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MESSAGE FROM GS/IRTSA

Dear Brother Engineers,

WISH A VERY HAPPY & PROSPEROUS NEW YEAR TO YOU ALL & MEMBERS OF YOUR FAMILIES

1. Time for introspection – both individually & collectively: As we stand on the threshold of the New Year, it is high time to do some introspection and understand the challenges before us in order to effectively achieve our objectives. We should also recall our achievements, shortcomings & efforts put-in by all of us. We must consider whether we are doing enough – both individually & collectively to achieve our objectives. We define our objectives more specifically and focus to achieve them essentially.

2. While the achievements over the last 52 years are numerous but so are the challenges before us. The 52nd CGB & All India Conference of IRTSA held at New Delhi on 9th & 10th October 2017, while recalling the achievements, had discussed the major demands and problems of the Rail Engineers. The Conference regretted that Pay Scales / Pay Levels & Avenues of promotion of Technical Supervisors were getting eroded from Fifth CPC onwards and have gone from bad to worse after Sixth & Seventh CPC. The Conference urged upon the Govt. and the Railways to accept the genuine demands of Technical Supervisors / Rail Engineers.

3. The Conference had resolved to continue the struggle at all levels for achieving the genuine demands of the category. The Conference called upon all the Rail Engineers / Technical Supervisors to be united and to participate effectively in the ongoing efforts and struggle to achieve the demands.

4. Minutes of the CGB Meeting, Resolutions of demands, Line of Action, Resolution on Organisational Matters – were circulated through the September-October, 2017 issue of "Voice of Rail Engineers". Copies of the same were sent to all CEC Members, Zonal Secretaries, Sub-unit Secretaries/Office Bearers & Active Members of IRTSA. Copies of the same were also placed on the IRTSA Website www.irtsa.net.

5. FINANCIAL RULES & BYE LAWS OF IRTSA: One of the major decisions made in the 52nd CGB was adoption of a Resolution on Financial Rules & Bye Laws on financial matters of IRTSA – to bring in greater transparency, better Accountability & avoid any leakage of funds at any stage.

6. FOLLOW-UP ACTION ON DECISIONS OF CGB

a) All CEC Members, Zonal Secretaries, Sub-unit Secretaries/Office Bearers & Active Members of

IRTSA are requested to ensure compliance of the decisions of CGB Reg. Line of Action, Organisational matters and on Financial Rules. They are requested to send an ACTION TAKEN REPORT thereon to the GS IRTSA before 31st January, 2018 also indicating the period within which action shall be taken by them in any left out areas at their level.

b) Copies of the Minutes of Meeting & Resolutions etc. Are attached herewith for ready reference, wide circulation & your record. You are also requested to ensure effective follow-up action – especially in regard to Membership Drive, Up-keep & Audit of Accounts, submission of Central Quota, Regular holding of General Body & Executive Committee Meetings at Local & Zonal Levels and elections thereof as per provisions of the Constitution of IRTSA. Please ensure implementation of Financial Rules of IRTSA.

c) Annual Balance Sheet of Accounts for the previous year (as on 31-12-2017) need to be prepared & completed in all respect and audited within 3 months of the closing of the year. Audited accounts have to be passed by executive committee & General Body at Sub-unit & Zonal level.

d) All the Zones & Sub-units are advised to follow the Financial Rules strictly and scrupulously and inform the General Secretary accordingly about the action taken thereon from time to time.

7. STATUS OF MAIN DEMANDS

i) Recognition of IRTSA: Recognition of IRTSA is one of the main demands of IRTSA pending for so many years and should essentially be given based on the recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. While the order has now been withdrawn by the Railway Board to debar the Safety Category of Technical Supervisors from being office bearers of the Unions, but the need to Recognise IRTSA is essentially there as the Technical Supervisors should not be denied their legitimate right to represent against their grievances, which is an established law of natural justice. Recognition of IRTSA will not only help in redressing the problems of Technical Supervisors, it will also substantially improve safety, efficiency & productivity on the Railways through greater job satisfaction & motivation of the Front Line Managers / Technical Supervisors. We have to continue to pursue the issue effectively.

ii) Pay Levels of JE & SSE: After 6th CPC Railways had made a decision in Departmental Anomalies Committee to upgrade GP of JE to Rs.4600 & SSE to Rs.4800.

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**SAFETY ON RAILWAYS GIVEN BACK SEAT BOARD WITHDRAWS ITS ORDERS ON SAFETY: RECOGNITION OF IRTSA REMAINS ELUSIVE**

Recognition of IRTSA is one of the main demands of IRTSA pending for so many years and should essentially be given based on the recommendations of Task Force on Safety and in consonance with all the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 as well as Railway Reforms Committee (RRC). While the order has now been withdrawn by the Railway Board to debar the Safety Category of Technical Supervisors from being office bearers of the Unions, but the need to recognise IRTSA is essentially there as the Technical Supervisors should not be denied their legitimate right to represent against their grievances, which is an established law of natural justice.

Recognition of IRTSA will not only help in redressing the problems of Technical Supervisors, it will also substantially improve safety, efficiency & productivity on the Railways through greater job satisfaction & motivation of the Front Line Managers / Technical Supervisors.

