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NEW YEAR'S MESSAGE OF GS IRTSA **IT IS TIME TO** **INTROSPECT, AWAKEN,** **RESOLVE & UNITE**

Dear Brother Engineers,

Happy New Year to you all & to your families.

On the threshold of the New year, I sincerely feel that it is high time that we all do some introspection as what all we have done for the common cause of our Nation and for our cadre.

Our Nation is passing through a crisis in the Banking system due to cash crunch after demonetization. This may last for some time. We should be paid our salaries in cash till the crisis lasts. But we should also play our role as responsible citizens by using Digital modes / Debit Cards where ever possible and avoid spread of politically motivated ideas of any hue whatsoever. This is the least we can do for our Nation, besides doing our duties dedicatedly to efficiently run the Railways.

As Central Government employees and as Railwaymen, we have suffered a lot at the hands of 7th Pay Commission. Reports of the Committees formed after the 7th CPC are still awaited regarding Multiplication Factor, Allowances, Pension and NPS etc. Employees all around are getting restive and frustrated.

Our Cadre of Engineers on the Railways have suffered serious injustice at the hands of the Railway Board and the last two Pay Commissions. Now the suffering has become unbearable especially for those who have not been able to get a promotion to Group 'B' even after serving the Railways for more than 20 to 30 years as Senior Section Engineers (SSE), CMS, & CDMS etc. Relativity of our Pay Levels with non-technical cadres has been seriously disturbed. Working conditions have gone from bad to worse especially on the Open line & Sheds. Most Allowances are under threat to be abolished or reduced instead of being adequately enhanced.

NOW, WE HAVE NO OPTION EXCEPT TO DEDICATEDLY RESOLVE AND INTENSIFY OUR STRUGGLE FOR THE MUCH AWAITED JUSTICE FOR RAIL ENGINEERS.

Two court cases filed by IRTSA regarding Higher Pay Level and for Group 'B' at par with other Departments as per orders of DOPT - which have been closed by CAT Chennai & CAT Chandigarh, merely on technical grounds and linked them to the discretionary powers of Railway Board and the MOF. These issues need to be pursued vigorously in and outside the higher Courts. But will require substantial funds and perseverance.

SO, BROTHER ENGINEERS, I APPEAL TO YOU ALL TO AWAKEN FROM YOUR SLUMBER & UNITE. FORGET YOUR PERSONAL BIASES. UNITE & STRENGTHEN IRTSA. PLEASE REMEMBER THAT CONSISTENT, DEDICATED & CONTINUOUS STRUGGLE IS OUR ONLY HOPE FOR JUSTICE AND SURVIVAL PLEASE JOIN THE STRUGGLE WHOLE HEARTEDLY AND WITH CONVICTION & COMMITMENT - FOR A BETTER FUTURE & JOB SATISFACTION AMONG RAIL ENGINEERS.

LONG LIVE IRTSA ! LONG LIVE ENGINEERS UNITY.

Harchandan Singh, GS IRTSA

51ST FOUNDATION DAY OF IRTSA **CELEBRATED ALL OVER INDIA** **WITH GAITY & ENTHUSIASM**

51st Foundation day of IRTSA was celebrated enthusiastically by the various zones & divisions of IRTSA. Get-to-gathers, technical sessions, meetings and other events were organized during last week of November 2016.

On 29th Nov 2016, ICF & Southern Railway Zone of IRTSA celebrated 51st Foundation day of IRTSA grandly at TTC Auditorium ICF, Chennai. The day was observed as National Integration day by Technical Supervisors / Rail Engineers. Sri.M.Ravindra Former CRB was the chief guest and administered oath of solidarity. Sri.K.Balakesari Former Member Staff and Sri.Sudhanshu Main General Manager Integral Coach Factory graced the function as Guest of Honour. HODs, Dy.HODs and officers besides members of IRTSA participated in the function.

M.Shanmugam President IRTSA welcomed the guests & gathering and briefly explained about activities of IRTSA, pursuing issues of the cadre and social services being rendered during the time of natural calamities.

In his address General Manager ICF appreciated the role played by Technical Supervisors and said that they are the real back bone of Railways. He said that leaders of the nation should be glorified. Sri.K.Balkesari Former Member Staff said that changes are inevitable and Railwaymen also need to adapt to the change, which Railwaymen are used for all these years. Either technological changes or demonetisation Railwaymen are capable of adapting to the change he said. He also remembered his association with IRTSA during his days as Member Staff Railway Board and positive attitude of its leadership.

Sri.M.Ravindra Former CRB said that sacrifices made by Railwaymen go unnoticed. Technical Supervisors & field staff are victims at the time of accident and they are only exposed to punishments subsequent to accident. Defence & Railways are the two most important organisation for the Country and Railway is the organisation where all the areas of engineering fields are excelled, for which Technical Supervisors play a key role he added. He wished IRTSA and its members all the best. K.V.Ramesh Sr.JGS IRTSA proposed vote of thanks.

