a spirited speech which was greatly applauded by the members present. He dealt in detail about the long and cherished history of IRTSA and its many achievement through various means of long fights. He has exhorted the need for unity of engineers ahead of the commencement of 7th CPC proceedings. He has explained in detail about the

fight and strategy of IRTSA with respect to various burning issues like court case regarding grade pay, implementation of group B status etc. He has expressed his derision about Luke-warm attitude of the Engineers about contribution to legal fund. This has inspired the Engineers present and many Engineers made their spontaneous contribution to the struggle & legal fund.

NEW OFFICE BEARERS OF IRTSA / S.C.Rly

Zonal President	Er.G.KrishnaRao
Working President	Er.K.Chandrasekhar
	Er.D.Jhon
Vice president	Er.A.Veera Mohan Rao
	Er.G.Udaya Bhaskar
	Er.K.Subramanyam
Zonal Secretary	Er.N.V.RamanaMurthy
Treasurer	Er.K.Parameswara Chary
Auditor	Er.S.K.Hira
Joint secretary	Er.V.RamakrishnaRao
	Er.D.Pratap Singh
	Er.C.Sirisha
Organizing Secretary	Er.K.L.N.Swamy
	Er.Syed Ahamed
	Er.G.Ramesh
	Er.Ravikrishna
Advisor (Legal)	Er.T.V.Govinda Rao

Rail Engineers from Various sub-units felicitated GS IRTSA with garlands and mementoes. GS IRTSA presented mementoes to the active members of the various sub-units. The meeting was concluded at about 22.45hrs after vote of thanks by Er.K.Chandrasekhar followed by community dinner.

NO EMPLOYER CAN WITHHOLD THE GRATUITY AMOUNT OF A RETIRED EMPLOYEE: MADRAS HC

In a recent Madras High Court verdict, it was ordered that no employer can withhold the Gratuity amount of a retired employee. The judge stated that Section 13 of the Act did not permit attachment of gratuity amount in execution of any decree or order of any civil, revenue or criminal court and added that even Section 14 of the Act provides overriding effect over other laws.

This was not a blanket order against forfeiture gratuity since Section 4 (6), the only provision which provides for forfeiture of gratuity amount to the extent of damage or loss caused to the employer, states that the money could be withheld only if the services of the employee had been terminated for willful omission or negligence. While there exist other methods of recovery of money through civil procedures, it is not the case of an Employer that loss on account of the misappropriation or damage cannot be recovered.

ENGINEERS! VISIT IRTSA WEBSITE REGULARLY

<http://www.irtsa.net>

A MULTIFARIOUS & FREE WEBSITE FOR RAIL ENGINEERS

Some important Docs placed on irtsa.net

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

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)

CENTRAL EXECUTIVE COMMITTEE - IRTSA (2013-14)
Elected in the CGB Meeting of IRTSA - Held at TRICHY on 14 & 15-11-2013

