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54TH ALL INDIA CONFERENCE & CGBM OF IRTSA URGES GOVT TO RESOLVE MAIN ISSUES OF RAIL ENGINEERS

IRTSA appeals for reversal of Govt's decision on permitting private train operators in passenger train operations and Corporatization of PUs

MINUTES OF CENTRAL GENERAL BODY MEETING & 54TH ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT LUCKNOW ON 10TH & 11TH DEC 2019.

1. Central General Body meeting & 54th All India Annual Conference of IRTSA was hosted by Northern Railway Zone of IRTSA at Lucknow on 10th & 11th December 2019 in a grand manner at Charbagh Railway Club, Lucknow. 151 delegates from all over the country attended the meeting and deliberated on the issues pertaining to Rail Engineers / Technical Supervisors.

2. Com. Shiv Gopal Mishra GS/AIRF, Sri. Sanjay Tripathi DRM Lucknow, Sri. Vivek Khare CWM Charbagh, Sri. Manish Pandey CWM Alambagh, Sri. Suresh Tiwari, MLA Lucknow Cant, officers and office bearers of Unions and Associations graced the Conference as guests in the inaugural function.

3. **Inauguration:** Com. Shiva Gopal Mishra GS/AIRF inaugurated the Conference by lighting the lamp.

4. **Welcome by the Hosts:** On behalf of hosts Er. Akilesh Vishwakarma & Er. Vivek Shukla welcomed the delegates from all over Indian Railways.

5. **Address by Central President:** Er. M. Shanmugam Central President IRTSA in his inaugural address said that Lucknow is an important place in the history of IRTSA. Lucknow has produced many stalwart leaders of IRTSA, Harchandan Singh GS/IRTSA and Upadhiyay Former Treasurer are prominent among them. He recalled the huge support rendered by Northern Railway Zone of IRTSA particularly of Lucknow for all the agitations and seminars conducted by IRTSA at New Delhi & elsewhere. President IRTSA condemned part of 100 days Action plan on Railways. Railways proposals for Corporatization of Production units and Train operation by private train operators will ruin the Railways. He said that IRTSA stands with all Railwaymen in opposing these two proposals. He explained about various agitation held in the Production Units and IRTSA's vigorous participation in all the agitations organised by Joint Action Councils of Production Units against corporatization. He briefed about Convention held recently by RCF Bachao Sangharsh Samati at

Delhi in which all Unions and Associations participated. He said that IRTSA is maintaining cordial relations with both the Federations and thanked the leaders of Federations for taking up the issues of Technical Supervisors.

6. **General Secretary's Address:** Er. Harchandan Singh GS/IRTSA in his address briefed achievements of IRTSA over the years. He said IRTSA provides platform for Rail Engineers / Technical Supervisors to highlight and address demands of the category. He said IRTSA has represented to all Pay Commissions from 3rd to 7th CPC, Railway Reforms Committee, Railway accident enquiry committee, cadre restructuring committee, incentive revision committee, etc. He also briefed about the legal battles fought by IRTSA for getting higher pay scales and classification as Group 'B'. He expressed his hope in getting the desired result from CAT Chennai in OA filed by IRTSA pleading for higher pay level for JE & SSE. He appealed to GS/AIRF and GS/NFIR to separate out the demands of Technical Supervisors on Pay Level & Classification of posts from the common demand. GS/IRTSA recalled selfless services of leaders from Lucknow during and after 1974 General Strike. He specifically requested GS/AIRF to immediately resolve the issues of inclusion of training period for the purpose of MACPS and restoration of PCO Allowance at the rate of 7.5% and 15% for JE & SSE respectively.

7. **Chief Guest Address:** Com. Er. Shiv Gopal Mishra GS/AIRF graced the conference as chief guest. In his address he promised that, AIRF will be the voice for entire Railwaymen i.e. workmen, employees, Technical Supervisors and officers. He said that Railway Federations are opposing the move by the Government to convert production units of IR into corporation and introduction of private train operators in Indian Railways. He briefed about meeting with Minister for Railways, Chairmen Railway Board and others in registering Federations' strong views against Corporatization of Production Units and introduction of private train operators. He assured GS/IRTSA and all Technical Supervisors that he will pursue the issue of higher Pay Level for Technical Supervisors and Classification as Group 'B' with Railway Board more vigorously to get the desired result. GS/AIRF also raised his apprehensions on "Sangoshti for Parivartan" without taking the views of organised labour. GS/AIRF said the Federations will go for Strike Ballot if Government is not changing its attitude on vital issues raised by the Federation on the Demands of railway men.

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**SERVICES RENDERED BY RAILWAYS CANN'T BE ACCOUNTED ON TODAY'S FINANCIAL VALUE ALONE****IRTSA CALLS FOR CENTRAL & STATE GOVTS TO COMPENSATE RLYS. FOR SUBSIDIES AND NOT TO PENALISE EMPLOYEES & PENSIONERS**

CAG submitted its audit report on matters arising from examination of Finance Accounts of Indian Railways for the year ended 31 March 2018 and Impact of the concessions allowed to passengers and the effectiveness of the existing internal control mechanism to check misuse of concessions. CAG mentioned that Operating Ratio 98.44% - was worst in last 10 years, would have been 102.66%, if advance payment (Rs.7341.90 cr) received from NTPC & IRCON had not accounted in 2017-18.

Only AC 3 Tier & AC Chair Car earned profit in the year 2016-17. In passenger business Railways ended up with the net loss of Rs.38,900 cr. Appropriation to Pension Fund is the second largest component of revenue expenditure at 25.84% of total revenue expenditure in 2017-18. Railways spent Rs.45,797.71 crore towards pension outgo 2017-18.

In Railways, 53 categories of passengers are offered concessions at different rates. Annual concessional value shouldered by IR was Rs.1553.07 cr. CAG report said that IR had forgone average annual revenue of Rs.919.75 cr on account of privilege pass/PTO.

Operation of loss making upper classes AC 1st Class & 1st Class may be examined critically and these classes may be operated in routes having financial return or these classes may be abolished. Pantry cars & Power cars reduces the capacity of a train, Railways should completely eliminate pantry & power cars and replaced with AC 3 tier / AC Chair Car. All Air-lines in India have successfully implemented optional catering services to its passengers and they don't have kitchen. Power cars can be eliminated by speedy implementation of Head on Generation (HOG) and by introduction of Rake on Generation (ROG). Railways can increase its revenue by adding the amenities like private cabin in AC & Non-AC sleeper classes and charge 10% to 20% more.