Based on the report of Task Force of Railway Safety, in a measure to improve the safety in Railways, Railway Board in its letter dated 30th January 2017 stated that Supervisors working in Safety category posts would be debarred to be office-bearers of Railway trade unions from 31st March. IRTSA had immediately represented to the Railway Board to also implement the second part of the recommendations of the Task Force on Safety to Recognise IRTSA.

The dead line for implementing the said letter was extended twice. But instead of recognising IRTSA as recommended by Task Force on Safety, the Railway Board vide its letter dated 27th December had withdrawn its earlier orders dated 30th January 2017 without citing any reasons for the same.

In its report, Task force of Railway Safety observed that, *“Supervisors have traditionally been the front end managers and the back bone of Indian Railways. There has been a dilution in their contribution to the well being of Railways as felt all across. This has been felt by the Group on Railway Safety, 1996 and also the Khanna Committee; the committee also felt that, it is necessary to strengthen the hands of Supervisors to empower them”*.

Task Force on Safety recommended that, Supervisors should not be allowed to join Trade Unions and they should be encouraged to form their own Association for collective bargaining and negotiation and should find a place in PNMs and PREM Group, similar to the provision already extended for the RPF Staff.

Report of the Railway Accident Inquiry Committee – 1968, headed by Justice K. N. Wanchoo on Status and grade of Supervisors had made following recommendations:

“We are entirely in agreement with the Railway Administration that to strengthen the measure and quality of supervision over the working of staff, it is essential that the position and authority of senior supervisors should be restored. Earlier in this chapter we have already recommended that senior supervisors should be recognised as junior members of management and their organisation in a separate association should be fostered...”

To improve the status of senior supervisors, to impart them greater self-confidence and to broaden their channels of promotion, we consider that wherever there is a large

concentration of staff working under a senior supervisor, the post should be upgraded to gazetted status Class-II.”

In its Report of Railway Accident Enquiry committee-1978 had made following recommendations:

“Membership of supervisors in staff unions is not consistent with the position of supervisors as a part of the management. The expert modalities of how this is to be achieved requires consideration by the Government.

Firmness is as important as fairness and sympathy in administration's style and strategy for dealing with its employees. It is the responsibility of higher echelons of Railway administration to create confidence among front line supervisors and officers, that so long as they act in good faith and not high handed or vindictive, they will be back in ensuring discipline and proper work standards. Equally Government must act in such a way that the hands of administration and its officers and supervisors are not weakened by external political pressures.”

Most of the recommendations of Railway Accidents Committees (headed by Justice Wanchoo in 1968) and (headed by Justice Sikri in 1978) and the Railway Safety Review Committee (headed by Justice Khanna) in 1998 were accepted by Railways and implemented one after another – except the one for ‘Provision of a Recognised Forum for discussing & resolving the problems of Supervisory cadres on the Railways’.

Though Railway agreed with the fact to recognize Supervisors’ forum separately and took steps towards that as usual the board went back from its decision. This is not the first time Railway Board went back from its decision taken on the demands of Technical Supervisors.

Long back Railway Board had decided to classify all Senior Section Engineers as Group ‘B’ (Gaz), but it went back from its decision. After some time Board made a decision for partial upgradation (certain percentage of sanctioned posts) of SSEs to Group ‘B’, again the Board went back on its decision. In continuance of its half hearted attempts, Railway Board made out an insufficient proposal to Finance Ministry for upgrading 3335 posts from Rs.4600 GP to Group ‘B’ (Gaz), now again Railway Board is not sincere enough to get the approval from the Finance Ministry. Railway Board’s devious intention was revealed at CAT Chandigarh & in front of 7th CPC, on both the occasions Railway Board argued against its own decision and to classify SSE as Group ‘B’ (Gazetted).

Demand of higher Grade Pay / Pay Level for JE & SSE were also handled very dimly by Railway Board. After implementation of 6th CPC recommendations, Railway Board made a decision to upgrade the Grade Pay of JE to Rs.4600 and SSE to Rs.4800 and asked for Finance Ministry approval. But, Railways argued exactly against its own decision in CAT Chennai to deny higher Grade Pay for JE & SSE. Railway Board also did not properly inform its decision to 7th CPC. After the implementation of 7th CPC recommendations, Railway Board came out with another proposal to place 50% of Technical Supervisors in the Grade Pay Rs.4800, but could not ensure its proposal to get through. Pay Level of Technical Supervisors was once again placed in Departmental Anomaly Committee formed after 7th CPC, thus the issue has come through a complete circle without any productive result.

Railway’s indecisive attitude is a major demotivating factor for Technical Supervisors / Rail Engineers which may result in failure of System, because, indecision and delays are the parents of failure & frustration.

IRTSA MEETING WITH CRB



Delegates of IRTSA officer bearers of South Central Railway led by Er.M.V.Ramanamurthy Zonal Secretary, IRTSA met Shri Ashwani Lohani, Chairman, Railway Board, on 6th December during his visit to Carriage Workshop, Lallaguda.

CRB was felicitated by Er. Sathyanarayana Reddy President IRTSA Lallaguda Workshop. IRTSA delegates handed over a memorandum on main demands of IRTSA. They also held a brief discussion of Pay Level & promotional avenue of Technical Supervisors. CRB responded positively to the IRTSA office bearers.