Units! Send Central Quota of subscription & Struggle Fund

Through Bank Draft in favour of "IRTSA" to:
Central Treasurer IRTSA, Er O. N. Purohit, 106, Suraj Nagar,
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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**TIME FOR MAJOR REFORMS IN INCOME TAX RULES AND ITS IMPLEMENTATION****MANDATORY DECLARATION OF SOURCE OF INCOME FOR PURCHASE OF PROPERTY & HIGH VALUE ITEMS
INDIVIDUAL INCOME TAX EXEMPTION LIMIT SHOULD BE RAISED TO 10 LAKH & ALLOWANCES SHOULD BE EXEMPTED FROM TAX**

Encyclopedia Britannica indicates that the primary purpose of taxation is to allow a government to allocate resources as necessary. Governments use tax money to support expenses related to all around development, building infrastructure and technology, military programs, public safety, environmental protection, education, health and much more.

Tax rates for individuals in India are, nil tax for income up to Rs. 2,50,000, for income between Rs. 2,50,001 and Rs. 5,00,000 - 10% of Income exceeding Rs. 2,50,000, for income between Rs. 5,00,001 and Rs. 10,00,000 - 20% of Income exceeding Rs. 5,00,000 and for income above Rs. 10,00,000 - 30% of Income exceeding Rs. 10,00,000 plus 12% income tax amount as surcharge. 2% & 1% surcharge is levied to the amount of tax as Education and Secondary & higher education cess. But, these rates do not bring too many into tax nets.

Only 5.5 per cent of earning individuals are in the tax net. India's tax to GDP ratio is 16.6 per cent, which is much lower than the emerging market economy average of 21 per cent and OECD average of 34 per cent.

It was reported in 2012-13 that, only 18,358 individuals had an income of over Rs. 1 crore and only 10 lakh persons were with incomes over Rs. 10 lakhs. Tax-GDP ratio has remained almost constant even after two and half decades of spectacular growth and wealth creation in which the GDP increased 4.5 times.

The property tax-to-GDP ratio in India is only 0.48 per cent; for France and the UK, it is 4.3 per cent and 4.21 per cent, respectively. For China, it is 1.7 per cent. Wealth tax in India is only 0.007 per cent of GDP, while it is 0.89 per cent in France.

There is too much unaccounted money in Indian economy. Unaccounted money and tax evasion are two highly dangerous elements which throw the economy out of gear. Non-reporting of income, submitting false returns, bribery, storing wealth in others name (benami), etc are some of common means for tax evasion. Huge amount of black money transactions is taking place to avoid tax payments, which in turn add to the growth of black money in the economy.

It is very much evident that only salaried people are paying their income tax properly. Many people who earn much higher than salaried people, escape tax net due to many lacunas in the system. Reduction in the limit of taxable income or changes done in tax rates will not bring many of these citizens into tax net unless Government takes specific measures to check tax evasion.

To check tax evasion and accumulation of unaccounted money earned by tax evasion, it must be made mandatory to declare source of income during purchase of property or investment made in any sector for the value above 10 lakh. This should be self declaration linked to Adhaar & PAN Number. For investment or purchase of property for value above one crore it should be mandatory to submit copy of previous tax returns.

Value on acquisition of property and investment made should be consolidated based on Adhaar & PAN number.

By this step Government can stop tax evasion to large extent. Tax-GDP ratio can be improved and Government will have more funds to invest in infrastructure. Corruption & bribing can be controlled, as a result efficiency of Government functioning will improve and Government functioning will be more transparent. Accumulation of wealth in others name (Benami) cannot be done. Size of parallel black economy will reduce substantially. Real estate values in major cities will come down and housing will become affordable to lower & middle class citizens. Inflation & price escalation will come down. Essential services like education, health, etc will become cheaper.

Tax reforms & steps taken after demonetisation are expected to bring many people into tax net, which will increase tax revenue of the Government many fold.

To pass on the benefit to the citizens, Government should increase individual income tax exemption limit to Rs.10 lakh and all allowances should be exempted from tax.

51st Foundation Day of IRTSA Celebrations

IRTSA MEETING AT TRICHY

51st foundation day meeting of IRTSA was held at Trichy Southern Railways on 24th November, 2016.

In largely attended meeting held at Golden Rock workshop, Er.Thirumaran Secretary IRTSA GOC welcomed central, zonal office bearers and members of GOC unit. He briefed on achievements of IRTSA particularly First Class Pass for JEs, three financial upgradations under MACPS, incentive for SSEs, restoration of promotional increment among the merged grades, etc.