Government increased the passenger fare marginally w.e.f.01.01.2016, it was last revised in 2014. When Government is not ready to increase the fare even to meet out the operational cost, the loss will mount up. To make-up the loss Government has increased the fare after five years and this may not be sufficient to nullify the losses. Central and state Government should compensate Railways on the losses suffered by Railways Rs.30,000 crore on common men classes of second class & EMU suburban classes.

Privilege pass/PTO are not concessions, but statutory conditions of service as framed by President of India while framing Railway Service (Pass) rules. Similar travel facility is extended to all Govt staff in the form of Leave Travel Concession (LTC). In 2016-17 value of LTC extended to CG employees was Rs.996.46 cr which is equal to that of Passes & PTOs to Railwaymen.

Pension is not a bounty, it is deferred wages as held by the Supreme Court in DK Nakara's Case. Pension is revised every 10 years by expert bodies like Pay Commissions considering all the facts. Railways are starving for fund, hence it is for the Govt. to compensate the losses of freights & fares. The pensioners can't be punished for the subsidies and concessions extended by Railways.

For many years Railways have spent crores of rupees on many items knowingly that there will not be sufficient financial return. Gauge conversion is one of the major decisions taken by Government without making thinking of huge financial burden arising out of it.

In recent time Railway has stopped manufacturing ICF designed coaches and switched over to manufacturing of 100% LHB coaches. Individually LHB coaches are having higher passenger capacity in all types of passenger coaches used in Indian Railways. They have longer life and require less maintenance. They can run at higher speed. On LHB platform, Indian Railways Production Units improvised new designs. But LHB coaches train formation costs Rs.13.4 crore (40%) more than ICF coaches train formation. Passenger capacity of LHB coaches train formation is reduced by 168 berths/seats (10%) compared to ICF coaches train formation. Railways have no business plan to recover the cost.

In the year 2017-18 Railways spend Rs. 28,119 crores towards rolling stocks, which is 35% of its capital expenditure. Government proposes to introduce 500 private trains in specified routes with the aim of reducing its capital spending on Rolling stocks. It will only lead to escalation of passenger fares by many fold, which will eventually reduce the share of Railways in passenger segment.

Instead of allowing private operators to exploit the remunerative routes by charging very high, Government may come forward to itself increase the fares gradually.

IRTSA SUBMITS MEMORANDUM TO RAILWAY BOARD & DOPT**Sub: Benefits of MACPS w.e.f. 01.01.2006.**

1. We seek your kind intervention to consider and revise the date of implementation of MACPS w.e.f 1.1.2006 (instead of 1-9-2008), since Hon'ble Supreme Court of India had held that MACPS is a part of pay structure recommended by 6th CPC and not to consider MACPS 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 its recommendations, financial up-gradation was to be available in the next higher Grade Pay whenever an employee completed 12 years continuous service in the same grade with two financial upgradations were to be given in the career. The Government had accepted the same with a 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 reproduce below:

6.5.2. The Commission has devised the revised scheme of Pay Bands and Grade Pay on the basis of

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MINUTES OF 54TH ALL INDIA CONFERENCE & CGBM

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8. Guest of Honour Address: Sri. Sanjay Tripathi, DRM Lucknow & Sri. Vivek Khare CWM graced the inaugural session as Guest of Honours. In their address to the Rail Engineers they said that, change is the demand of time and it is the credit of Railwaymen they they adapted to the changes. Technical Supervisors own the credit of holding the organisation together by their role. Railwaymen need to cop up with mounting of traffic increase every year and Railway can achieve it by working together. They also advised the Railwaymen in doing the organisational duties in a proper way is very important for the Railways.

9. In his address Er. L.N.Pathak Patron IRTSA recalled the hard work of GS/IRTSA right from the days of Apprenticeship. Designation change as Engineers, First Class Pass to all JEs, restructuring, pay increase, incentive revision are hard earned by IRTSA, which he appreciated. He criticized the action of the Government favouring Corporatization of PUs when MCF Raebareli is able to produce coach at the cost of 2.6 crore, compared to the offer given by private firms more than 5 crore per coach. He also warned about the unsecured retirement settlement for Railwaymen who joined after 01.01.2004 and forced into National Pension Scheme (NPS).

10. Condolence resolutions were adopted and two minutes silence was observed for the sad demise of family members of S.G.Mishra, DharsanLal, Khusala Kumar and for the demised members of IRTSA.

11. General Secretary's Report: GS/IRTSA Er. Harchandan Singh presented his Report for the year 2018-19 and asked Er. KV.Ramesh to read out the same.

The GS in his Report highlighted the struggle & achievements of IRTSA over the years and the vital role of Technical Supervisors in safe & efficient running of the Trains. It was regretted that many of the vital issues concerning the category were not being resolved. GS was critical about denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors, Pay Levels, avenues of promotion & classification of the category as Group 'B' (Gaz) etc. GS cautioned about the new challenges for basic existence of Railways in its present form. Government's decision on permitting private train operators in passenger train operations and corporatization of Production Units of Indian Railways are the major threats for the Railway men which need to be fought against effectively.

The report also discussed about country's economic conditions, Government's decision affecting Railwaymen & Rail Engineers in particular, court case filed by IRTSA, Pay level of CMT, Stores & IT Engineers, MACPS, Rates of Incentive Bonus, PCO Allowance, Training Allowance, adverse working conditions. GS enlisted the Memorandum submitted by IRTSA during the year and appealed to all Units to intensive Membership Drive for IRTSA, ensure wide circulation of the bi-monthly publication of IRTSA - "Voice of Rail Engineers", improve communication through IRTSA's social media, and keep the members aware of the major achievements of IRTSA for the past 54 years as well as the challenges ahead.

12. Statements of Accounts: Balance sheet & Statement of account of IRTSA for the year 2018, was read out by Er. M.Bhapat Zonal Secretary RWF on behalf of the Treasurer Er. ON Purohit (who could not attend due to his sickness).

13. GS Report & Balance-sheet of Accounts were passed unanimously after deliberations.

14. Resolutions of demands: Er. K.V.Ramesh, Er. N.V.Ramanmurthy, Er. E.Ramesh, Er. J. hatana, Er. Khanthasamy, Er. Bipin Kumar Mishra, Er. Thirumaran, Er. Y.R.S.Banerjee and Er. Vetrivel initiated discussions on various Resolutions of Demands of Technical Supervisors on Railways. Resolutions of demands emphasised on major areas of frustration including low Pay Levels & stagnant Career prospects of Technical Supervisors as these have gone from bad to worst over the years. Technical Supervisors shoulder direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

Excerpts of Resolutions on Main Demands: Recognition of IRTSA, Pay Level of 8 & 10 for Technical Supervisors, dropping of Corporatization of PUs & private train operation as proposed under 100 days plan of action of Railway Ministry, 5% PA Increment, Defined Career Progression and Avenues Of Promotion, Incentive Bonus & Special Pay as per established norms & with MACP Pay Levels, reasonable Benchmarks & Yardsticks for Staff strength, Relaxation of MACPS Norms, Hardship Allowance, Improvement of Working conditions & Hours of Work, OTA etc. Removal of Anomalies in Pension & Retirement Benefits, Withdrawal of National Pension Scheme, Welfare & General Amenities, Financial management, expansion and privatisation on Railways.