IRTSA MEETING WITH MEMBER STAFF



Er. M.Bhatnagar IRTSA, Zonal Secretary RCF Kapurthala and his team met Shri.D.K.Gayan, Member Staff Railway Board on 23rd December during his visit to RCF Kapurthala.

IRTSA delegates handed over memorandum on the following main demands of IRTSA besides demands pertaining to RCF

1. Recognition of IRTSA,
2. Grant of higher Pay Level / Grade Pay for JEs & SSEs,
3. Classification of posts of Railway Engineers / Technical Supervisors in Grade Pay 4600 / Pay level-7 in Group 'B',
4. Change of criteria from 'Good' to 'Very Good' for the purpose of MACPS,
5. Inclusion of training period for the purpose of MACPS,
6. Revision of Incentive rates, etc.

Er. Jagtar Singh Sr. Vice President IRTSA briefly explained the main demands of IRTSA to Member Staff.

IRTSA felicitates Er.Tamilmaran Sr.V.P IRTSA on his superannuation

Er.Tamilmaran Sr.Vice president / CEC-IRTSA, one of the dynamic leaders of IRTSA from the cadre of open line Rail Engineers superannuated from Railway service in December 2017. IRTSA Southern Railway Zone organized a felicitation function in honour of Er. Tamilmaran at Rail Kalyana Mandapam, Egmore, Chennai on 27th December. Officers, office bearers of IRTSA Southern Railway & ICF, Technical Supervisors / Rail Engineers and staff participated in the function in large number.



Er.M.S.V.R.Pandian Advisor/IRTSA, Er.K.V.Ramesh, Sr.JGS, V.P, Er. V.P.Abdul Slam, Zonal Secretary, S.Rly, Er. K.Gobinath Vice President, Er. Nirmal Chandran Working President, S.Rly, Er.Krishna Babu, Secretary/JTJ and other office bearers of IRTSA commended the contribution made by Er.Tamilmaran in the activities of IRTSA. The function ended with community dinner.

Year End Review 2017 of Ministry of Railways

- During 2016-17 consequential train accidents decreased from 107 to 104 in comparison to the corresponding period of the previous year.
- Track Renewal speeded up- 2148 km old rails have been replaced with new rails upto November, 2017.
- Ground-breaking ceremony of the Mumbai-Ahmedabad High Speed Rail Project (MAHSR) by Hon'ble Prime Minister of India and Hon'ble Prime Minister of Japan held in September, 2017.
- Introduced First AC EMU consisting of 12-car (12 coaches) fitted with "Indigenous" 3-phase Propulsion system of Ms BHEL on Mumbai Suburban Section.
- Mission Retro-Fitment to revamp passenger coaches launched to enhance the passenger experience. It will cover 45,000 Coaches.
- 14 Rajdhani and 15 Shatabdi trains were identified to significantly improve passengers experience under "Project Swarn".
- Host of Passenger Amenities and Digital Initiatives were taken during the year 2017.
- All time record commissioning of Electric Traction of 2367 route kilometer was achieved.
- Introduced and proliferated Global Positioning System (GPS) based 'Fog Pass device' which displays the name and distance of approaching signals and other critical signal landmarks in advance during train operation.
- In order to improve the functioning of Railways, substantial financial and administrative powers covering a wide spectrum of working have been delegated by the Railway Board to General Managers (GM), Divisional Railway Managers (DRM) and field officials.

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MESSAGE FROM GS/IRTSA(Continued from page-1)

But this was not agreed to by MOF. CAT Chennai in its judgement on the case filed by IRTSA (OA 706/2013) had directed Finance Ministry to act on the decision of the Railways. Finance Ministry has turned down the decision of Railways subverting basic facts. Railway Ministry sent a proposal to Empowered Committee of Secretaries formed after 7th CPC for revision of cadre structure of Technical Supervisors; and proposed 33% posts as JEs in GP Rs.4200, 17% SSEs in GP Rs.4600 & 50% in GP Rs.4800. But details of the decision taken are not known. IRTSA has already filed a fresh OA 1568/2017 pleading higher Pay Level, basically challenging the Finance Ministry's order on denying higher GP for JE & SSE.

iii) Classification of SSE/CMS/CDMS/Sr.Er.(IT) as Group 'B': DoPT vide OM dated 8.12.2017 on Classification of Posts under CCS Rules 2016 informed that Central Civil Posts in the Pay Matrix in Level 1 to 5 will be in Group 'C', Level 6 to 9 will be classified in Group 'B'. OM also stated that if for any specific reason, a Ministry/ Department proposes to classify the posts differently, it would be necessary for that Department to send a specific proposal to Department of Personnel and Training giving full justification in support of the proposal within three months of this O.M. it is high time that the Indian Railways instead of following different set of rules for classification of posts should follow the classification as done by other departments based on DoPT orders. IRTSA is sending a memorandum to Railway Board in this regard requesting for removal of existing anomaly & discrimination.

iv) MACPS: a) Change in eligibility criteria: Change in eligibility criteria for financial upgradation under MACPS from 'good' to 'very good' has hampered chances of financial upgradation for Technical Supervisors, who are already suffering due to severe stagnation. We are fighting against it.

b) Inclusion of training period for MACP: Department of Post has issued orders to count the training period for the purpose of financial upgradation, but Railways has not done the same.