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
1.	Patron	Er. Siya Ram Bajpai	53,Uphar, Eldico Colony Udayan Jail Road, Lucknow-226001	09369115389
2.	President	Er. M.Shanmugam	4, Sixth Street, TVS Nagar, Padi, Chennai – 600050.	09443140817
3.	Working President	Er. K.V.Surendranathan	1545,Nitya Flats 2 nd Floor, Rama Nagar, Anna Nagar, West Ext. Chennai-600101.	04426564747
4.		Er. KalyanBanarjee	St. No. 63, Qrs. No. 8A CLW, Chitaranjan- 713331, W.B.	09434735722
5.		Er. DarshanLal	148-A,Type-IV,RCF Colony,Kapurthala, 144602	08437043089
6.	Sr. Vice President	Er. V.Munuswamy	7-55-A, Sidco Nagar, Villivakkam, Chennai-600049.	09003160338
7.		Er.G.KrishnaRao	4-44-3, 8th Street, Hubsiguda, Hyderabad-500 007	09989653968
8.		Er. B. Inbanathan	8/72, Valmiki Street, East Tambaram, Chennai-600059	09003149679
9.		Er. B.D.Mishra	Qrt. No L-9-B, Jail Road, Munanerbhag Railway Colony, Lucknow-226001	09794830808 09794830593
10.	Vice President	Er. L.Markentayan	43/5, 9 th Street, North Jaganathan Nagar, Villivakkam, Chennai-600049	09003149775
11.		Er. Tamil Maran	109-Venkateshwar Nagar, Kolathur, Chennai-600 099	09952020851
12.		Er.D.Somaraju	15, 19 th B cross, 3 rd stage, Yelahanka, New Town, Bangalore-560106	09449846378
13.		Er.Sallauddin	H.No: 104/3 RT , Vijaya Nagar Colony, Hyderabad-500 057	08712808185
14.		Er. Subir Roy	25/32, M.M. Railway Colony, N.M. Joshi Marg , Lower Parel, Mumbai-400013	09004441468
15.	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 e-mail - gsirtsa@yahoo.com (Ph : 09316131598)	01722228306 09569631598
16.	Central Treasurer	Er. O.N. Purohit	106, Suraj Nagar, Jodhpur-342008. onpurohit@yahoo.com	09828024476
17.	Auditor	Er. P.S. Pandey	3-W-34 KuriBhagatram Housing Board Colony, Jodhpur-342005	09001198476
18.	Sr. Jt. Genl. Secretary	Er. K.V. Ramesh	rameshirtsa@yahoo.co.in , (044-26710007) G-3 Likith Homes, 3 - Lakshman Nagar, West Street, Peravellur, Chennai-600082.	09003149578 09444100842
19.		Er. AshokeChowdhury	Room No.14, Hostel No1,TTC ,CLW,Chittaranjan – 713331	09163340901
20.	Jt. Genl. Secy	Er. S.Karunakaran	1/22, IInd Street, Nerhu Nagar, Ambattur, Chennai-53	09003149358
21.	Jt. Genl. Secy	Er. Surjit Singh	120 B-Type IV, RCF Colony, Kapurthala, 144602	08437043119
22.	Jt. Genl. Secy	Er.M.T.Sujith Kumar	New No.67, St. no 37 St Anthony St, GKM Colony, Chennai-600082	09444905357
23.	Jt. Genl. Secy	Er. Rajesh Jatana	130A- Type-IV RCF Township, Kapurthala-144602	08437043118
24.	Jt. Genl. Secy	Er. Aranga Nathan	10, Veerapathirasamy street, Nethaji Nagar Extn. Villivakkam, Chennai	09382757565
25.	Jt. Genl. Secy	Er. A. Ramakrishnan	SSE/HCR Central Workshops, S.W.RailwayAshokaPuram, Mysore South (Karnataka) - 570008	09731667492
26.	Jt. Genl. Secy	Er. E. Ramesh	22, VV Koil Street, Kodaperi, Tambaram, Chennai-600045	09003149666
27.	Jt. Genl. Secy	Er. Raja Parbhakar	27, VII Street, 2ndCross, VaishnaviNagar, Chennai-109	09003149354
28.	Jt. Genl. Secy	Er. Subir Battacharjee	JE/CLW, ST.No.34, QRS.No.33D, P.O.Chittaranjan, Pin-713365	09434032161
29.	Jt. Genl. Secy.	Er.Ramesh Chowdhary	SSE/Power/HR(W)/J, 536 A,Sector-2, Kuri Bhagattasani Housing Board Colony, Jodhpur (342005)	09001198367
30.	Jt. Genl. Secy	Er.O.P.Srivastav	C-2/130 Sec F Extn LDA Colony, Kanpur Road, Lucknow-226012	09335605712
31.	Jt. Genl. Secy	Er. NirmalChandran	A-5, Sterling Lotus Apts, 11th Street, Korathur, Chennai-80	09884085065
32.	Jt. Genl. Secy	Er. Antony Francis	SSE/Safety, EMU Workshop(W.Rly.), Mahalaxmi, Mumbai-400013	09004441452
33.	Jt. Genl. Secy	Er. C.Prasanna Reddy	SSE/Corrosion, Lalaguda work shop, S. C. Railway Secunderabad - 500017	
34.	Jt. Genl. Secy	Er.S.Vetrivel	3, Padasalai street, Lakshmiapuram, Chromepet, Chennai-44.	
35.	Jt. Genl. Secy	R.K.Singh	Qr.No. 317(A), Baulia Railway colony,Gorakhpur -273012	09794840449
36.	Jt. Genl. Secy	Er. T.KrishnaBabu	83,A-Sivarajpet, Thirupathur, Vellore Dist, 635601	09360775450
37.	Jt. Genl. Secy	Er. E. Raju	3/282, Raghva Nagar, Illrd main Road, Ever green flat, Madipakkam, Chennai-91	09444177045
38.	Jt. Genl. Secy	Er.V.Suresh	SSE/BRS, Central Workshops, S.W.RailwayAshokaPuram, Mysore, South Karnataka.570008	09731667474
39.	Jt. Genl. Secy	Er. R.S.Mouriya	N.Rly C & W Workshop, Alambagh, Lucknow 226005	
40.	Jt. Genl. Secy	Er. G.Srinivas	RWF. No.303D, West colony, Rly Qtrs, Yelahanka, Bangalore-64	09449871221
41.	Jt. Genl. Secy	Er. B.Bhaskerababu	SSE/Paint, carriage workshop, Lallaguda, Secunderabad-500017	09885439092
42.	Jt. Genl. Secy	Er.V. Sunil Kumar	1175A, 1st Main Rd, Poompuhar Nagar, Kolathur, Chennai-99	09003160346
43.	Sr. Org. Secretary	Er. V.P.Abdul Salam	RC Kamalam Apts. Fl. No. A-28, III Street, Rajaji Nagar, Vilivakkam, Chennai-600049	04426505895 09381000086
44.		Er. K. Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur,Chennai-99	09003149416
45.	Org. Secretary	Er. L.P.Verma	SSE/BSS, N.W.Rly W/S, Jodhpur-342003	09001198357
46.	Org. Secretary	Er. V.DayanandaRao	No.310 E, West colony, RWF Quarters, Yelahanka, Bangalore-560064	
47.	Org. Secretary	Er. P.K.Das Gupta	FL.No.202 Darsan Appt. 21, CharakDanga Road, P.O.Uttarpara, Hooghly, Pin-712258	09007404448
48.	Org. Secretary	Er. Pranab KR Bose	Street No. 63, QRS. No. 6B, P.O.- Chittaranjan, DISTRICT- Burdwan, PIN- 713331,	08420043191
49.	Org. Secretary	Er.Brindaban Adhikary	STREET No. 61, QRS. No. D 12, P.O.- Chittaranjan, District- Burdwan, PIN-713331. brindabancrj@gmail.com	08420043221
50.	Org. Secretary	Er. Kiran Kumar	8, Kumaran street, Mangammal Salai, Ayyappa Nagar, K.K.Nagar, (PO) Trichy – 620021	09003145440
51.	Org. Secretary	Er. Girinathan	12/2, K.K.street, West Banu Nagar, Ambattur, Chennai-600053.	09841182335
52.	Org. Secretary	Er. Kailasanathan	D2/G7, Rohini Garden Enclave Appt. Pattabiraman street, Tennur, Trichy-17	09003864303
53.	Org. Secretary	Er.D.RamakrishnaMurthy,	SSE/Pain Shop, CRS/SC.Rly Workshop Tirupathi-517506,	09866692254
54.	Org. Secretary	Er.Boominathan	Plot No.7, Adhiyamanagar, Rajiv Gandhi Street, Chennai-600082	09003149371
55.	Org. Secretary	Er.P.Baskaran	No.26/1,-A, R.S. Flats, South TirumalaiNagar, Villivakkam, Chennai-49	09004149463
56.	Org. Secretary	Er. M.Ganesan	Old17/New41, Illrd Street, Rajaji Nagar, Villivakkam, Chennai – 600099	09003149642
57.	Org. Secretary	Er. R. Ravi	No.1, SwamiprabhuPada, Srinagar Colony, Thirumullaivoyil, Chennai-62	08056050137
58.	Org. Secretary	Er. Y. R. S. Benarjee	2A, Seeyalam 2nd street Extn, Villivakkam, Chennai- 49	09884401834
59.	Org. Secretary	Er.GaneshBabu	12/12, Kamaraj Street, Ayanavaram, Chennai-600023	08056050118