15. Resolutions of demands were unanimously adopted by the CGB for early acceptance by the Government & the Ministry of Railways.

16. Zonal Secretaries' Reports: N.V.Ramanamurthy Zonal Secretary SCR, K.Gobinath Zonal Secretary ICF, M.Bhatnagar Zonal Secretary RCF, R.B.Singh Zonal Secretary WR, M.Bhapat Zonal Secretary RWF, Ashok Chowdhery Zonal Secretary CLW, Akilesh Viswakarma Zonal Secretary NR, Vetrivel Secretary/BBQ SR and other office bearers submitted reports about the activities in their respective Zone.

17. Sri.Sia Ram Bajpai Chief Patron IRTSA in his spirited address said that IRTSA should stand for the common cause for the betterment of Indian Railways. He said that IRTSA should consider seriously joining with strike led by Railway Federations, if Federations decided so.

18. Resolutions on line of action: CGB IRTSA, resolved to authorise President and the General Secretary IRTSA to continue to pursue all the demands and to decide on the Line of Action as required especially in view of the developments in respect important issues of the category and other main demands of IRTSA.

19. CGB IRTSA agreed to a proposal by Er. M. Shanmugam that a Seminar be conducted in 2020 at New Delhi to highlight some of the main demands pertaining to the category & stopping of Corporatization of PUs &

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MINUTES OF CGB MEETING- (Continued from page-3)

introduction of Private train operation. Federation leaders and leaders of Joint Action Councils (JAC) of all Production Units be invited for the Seminar besides experts & Board Officials.

20. Following Organisational resolutions were proposed by Er. K.V.Ramesh & passed by the CGB.

I) PROPOSALS FOR CHANGE OF NAME OF THE ASSOCIATION:

CEC & CGB IRTSA noted that suggestions had been received from the Members for a change of the name of the Association by including the word “Engineers” in the nomenclature in the changed scenario, particularly since the category has recently unjustly been described as “Group C Engineers” by some elements, thereby damaging the claim for Group B before the Committee on

i) To continue as IRTSA; OR to rename as: ii) Indian Railways Supervising Engineers Association; iii) Indian Railways Middle-Management Engineers Association iv) Indian Railways JEs & SSEs Association (IRJE&SSEA), v) Indian Railways Superintending Engineers Association.

After detailed discussion, CEC proposed & CGB IRTSA agreed in principle to change the name of the Association keeping in view the above said proposals received during the meeting.

A Committee was formed to consider these proposals and put up its report in the next meeting of the CEC. The Committee will consist of Er.DharsanLal as Chairman, Er. Vinod Kumar as Convener and Er.Ashoke Chowdhury, Er. N.V.Ramanamurthy, Er .K.Gobinath and Er. Akhilesh Viswakarma as its Members. CP & GS IRTSA shall be Ex-officio Members of the Committee. It shall submit its report in the next meeting of CEC.

ii) CGB reiterated the appeal for intensive Membership Drive & for Legal-cum-Struggle Fund.

lii) Elections of CEC was held unanimously (as per List attached)

iv) **55thConference & CGB meeting of IRTSA:** CGB decided to hold 55thAnnual Conference & Central General Body Meeting of IRTSA at Kapurthala to be hosted by RCF Zone of IRTSA.

v) **Er. DarshanLal Working President IRTSA** called upon all Technical Supervisors/Rail Engineers to extend whole hearted support & participate in all the activities of IRTSA. He said that danger of Corporatization & Privatisation are looming very large than ever before and every member of Railway Family has to be ready for action. He said that without dedication, hard work and sacrifice nothing can be achieved. He invited all the Members of IRTSA to the 55th All India Annual Conference & CGB Meeting of IRTSA to hosted by RCF Zone at RCF Kapurthala in 2020.

vi) The Meeting was concluded after a vote of thanks to the Chair, to all delegates & the Hosts.

**REPORT OF GENERAL SECRETARY, IRTSA
PRESENTED TO THE CENTRAL GENERAL
BODY & 54thALL INDIA ANNUAL
CONFERENCE OF IRTSA
HELD AT LUCKNOW, NORTHERN RAILWAY
ON 10TH & 11TH DECEMBER 2019
PREAMBLE**

0.1. I heartily welcome you all to the 54thAll India Annual Conference & Central General Body Meeting of IRTSA, being held at the historical city of India, Lucknow.

0.2 IRTSA provides a strong platform for Technical Supervisors working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 54 years and continues to strive to meet the challenges before us and to scale bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before five Pay Commissions (from 3rdCPC to 7thCPC), as well as before the Railway Reforms Committee (RRC), Railway Accident Inquiry Committees (RAICs), Cadre Restructuring Committees, Railway Convention Committee, Safety Committee. Incentive Revision Committee and to Prime Ministers, MORs, numerous MPs and different Ministries besides the Railway Board as well as Zonal & local level administrations. IRTSA has made many significant achievements – some of which are enlisted at the end of this report.

0.4 However, there are, many challenges ahead – major among them being the denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors regarding requisite Pay Levels, avenues of promotion & classification of the category as Group ‘B’ (Gaz) etc.

0.5 Apart from meeting the challenges pertaining to category, we have to face the new challenges for basic existence of Railways in its present form. Government’s decision on permitting private train operators in passenger train operations and corporatization of Production units of Indian Railways are the major threat for the Railway men, need to be fought against effectively.

0.6 IRTSA has created cordial relations over the years, with the Organised labours at all levels (including the Federations at the National level as well as the Unions at Zonal & Local levels) since we strongly believe that in this era of collective bargaining only collective efforts and joint struggle can bring effective results and also ensure industrial peace rather than individualistic efforts or conflicting approach – especially for the common objectives.

0.7 Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA and have been made possible through collective efforts, teamwork and continuous struggle by the Members as well as the motivation by the leaders - some of whom are not with us today. We pay our genuine tributes to all those who strived & sacrificed for the cause.

0.8 We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization - especially during the 1974 strike and at many other occasions at various levels.