c) Entitlement of benefit of MACPS w.e.f. 1.1.2006: 6th CPC recommended implementation of the revised pay structure of pay bands and grade pay, as well as pension, with effect from 01.01.2006 and revised rates of allowances (except Dearness Allowance/relief) with effect from 01.09.2008.

d) Parity with Defence: 6th CPC recommended grant of benefit of ACP after 10 and 20 years of service for Defence personnel. Govt. decided to grant 3 ACPs after 8, 16 and 24 years of service.

e) Supreme Court has recently upheld the judgement of the Armed Force Tribunal (AFT) that the benefit of ACP granted to an employee is part of the pay structure which not only affects his pay but also his pension and, therefore, held that the ACP is not an allowance but a part of pay and, therefore, the benefit of MACP under 6th CPC was payable w.e.f. 01.01.2006 and not 1-9-2008.

f) IRTSA is demanding implementation of same policies as above for all Central Govt. employees.

v) Payment of PCO Allowance: a) Orders on payment of PCO Allowance, 12% for JE & 6% for SSE on 7th CPC Pay level has been issued by Railway Board. IRTSA is demanding for payment of PCO allowance in the 7th CPC Pay Level at the previous rates i.e. 15% for JE & 7.5% for SSE.

b) Payment of PCO Allowance under MACPS: Some of the Zonal Railways have denied PCO Allowance for Technical Supervisors who got financial upgradation and placed in Pay Level 8 & 9. Respective Zonal Secretaries were advised to appeal with their respective zones. CPO Eastern Railway sought a clarification from Railway Board, until that decided to maintain the status quo and the decision of CPO/ER has been communicated to Secretary IRTSA, E.Rly. S.C. Railway decided to change its decision based on the representation given by IRTSA and CPO S.C. Railway advised Workshops to pay PCO allowance for the Supervisors who are placed in Pay Level 8 & 9 on financial upgradation.

vi) Revision of Incentive in 7th CPC Pay Matrix: Railway has constituted a Committee to examine the issues related to revision of hourly rates of Incentive Bonus of Workshops & PUs under CRJ Pattern and Bonus Factors for those under Group Incentive Scheme. Executive Director/ME(W) as its Convener, Executive Director/PC-II & Executive Director/F(C) as its Members. The Committee which was constituted on 6th July 2017 has to submit its report within 6 months. IRTSA has sent its representation to the Committee for revision of Incentive rates.

vii) All the above mentioned demands are being pursued by IRTSA vigorously, with the CRB, MS, M(RS), ME and other officers of the Railway Board.

8. Effective persuasion and struggle at all levels is essential to achieve these and other demands. For all this we need unity, mass participation and adequate funds – especially for the Court Cases to take them to their logical conclusions. I, therefore, appeal for your full cooperation for strengthening IRTSA at all levels, intensify Membership Drive, raise Legal-cum-Struggle Fund as decided by CEC & CGB. With best wishes, long live IRTSA, long live Engineers Unity!

NEW OFFICE BEARERS OF IRTSA/RWF

Following Engineers were unanimously elected during General Body held on 16.11.2017 at Rail Wheel Factory, Bangalore.

Zonal President	Er. SreekanthaSwamy.R
Working President	Er. Palanibhaskar.D
Vice Presidents	Er. Manickavelu.A.K
Er. Ashokaraja.G.T	Er. NasirKhan.N.B
Er. Suresh B Warthi	Er. BalakrishnaNaik.M
Zonal Secretary	Er. MuruthyunjayaBapat
Treasurer	Er. K.T.Harish
Auditors	Er. Marimuthu.S
	Er.Yathiraju.R
Jt. Secretaries	Er. Gopalakrishnan.T.G
Er. Gurusamy.N	Er. Shobhanachalam.P
Er. Manjunath	Er. SiddappaHittanalli
Staff Council Member	Er. DayanandaRao.V
Committee Members	Er. Prasana.N
Er. NisarMehdi.S.A	Er. Ramesh.H.R
Er. Anil Kumar.M.M	Er. Manjesh
Er. Thippeswamy.O	Er. Manjunath
Er. Vadivelu	Er. Mendagudli.M
Er. Shiabuddin	Er. Jebin.A
Er. SushmaRameshkumar	Er. Elangovan.K
Er. Mala.K	Er.Ninegowda.N
Er. KarunakaraMurthy.B.M	Er. Thirmmarajulu.R
Er. Nagaraju.V.N	Er. AnandGladston
Er. Bose.V.S.C	Er. Tripathy
	Er. NarendraBabu.C

MEMORANDUMS SUBMITTED BY IRTSA TO RAILWAY BOARD

1. SUB: BENEFITS OF MACPS W.E.F.1.1.2006, SINCE MACPS IS A PART OF PAY STRUCTURE NOT AN ALLOWANCE AS PER SIXTH CPC AND AS PER JUDGMENT OF SUPREME COURT.