CENTRAL EXECUTIVE COMMITTEE - IRTSA (2013-14) Continued from page - 8

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
60.	Org. Secretary	Er. Anoop Bajpai	S-721, SANSKRITI Enclave, Udayan-II, Raibareli Road, Lucknow-226025	09794830820
61.	Org. Secretary	Er. Baldev Raj	332 -A- RCF Colony, Kapurthala-144602 (Pb)	08437043510
62.	Org. Secretary	Er.P.K.Radha Krishnan	SSE/BRS Central Workshops, S.W.Railway, AshokaPuram, Mysore South Karnataka.570008	
63.	Org.Secretary	Er.Arvind Kumar	745-A, KawaBagh Rly Colony, Gorakhpur-273012	09794840488
64.	Org.Secretary	Er.K.K.Pavitrn	SSE/CL, central workshops, Ashokapuram, Mysore south, PIN 570008	09731667476
65.	Org.Secretary	Er.Girish Bhat	SSE/Bogie, Carriage Workshop (W.Rly.), Lower Parel, Mumbai-400013	09004441526
66.	Org.Secretary	Er. Dasaya Naik	19-4-5P/103, Pranitha Reddy Apartment, R.R.Reddy Colony, S.T.V.Nagar, Tirupathi-517501.	09701342256
67.	Org.Secretary	Er. S. K. Hira	F-215 Vaishali Garden Apts. Nagarjuna Nagar, Tarnaka, Secunderabad - 500 017.	09701371422
68.	Member CEC	Er. D Sarkar	Hostel No.1, Room No.5, CLW, Chittaranjan-713331	08420043209
69.	Member CEC	Er. Suresh Warthi	309/C,WestColony,Rail Wheel Factory,Bangalore-560064	09449846454
70.	Member CEC	Er.N.Balakrishnan	7, Adinath Nagar, Kolathur, Chennai-600099	09003149544
71.	Member CEC	Er.R.Sekar	37, 1st main Rosd, Jayalakshmi Nagar, Thirumullaivoyil, Chennai-62	08056050146
72.	Member CEC	Er.G.Kandan	9, Naladiyar street, Sri Sakthi Nagar, Annanur, Chennai-600109	08056050162
73.	Member CEC	Er.V.P.Sundaram	5/396, Agathiar Salai, J.J.Nagar, Mugappair East, Chennai – 37	09003149646
74.	Member CEC	Er.Sarvanan	258/1, North Colony, ICF, Chennai-600038	09003141470
75.	Member CEC	Er.V.Gopi	100/1, Vellar Street, Ayanavaram, Chennai-600023	09003149883
76.	Member CEC	Er.V.Natarajan	New.25, old.1, MariappaMudaliar Lane, East Andar St, Trichy-620002	09444294143
77.	Member CEC	Er.Syed Asmatulla	16/1, East Colony, Integral Coach Factory, Chennai-600038	09003149599
78.	Member CEC	Er. Jerome	150/80, Thirumugrugan street, Sastri Nagar, Erode – 638002	09894525063
79.	Member CEC	Er. Rajagopal	5/30, Devadanam Street, Bikshanarkoil, Trichy – 621216.	09994288240
80.	Member CEC	Er. E.Girish	29/47, Kumarappa Street, Nungambakkam, Chennai – 600034	09884929713
81.	Member CEC	Er. G.Ravishankar	B.3, Sushmitha Court, Plot No. 29, D.No.18 A, Sandriya Colony, Kolathur, Chennai 600099	09444459309
82.	Member CEC	Er.U.P.Singh	Q.No.100, KawaBagh Rly Colony, Gorakhpur -273012	09794845205
83.	Member CEC	Er.Saibal Deb	SSE, E.Rly work shops, Liluva, Kolkatta.	
84.	Member CEC	Er. P.Omprakash	SSE, Wheel, SWR Workshop, Srirampura II stage, Mysore- 23	09480381301
85.	Member CEC	Er. Amar Deb	SSE/Y&T, NW.Rly W/S, Jodhpur – 342003	09001198343
86.	Member CEC	Er.Ethiraj.R	305-D, West Colony, Rail WheelFactory Yelahanka, Bangalore560064	09481473125
87.	Member CEC	Er.Anand Gladston	No.850,16 th Block, N-MIG B,Nagarjuna Apts,5 th Phase Yelahanka New Town, Bangalore-560064.	08105355532
88.	Member CEC	Er.AmrithLalChaudhari	E-10, Nanaksar Nagar, Near RCF Halt, P.O Bhulana, Kapurthala –144620.	
89.	Member CEC	Er.Jaswinder Singh	349 D, Type-III, RCF, Kapurthala – 144602	
90.	Member CEC	Er. Jagtar Singh	323- E, RCF Colony, Kapurthala-144602 (Pb)	08437043338
91.	Member CEC	Er. Anil.K.Verma	SSE, Loco, Charbagh workshop, Northern Rly, Lucknow-226012	08400334056
92.	Member CEC	Er.AmarnathRao	SSE/CBR ,Central Workshops, Ashokapuram, Mysore south, PIN 570008	09731667478
93.	Member CEC	Er.Kaknakraju	SSE/INSP, Central Workshops, Ashokapuram, Mysore south, PIN 570008	09141735021
94.	Member CEC	Er. Rajender Prasad	SSE/Hyderabad (C&W depot, Hyderabad, S.C Railway A.P-500071	09701372634
95.	Zonal Secy /ER	Er. Goutam Mukherjee	6/10, GopalChatterjee Road, P.O.Cossipore,Kolkatta-700002,	09002029641
96.	Zonal Secy /SR	Er. Abdul Salam	RC Kamalam Apts. Fl. No. A-28, III Street, Rajaji Nagar Vilivakam, Chennai-600049	04426505895 09381000086
97.	Zonal Secy/SCR	Er.N.V.Ramanamurthy	H.No.10-365/1, SatyaRaghavendra Nagar, Malkajigiri, Hyderabad-500 047.	09701370463
98.	Zonal Secy/NER	Er. R.K. Pandey	642, Chandra Niketan, Krishna Nagar Pvt, Colony, Basharatpur, Gorakpur – 273004	09451039298 09794840415
99.	Zonal Secy/NFR	Er. K.K. Deb	VidhanPali ,Jaljharia, Malda-732102 (WB).	03512269556
100.	Zonal Secy/NR	Er. P.K.Shukla	37, UpharEldeco Colony, Udhyan, Jail Road, Lucknow-226001	09794830759
101.	Zonal Secy/WR	Er. R.B. Singh	SSE/Estimate, EMU Workshop(W.Rly.), Mahalaxmi, Mumbai-400013	09004441493
102.	Zonal Secy/SER	Er. E. LaxmanRao	SSE, Shop 56, SE Railway Kharagpur Workshop, Kharagpur=720301	09153647448
103.	Zonal Secy/DLW	Er. T.D.Singh	Bhaskar Nagar, Hasanpur Manduadiak, Varanasi- 221104	09335311338
104.	Zonal Secy/CLW	Er. Sugata Dutta	SSE/CLW, Vivekananda Pali West Rangamatia PO Rupnarayanpur, Distt Burdwan- West Bengal, PIN 713386	09732047217
105.	Zonal Secy /ICF	Er. V.B.Narayanan	1, Nerhu Road, Anna Nagar, Pammal, Chennai – 600075	09003149359
106.	Zonal Secy/RCF	Er. MayankBhatnagar	114-D RCF Colony, Kapurthala-144602	08437043273
107.	Zonal Secy/RWF	Er.B.Jayakumar	333/E, RWF West Colony, Yelahanka, 560064.	09449846486
108.	ZonalSecy/DMW	Er. Rajinder Singh Ankhi	118 New Green Park Col. Sirhind Road, PATIALA-147003 (PB.)	09779582245
109.	ZonalSecy/NWR	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur-342008,	09828024476
110.	Zonal Secy/SWR	Er. K.L.Vinod Kumar	122, VSCHS layout, Sakthi Nagar, Sathagalli, Mysore-19	09448253319
111.	Zonal Secy/SECR	Er. DK Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)-492001	09907475771