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REPORT OF GS/IRTSA ... Continued from page-4

0.9 CEC last met on 25th June 2019 at Dr. Ambedkar Bhavan, Chandigarh and reviewed the position of Demands pending at various levels and drew up the strategy to pursue the same at all levels as well as to strengthen the organization at all levels.

0.10 I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

1. ON NATIONAL FRONT

The erosion in the India's economy, especially in the current financial year and the growth of GDP sinking to 4.5 per cent have become matters of serious concern. Indian Industries are hit by lay-offs, pay cuts and reduced earnings. Ironically the aggressive anti-corruption drive has also unnerved corporate India, deterring investment. Recession can be short-lived if corrective actions are taken immediately, failure of which can have a prolonged effect on the health of an economy.

2. AS RAILWAY MEN

2.1 Indian Railway proposed a capital expenditure of Rs.1,60,175.64 crore for 2019-20. This is the highest-ever allocation for the national transporter, surpassing last year's Rs.1,48,528 crore. Railways network will require an investment of about Rs.50 lakh crore till 2030, the Government is pitching for public private partnership (PPP) model. As per the Budget documents, the government expects the earnings from passengers to grow to Rs.56,000crore from Rs.52,000 crore in 2018-19, and goods earnings to grow by more than Rs.10,000 crore to Rs. 1,31,565 crore.

2.2)IRTSA joins with All Unions in the massive protest against Corporatization of PUs & Private train operators

Government's proposal for Corporatization of Production Units met with a lot of protests being held at all Production Units of Indian Railways continuously agitating against the same. It is feared that Corporatization will escalate the cost of rolling stock, diminish the employees' wages & perks, down size the strength of working class and eventually PUs will be handed over to the Private Sector within a short period of time. Joint Action Committees were formed in CLW, DLW, ICF, RCF, RWF, DMW & MCF comprising of all Unions & Associations of respective Production Units. IRTSA joined all the Unions in all Production Units and significantly contributing for the agitations & rallies etc. Thousands of employees, Rail Engineers, family members of employees and public in and around the respective Production Units joined the agitation/rally with vigor. Tension and anguish are very high among the employees and locals. IRTSA submitted memorandums to Ministry of Railways against corporatization of PUs and permitting private train operators in passenger business of Indian Railways. Minister of State for Railways, Members of Parliament, and many other political leaders were apprised about the negative impacts of the proposals in person.

3.SOME IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR

Some important Adm. decisions on staff matters during the year are enlisted in Annexure.

4.AS RAIL ENGINEERS

4.1)Recognition of Role of Rail Engineers / Technical Supervisors: As a result of consistent struggle & effective representations by IRTSA, the Role of Rail Engineers / Technical Supervisors has substantially been recognized at

various levels including the 3rd & 4th Pay Commissions, RAIC (Railway Accident Inquiry Committees) 1968 & 1978, RRC (Railway Reforms Committee), RSC (Railway Safety Committee) and Railway Convention Committee etc. IRTSA has continuously been stressing for higher pay levels, status & promotional avenue based on the distinctive role of in the safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities.

7th CPC had recommended higher Pay scales and better avenues of Promotion for SSE & JE. Even though top management of the Railway Board including many of the CRBs and Members of the Railway Board, have strongly & repeatedly recommended for higher pay scales and better avenues of promotion but the desired result can only be achieved only through more intensive efforts and struggle.

4.2)Recognition of IRTSA: Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways through better job satisfaction & motivation of the Front Line Managers / Technical Supervisors. We have to pursue the issue effectively.

4.3) a) Pay Levels of JE & SSE: a) Based on the recommendations of 7th Pay Commission of its report in para 11.40.113 pertaining to Technical Supervisors, recommending that Ministry of Railways should consider enhancing the number of posts in the next higher level Railway Board in its proposal to the Empowered Committee of Secretaries (E-CoS) (MOF) had proposed to place 29,721 posts of SSE in Grade Pay Rs.4800, out of total strength of 59,147.

b) However, contrary to the recommendations of 7th CPC, Railways made it as a common proposal along with other categories even though the 7th CPC recommendation was specific for Technical Supervisors. Ministry of Finance in its reply to Railways said that any fresh proposal beyond the recommendations of 7th CPC had not been considered. It was decided by the Finance Ministry that other administrative issues specific to departments may be examined by the concerned Ministries. Hence, Ministry of Finance advised Railways to reconsider the proposal and place a fresh proposal based on 7th CPC recommendations, i.e. for Technical Supervisors alone. But, Railways yet to send any fresh proposal as per the communication by Ministry of Finance.

c) After 6th CPC, Railway Board had proposed through its OM No.PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010, Grade Pay of Rs.4600 for JEs & Rs.4800 for SSEs based on superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man power, machinery, equipment, rolling stock and other resources for efficient train operations and higher induction training. But this was not accepted by the MOF..... **Continued on page-6**

REPORT OF GS/IRTSA... Continued from page-5

d) CAT Chennai in its judgement on the case filed by IRTSA (OA 706/2013) had directed Finance Ministry to act on the decision of DAC& recommendations of the Railways. But the Finance Ministry had once again turned down the proposal of Railways subverting basic facts as well as the directions of the CAT.

e) IRTSA had, as such, filed a fresh OA 1568/2017 pleading for higher Pay Level, challenging the Finance Ministry's Office Memorandum dated 29.11.2016 on denying higher GP for JE & SSE and also based on the 7th CPC recommendations and Railways proposal to Ministry of Finance.

f) IRTSA has since filed its Rejoinder Statement to the Reply by the Respondents (Ministry of Railways, Ministry of Finance & DoPT). Arguments are expected to take place in the next date of hearing on 28th January 2020.

4.4) Pay Level Anomaly of Technical Supervisors on Railways to be taken up in 7th CPC Departmental Anomaly Committee:- JCM (Staff Side) had sent 18 items to DoPT for discussion in the NAC (National Anomalies Committee) including higher pay for Technical Supervisors in Railways. DoPT through its reply dated 30.10.2017 said that this particular item is exclusively Railways-specific and should be considered by DAC which has yet to start its functioning on Rlys.

4.5) 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 decided 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'. IRTSA is pursuing with the Railways for the implementation of DoPT order in Railways also.

4.6) Implementation of 7th CPC recommendations for CMT Engineers:- IRTSA has sought Implementation of 7th CPC recommendation vide para 11.40.124, that Chemical and Metallurgical Assistants should be upgraded to GP Rs.4600, and Chemical and Metallurgical Superintendents to GP Rs.4800. Orders are still awaited and need to be pursued further.

4.7) Revision of Incentive as per 7th CPC Pay Matrix: Incentive rates & Bonus factor in 7th CPC Pay Matrix have been revised at the rate of 2.25 times of the existing rates up to JEs and 15% of 7th CPC Pay for SSE.