In the interaction meeting Er.Shankar & Er.Venkatesan said that in Diesel wing neither incentive nor OT for SSE is paid even though they were required to stay beyond working hours on many occasions. Er.Pugazhanti said that no compensatory rest is given to SSEs for working on Sundays. He also said that there is no proper staff room is available for both male & female Supervisors working in GOC. Er.Kumaravel CMS demanded incentive for CMT engineers and acceptance of 7th CPC recommendations on higher pay level for CMT engineers. Er.Joseph briefed about hardship faced by Supervisors due to shortage of Inspectors. Er.C.K.Ravindran demanded incentive for supervisors working in cadre PCO since they are shouldering similar duties & responsibilities of ex-cadre PCO supervisors. Er.Subarayalu said that, supervisors' posts in ex-cadre should be rotated regularly and atleast during the promotion supervisors working in ex-cadre should be posted in shop floor. Er.Sripathy demanded CUG SIM card for all SSEs since very limited CUG SIM cards extended to a few SSEs are not useful.

In his address K.V.Ramesh Sr.JGS IRTSA explained about the demands raised by members. He briefly explained about legal battle of IRTSA for Higher Pay & classification of posts as Group 'B'. He also explained about meeting held with CRB, MS, EDPC & other officers at Railway Board on pay level upgradation of Technical Supervisors and partial upgradation of apex posts to Gazetted. He remembered service rendered by many IRTSA leaders on the foundation day celebration of IRTSA.

Er.V.P.Abdula Salam Zonal Secretary Southern Railway in his inspiring speech motivated all the Engineers to unit under the umbrella of IRTSA, which have its roots all over Indian Railway and travelled long way since its foundation in the year 1965 by then Apprentice Mechanic & founder General Secretary Harchandan Singh.

In his presidential address Er.Shanmugam wished all the members of IRTSA on the occasion of foundation day celebration. He narrated history and achievements of IRTSA. He said that 7th Pay Commission has done gross injustice to the category of Technical Supervisors. He also explained activities of IRTSA towards achieving the demands of the category. He also appealed to all the members to contribute membership, struggle fund & legal fund. Er.Zaheer Hussain proposed vote of thanks.

Meeting at TPJ C&W Depot

Earlier IRTSA delegates visited TPJ coaching depot and held meeting with open line engineers. Following engineers were nominated as office bearers,

President - Er. S.Ramadoss
Vice President - Er. M.Muthusamy
Secretary - Er. G.Sundravivelu
Treasurer - Er. Jeein J Paul

YEAR END GET-TO-GATHER OF ICF & SOUTHERN RAILWAY ENGINEERS

Retiring Office bearers of IRTSA Sri.P.Thooyaraj & Sri.Sathyanarayana felicitated

23rd Nov 2016, yearend get to gather party of ICF & Southern Railway Engineers was organized grandly at Senior Institute, ICF. Er.Tamilmaran Sr.Vice President IRTSA presided over the function. Er.M.Shanmugam President IRTSA graced as Chief Guest. The meeting condoled the death of Selvi.J.Jayalalitha late Chief Minister of Tamil Nadu and observed two minutes silence. Sri.P.Thooyaraj SSE & senior office bearer of IRTSA and Sri.Sathyanarayana JE were felicitated on the eve of their superannuation from Railway Service.

Er. M.Shanmugam, President IRTSA, Er. K.V.Ramesh, Sr.JGS/IRTSA, Er. K.Gobnath VP/IRTSA, Er. P.Baskaran, Er. E.Ramesh Sr.Org Secy, and Er.M.Shanmugavel Advisor IRTSA briefly spoke on the function and wished all happy 2017. Er. Girinath, Er. Singaravelan, Er.Suresh and Er.Prakash of Southern Railway Er.Ponnaiah, Er. Anatharaman of ICF and Er.Jain JE of Bhopal workshop spoke on the function.

Sri. P.Thooyaraj & Sri. Sathyanarayana who were superannuating from Railway service also wished everyone all the best. Function ended with community lunch.



IS RAILWAYS READY TO GAIN FROM LHB COACHES?

By K.V.Ramesh, Sr.JGS/IRTSA

Readiness of departments other than mechanical also need to be evaluated

Indian Railways is in fast mode to increase new generation LHB coaches in its fleet. IR has taken a decision to stop manufacturing ICF designed coaches and to manufacture only LHB designed coaches from the near future. Newest of three coach manufacturing units of IR at Raibarely has been installed to produce only LHB coaches with the capacity of 1000 coaches per year. Coach Factory at Kapurthala is in advanced stage to switch over to 100 percent LHB production and ICF Chennai scheduled to switch over within two year, ICF is also gearing up for implementation of its biggest new project since its inception.

Advantages of LHB coaches are lighter in weight, run in high speed, high passenger capacity, more safe due to centre buffer coupler instead of screw coupling in old design, more life, less maintenance, less noise, energy efficient because of end on generation and improved raiding index.