ADVISORY COMMITTEE (CEC) IRTSA

1.	Er.L.N.Pathak	LD 117 B Shanty Puram Colony, Alambagh, Lucknow – 226005	09450355643
2.	Er.G.R.LingaRao	H. No. 2-129, Avani Nagar, Malkajigiri, Hyderabad – 500047,	09912722577
3.	Er.K.Shanmugavel	8, 7 th Street, TNHB, Korattur, Chennai-600080	09444357733
4.	Er.M.S.V.R.Pandian	175/6, Kurinjil Colony, 4 th Avenue, Annanagar, Chennai-600040	09444170903
5.	Er.Balramurthy	219 Block 1, Mahaveer Springs Annexe, 17 Cross, 15 th Main Nanjunde, Swara Layout, JP Nagar, 5 Phase Bangalore -560078	09381002724
6.	Er.L.Ravisharma	11/2, Subramaniam Road, Perambur, Chennai-600011	09500125289

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TASK FORCE IRTSA

1.	Er.Ravindran	15/1, Venkata Raman Street, Perambur, Chennai – 600011	09003149441
2.	Er. Malik Basha	Flat No.512, Vth Block, NPL Anjali Appt. 264, MTH Road, Villivakkam-49	09003149736
3.	Er.Ganesh, CMS	A-3, Cavery Complex, 23, Rathrammal Colony, Saligrammam, Chennai – 600093	09003149607
4.	Er.Ramakrishnan	14/2, 26 th Kennedy St. Ext. Varalaxmi Nagar, GKM colony, Chennai - 82	09003149717
5.	Er.Ravindran	15/1, Venkata Raman Street, Perambur, Chennai – 600011	09003149441
6.	Er.Lakshminarayanan	No.2, Vikrama Flats 40-21, Neels Garden, 2 nd Street, Perumbur, Chennai-600011	09444217897
7.	Er.Karunkumar	G-2, Anu Arcade, No25, Moorthy Nagar, Villivakkam, Chennai-49	09005149789
8.	Er.Aribaskar	1/3, Thiruvallur Street, Senthil Nagar, Thirumullaivoyil, Chennai – 600062	08056050363
9.	Er. MehaboobBasha	1/11, Welcome Cly, Annanagar West Ext. Chennai-600101	09003149658
10.	Er. N. Balasubramani	15/5, George Towers, Murthy Nagar, Villivakkam, Chennai-49	08056050030
11.	Er. MohamadShariff	16/2, East Colony, ICF, Chennai-600038	09003149551
12.	Er.Meenakshisundram	Sr. Lecturer, Supervisors Training Centre, SW.Rly, Bangalore-23	09731666415
13.	Er. Tousif Khan	SSE/Elc. Carriage work shop Lalaguda, S. C. Railway Secundrabad – 500017	
14.	Er.Deeraj Kumar	H.No: 1-1-1064, Sidhartha Nagar, Kajipet, Warangal Dt.-506003	0944017608
15.	Er. Preetham Kumar	SSE/inspection Lalaguda work shop, S. C. Railway Sec-bad – 500017	09701370482
16.	Er.Pradap Singh	SSE/Gooty Diesel loco shed , A.P-515401	09701374452
17.	Er.Sathyannarayana Reddy	No.42-286/23/16, Plot No 16 & 17, New Maruthi Nagar, Near A.S.Rao Nagar, Hyderabad 500062.	09701371571
18.	Er.T.S.Sudhakar	1-1-202, Bhavani Nagar, Malkajgiri, Hyderabad 500 047	09441042187
19.	Er.ShyamalaRao	B.Syamalarao S.S.E / Diesel locoshed, vijayawada - 520 002	09701373062
20.	Er. G. Subbaiah	SSE/Wheel carriage, work shop Lalaguda, Sec-bad – 500017	
21.	Er. D. John	SSE/Corrosion, Lalaguda work shop, S. C. Railway Secundrabad – 500017	
22.	Er. Narendranaidu	SSE/inspection Lalaguda work shop, S. C. Railway Secundrabad – 500017	
23.	Er. K. Ravinder	SSE/MLY Car shed moola-ali, S.C. Railway, Hyderabad-500040	09701372336
24.	Er. GridharArbad	SSE/C & W depot, Nanded, S.C Railway, Maharashtra - 431601	
25.	Er. B.Manjunath	110 Street No.9, HMT Nagar, Nacharam, Hyderabad – 500076	09700153530
26.	Er.C.K.C.K.Durga Prasad	7-1-325 Maruthi Street, Secundrabad – 500003	09550000889
27.	Er. M.M.V.G.K.Raju	18-412/1/2, Mallikarjunanagar, Malkajgiri, Hyderabad – 500047	09392100062
28.	Er.K.Rajesh	Plot. 405, BalajiEmpair Apt, Behid Hyundai Show Room, Renigunta Road, Tirupati-517502	09533444642
29.	Er. B. Kishore	SSE, Electric Loco Shed, SC Rly. Vijaywada-520002(AP)	09686942814
30.	Er. Pugazhendhi	893 D Old diesel Colony, Golden Rock, Trichy –	09940779099
31.	Er. S.R.Pitchumani	95, Upstaries, West Chitra Street, Srirangam, Trichy –620006.	
32.	Er. S.Sakthivelan	130, Illrd Cross D.R.Nagar, Pondy – 13. sakthiairforce@rediffmail.com	
33.	Er. M.K.Subramani	Qr NO.268, Railway Colony, Kallukuzi, Trichy – 20.	
34.	Er. J. Ramesh Babu	F-1, B.K.Apartments, No. 19-North Park Street, Venkatapuram, Ambattur, Chennai-600053	09444148045
35.	Er.Viswambaran	SSE/TL, 144/F, Railway Qrts. Thampanoor, Trivandram – 695001	09746769306
36.	Er. B.K..Ramachandran	3031, Vasinavi street, Kaliasammal Nagar, Thirumullaivoyal, Chennai-109	09003060420
37.	Er.R.Vijayan	Plot No1534A, 7th cross, Vasanthvalley, RettaiVaikkal, Trichy - 109	
38.	Er. S.Sakthivelu	No 17/7 17th ward Muniyandi kovil Street, Thirupuvanam, Sivagangai Dist., Pin:- 630611	09443930051
39.	Er. Punny Joseph	Mattathottathil, Vikas nagar, Muvattupuzha.P.O, Ernakulam (Dt) 686661	
40.	Er.Sridher	11, PranabSivaram Nagar, 2 nd cross SungamByepassRaod, Coimbatore-45	08056060827
41.	Er.A.V.Praveen Kumar	Rly Qtrs No.30, Railway Colony, Mangalore – 575001	
42.	Er.Alok Kumar Gupta	1A/27/1, Gali No. 3, Laxman Park, Chandra Nagar, Delhi – 110051	09717637461
43.	Er. Pawan Kumar	SSE Railway Work Shop, Kalka (Haryana) - 133302	09417594170
44.	Er. SanjeevKohli	332 C, Railway Colony, Kalka (Haryana) - 133302	09729530630
45.	Er.Kailashyadav	SSE, C&W, Alambagh workshop, Northern Rly, Lucknow-226012	
46.	Er.S.R.S. Kushwaha	134 A Shantipuram Railway Colony, Alambagh, Lucknow-2226006	09794830487
47.	Er. Birbal Singh	196 LDA Colony, Kanpur Road, Lucknow - 226012	09794830506
48.	Er. B. S. Bedi	SSE, Black Smith, N. Rly. Workshop, Amritsar-143001	09815008395
49.	Er.Yogendra Kumar	E/1/761, Sec"H" LDA Colony, Kanpur Road, Lucknow-226012	09794830432
50.	Er.H.C.Rajbhar	SSE, Loco, Charbagh workshop, Northern Rly, Lucknow-226012	
51.	Er. M. M. Khanna	SSE/AC/PCO # Line No.5 A,New Govind Nagar, Ramganj, Ajmer 305901	09001194551
52.	Er. L. T. Verma	SSE BSS, NW Railway Workshop, Jodhpur – 342001	09001198357
53.	Er. BabuLal	SSE / Weld #169 A, New Rly. Colony, Lalgah, Bikaner -334004	09001197652
54.	Er.Kamal Paul	Street No. 84, Qtr No. 23-9 A, Chittaranjan - 713331	09474540693
55.	Er.Sanjay Kumar Das	ST. No. 34; Qrs. No. 12 A, P.O. Chittaranjan, Dist. Burdwan, 713365	08420043364
56.	Er.Motilal	2/1/E/1 ThackwellRoad,PO-Liluah, Howrah-711204	09433122735
57.	Er. Ashok Kumar Sha	21, K.P.Kumar Street, Flat-18, Badamtala, PO-Bally, Howrah-711201	09002029613
58.	Er. Sanjay Kumar Jain	SSE Train Lighting, W.R.LY. BG, Ahmadabad-382140	09427050203
59.	Er.R.M.Parmar	17, Gayathri Park Society, Near Abilasa Cross Road, New Sama Road, Vadodra –390008	09724098324
60.	Er.R.C.Singh	1010C-North Mohaddipur Power House Road, Gorakhpur-273012	09794840377
61.	Er. R. B. Singh	54,"Shrinkhla",Govind Nagari,Basharatpur,Gorakhpur-273004	09794840333
62.	Er. Ram Singh Yadhav	SSE/ R Repair Shop, NE Railway Workshop, Izatnagar 243122	
63.	Er.Lal Sab	SSE (IM) 78,1A, Kent Road, East Colony Jamalpur-811214	09771447955
64.	Er.V.K.Srivastava	Q.No-3, Cant. Road, East Colony, Jamaplr-811214	
65.	Er. P.N.Mishra	09 ABC, Stadium Road, East Colony, Jamalpur – 811214	09771447494
66.	Er.R.C.Mohanti	764A, Stadium Road, East Colony, P.O.Jamalpur, DistMungyer - 811214	09771447464
67.	Er.Sushil Kumar Mandal	SSE SF, Qtr No13 AB, Workshop Road, Jamalpur , (DisttMonghyr) - 811214	08409628533
68.	Er.B.K.Mandal	SSE ER, Nayagaon, Thakur Bai Road, Jamalpur (DistMonghyr)811214	09771447976
69.	Er.S.K.Saw	JE, TMS, Jamalpur Workshop, E.Rly, Jamalpur, DistMungyer - 811214	
70.	Er. Kulwinder Singh	37A Ghuman Nagar -B,Sirhind Road PATIALA-147001	09779582087
71.	Er. Manjit Singh	511,Type -IV, DMW Colony PATIALA-147001	09779582114
72.	Er. J.S.Bawa	237-C, Azad Nagar Sirhind Road PATIALA-147001	09752592273
73.	Er. Jagdish Singh	479,Type -IV,DMW Colony PATIALA-147001	09779582171
74.	Er. N.S.Saggu	539 Type -IV ,DMW Colony PATIALA-147001	09779582121
75.	Er. Chamkaur Singh	687,Type- III, DMW Colony PATIALA-147001	09779582609