IRTSA submitted exhaustive memorandum to the Incentive Revision Committee, seeking a revision of Hourly Rates & Bonus Factor based on scientific and established formula of at least minimum pay in each Pay Level divided by 208 (Standard working hours per month) and improvement in rate of Incentive for SSE. IRTSA sought the same with no reduction of Allowed Time and no surrender of posts. Extension of incentive for left out staff working in PUs & Workshops, not covered under incentive system including Drawing, Design, Labs, Stores, Sheds & Open line Depots. The 69 pages detailed Memorandum highlighted that total 'on roll' strength of employees covered under Incentive system was only 1.03 lakh from Helper to SSE (and not over 2.5 lakh as was projected by administration for reflecting the financial implications of the revision of rates of Incentive). Strength of each Workshops & PUs was collected individually by IRTSA under RTI from each Unit and then tabulated separately in the Memorandum. This helped in improvement of Incentive Rates from 1.89 proposed by the Railways to 2.25 finally agreed to by the

Railway Board.

IRTSA is against linking implementation of revision of incentive rates and introduction of Bio-metric attendance system.

4.8) PCO Allowance: PCO supervisors are drawn from shop floor from the lot of seniors with good working experience and knowledge. They suffered a loss of incentive Bonus on transfer to PCO. PCO supervisors are very vital for the organisation. The PCO Allowance of 15% to PCO Staff & JEs and 7.5% to SSEs was required to be increased but had unjustly been reduced to 12% and 6% respectively after 7th CPC in spite of abnormal increase in their work

4.9) Training Allowance: Training allowance is granted to all non-permanent faculty members joining training institutions after a selection on tenure basis. In 1986 when this allowance was introduced @ 30% of total emoluments were granted. Fourth CPC reduced it to 30% of basic pay. In the year 1991-92 due to the resource crunch, the allowance was reduced to 15% of basic pay. The existing rate of training allowance does not motivate intelligent and knowledgeable persons to join Training institutions. After 6th CPC, Railways / Government have made principle decision to increase the Training Allowance from 15% to 30% keeping in view the necessity to attract more talent & expertise faculty to the Training Institutions. But 7th CPC took opposite view and recommended only 12%, which needs to be modified and increased to (24%) recommended for teaching faculties of National / Central training academies and Institutes.

4.10) MACPS: a) Change in eligibility criteria: Based on the recommendation of 7th CPC, minimum eligibility criteria for MACPS has been modified as 'very good'. IRTSA has been representing for withdrawal of eligibility criteria of 'very good'.

b) **Inclusion of training period for MACP:** Hon'ble Supreme Court of India in its judgement on Special Leave Petition (Civil) Diary No(s). 28896/2019 said that "On policy of ACP we find no ground to deny the benefit of training period, which was after appointment" IRTSA appeals to DoPT & Railways to implement the judgement of Hon'ble Supreme in its letter & spirit.

c) **Implementation of MACPS w.e.f. 1.1.2006:** 6th CPC recommended for 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/DR) with effect from 01.09.2008. Hon'ble Supreme Court held that MACPS is part of pay structure recommended by 6th CPC and not to be considered as Allowances which were implemented from 1.9.2008. The judgement has cited the Resolution of the Govt. of India dated 30-8-2008 Notification of MOF where in MACPS has been defined as Pay and not as Allowance and has thus to be allowed from 1-1-2006.

Consequent upon the said judgment of the Supreme Court, Ministry of Defense made the MACP Scheme operational from 01.01.2006 vide its orders dated 25-7-2018. IRTSA is demanding implementation of same policies for all Central Govt. employees.

4.11) Adverse Working Conditions: Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are victims of officers' apathy and

.... Continued on page-7

REPORT OF GS/IRTSA... Continued from page-6

unscrupulous elements among the working class below us. IRTSA has been continuously striving for better service conditions, better Pay Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals steadfastly.

4.12) Court case filed by IRTSA in CAT for higher Pay Levels for JEs& SSEs: OA No. 1568/17 filed by IRTSA in CAT Chennai pleading for higher Pay Level for JEs& SSEs on Railways, is making a slow progress, with the submission of rejoinder statement by IRTSA on 22.07.2019 itself, arguments are expected to start in the next hearing posted on 28th January 2020

4.13) Memorandums submitted during the year:- Number of Memorandums were submitted to Railway Minister, MoSR, Members of Parliament, Railway Board, DoPT, & to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE& on the IRTSA Website www.irtsa.net for the information of all the Members.

4.14) 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&CGBIRTSA.

5. ON ORGANISATIONAL FRONT

5.1) There is an urgent need to unite all Rail Engineers / Technical Supervisors under the umbrella of IRTSA not only for achieving the demand of the category, but for the existence of Indian Railways as a major Government sector support system for all round growth & development. Indiscriminate privatization, out sourcing, work contracting, corporatization, wet-leasing, etc will lead to disintegration of Indian Railways. All Zones, Divisions & sub-units are urged to strictly adhere the line of action taken by this CGB and further decisions thereon.

5.2) Accounts & Balance Sheet:-Balance sheet of account for “Central Fund of IRTSA” and “Voice of Rail Engineers” for the year 2018, shall be presented by Central Treasurer after this Report. However, I reiterate that Membership Drive of IRTSA should be further strengthened & streamlined to achieve tangible results.

5.3) Publication of Journal “Voice of Rail Engineers”:-The bi-monthly magazine of IRTSA is published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. All Zones are requested to send their annual subscription regularly to the Manager “Voice of Rail Engineers” at the beginning of the year itself.

5.4) IRTSA in Social Media:-a)Website of IRTSA www.irtsa.net is now over 12 years old. It is one of the very popular Websites as it is regularly updated with multifarious information and intensively visited by Rail Engineers.

b) Facebook of IRTSA &WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from member and replies by General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool to motivate inactive areas to join the struggle.

5.5) Communication, Inter-action &Visits by CEC Members:- Continuous flow of information from Central Headquarter is ensured through all channels circulars,

Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS, Sr.JGS& some other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC members to visit at least one unit in their zone or other zones every month.

6. TASKS BEFORE US

Following tasks are before us as of now and the incoming CEC and to all of you shall have to take appropriate action thereon:-

6.1) Effective Pursuance long pending demands particularly for which Railway Board had sent proposals to Finance Ministry - to bring atleast some relief to the category as referred to in earlier parts of this Report.

6.2)Court Cases:- OA (1568/2017) has been filed in CAT Chennai demanding higher Pay Levels for JEs& SSEs, which is being keenly followed up by Er. K.V.Ramesh Sr.JGS, Er. Abdul Salam, Zonal Secy/SR and other office bearers of ICF& Southern Railway. You are all requested to raise & send funds for the same to the Central Treasurer IRTSA so that we have the requisite funds to effectively pursue the same further on at higher levels of judiciary as well.