1. We seek your kind intervention to urge upon the Government to please reconsider and revise the date of implementation of MACPS w.e.f 1.1.2006 (instead of 1-9-2008), since MACPS has been held by the Hon'ble Supreme Court of India, as a part of pay structure recommended by 6th CPC and not to be considered as allowance which were implemented from 1.9.2008.
2. 6th CPC in Para 6.1.15 (Annexure-I) of its report, had recommended Modified Assured Career Progression Scheme (MACPS). As per the recommendations, financial upgradation was to be available in the next higher Grade Pay whenever an employee completed 12 years continuous service in the same grade. However, not more than two financial upgradations were to be given in the entire career. The Government had accepted the same with further modification to grant three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service. This Scheme was in supersession of previous ACP Scheme and clarifications were issued there under.
3. **Sixth CPC Recommendations on Date of implementation:**
 - a) **Reg. Pay Structure:** 6th CPC in para 6.5.2 & 6.5.4 (Annexure-II) of its report had recommended for implementation of revised scheme of pay bands and grade pay as on 1/1/2006 retrospectively.
 - b) **Reg. Allowances:** 6th CPC had recommended for implementation of revised allowances to take effect prospectively.
 - c) **Reg. MACPS:** 6th CPC had recommended for implementation of MACPS retrospectively from 1-1-2006, as clear from the relevant Para reproduced below:
6.5.2. The Commission has devised the revised scheme of pay bands and grade pay on the basis of price index as on 1/1/2006. Consequently, the revised structure of pay bands and grade pay being recommended in this Report would need to be implemented from 1/1/2006. The Government will have to pay arrears of salary on account of fixation of pay in the revised pay bands and grade pay retrospectively with effect from 1/1/2006.
4. Ministry of Finance vide Gazette of India, Extraordinary Notification of Resolution No.1/1/2008-IC, dated 29.8.2008 had implemented revised pay w.e.f.1.1.2006. But it implemented MACPS and all allowances except DA w.e.f.1.9.2008. Relevant rules of finance ministry notification is attached as Annexure-III
5. Ministry of Railways also implemented revised pay w.e.f.1.1.2006 and all allowances except DA w.e.f.1.9.2008. Relevant part of RBE No. 103/2008 dated 04.09.2008 is attached as Annexure-IV
6. Railway Board implemented the revised rate of NPA effective from the date an employee drawing pay in the revised scale applicable to him in accordance with the provisions of the Railway Services (Revised Pay) Rules, 2008, i.e.w.e.f. 1.1.2006, vide its letter No.PC-V/2008/A/O/1(NPA) (RBE No.122/2008) dated 22.9.2008. Relevant part is attached as Annexure-V.

7. It is very much evident that 6th CPC recommended MACPS as part of pay structure. Subsequent resolution issued by Finance Ministry, (relevant paras of resolution given in earlier paras of this memorandum) implemented revised pay w.e.f. 1.1.2006. All allowances except DA were implemented w.e.f.1.9.2008.
8. MACPS is a part of pay structure. But MACP order have been implemented w.e.f.1.9.2008, which is against the 6th CPC recommendations and Finance Ministry's resolution.
9. Hon'ble Supreme Court of India in Civil Appeal No.3744 of 2016 decided on 8-12-2017 (copy attached as Annexure-VI) had upheld the orders of the Armed Forces Tribunal (AFT) vide its order dated 21.05.2014 wherein it was held that the benefit of ACP granted to an employee is part of the pay structure which not only affects his pay but also his pension and, therefore, held that the ACP is not an allowance but a part of pay and will apply from 01.01.2006. The Court had further ordered and held that there can be no dispute that grant of ACP is part of the pay structure.
10. **It is, therefore, requested that MACPS may please be implemented from 1.1.2006 since MACPS is part of pay structure – as recommended by 6th CPC and as held by the Apex Court.**

(To view full memorandum with its annexure please visit www.irtsa.net)

2. SUB: REVISION OF TRAINING PERIOD FOR JUNIOR ENGINEERS OF PRINTING PRESS AT PAR WITH OTHER DEPARTMENTS – REQUEST FOR CLARIFICATION REGARDING DATE OF EFFECT OF BOARD'S ORDERS & THE STIPEND OF TRAINEE JES

1. We are thankful to the Railway Board for the above cited orders - accepting the demand for uniform training period of one year for Junior Engineers of Printing Press at par with other Departments.
2. It is requested that:
 - a) A clarification may please be issued by the Railway Board about the date of effect of the above cited orders in the interest of natural justice for trainee JEs of Printing Presses,
 - b) Stipend of directly recruited trainee JEs of Printing Presses may please be fixed as Rs.35,400 in Pay Level-6 (Rs.9300 + Rs.4200 GP) w.e.f. at par with other Departments.
 - c) Training period of all the existing trainee JEs be reduced to one year and they may also be paid the stipend of Rs.35,400 (Rs.9300 + Rs.4200) from the date of their appointment as trainee JEs to remove inter & intra-Departmental discrimination.
3. **Sub: Revision of Hourly Rates of Incentive Bonus & Bonus Factors of Workshops & PUs Staff under Chitaranjan Pattern & Group Insurance Scheme as per 7th CPC Pay Levels.**

Ref: i) Railway Board's letter No. 2008/M(W)/814/ 38 dated 29.10.2009

ii) Railway Board order No. ERB-I/2017/23/39 dated 06.07.2017

1. Hourly Rates of Incentive Bonus and Bonus Factor of Workshops Production Units Staff were last revised vide Railway Board's letter No. 2008/M(W)/814/38 dated 29.10.2009 after the implementation of the recommendations of the 6th CPC

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MEMO REG. TRAINING PERIOD (Contd. from page-5)

Before that the Hourly Rates of Incentive Bonus, were revised vide Railway Board's Letter No. PC-V/98/1/7/4/1 dated 21.06.1999.