PAY DETERMINATION SHOULD BE MEANINGFUL INSTEAD OF MERE ARITHMETIC MULTIPLE SEVENTH CPC SHOULD FOLLOW THE PRINCIPLE OF JOB EVALUATION

K.V.Ramesh, Sr.JGS/IRTSA

Since Independence, six Pay commissions have gone and the Seventh one is expected to be formed shortly. The expectation from every Pay Commissions would be always high and in the end every section of central Government employees were dissatisfied in one way or other.

What should be the approach of Seventh Pay Commission to ensure better satisfaction amongst the employees? Can it follow the old practice of finding some common multiplication factor to increase the pay and upgrade some of the posts to higher grades arbitrarily - without much scientific approach or Right pay for right job - should be the principle?

Article 43 and principles defined by the 15th Indian Labour Conference (ILC) were studied & compared by all the previous Pay Commission for the purpose of determination of minimum pay. Paying Capacity of the Government to pay was alt ways a decisive factor in all Pay Commissions recommendations. First Pay Commission said that the Government should be model employer. Second CPC did not agree for the minimum wage arrived on the norms of ILC, instead opined that the minimum wage be in line with average national income for a family. Third CPC also did not agree for the minimum wage arrived on the norms of ILC, 3rd CPC Recommended Rs.185 as the Minimum Wage, but finally minimum wage Rs.196 calculated on the norms of ILC came into effect. The Fourth CPC observed that the State as a model employer as expected to move in the direction indicated by Article 43 living wage and a decent standard of living.

Fifth CPC recommended for modified version of constant income relative method based on the difference in National Net Product (NNP). Sixth CPC recommended the new concept of four distinct running Pay Bands and Grade Pay which is generally computed at the rate of forty percent of the maximum of the corresponding pre-revised pay scale. Grade Pay has also been given as 40% fixation benefit. Sixth CPC also compared its minimum wage with 15th ILC.