6.3)Membership Drive:- It is vital to enroll each and every Technical Supervisor as a Member of the Association. Inactive areas should be awakened to join the struggle and to contribute effectively to the cause. Active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provisions of the Constitution of IRTSA.

6.4)Legal Fund & Struggle Fund:- There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and for the court cases and struggle in the aftermath of 7thCPC.CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

6.5) IRTSA has come a long way since its inception in the year 1965. We the seniors have led it from the front in all ups & downs and our commitment towards IRTSA remains all the same. We thankfully remember the relentless services done by many seniors in the past. There is an urgent need to bring in many more youngsters as office bearers of IRTSA both at Central and lower levels. Vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

7. ACKNOWLEDGEMENTS

Before I conclude, I sincerely thank the Members of CEC and all others who gave their support and cooperation in strengthening the organisation and in pursuing the cause.

I especially thank Er. Shanmugam President IRTSA, Er. Kalyan Baneerji Working President and Er. DarshanLal Working President IRTSA for their valuable advice & help from time to time.

I sincerely thank Er. K.V.Ramesh Sr.JGS for helping me in preparing various memorandums, resolutions and other documents including the brief for the Advocate for the Court Cases and helped me in discharge of my other duties as the General Secretary.

I specially thank members of Incentive Committee from Staff Side Com. S.G.Mishra, Dr. M.Raghavaiah, Com. L.N.Pathak, and Er. K.Gobinath Zonal Secretary IRTSA/ICF for getting a good result.... **Continued on page-18**

HIGHLIGHTS OF IRTSA MEMORANDUM ON COUNTING OF TRAINING PERIOD OF JUNIOR ENGINEERS (JES), SENIOR SECTION ENGINEERS (SSES) AND OTHER TECHNICAL NON-GAZETTED STAFF FOR MACPS

- 1) Persons selected for regular appointment in Technical departments for the posts like Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA, CMS and other Technical posts are required to undergo training for a period of one year before formally taking the charge.
- 2) Non-technical employees who are not required to undergo any training even though recruited on the same date along with the Technical employees in the same Scale of Pay / Grade Pay earn their financial upgradation through MACPS well before the Technical Staff. This put the technical employees in a disadvantageous position vis-a-vis the non-technical employees.
- 3) Railway Board's letter dated 04.02.1991 on the subject of Counting of training period for the purpose of drawing increments, states that, in case where a Railway servant has been selected for regular appointment and before formally taking charge of the post for which selected, the training period undergone by such Railway servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.
- 4) These orders had been implemented for the purpose of drawing increments.
- 5) Moreover, Training imparted to those recruited through the Railway Recruitment Boards and later absorbed as JEs & SSEs on Railways is not pre-appointment training in nature (as that of the Apprentices recruited under the Apprentices Act).
- 6) Railway Board in its dated 18.01.93 stated that time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing for departmental examination for promotion to Lower Gazetted Service (LGS) / Group-B.
- 7) Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic spirit of Railway Board's letter dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their training period counted for annual increment, pensionary benefits, pass eligibility etc.
- 8) Ministry of Communication & IT Directorate in its letter dated 23.06.2016 clarified that training periods shall be counted for the purpose of MACPS.
- 9) In its Final judgment & order Hon'ble High Court of Orissa said that, Railways are duty bound to grant financial upgradation treating induction of the applicant as in-service Trainee.
- 10) Hon'ble Supreme Court in its order said that, ***"We find no ground to interfere with the impugned order(s) passed by the High Court on the ground that the petitioners were given the regular pay-scale and the increments were also given to them right from day one. Even during the training period, increments were given to them. We have considered the policy pertaining to ACP. On perusal of the same, we find no ground to deny the benefit of training period, which was after appointment"***.
- 11) It is, therefore requested, that the training period of JEs, SSEs, CMA and CMS on Railways be counted as regular service for the purpose of ACPS / MACPS.

RESOLUTIONS ON LINE OF ACTION & ORGANISATION MATTERS ADOPTED IN THE CGB MEETING OF IRTSA HELD ON 10TH & 11TH DEC 2019

RESOLUTIONS ON LINE OF ACTION

Central General Body (CGB) IRTSA regretted that, besides insisting upon Corporatization & Privatisation on the Railways, the Government had not accepted some of the main demands of the Railwaymen at large - for higher Multiple Factor for Pay Fixation, higher Allowances, withdrawal of NPS etc. The MOF and Railway Board had also not accepted any of the main demands of Technical Supervisors for higher Pay Levels, Grant of Group B Status, improved avenues of Promotion and improved service conditions etc.

CGB IRTSA, therefore, resolved to authorise President and the General Secretary IRTSA to continue to pursue all the demands and to decide on the Line of Action as required especially in view of the developments in respect of the above said issues and other main demands of IRTSA.

CGB IRTSA agreed to conduct a Seminar in 2020 at New Delhi to highlight some of the main demands pertaining to the category & stopping of Corporatization of PUs & introduction of Private train operation. Federation leaders and leaders of Joint Action Councils (JAC) of all Production Units will be invited for the Seminar besides experts & Board Officials.

RESOLUTIONS ON ORGANISATION MATTERS

1) PROPOSALS FOR CHANGE OF NAME OF THE ASSOCIATION:

- a) CEC & CGB IRTSA noted with satisfaction that the name IRTSA is very popular among the Technical Supervisors as well as among officers at Zonal & Board level as IRTSA had effectively represented the category and achieved much success in the last 54 years. The words "Technical Supervisors" reflects both the engineering and the managerial elements of the category which provided the base for the RAIC, RRC and Railway Safety Committee to recommend for Group B status for the Category and for Recognition of the Association to provide a Forum to redress the grievances of the middle management category of Technical Supervisors on Railways and for effective discharge of their duties & responsibilities.
- b) CEC & CGB also noted that the word "Supervisor", as per dictionary, significantly means a "Manager" which widely describes the nature of duties & responsibilities of Technical Supervisors on the Railways.
- c) However, suggestions had been received from the Members for a change of the name of the Association by including the word "Engineers" in the nomenclature in the changed scenario, particularly since the category has recently been described as "Group C Engineers" by some elements, thereby damaging the claim for Group B before the Committee on Group B.
- d) CEC discussed & considered various proposals – including the following names; Either i) To continue as IRTSA; OR ii) Indian Railways Supervising Engineers Association; iii) Indian Railways Middle-Management Engineers Association iv) Indian Railways JEs & SSEs Association (IRJE&SSEA), v) Indian Railways Superintending Engineers Association, vi) Indian Railways Engineers & Superintendents Association (IRESA). After detailed discussion, CEC & CGB IRTSA