But Indian Railways need to synchronize its improvements in other departments especially in civil & Signal engineering. Platforms of Indian Railways are designed to accommodate 24 coaches train formation of ICF designed coaches with total length of 512 meter. Total length of 22 LHB coaches train formation is 528 metres, out of these 22 coaches 2 will be generator cars which will not carry any passenger. Effectively 20 coaches are used to carry passengers in LHB train formation. As a net effect it brings down the passenger carrying capacity of train formation.

For example take the case of Pandian / Rock Fort Express train formation, Old 24 ICF coaches train formation had passenger capacity of 1492 and freight capacity of 16 tonne with 1200 tonne gross weight of train formation. New 22 LHB coaches train formation is having the passenger capacity of 1458 and freight capacity of 8 tonne with 1110 tonne gross weight of train formation. WAP-7 AC electric loco can haul 1430 tonne passenger train at a speed of 130 kmph. Dispite of the fact that LHB coach formation is lighter by 15.75%, passenger capacity is reduced by 2.3% and freight by 50% for the Pandian / Rock fort express trains as illustrated in the table below,

Rake for 12637/38 Pandian Express & 16177/78 Rock fort express										
	LHB DESIGNED CAOCHES FORMATION				ICF DESIGN CAOCHES FORMATION				% difference in passenger carrying capacity of LHB over ICF	Weight reduction of LHB formation over ICF formation in %
	No of coaches	Gross weight Tonne	Length over buffer mm	Passenger capacity numbers	No of coaches	Gross weight Tonne	Length over buffer mm	Passenger capacity numbers		
EOG	2	113.56	48000							
SLR					2	108.72	42672	48	-100.0 %	
GS	2	100.98	48000	200	2	98.2	42672	180	11.1 %	
1st AC	1	43.34	24000	24	1	55.5	21336	22	9.1 %	
AC Comp	1	43.34	24000	38	1	53.13	21336	30	26.7 %	
AC 2 tier	2	93.44	48000	108	2	112.2	42672	92	17.4 %	
AC 3 tier	4	195.2	96000	288	4	229.6	85344	256	12.5 %	
Sleeper	10	421.9	240000	800	12	543.6	256032	864	-7.4 %	
Total	22	1011.76	528000	1458	24	1200.95	512064	1492	-2.3 %	15.75%
Freight Capacity				8 Tonne				16 Tonne	-50 %	

Suggestions:

1. Length of platforms need to be increased by 70 metres to accommodate 24 LHB coaches formation trains and corresponding alteration in signal positions.
2. Roof mounted solar panels in all LHB coaches to reduce number of DG sets. Space released can be utilized for parcel movement.

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ACHIEVEMENTS OF IRTSA 1965 – 2016**> GENERAL AWARENESS & INDUSTRIAL HARMONY**

1. IRTSA has provided a strong & effective platform to unite the Railway Engineers / Technical Supervisors on the Indian Railways for the first time since its formation in November, 1965.
2. Highlighted problems of Rail Engineers / Technical Supervisors and effectively represented their demands to the Railway Administration, 3rd Pay Commission onwards, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
3. Developed a large Data Base to project the problems realistically and effectively.
4. Developed greater awareness amongst Technical Supervisors & Administration through numerous Seminars, publication of Souvenirs & the periodical "Voice of Rail Engineers" (VRE) through the Website www.irtsa.net & Face Book & WhatsApp etc.
5. Developed better industrial relations between Technical Supervisors and Railway Administration, reducing victimization of Rail Engineers and improving productivity.
6. Developed better understanding between Technical Supervisors, workers and the Unions to avoid day-to-day conflicts and further improving the productivity.
7. Developed greater awareness about the Problems of Technical Supervisors amongst recognized Federations & Unions and get their support to resolve many issues at national & local levels – through struggle and collective efforts.

> MAJOR CATEGORICAL ISSUES RESOLVED

8. Reduction in number of pay scales of Technical Supervisors from age old 6 pay scales to 4 Pay Scales by Third Pay Commission (in 1973) and further reduction to only 2 scales by Sixth Pay Commission (from 2006) – *(based entirely on evidence of IRTSA)*.
9. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
10. Allotment of Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors highest among entire group C by Third Pay Commission and Rs.2375-3500 by Fourth Pay Commission – *(restoring their relativity based on evidence by IRTSA)*.
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revisions thereof – *(after IRTSA decided to Boycott Disbursement of Wages in 1969)*.
12. Hurt on Duty/Hospital Leave to Apprentices/Trainees *(after getting it raised in the Parliament)*.
13. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as "Employees Compensation Act *(after getting it raised in the Parliament)*.
14. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring *(Earlier the higher grade posts were very limited & on worth of charge)*.
15. Upgrading of Direct Recruitment of Engineering Graduates from JE-I to SE (Section Engineer) – in 1987 and as SSE (Senior Section Engineer) from 2008.
16. Upgrading & Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from the then existing 3 to 6% in Workshops & 1.5% on the Open Line to 10%

in 1984, 17% in 1993, 18% to 21% in 2003, 50% after Sixth Pay Commission in 2008 and 67% through CRC in 2013 *(based on Data provided by IRTSA to the Federations)*.

17. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
18. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1991 onwards *(based on Data provided by IRTSA to JCM)*.
19. Upgrading of 2000 posts of Senior Supervisors to Group B *(in 2 phases from 1980 to 2000)*
20. Upgrading of Mistries / Supervisors as Junior Engineers *(increasing the strength in the higher scale(s) – (improving chances of promotion of JEs)*.
21. Change of designation of Technical Supervisors as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 *(after IRTSA decided to go on 'Work-to-Rule)*.
22. Grant of PCO Allowance to JEs
23. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - *(through Court Case in CAT Mumbai and intensive struggle & voluminous Data supplied by IRTSA to DC JCM)*
24. Grant of PCO Allowance to SSEs.
25. Revision of rates of Incentive Bonus *(in 1968, 1975, 1990, 1998 & 2009)*.
26. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
27. Raising of Stipend equal to pay / Grade Pay of JE Rs.4200 during Apprenticeship / Training.
28. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.
29. Won Court case in CAT New Delhi *(in OA No. 835-1989 IRTSA-vs-UOI)* for grant of Group "B" to Senior Technical Supervisors *(Subsequent denial by Railway Board was challenged by IRTSA in Supreme Court but the SLP was not admitted due to some legal hurdles. IRTSA then convinced the Federations about the demand & on their intervention Railway Board agreed to upgrade 15% posts of Senior Supervisors to Group B. Approval of MOF has been asked for upgrading 3350 posts from Group C GP 4600 to Group B GP Rs.4800. Struggle by IRTSA continues for upgrading of all posts in GP 4600 to Group B as per orders of DOP)*.
30. Won the Court case in CAT New Delhi *(in OA No. 1527/1990 IRTSA-vs-UOI)* – with directions to grant higher scale to JEs as 'an equal cannot be over an equal". This was accepted by Fifth CPC while deciding higher Pay scale of JEs as recorded in Para 54.36 of its Report.
31. Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.
32. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5th CPC - *(through intensive struggle & voluminous Data supplied by IRTSA)*
33. Grant of scale of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
34. Change of designation of Drawing & Design Staff as Junior Engrs. & Senior Section Engr.
35. Change of designation of Store Engineers from DSKs to DMS & CDMS
36. Introduction of LDCE for Group B for promotion of DR Graduate Engineers & Diploma holders.

Continued on page - 6

ACHIEVEMENTS OF IRTSA (Continued from page – 5)

37. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
38. Merging & up-gradation of pay scales of Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of SSE.
39. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
40. Merger & up-gradation of P-way Supervisors as JE P-way and its spread effect to entire cadre.
41. Abolition of written test in selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.
42. Got the order from CAT Chennai (OA No 706/2013 IRTSA-VS UOI) to Finance Ministry to consider upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and Grade Pay of SSE to Rs.4800 from Rs.4600 as proposed by the Railway Board as per decision of Anomalies Committee.

> GENERAL DEMANDS CONCEDED**(Based on demands of IRTSA & JCM)**

43. Introduction of long Pay Band concept which eliminated the pay stagnation through 6th CPC
44. 3% annual increment – instead of arbitrary fixed amounts fixed earlier.
45. HRA on percentage of Basic Pay.
46. Improved transport allowance linked to inflation & without any distance restriction.
47. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through “High Powered Committee” set up after submission of Sixth CPC Report.
48. Reimbursement of inflation proof tuition fee up to Rs.1000 per child per month for two children.
49. Encashment of 60 days LAP while in service in addition to the 300 days encashment on retirement.
50. Grant of ACP by 5th CPC & MACP 6th CPC– to end stagnation Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. (*Ensures a JEs to reach the Grade Pay of Rs.5400*).
51. Employees selected under GDCE to be treated as DRs for MACPS.
52. Extension of pay fixation for the promotions taken place between 1.1.2006 and 29.9.2008 in scales merged by 6th CPC, among the posts which carried the character of feeder and promotional grades, i.e. promotion from JE-II to JE-I & SE to SSE – benefit of Increment granted to those affected.
53. Fixation on pay on promotion to the next level in 7th CPC pay matrix, to be at least equal to the entry pay of direct recruits in the same level i.e. JE on his promotion as SSE to pay level-7 will be fixed not less than Rs.44900 which is entry pay for direct recruit SSEs.

Highlights of Record Note of the Discussion on DOPT-Specific Allowances, JCM**25th Oct, 2016 under the Chairmanship of Secretary (P) Children Education Allowance (CEA)**

Benefit of Children's Education Allowance should be extended to the Graduate and Post Graduate levels also. Reimbursement should be based on the bonafide certificates from the schools where the children were studying.