All the previous Pay Commissions made their brief study only for arriving minimum pay, there after unscientific ratio between minimum and maximum pay was decided and all the remaining scales were sand-witched in between them. Every Pay commission had also reduced number of pay scales in the name of rationalization without linking them with administrative explanations which had resulted in the categories with varied duties and responsibilities getting the same Pay and supervisors being placed in the same scale as that of the employees working under them. Disturbance of horizontal parity and vertical relativity have only de-motivated categories which plays vital role in implementing the policies of Government.

All the Pay Commissions invariably refused to compare the pay of Government employees with Private and Public sectors for one reason or other. All the Pay Commissions have also not done any Job Evaluation.

Job Evaluation is the process of objectively determining the relative worthiness of jobs. It involves a systematic study and analysis of job requirements, duties, responsibilities & various other factors. The evaluation is based on a number

- of compensable factors. Job evaluation can measure the value of all jobs within an organization and produces a rank order ranging from entry level positions to the most senior positions within an organization. It provides a framework to administer pay and allowances. Hence, it will be appropriate to determine the pay by following Job Evaluation techniques.

Sanctioned staff strength and incumbent strength are other factors which play a major role in decision making. For a period of 10 years in from 2003 and 2012 incumbent staff strength of central Government and union territories have come down by 4.7%, as shown in the table below,

Group wise Incumbent Strength of Central Government staff

Central Govt.	As on 31.03.03	As on 31.03.12	Difference	% difference
Group-A	70956	87960	17004	23.96%
Group-B(G)	67341	76724	9383	13.93%
Group-B(NG)	85806	113477	27671	32.25%
Group-C	2332070	# 2806369	-206031	-6.84%
Group-D	1014950			
Unclassified	18577			
	3236503	3084530	-151973	-4.70%

(# After implementation of 6th CPC, erstwhile Group D posts have been categorized as Group C)

But during the same period incumbent staff strength of Group-C&D in Indian Railways came down by 11.88% and there was increase in Group-A & B posts.

Railways	As on 31.03.03	As on 31.03.12	Difference	% difference
Group-A	7402	9228	1826	24.67%
Group-B(G)	6393	8072	1679	26.26%
Group-C&D	1462089	1288400	-173689	-11.88%
	1475884	1305700	-170184	-11.53%

At any point of time 10% to 15% of sanctioned posts were kept vacant in Government services. As on 31st March, 2012 nearly 6 lakh posts (16.35% in sanctioned strength) were vacant as given in table below,

Group wise vacancies in Central Government Depts.

Central Govt.	As on 31st March 2012		No. of vacant posts	% of vacant posts
	Sanctioned Posts	Incumbents in position		
Group-A	100869	87960	12909	12.80%
Group-B(G)	86840	76724	10116	11.65%
Group-B(NG)	144454	113477	30977	21.44%
Group-C	3352380	2806369	546011	16.29%
	3684543	3084530	600013	16.28%

In Railways 17.5% of posts are laying vacant as on 31.3.12

Railway Employees	As on 31st March 2012		No. of Vacant posts	% of vacant posts
	Sanctioned Posts	Incumbents in position		
Group-A	8748	9228	-480	-5.49%
Group-B(G)	7652	8072	-420	-5.49%
Group-C&D	1560388	1288400	271988	17.43%
	1576788	1305700	271088	17.19%

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**RESOLUTIONS OF DEMANDS
ADOPTED BY CGB MEETING & 48TH ALL
INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT TRICHY ON 14TH & 15TH NOV, 2013**

MAIN DEMANDS

1. RECOGNITION OF IRTSA – a forum to discuss and resolve the problems of the frontline managers Rail Engineers/Technical Supervisors on Railways - as recommended by the Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC).
2. IMMEDIATE SETTING-UP OF SEVENTH PAY COMMISSION – with a Technocrat (Engineer) and a serving Member Railway Board and an expert on Job Evaluation as Members of the Commission;
3. REVISION OF WAGES OF CENTRAL GOVERNMENT EMPLOYEES AFTER EVERY FIVE YEARS AS IN THE PSUS.
4. Merger of 50% DA with Basic Pay for all purposes w.e.f. 1-1-2011 – *as there is serious erosion of real wages due to unjust and unrealistic weightage to elements in the compilation of Price Index – ignoring present day realities and requirements of the working class.*

**PAY SCALES / PAY BANDS, GRADE PAY,
INCREMENTS & DESIGNATIONS**

5. 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 .
6. 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 restore the Pre- Sixth CPC “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc..
7. Up-grading of posts of CMA-I to 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 (*vide Para 3.4.7*) that the posts with Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500.
8. Restructuring / Reorganisation of staffing pattern of IT Centres in Zonal Railways & PUs in line with the staffing pattern of computer centre Railway Board, placing the existing posts of JE/IT from the grade pay of Rs.4200 to Rs.4600 and the existing posts of Senior Engineer/IT from the Grade Pay of Rs.4600 to Rs.4800.
9. Up-grading of P-way Supervisors & Senior P-way Supervisors as JEs w.e.f. 1-11-2003 – like all other Departments and as per judgment of High Court.
10. Parity in Fixation of Pay of Promotes & Direct Recruits - *Fixing the pay of promotes at least at Entry Pay for Direct Recruits in each grade.*
11. Minimum Annual Increment of 5 % PA (instead of 3%).
12. a) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

**CAREER PROGRESSION AND
PROMOTIONAL AVENUES**

13. Proper Career Planning & Time Bound promotions to all Rail Engineers.

14. 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)
15. 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.
16. Grant 4 to 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group A organized service officer.
17. Classification of all Posts of JEs,/CMA/DMS in Group B Non-gazetted – as in all other Departments.
18. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DOP
19. Upgrading of adequate %age of posts of Technical Supervisors from Group ‘C’ to Group ‘B’ (*Gazetted*).
20. Restoration of cuts made in the recommendations of the Cadre Restructure Committee (CRC)
21. No surrender of posts for Cadre Restructuring of Safety Categories of Technical Supervisors and Technicians / Helpers, as the sanctions are as per yardsticks/ Benchmarks and surrender of posts will adversely affect safety and efficiency as well as increase stress on these over burdened staff.
22. Integrated seniority for promotion from Group C to Group B should be considered for the same Grade Pay for both for Technical Supervisors and for Running Staff – to avoid discrimination.
23. Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).
24. 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.
25. Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
26. In future Direct recruit with Graduate in Engineering qualification should be made in Group-B or Group A but not in Group C – as no where else they are recruited in Group C.
27. LDCE for Promotion from Group C to Group B should be conducted on all India level – preferably through UPSC – every year to avoid bias and favouritism.
28. Increase in Percentage of Group B and Group A Posts (*viz-a-viz* Group C) on the Railways – commensurate with modernisation on the Railways and at par with other Centre Govt. Departments.
29. 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 nor are any such written tests held in other Central Government Departments for promotion

....Resolutions of Demands Continued on page-13

....Resolutions of Demands Continued from page-12

from Junior Engineers to Assistant Engineers or in the State Government Services.