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**RESOLUTIONS OF DEMANDS OF
TECHNICAL SUPERVISORS ON
RAILWAYS ADOPTED BY CGB MEETING
& 54TH ANNUAL CONFERENCE OF IRTSA
AT CHARBAGH RAILWAY CLUB, CHARBAGH,
LUCKNOW ON 10TH & 11TH DECEMBER 2019**

The 54th All India Annual Conference and Central General Body Meeting of IRTSA, held on 10th & 11th December 2019 at Charbagh Railway Club, Charbagh, Lucknow, Resolved to once again draw the kind attention of the Government and especially the Ministry of Railways and urged upon them to consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Rail Engineers / Technical Supervisors (JEs, SSEs, CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways -including Civil, Mechanical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8 lakhs workforce out of around 12.2 lakhs railway employees. Technical Supervisors play a very vital role to ensure safe & efficient train operation and economic utilization of all manpower and material resources.

Low Pay Levels & stagnant Career prospects are major areas of frustration of Technical Supervisors and these have gone from bad to worst over the years. Technical Supervisors shoulder direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

While appreciating the initiative of the Railways to take some effective steps to improve the efficiency, productivity and expeditious development of the Railway through the 100 Days Plan of Action, the CGB would like to draw kind attention of the Railways towards a couple of vital aspects thereof which have created a lot of apprehensions and much heartburning among the Railway employees about their survival besides possibility of causing serious loss to the nation if the proposals are implemented for Corporatization of Production Units (PUs) of Rolling Stock & allowing private passenger train operators.

54th Conference and CGB Meeting of IRTSA urged upon the Government & Railways to accept the following genuine demands of Technical Supervisors and urged the Railway Minister to impress upon Finance Ministry to approve the proposals of Railway Board regarding Grade Pay/Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS OF IRTSA

1. a) RECOGNITION OF IRTSA – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).

b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.

2. PAY LEVEL OF TECHNICAL SUPERVISORS:

a) Junior Engineer (JE) be placed in level-8 & Senior Section Engineer (SSE) be placed in level-10 of the Pay Matrix in view of their relative duties & responsibilities viz-aviz the working under them.

b) 33% posts of SSE be upgraded as Principle SSE in Level-11 as promotional avenue.

c) DMS, CMA & JE/IT be placed in level-8 and CDMS, CMS & Sr. Er/IT in level-10 of pay matrix.

d) 33% of these cadres may be placed in Level-11 as Functional / Non-Functional promotion.

3. Implementation of Pay Level -7 for CMA & Pay level-8 for CMS as per Para 11.40.124 of 7th CPC report

4. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT and as per classification of their counterparts in other Departments, in Group B Gazetted.

5. a) Withdrawal of National Pension System (NPS) and restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004.

b) Refund of contributions to NPS with Interest thereon at appropriate rate.

6. a) Removal of maximum ceiling of Rs.7000 for payment of PLB.

b) Payment of PLB as per actual Pay

7. National Holiday Allowance at double the wages including DA to JEs, SSEs and other Technical staff - for working on National Holidays

8. Dropping of Corporatization of PUs & Private train operation under 100 days plan of action of Railway Ministry

a) No corporatization or privatization of Production Units & Workshops or any Rail segments.

b) All the existing manufacturing units of Indian Railways should remain with the Railways.

c) Separate "Member Production Unit, Railway Board" with full powers to take independent decisions regarding PUs with a separate Directorate under him for quick decision and effective management for optimizing higher turn-over and quality control with requisite research & development wings..

d) No Private train operators be allowed to avoid erosion and deterioration of safety and operational efficiency of existing normal train operation and misuse of Railway's resources by the concerned private operators.

e) Funds may be raised by floating Railway Bonds, loans from the Banks and reducing or at least rationalizing subsidies and concessions or paying for them from State or Central Revenues.

PAY, INCREMENT & DESIGNATIONS

9. Multiple factor: Multiple Factor of at least 3.15 times of 6th CPC basic pay for Fixation w.e.f. 1-1-2016 i.e. with 40% of Pay rise and merger of DA with Pay as in the past Pay Commissions. ... Continued on page-10

RESOLUTIONS ON DEMANDS(Continued from page-9)

10. Annual Increment of 5% of Basic Pay – To compensate increased inputs due to experienced gained and increasing liabilities.
11. Two Increments on promotion and on financial upgradation under MACPS or two cells rise in Pay Matrix.
12. Acceptance of following proposals of Railway Board submitted to the Empowered Committee formed after 7th CPC - pending acceptance of above said main demands:
- a) a) To place 29,721 posts of SSE (50% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength of Technical Supervisors) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4200.
- b) b) To place 1163 posts (45% of sanctioned strength of the Stores Cadre) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength of the Stores Cadre) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength of Stores Cadre) in the Grade Pay Rs.4200.
- c) c) To place 1841 posts of SSE (Design) (45% of sanctioned strength of Cadre) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength of Cadre) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength of Cadre) in the Grade Pay Rs.4200.
- d) d) To place 770 posts (60% of sanctioned strength) of Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.
13. Fixation of pay on promotion at pay not less than the entry basic pay of respective Grade Pay in 6th CPC pay band system.
14. a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM
Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
c) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND AVENUES OF PROMOTION

15. Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.
16. 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)
17. 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.
18. Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
19. Grant of at least 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.
20. Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.
21. Integrated seniority for promotion from Group 'C' to Group 'B' be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.
22. Removal of disparity in Cadre structure of Technical

- Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).
23. 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.
24. Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
25. Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.
26. Direct recruitment of Graduate in Engineers should be made in Gazetted cadre and not in Group 'C' – as nowhere else they are recruited in Group C.
27. Formulation of annual calendar for timely holding of all selections and timely completion of processes thereof for promotion on occurrence of vacancy.
28. No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.
29. All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).
30. Increase in Percentage of Group 'B' and Group 'A' Posts (viz-a-viz Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.
31. Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity 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 from Junior Engineers to Assistant Engineers or in the State Government Services.
32. Merger of different trades of Technical Supervisors of Mechanical Departments in all Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of existing incumbents.
33. Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zones levels & Railway Board.
34. Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in GP of Rs.4200 and Senior Engineer/IT in GP of Rs.4600 should be placed in the GP of Rs.4600 & Rs.4800 respectively.
- INCENTIVE BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS**
35. Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).
36. 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.