Night Duty Allowance (NDA)

Hon'ble Supreme Court had directed that NDA should be paid on the basis of the actual pay drawn and that NDA should be revised w.e.f. 01.04.2007 at the 6th CPC pay

scale which had been implemented by the Government. Ministry of Defence had forwarded a proposal recommending that NDA may be paid without any eligibility ceiling as per the court judgment to DoPT.

7th CPC has recommended that NDA should be worked out with the actual pay of the employee. However, except Defence and Railways, employees working in other Departments are getting it at 4th CPC rate. Staff-Side suggested that an early revision of the NDA without ceiling, and on the basis of the actual basic pay and extending it to whoever is asked to do night duty.

Over Time Allowance (OTA)

There are two types of OT duty. One is covered under the Factories Act, 1948, and the other is for the office staff. In the first case, since it is a statutory obligation, the Pay Commission has not recommended anything. But for others OTA is paid at a single rate of Rs.15.85/-only and, that too, for the first hour immediately after the scheduled office closing time, it is Nil. Arbitration award from 1.1.1996 that OTA should be at par with the 5th CPC pay scale. Neither it has been implemented nor have the rates been revised.

The rate of OTA should be as per 7th CPC pay scale. If a person is employed on overtime work then he has to be paid at least according to the rate of salary which he is getting.

Uniform related allowances subsumed in a single Dress allowance (including shoes)

Staff-Side is stated to have already made a request to M/o Defence not to implement the recommendation of 7th CPC on granting Dress Allowance @ Rs.10,000/- per month instead of stitched uniforms, since 12000 employees are working in five Ordnance factories will lose their jobs and will jeopardise the safety of the army men

Far Civilian employees 7th CPC had recommended four slabs of Dress Allowances for various categories. There was no mention about 75,000 postmen and multi tasking staff in any of the categories. There were many categories like canteen employees, security staff, chowkidars who had not been mentioned and who were eligible for uniform or uniform allowances.

Nursing Staff had also been bracketed in the general category they should have a special dispensation.

Risk Allowance

Cabinet has approved 45 risk operations pertaining to Defence civilian employees. But the Pay Commission has abolished Risk Allowance. So this has to be incorporated in one of the risk matrix.

Other Items

In 7th CPC report it has been stated that any allowance not mentioned and hence not reported to the Commission shall cease to exist immediately. It was requested that this recommendation should be rejected. On the contrary, the administrative Ministries should come forward and recommend for their abolition or retention.

7th CPC had abolished all advances completely. Noting that we regularly celebrate a number of festivals and keeping the general sentiment in mind, Staff side was of the view that advances were very necessary.

Since the Government had not changed its Family Planning policy, the allowance should be continued. At least in the case of those people who were getting it should continue to get.

7th CPC had not revised the rate of Fixed Medical Allowance for pensioners. Therefore, the Fixed Medical Allowance for pensioners may be revised to Rs. 2,000/- .