30. 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

31. 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.

32. Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.

33. 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.

34. Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other departments.

35. Revision of rates of Incentive Bonus & PCO Allowance w.e.f. 1.1.2006 (instead of 1-6-2009 - in Railway Workshops & Production Units; and further Revision thereof w.e.f. 1-1-2011 – when the DA crossed 50%.

36. Rates of Incentive Bonus / PCO Allowance should be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.

37. 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 be revised to 2.26 of the rates prior to Sixth CPC as in other cases.

38. a) Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.

b) Incentive Bonus to SSE at Hourly Rates of Bonus like JEs (*as recommended by RITES for Group Incentive Scheme 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).

c) Incentive Bonus to S.S.E. 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.

39. Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units in the Allied Shops & Sections.

40. 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*).

41. PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.

42. Design Allowance to Drawing, Design Staff – as recommended by Fifth Pay Commission.

MACPS

43. MACPS as per cadre hierarchy & not grade hierarchy - 3RD MACP to RS.7600 to Rail Engineers/Technical Supervisors – at par CPWD.

44. 3rd MACP after 30 years of regular service OR 10 years after 2nd promotion/MACP OR 20 years after first Promotion – whichever is earlier – Proper implementation of Railway Board's orders on MACPS (vide OM No: PC-V/2009/ACP/2, dated - 29.12.2011).

45. Counting of initial training period for MACPS AS regular service since it is qualifying service for pension & increments and paid for from general revenue.

46. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.

47. MACPs to JEs & SSEs (*Drg-Design*) considering upgraded GP of Rs.4200 as entry Grade Pay. – as Tracers and Assistant Draftsman had been merged & granted Grade Pay of Rs.4200 since promotions to the merged/up-graded scales should be ignored under MACPS.

48. Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the pre-revised scale of Rs.7450-11500 - irrespective of their date of recruitment & irrespective of their date of promotion to the pre revised scale of Rs.6500-10500.

49. Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc. – as MACPS/ACPS was introduced to compensate for lack of Promotion.

50. 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*).

ALLOWANCES & MERGER OF DA ETC.

51. 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.

52. 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.

53. 2.66 times uniform increase in Transport Allowance w.e.f. 1-1-2006 (of the sum of pre-revised TA & CCA) in pre-revised scales up to Rs.7450-11500, as in case of scales placed in PB-3 with grade pay of Rs.5400 and above.

54. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers. (*As recommended by Sub-Committee of Railway Board in 1996*).

55. 30% Training Allowance for Faculty (Professors, Lecturers & Instructors) of Basic Training Centers, Zonal Training Schools and Technical Training Centers at par with National/Central Training Academies and Institutes for Group-A Officers.

56. a) Grant of suitable Honorarium to Senior Technical Supervisors (i.e. S.S.Es. etc.) for the additional non-technical duties –

or b) Withdrawal of the following Non-Technical Duties from Technical Supervisors:

i. Supervision of payment and disbursement of wages to workers;

... **Resolutions of Demands Continued page-14**

....Resolutions of Demands Continued from page-13

- ii. Holding of D & A R Inquiries;
 - iii. Holding of Trade Tests; and
 - iv. Filling up of Confidential Reports of Staff, etc.
57. National Holiday Allowance at double the wages to JEs, SSEs and all other Technical staff - for working on National Holidays
58. 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 in an year to Open-Line Staff - for working on Sundays & Holidays, as extended to Railway Protection Force (RPF) personnel.
59. a) Revision of rates of Incentive w.e.f 1-9-2008 - 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).*
60. 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.*
61. 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

62. No privatization or corporatization of Production units & Workshops on Indian Railways.
63. No transfer of Intellectual property Rights to Private Firms – like designs of Coaches, Wagons & Locos etc.
64. No transfer of work to Private Sector for high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)
65. 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.
66. 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.
- or b) Reduction of Working Hours of all Technical Supervisors and Staff to 48 hours a week including Lunch Break – as provided for in the Factories act.
67. Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–
- i. Classification of all JEs & SSEs as “Continuous” (*and not as “Excluded”*)
 - ii. Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways
 - iii. 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 for more than 8 hours in a day.
 - iv. Over Time Allowance should include HRA similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010}
68. Amendment of Factories Act - to compensate for actual number of extra hours put in.

69. 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) Boxing Disbursement of wages to workers
- ii) Supervision and Witnessing of payment of wages to workers;
- iii) Holding of D&AR Inquiries;
- iv) Holding of Trade Tests;
- v) Custody of Stores,
- vii) Witnessing of GA attendance card punching etc.

70. 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.

71. 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.

72. Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety, quality & efficiency.

73. Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.

74. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.

75. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.

76. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.

77. Extension of Factories Act to Sheds and Open Line Depots.

78. 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

79. Withdrawal of New Pension Scheme – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004.

80. 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.

81. No reduction in Commutation value of Pension – as resorted to after Sixth CPC.

82. Fixed medical allowance for New Pension Scheme (NPS) retirees – at par with Pre-2004 appointees.

83. Grant of Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and keeping in view high cost of medicines for day to day treatment

84. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).

85. Rate of interest on SRPF should be at par with interest on PPF.

86. Minimum Ex-Gratia Pension of Rs.3500 plus DR to ALL SRPF Optees – at par with 50% of Minimum wage of CG Employee.

.....Resolutions of Demands Continued on page-15

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WELFARE, GENERAL AMENITIES & MISCELANIOUS

87. 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.
88. 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.
89. Eligibility of Half C.L. (Casual Leave) for half working days.
90. Restoration of 12 days CL (Casual Leave).
91. Arrangement for 'Cashless' Medical treatment in Government Hospitals - in case of 'Emergency' – as available in Recognized Private Hospitals.
92. Early orders on inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment – 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.
93. 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.
94. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).
95. 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.*
96. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS.
97. Provision of Laptop / Desk top Computers to all JE, SSE, CMA, CMS, DMS & CDMS.
98. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
99. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
100. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
101. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.
102. Removal of ceiling of 4 Dependents on Privilage Passes specially if the Railway Employee has 2 children and his Parents and / or Widow Sisters etc. are also dependent on him / her and are included in the Pass.
103. Remove age limit of 25 years for entitlement of Pass by Railways for dependent son in case the son continues to be dependent / unemployed beyond that age also.
104. Issue of Smart Card in place of Pass / PTO to avoid paper work and to facilitate on line booking.
105. "Tatkal" facility for "Privilage / Complimentary Passes" – on payment of "Tatkal" charges
106. Increase in quota of seats for Pass / PTO in Duroto, Rajdhani, Shatabdi Express.
107. Online booking against Railway Pass / PTO.