2. Revision of Incentive Rates was belatedly done in the year 1999, with unjustified reduction of Allowed Times by 12% with reduced Fatigue Allowance & Contingency Allowance which were earlier fixed as per established norms fixed by ILO. Revision of Incentive Rates was thereafter done in the year 2009 with a multiple factor of 2 times instead of 2.26 times adopted for Pay rise after the Sixth CPC, and the Allowed Times were again unjustly further reduced by 5% across the board under Chittaranjan (CRJ) Pattern of Incentive Scheme in the Workshops and Production Units (PUs).
3. For Group Incentive Scheme (GIS), Bonus Factor was revised in the year 1999, on the basis of 5th CPC pay scales by unjustly multiplying the minimum of pay scale with only 1.3 instead of a higher multiple factor for Pay rise. Again after 6th CPC, the Bonus Factors was unjustly raised only 2 times instead of 2.26 times increase in the pay in 5th CPC pay scales.
4. Initially rates of incentive were based on the average of the Pay scales as per norms of ILO, but after the Fourth Pay Commission these were linked to the minimum of Pay scale. It continues to be so calculated till now against the norms prescribed by the ILO to calculate the same on the average of pay instead of minimum. This itself is resulting in substantial savings to the Railways at the cost of the employees.

It is, therefore, requested that, the hourly rates of Incentive Bonus and Bonus Factors of Workshops/PUs staff under CRJ Pattern & GIS may please be revised early based on pay levels in 7th CPC Pay Matrix as shown in the table placed as Annexure 1 (on Page 8),

5. **Senior Section Engineers be brought directly under Incentive:**

Senior Section Engineers (SSEs) are part and parcel of incentive system but are paid only 15% of the Basic Pay as Incentive Bonus which is much below the staff working under them. After the last Cadre Restructuring, the strength of SSEs is 67% of cadre of Technical Supervisors. They are all frustrated due to this anomaly especially on account of the fact that in spite of the additional and higher responsibilities being shouldered by them as SSE they also continue to shoulder all the workload and responsibilities they had to shoulder as Junior Engineer (JEs) prior to upgrading.

SSEs are, as such, now even more directly responsible for optimizing the productivity under Incentive Scheme. But they get less take-home Pay than their juniors working under them as Senior Technicians & even as Technicians who are two Grades / 2 Levels below them. This is causing much frustration and heart-burning among the SSEs.

It is, therefore, requested that SSEs may please be brought under direct Incentive like JEs at the hourly rate of Rs.216 in CRJ system and Rs.44,900 as Bonus Factor under GIS as per details submitted in Anx-1.

6. **PCO Allowance:**

a) Production Control Organisation (PCO) Allowance is part of Incentive system paid in lieu of Incentive Bonus to Technicians, JEs & SSEs whenever they are required to work in PCO organizations. But they are put to loss due to lower take home Pay than the Incentive on the

Shop-Floor. As such, it is not justified to treat PCO Allowance like other allowances to apply the indexing factor of 0.8. Hence, the PCO Allowance may please be paid @ 15% to Technicians, Junior Engineers (JEs) and 7.5% to Senior Section Engineers (SSEs) as hitherto-fore.

4.Sub: Eligibility of PCO allowance in 7th CPC Pay Level for JE/SSE who were granted financial upgradation.

1. We would like to draw your kind attention regarding non-payment of PCO allowance for JE/SSE who have been granted financial upgradation under MACPS and your kind immediate intervention.
2. The MACP Scheme was introduced with effect from 01.09.2008 vide Railway Board 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.
3. Para 16 of RBE No.101/2009 states that, 'on grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted'.
4. PCO Allowance for JE/SSE has been paid based on Railway Board letters dated 06.02.2009 & 23.04.2009. Based on these letters JE/SSE who have been given financial upgradation under MACPS were also granted PCO Allowance so far.
5. After the implementation of 7th CPC recommendations MACPS in the 7th CPC Pay Matrix has been implemented vide RBE No.155 /2016, New Delhi, dated 19.12.2016 modifying only paras 1, 2 & 17 of RBE No.101/2009. Para 1 & 2 are about granting financial upgradation on newly introduced Pay Matrix and para 17 is about change in eligibility criteria for financial upgradation.
6. After the implementation of 7th CPC Pay Matrix, all other procedures and clarifications issued from time to time hold good for MACPS, including payment of PCO allowance to JE/SSE who have been granted financial upgradation under MACPS.
7. **It is therefore requested that JE/SSE who have been granted financial upgradation under MACPS may please be granted PCO Allowance as per Railway Board letter No. E(P&A)-2017/SP-1/WS-1, dated 30.08.2017 (RBE No.112/2017).**

Note: While implementing RBE no.112/2017, some Railway Zones have rightly extended the PCO allowance in 7th CPC Pay Matrix for those who got their financial upgradation under MACPS and placed in Pay Level 8 & 9. But some zones denied it. Respective Zonal Secretaries of IRTSA have appealed in their zones.

CPO SC.Rly decided and gave direction to pay the PCO allowance for those Technical Supervisors who are placed in Pay level 8 & 9 because of their financial upgradation under MACPS.