आई. आर. टी. एस. ए. की मुख्य मांगे

- (1) आई. आर. टी. एस. ए. को मान्यता दी जाय।
- (2) छठवे वेतन आयोग के मूल वेतन से 7वे वेतन आयोग का वेतन गुणांक (Multiplying Factor) 3.15 किया जाय
- (3) जे.ई. को लेवल 8 तथा एस. एस. इं. को वेतन लेवल 10 दिया जाय।
- (4) एस. एस. इं. के 33% पदों को अपग्रेड करके "Principal एस.एस.इं/ मुख्य एस. एस. इं." बनाया जाय एवं उसे वेतन लेवल-11 दिया जाय।
- (5) सी.एम.ए., डी.एम.एस. एवं जे.ई./आई.टी. को वेतन लेवल 8 दिया जाय।,
- (6) सी.एम.एस., सी.डी.एम.एस. और सीनियर इंजी./आई.टी. को वेतन लेवल 10 दिया जाय।
- (7) एस.एस.इं. सी.एम.एस., सी.डी.एम.एस. और सीनियर इंजी./आई.टी. को ग्रुप 'बी' में वर्गीकृत किया जाय।
- (8) सभी भत्तों को गुणांक के आधार पर बढ़ाया जाय।
- (9) ब्रेक डाउन भत्ता को ओवर टाइम (उपरि समय) भत्ता के बराबर दिया जाय।
- (10) राष्ट्रीय अवकाश भत्ता, दो दिन के वेतन के बराबर हो।
- (11) "पी.सी.ओ.भत्ता" वर्तमान दर पर दिया जाय।
- (12) सी एम टी लैब, स्टोर्स, ड्राइंग एवं डिजाइन एवं अन्य छूटे पदों को भी, पी सी ओ भत्ता दिया जाय।
- (13) अध्यापन भत्ता (टीचिंग एलाउन्स) बेसिक पे का 30% दिया जाय।
- (14) तकनीकी पर्यवेक्षकों को "समयबद्ध पदोन्नति" दिया जाय।
- (15) आई. आर. ई. एस. एवं एस.सी.आर.ए. के 50% पदों के विरुद्ध स्नातक इंजीनियरों को पदोन्नति दी जाय।
- (16) वार्षिक वेतन वृद्धि वेतन के 5% के बराबर दिया जाय।
- (17) "पदोन्नति" एवं एम.ए.सी.पी.एस. के समय दो "वार्षिक वेतन वृद्धि" दिया जाय।
- (18) प्रशिक्षण अवधि को एम.ए.सी.पी.एस. के लिए गणना किया जाय।
- (19) एम.ए.सी.पी.एस. "अति उत्तम" की शर्त हटाई जाय।
- (20) एम.ए.सी.पी.एस. के अन्तर्गत 4,8,16 तथा 24 वे वर्ष में वेतन उन्नयन किया जाय।
- (21) ड्राइंग एवं डिजाइन संवर्ग के सीधे भर्ती होने वाले "स्नातक इंजीनियरों" को एम.ए.सी.पी. में प्रवेश वेतनमान 4600 मानते हुए एम.ए.सी.पी.एस. के अन्तर्गत वित्तीय अपग्रेडेशन दिया जाय।
- (22) शेड तथा ओपेन लाईन डिपो के जे.ई. तथा एस. एस. इं. को "रिस्क एवं हार्डशिप भत्ता" दिया जाय।
- (23) सामूहिक बीमा योजना (जी.आई.एस.)के लिए सुविधाजनक मासिक कटौती किया जाय।
- (24) पुराने पेंशन योजना को बहाल करते हुए नई पेंशन योजना को वापस लिया जाय।
- (25) रेलवे पेंशन धारियों को "एकमुश्त चिकित्सा भत्ता" (एफ.एम.ए.) रु 2000 प्रतिमाह के दर से दिया जाय।
- (26) 2016 से पहले एवं बाद में सेवानिवृत्त होने वालों को एक समान पेंशन दिया जाय।
- (27) 65 वर्ष की आयु से अतिरिक्त पेंशन दिया जाय।
- (28) सभी भत्तों को आयकर से छूट दिया जाय।
- (29) आयकर छूट की सीमा बढ़ाकर 5 लाख किया जाय।

IRTSA DELEGATES MEET MEMBER ROLLING STOCK

IRTSA delegates met Sri. Hemant Kumar, Member Rolling Stock, Railway Board during his visit to Chennai on 3rd November. K.V.Ramesh Sr.JGS IRTSA & E.Ramesh requested for implementation of direction of the Hon'ble CAT Madras Bench given in OA/706/2013 filed by Indian Railway Technical Supervisors' Association (IRTSA) Vs Union of India, wherein Ministry of Finance has been asked to consider and decide within a period of three months on the OM No. PC VI/2009/DAC/1(pt2) of the Ministry of Railways for the approval of the proposal for enhancing the Grade Pay of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them, and enhancing the Grade Pay of Senior Section Engineers on Railways adequately above the Grade Pay of JE and the Chief Office Superintendent working under them, as decided by the Departmental Anomalies Committee.

Demand of Counting of training period of for the purpose of ACPS / MACPS was also explained to the Member.

Detailed memorandums on the demands were also handed over the Member Rolling Stock.

EXCERPTS FROM MEMORANDUM BY IRTSA TO HIGH POWERED COMMITTEE **3.15 DEMANDED AS FITMENT FACTOR INSTEAD OF 2.57 RECOMMENDED BY 7TH CPC**

1) 7th CPC has recommended a multiple Factor of only 2.57. This gave a rise of only about 14.3%.

2) Without implementing 7th CPC recommendations, year on year increase in the expenditure in both pay and pension has averaged about 11%. Thus real increase on account of increase in pay, all allowances & pension will be only 12.55% (23.55% - 11% = 12.55%). Real increase on account of Pay & DA will be only 5% (16% - 11% = 5%).

3) It is clearly evident that financial implications will be very marginal on account of implementation of 7th CPC recommendations and that too will mostly go back to the Government in the shape of higher income tax liability after implementation of 7th CPC recommendations. In the scenario of increase in Government revenue every year and reduction in staff strength every year, pay element in Government expenditure will come down every year with respect to revenue earning or GDP.

4) 40% fixation benefit was given over 4th CPC Pay for fixation in 5th CPC scales to all employees.

5) 40% fixation benefit was given over 5th CPC Pay for fixation in 6th CPC scales to all employees.

6) But, only around 14.3% pay fixation benefit has been recommended by 7th CPC over 6th CPC pay, which is grievously inadequate.

7) In 7th CPC lowermost scale has got an increase of 14.29% compared to 36.85% increase given by 6th CPC.