108. Eligibility of Self, Wife and 2 dependents on Privilege Pass to travel in Rajdhani / Shatabdi / Duroto Express – Removal of ceiling of only one/two seats/Births on the Pass.

109. Online booking of retiring rooms for railway employees.

110. Medical and Pass facility to the dependents of Trainees / Apprentices.

111. Doubling of Gratuity in case of death in harness

112. Raising ceiling for Payment of Gratuity and for exemption thereof from Income Tax.

IMPORTANT NOTICE IRTSA**Zonal & Sub Unit Secretaries & Members IRTSA**

CGB IRTSA has adopted some important amendments in the Constitution of IRTSA – as effective from 1-1-2014 - Including the following:

- Annual Subscription of the Association has been revised to Rs.300 and Life Membership revised to Rs.3000 w.e.f. 1.1.2014 (*including subscription for the journal "Voice of Rail Engineers" (VRE).*)
- VRE has now been made mandatory for all Members of IRTSA & is part of subscription.
- Existing Life Members have been given the option to either pay the difference of enhanced Membership or to pay the Annual Subscription henceforth.
- Change in the distribution of Funds (Annual Subscription & Life Membership) as per Details of Amendments included in the Minutes of CGB Meeting (*Minutes sent to all Units & Sub-units by post, placed on the IRTSA Website www.irtsa.net & published in this issue of VRE.*)

>> All the Zones/Units & Sub-units are requested to take following actions:

- i) **Complete Membership Drive for 2013 & Legal-cum-Struggle Fund for 2012-13 @ Rs.1000 as decided by CGB, if not done already.**
- ii) **Send Central quota & Legal Fund 2012-13 to Central Treasurer, IRTSA if not done already.**
- iii) **Launch intensive drive for Membership for 2014 @ Rs. 300 PA w.e.f. 1.1.2014.**
- iv) **Send Central Quota for 2014 – at the revised rate as per amended constitution, to Central Tresurer IRTSA, Er. O. N. Purohit, 16, Suraj Nagar, Jodhpur – 8 – along with list of Members.**
- v) **Send list of addresses of all Members with quota of VRE @ Rs.80 PA to > Manager VRE, > K.V. Ramesh, G3 – Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai – 600082. Mobile:09003149578.Email: rameshirtsa@yahoo.co.in – (For dispatch of VRE to them).**

- **Please indicate the preference whether to send the VRE in bulk to one address or to individual Members in the following format:**

Name :
Phone No:
email id :
Postal Address :
PIN CODE:

Please visit www.irtsa.net

To view full proceedings & details of 48th CGB Meeting & Annual Conference of IRTSA

IR TSA STAGED FLASH DEMONSTRATION IN FRONT OF MMC, CHENNAI CENTRAL



Junior Engineers, Senior Section Engineers and their counter parts working in Chemical & Metallurgical wing and Stores Department of Southern Railway and Integral Coach Factory (ICF) held a flash demonstration in front of MMC complex (Chennai Central) on 17.10.2013 between 17.30 hours and 18.30 hours urging the Government's attention on the following demands,

1. Government should clear all the anomalies arisen after the implementation of Sixth Central Pay Commission. (Grant of Rs.4800 Grade Pay to Junior Engineer / Depot Material Superintendent / Chemical & Metallurgical Assistant and Grant of Rs.5400 Grade Pay to Senior Section Engineer / Chief Depot Material Superintendent / Chemical & Metallurgical Superintendent / Senior Engineer (IT), etc)
2. Implementation of accepted recommendations of Fifth & Sixth Pay Commission, which are not implemented so far. (Grant of Group-B status to SSE/CDMA/CMS/Sr.Er/IT, Exemption of all allowances from income tax, etc).
3. To grant interim relief till the time the recommendations of the 7th Pay Commission are made and accepted by the Government.
4. To make the Government as Model Employer, through appropriate Pay Package for its employees through job evaluation - duly considering all related Factors - including the relative Job requirements/Difficulties, Qualifications, Training, Working Conditions, Duties, Responsibilities and Accountabilities etc
5. One of the 7th Pay Commission members should be serving Technical Member from Railway Board to make exclusive study about Railway Employees.
6. Motivation by Special Pay & Allowances based on the performances.
7. Continuing of old pension scheme for the employees appointed after January 1, 2004.

Pension can't be withheld due to pending criminal case: CAT

Pension and increments of a public servant cannot be withheld only on the basis a pending criminal case against

him unless he is convicted, the apex administrative tribunal has held.

"It is amply clear that only on the basis of the case pending against the applicant (Primary School Head Master Lakhi Ram), pension cannot be withheld under Central Civil Services (CCS Pension) Rules, 1972," a two-member bench of Central Administrative Tribunal headed by Justice Meera Chhibber said.

The bench also favoured releasing gratuity during the pendency of criminal case but with an earlier judgement of the CAT ruling against it, the bench referred the question on the gratuity issue to a larger bench.

"Gratuity cannot be withheld under rules of CCS Pension Rules. Otherwise also as per the provision (of) Payment of Gratuity Act, 1972, gratuity cannot be withheld," it said.

"Since we have taken a different view about release of gratuity during the pendency of criminal case than what had been held by the coordinate bench in another case in 2009, the matter may be placed before the chairman on administrative side for constitution of a larger bench to determine the clear position of law on the subject," the bench said.

The judgement came on a petition filed by Lakhi Ram, a Municipal Corporation of Delhi-run primary school headmaster, who retired in August 2007.

He had been suspended on August 13, 2001 after his arrest in criminal case relating to a property dispute. Though he was reinstated in May 2005 and retired in 2007, his annual increments were stopped from 2001 and were not restored even after his reinstatement in service.

The court directed Education Department of Municipal Corporation of Delhi to grant increments to him from the date of his reinstatement to his superannuation and to fix his pay as per the sixth pay revision and determine his provisional pension.

PAY DETERMINATION (Continued from page - 11)

While recommending the Pay Scales & Pay Structure the Pay Commission should take into account enhanced performance of Departments individually with the reduced man power & by keeping many posts vacant.

Career Progression is another most important factor to make the Government sector employment more attractive. ACP / MACPS implemented after the previous two Pay Commissions have not brought the expected relief and motivation particularly to the Supervising Engineers / Technical Supervisors working in Railways.

Some Departments like Railways even did not implement the classification of posts recommended by Pay Commissions. All other departments increased the strength of their Group-B & A by seventy seven thousand posts through upgradation from Group-C, But Railways is only able to add less than one thousand posts in its Gazetted pool mainly operating work charged posts.

Seventh CPC should give its recommendations on Pay Scale & Career Planning considering all these factors.

For detail report on Fifth & Sixth Pay Commissions' Observation & Recommendations On Pay Determination please visit www.irtsa.net.

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