CPO E.Rly has decided to maintain status quo and asked for clarification from Railway Board and duly informed Zonal Secretary IRTSA E.Rly. Some other Zones have also asked for clarification from Railway Board based on the memorandums submitted by IRTSA.

HIGHLIGHTS OF RAILWAY BOARD'S ORDERS

1. RBE No.162/2017, dated 16.11.2017

Sub: Compendium on New Pension System circulars for Central Government

Compendium containing important circulars on New Pension System is available on Indian Railways web site – www.indianrailways.gov.in → About Indian Railways → Railway Board Directorates → Accounts → Instruction on New Pension System (NPS) → Compilation of circulars of NPS

2. No PC-V/2017/A/OTA/1 dated 28.11.2017

Sub: Grant of Overtime Allowance (OTA) to Railway employees consequent upon revision of pay scales and allowances.

The emoluments, for the purpose of computation of rates of OTA will comprise the following:

(a) Railway employees governed by The Factories Act, 1948:-

- Revised rates of pay
- DA
- HRA
- Transport Allowance
- Cash equivalent of the advantage accruing through the concessional sale to workers of food grains and other articles as the workers, for the time being may be entitled to (excluding wages for Overtime work or Bonus)

(b) Railway employees governed by Railway Servants (Hours of Work and period of Rest) Rules, 2005:-

- All the items as shown in (a) above except House Rent Allowance

(c) Railway employees governed by rules Under Departmental Overtime.

(i) Employees working in Loco Sheds and C & W Depot All the items as shown in (a) above except House Rent Allowance.

(ii) Other Railway employees governed under departmental orders.

- Revised rates of pay
 - Dearness Allowance.
4. This revised rates of over time allowance shall be effective from 1.07.2017.

3. RBV No. 8/2017, No. 2012/V-1/Meet/5/2, dated 28/11/2017

Sub: Procedure for dealing with DAR case against Group 'C' and 'D' Staff arising out of Vigilance investigation.

Ref: Railway Board's letter No. 2006/V-1/Meet/5/1 dated 11.08.2011.

Instructions have already been laid down on the procedure to be followed for dealing with DAR cases against Group 'C' and 'D' staff arising out of Vigilance investigation, vide this office letters No. 2006/V-1/Meet/6/1 dated 19.07.2006 (RBV No. 13/2006) and 2010/V-1/Meet/5/1 dated 11.08.2011 (RBV No. 10/2011). These instructions were also reiterated vide letter No. 2012/V-1/Meet/5/2 dated 18.10.2012 (RBV No. 6/2012) for compliance.

It has now come to notice that in some Railways, the adequacy of the quantum of punishment is also being decided in consultation with Vigilance. It is clarified that there is no provision in the IR Vigilance Manual for such a practice. Hence in cases where the Disciplinary Authority agrees with the advice of the Vigilance Department for imposing a major or minor penalty, there is no further need to consult the Vigilance Department regarding the quantum

of the punishment. It may be noted that DA has to apply his/her own mind in each case as per common prudence.

This has the approval of PED/Vigilance.

4. Rly Board letter No. E(NG)I-2017/TR/24, dt. 08.12.2017 Sub: Relieving of staff on transfer on mutual exchange basis.

Railway Board's letter No. E(NG)I-2017fTR/24 dated 15.9.2017 and 22.9.2017.

Zonal Railways were advised to implement all pending requests of mutual transfers which had been accepted by both the Zones/Units by 30.9.2017. Status of action taken in this regard as received from Railways was put up to Board.

CRB has directed that balance cases of mutual transfer should be expedited and implemented by 31.12.2017. Necessary action in this regard may be taken and compliance status sent positively by 03.01.2018.

5. Rly Board letter No. E(NG)II/2016/RR-1/12 (3192238) RBE No. 195/2017, dated 18.12.2017

Sub: Minimum educational qualification for appointment in Level-I of the pay matrix of 7th CPC on compassionate grounds.

Attention is invited to instructions issued vide this Ministry's letter under RBE No.73/2017 dated 27.07.2017 and RBE No. 192/2017 dated 11.12.2017, laying down minimum educational qualification for recruitment of staff from open market to posts in Level-I of the pay matrix of 7th CPC (earlier Grade Pay 1800/-), through all modes, against direct recruitment quota in various departments. Since, appointment on compassionate grounds are made against direct recruitment quota vacancies, the qualification prescribed for posts against direct recruitment quota are equally applicable for considering appointment on compassionate grounds.

The matter has been reviewed, owing to difficulty being faced, in appointment of candidates on compassionate grounds, it has been decided that such candidates who have passed 10th standard but is not in possession of technical qualification i.e. National Apprenticeship Certificate(NAC) granted by NCVT or ITI or courses/ Trade Diploma the prescribed qualification for technical and commercial (catering) departments, viz, Civil Engineering, Mechanical, Electrical, S& T Departments and Commercial Catering Level-I, may also be considered for appointment, providing them on job training for a period of six months.

6. Rly Board letter no. No. 2017/Trans/01/Policy/Pt. 1 New Delhi, dated: 30.11.2017

Sub: Delegation of powers for empanelment of Private Hospitals for referral.