8) Fitment Factor of 2.57 proposed by 7th CPC for Pay Fixation is totally unjust, inadequate and arbitrary especially keeping in view the high inflation (in real terms and wage disparity of Central Govt. employees with the organized sector including the PSUs).

9) Fixation Benefit should be at least 40%.

10) Multiple Factor should be = (Pay+DA)+40% of Pay +DA ie. 3.15 times of 6th CPC Basic Pay & Pension.

Railway Board's letter No. PC-V/20 6/MACPS/1 dated 19 .12.16
RBE No. 155/2016

Subject: – Modified Assured Career Progression Scheme (MACPS) for the Railway Employees-Implementation of seventh CPC recommendations.

The Modified Assured Career Progression Scheme was introduced with effect from 01 .09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Ministry's letter No. PC-V/2009/ACP/2, dated 10.06.2009 (RBE No.101/2009). Thereafter, subsequent amendments/clarifications were issued from time to time. These instructions are in force with effect from 01 .09.2008.

2. The 7th Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

"MACP will continue to be administered at 10, 20 and 30 years as before in the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of organised Group 'A' Services."

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before. 2016-18 Memo to MSRB Reg Revised Classification of Posts & mode of filling-up of non-gazetted posts PC-V/2009/ACP/2, dt. 1 0.06.2009) will be substituted by the following words:-

"1. There shall be three financial upgradations under the MACPS as per 7th CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPS envisage merely placement in the immediate next higher level in the Pay Matrix as given in PART 'A' of Schedule of Railway Services (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPS can, in certain cases be different than what is available in the normal hierarchy at the time of regular promotion in one's own AVC. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre/organization will be given only at the time of regular promotion."

4. The 7th Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follow:-

"Benchmark for performance appraisal for promotion and financial upgradation under MACPS to be enhanced from 'Good' to 'Very Good'."

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, para 17 of the Scheme (Annexure to Board's letter No. PC-V/2009/ACP/2, dt. 1 0.06.2009) shall be substituted by the following words:-

"17. For grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts."

6. These changes will come into effect from 25th July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7th CPC.

6.1 MACPS where it was due earlier to 25.07.2016, but not decided yet due to Administrative delay, will be decided as per criteria prevalent at that time. Cases that became due on or after 25.07.2016, will be decided as per new criteria. However, Past cases, decided otherwise, need not be re-opened.

7. The comprehensive MACP Scheme on acceptance of 7th CPC recommendations will be issued separately.

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

MEMORANDUMS SUBMITTED BY IRTSA IN 2016

1. Memo to Empowered Committee on 7th CPC..
2. Memorandum to MR Reg Pay Levels proposed by 7th CPC for Technical Supervisors on Railways.
3. Memo to CRB on MACPS Anomalies.
4. Memo to RB For Non dilution of C&M Pay Level from 7th CPC recommendations
5. Memorandum to CRB Reg Dharna by Rail Engineers at Delhi on 8-2-2016 against 7th CPC Report.
6. Memorandum to MR Reg Classification of Sr Technical Supervisors on Railways in Group 'B'.
7. Memo to PM FM & RM Reg unjust decision of Govt on Report of 7th CPC.
8. Memorandum submitted to CRB & MS Reg Classification of Sr Technical Supervisors in Group 'B'.
9. Memo to Secy. Finance Expenditure with copy of orders of CAT Chennai on OA 706-2013 Reg Grade Pay.
10. Memorandum to MS RB - Counting of training period for MACP.
11. Memo to Committee of Secys against dilution of Allowances proposed by 7th CPC Report.
12. Memorandum for higher Minimum Pay & Multiplying Factor than those proposed by 7th CPC.
13. Memo to RB Reg Uniform training period of one year for JE of Printing Press at par with other Deptts.

Copy of the Memorandum dated 28-12-2016 from GS IRTSA to Member Staff Railway Board

Subject: Revised classification and mode of filling-up of non-gazetted posts – Scheme for filling-up of vacancies.

Ref: Railway Board's letter No.E(NG)I-2008/PM1/15 dated 03.09.2009, 07.06.2010, 21.11.2011, 23.05.2012, 15.01.2013, 03.01.2014, 16.06.2014, 31.12.2015 & 09.02.2016.

The scheme of filling-up of higher grade posts, (e.g. promotion from Junior Engineer to Senior Section Engineer) on the basis of benchmarking, is being followed in Railways on ah-hoc basis since the implementation of 6th CPC recommendations and the currency of this procedure is being extended every year. At present, the procedure was applicable up to 31-12-2016

This method has cut down cumbersome selection procedures followed previously and vacancies arising in higher grade posts are able to be filled regularly. Therefore the scheme appears to be successful in avoiding undue delays in the promotion of non-gazetted employees.

It is therefore requested that revised classification and mode of filling-up of non-gazetted posts - Scheme for filling-up of vacancies, followed on ad-hoc basis be made permanent and orders may please be issued early.

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