Ref: 1. Railway Board letter no. 2017/Trans/01/Policy dated 18.10.2017

2. Rly Board letter no. 2016/H-I/11/69/Hospital Recognition dated 23.12.16

3. Rly Board letter no. 2014/H-I/19/3/PNM dated 05.10.2015
Vide Railway Board letter referred to above (ref 1), full powers with finance concurrence were delegated to GMs for 'Empanelment of Private Hospitals for referral'.

The matter has been reconsidered and with the approval of Board (CRB), full powers for 'Empanelment of Private Hospitals for referral' are delegated to DRMs for divisions and to CWMs for workshops. They will exercise these powers with concurrence of associate finance and in consultation with CMS. The extant procedures/guidelines including the ones given in letters referred to above may be followed in full. For rest of the units, existing delegation will continue..... **Continued on page-8**

IRTSA DEMANDS HIGHER RATES OF INCENTIVE BASED ON 7TH CPC PAY MATRIX
Proposed Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS
From 1-1-2016 as per 7th CPC Pay Levels

Designation	7 th CPC Pay Level in Pay Matrix Rs.	7 th CPC Minimum Pay in Pay Level Rs.	Existing		Proposed	
			Hourly Rate in CRJ pattern Rs.	Bonus Factor in GIS Rs.	Hourly Rate of Incentive in CRJ pattern Min Pay/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
Senior Section Engineer	Pay Level-7	44900	15% of Basic Pay	15% of Basic Pay	216	44900
Junior Engineer	Pay Level-6	35400	49.65	13340	170	35400
Sr. Technician	Pay Level-6	35400	49.65	13340	170	35400
Technician Gr-I	Pay Level-5	29200	43.30	11700	140	29200
Technician Gr-II	Pay Level-4	25500	38.50	10400	123	25500
Technician Gr-III	Pay Level-2	19900	32.20	7930	96	19900
Semi Skilled/ Unskilled	Pay Level-1	18000	25.45	6760	87	18000

Railway Board orders continued from page-7

7. No.2017 /E(LR)III/Ref/RB/1, dated 27.12.2017

Sub: Measures to improve safety on Railways.

Ref: Board's letter of even no dated 30.01.2017, 22.3.2017 and 23.6.2017.

I am directed to state that Board's letter of even number dated 30.01.2017 betreated as cancelled.

This issue with the approval of Board (MS & CRB).

8. No. E(P&A)I-2016/RT-16, RRE No. 205/2017 New Delhi Dated: 26.12.2017

Sub: Decision of the Cabinet for enhancement of age of superannuation of Dental Doctors under Ministry of Railways.

Ministry of Health & Family Welfare (MoH&FW) vide OM No. A.12034/1/2017- CHS-V dated 30.09.2017 has communicated (i) post-facto approval of the Cabinet for enhancement of age of superannuation of doctors of Indian Railway Medical Service; (ii) approval of Cabinet for enhancement of age of superannuation of Dental doctors under Ministry of Railways to 65 years; and (iii) that Doctors shall hold the administrative post till the date of attaining the age of 62 years.

2. Accordingly, the age of superannuation of Dental Doctors under Ministry of Railways is enhanced from 60 years to 65 years.

3. Doctors shall hold administrative posts till the date of attaining the age of 62 years and thereafter their services shall be placed in Non-administrative positions.

9. Railway Board letter No.E (MPP) 2017/3/30, RBE No.203/2017, dated 20.12.2017.

Sub: Revised training module for human resource / Personnel Department of Indian Railways.

Induction Course for Clerks/Sr. Clerks – 21 days.

Refresher Course for Clerks/Sr. Clerks – 5 days for every 3 years.

Refresher Course for OS/COS/S&WLI – 5 days every 3 years.

Induction Course for Law Assistant – 12 days.

The training module should be implemented w.e.f. 1.1.2018.

10. Railway Board letter No, 2017/TransCell/ProcessReform /Estt, dated 29.12.2017.

Sub: Process Reform – Retention of Railway Quarter on education grounds

Retention of Railway accommodation may be allowed on educational ground to cover the current academic session and also the next academic session (examination) of the ward till the end of the academic/scholastic session of class 10th or 12th respectively plus 15 days.

11. Railway Board Order No.ERB-I/2017/23/84, dated 6.12.2017

Sub: Committee to decide on Breakdown restoration for DFC & IR

Exe. Director / ME(Tr.), Railway Board	- Convenor
CME/Eastern Railway	- Member
Executive Director/Motive Power/RDSO	- Member
Executive Director/Safety-II/Railway Board	- Member

The terms of reference of the committee

- Frame the working requirements for crane and ART in view of commissioning of four line corridors with DFC adjacent to IR and use of newly inducted/future fleet of heavier/longer wagons for DFC and IR.
- Suggest new crane specification or any modifications, if needed, in 175 Ton crane existing specification for the purpose of providing High Capacity Cranes that meet the working requirements of DFC and IR.
- Identify the number and localities of such High Capacity Cranes and ARTs that will be required in DFC and IR network in order to cater to working requirements in a short term and medium term scenario.
- Suggest any other measurers that may be necessary for breakdown restoration in DFC and IR in the four line corridor.

The committee should submit its report within 30 days.

**Units! Send Central Quota & Struggle Fund Through Bank Draft in favour of "IRTSA" to:
Central Treasurer IRTSA,
Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008
(Ph: 09828024476 & 0291 2713123)**

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