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RESOLUTIONS ON DEMANDS(Continued from page-10)

37. Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
38. 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 additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.
39. Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.
40. Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.
41. Revision of rates of Incentive Bonus in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.
42. a) Incentive Bonus & PCO Allowance to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.
b) b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)
OR Raising of 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).
c) c) Incentive Bonus to SSE 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.
43. Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.
44. 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 & RWF Bangalore).
45. PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.
46. Design Allowance to Drawing, Design Engineers – as recommended by Fifth Pay Commission.
47. Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

MACPS

48. Implementation of MACP w.e.f.01.01.2006 as per Supreme Court Judgement & as implemented by Defence Ministry.
49. Financial upgradation under MACPS after 4, 8, 16 & 24 years as for Defence Forces (*instead of after 10, 20 & 30 years for Civilian employees at present*).
50. a) 3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier.
b) Cutoff date of 1.9.2008 should be abolished.
51. Counting of initial training period for MACPS as regular service since it is qualifying service for pension &

increments and paid for from general revenue.

52. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
53. Withdrawal of unfair Benchmark of “Very Good” proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as “Good” (at least for Group C)
54. a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.
b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.
c) MACP to all directly recruited CMA with entry qualification of BE/M.Sc should be counted from Pay Level-7 from the date of their appointment.
55. Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.
56. Provision of all benefits on financial up-gradation under MACPS - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

GENERAL ALLOWANCES

57. Dearness Allowance: Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.
58. Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.
59. House Rent Allowance
a) 40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.
b) 30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.
c) 20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.
60. Transport Allowance: 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.
61. Children Education Allowance:
a) Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by MF (2.57) and raised to Rs.46,260.
b) The scheme be extended to college education also.
62. All India Leave Travel Allowance (AILTC) for Railway Employees:
a) Eligibility to travel by flight for employees in Pay Level 6 & 7.
b) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.
63. CCA – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.
64. Exemption of all Allowances from income tax.
- ALLOWANCES SPECIFIC TO CATEGORY**
65. Breakdown Allowance be paid as percentage of basic pay plus DA. ... Continued on page-12

RESOLUTIONS ON DEMANDS(Continued from page-11)

66. Night Shift Allowance: Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs – (instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present) - in view of hazards of work during Night Shift after Sun set.

67. Hardship allowance to Technical staff & Technical Supervisors in Sheds, and Open-line Depots as per risk factors of Risk & Hardship Matrix recommended by 7th CPC.

68. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

69. Training Allowance be restored to 30 % of basic pay

70. Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.

OR One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.

71. Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:

a) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)

b) Holding of Trade Tests;

c) Custody of Stores,

d) Witnessing of GA attendance card punching etc.

e) Filling up of Confidential Reports of Staff, etc.

72. Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance. Or all supervisors be provided with 4G CUG connections with free talk time of Rs.1000 per month.

73. Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.

74. Grant of HRA, Transport Allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).

WORKING CONDITIONS & HOURS OF WORK, OTA etc.

75. Improvement of working conditions & work environments and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU 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.

76. 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.

77. Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.

78. Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–

a) Classification of all JEs & SSEs as “Continuous”/ “Intermittent (and not as “Excluded”) in view of nature of their duties and responsibilities

b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.

c) 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 more than 8 hours in a day.

d) Over Time Allowance to Railway employees covered under HOER & for employees working in Loco shed and C&W sheds should include HRA similar to those covered under Factories act (in terms of RBE No. 175/2017 dated 28.11.2017)

79. Amendment of Factories Act - to compensate for actual number of extra hours put in.

80. 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.

81. 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.

82. Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.

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

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

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

86. Extension of Factories Act to Sheds and Open Line Depots and Power Houses.

87. Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit and availability of infrastructure (by independent agencies).

PENSION & RETIREMENT BENEFITS

88. Additional Pension: 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).

89. Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.

90. FMA: Fixed Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.

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

92. NPS: a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them (or) giving option for the employees to choose any one of the pension system – and

b) Refund of contributions made by them so far with Interest thereon at appropriate market rates.

c) Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.

93. National Pension Scheme (NPS): If NPS is to continue then the following protections be provided:

a) Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.

b) Monthly pension payable under NPS should not be less than minimum pension for respective Pay Level.

While extending family pension in case of premature death, part of contribution made by NPS subscriber should be

... Continued on page-13

RESOLUTIONS ON DEMANDS...Continued from page-12

returned to the family, with applicable interest rates.

c) Extension of repayable loan from Tier-I account of every individual subscriber.

d) Make Tier-II operational for NPS subscribers with final withdrawal facility.

e) Consultation with stake holders periodically at micro level and formation of permanent negotiating body including serving employees as its members.

f) Service tax levied at the time of annuity purchase may please be exempted on NPS.

WELFARE, GENERAL AMENITIES & MISCELANIOUS

94. Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only Rs.3,652 per year.

95. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs& SSEs.

96. 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.

97. Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).

98. Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.

99. Equality in number of passes for all Group 'A', 'B' & 'C' employees both on respect of Privilege & Complimentary Passes.

100. Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs optionally.

101. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant

102. Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).

103. "Accident Free Service" Award to Technical Supervisors & Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.

104. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.

105. Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS&CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.

106. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.

107. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.

108. Separate pool of quarters for all technical supervisors.109. Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.

110. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents/Widow Sisters dependent on him/her included in the Pass besides spouse & 2 children.

111. Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.

112. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.

113. On-line Reservation on Pass / PTO against a Unique ID Code / Aaddhar Card or Smart Card.

114. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges.

115. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.

116. Increase of ceiling of only one/two seats/Births on Pass in Duronto, Rajdhani, Shatabdi.

117. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Duronto Express Medical and Pass facility to the dependents of Trainees / Apprentices.

FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS

118. Development of 100% indigenous facilities in Railway PUs & Workshops for manufacturing all types of Locos and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.

119. a) Government should invest adequately to meet the requirements of the Railways for Renewal of overage Track, Locomotives, Rolling Stock and other assets ensure safety and better quality of service.

b) Protection of existing facilities of Railway men for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets.

120. Requisite investment of additional Capital by the Government for Expansion of Rail network to two Lakh kilometers in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, District Head Quarters and State Capitals.

121. No Foreign Direct Investment (FDI) in Railways.

122. Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.

123. Additional Funds be raised through Public Bonds and from Central Funds.

124. No transfer of Intellectual property Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.

125. Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.

126. No transfer of work to Private Sector like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)

127. No closure of Railway Printing Presses. Instead they should be modernised according to the modern day needs and technology.

**STATUS POSITION OF LEGAL CASE
OA 1568/2017 IRTSA VsUOI
in CAT Chennai - Pleading
For Higher Pay Level for JEs& SSEs
- Listed on28.01.2020**

SUGGESTIONS BY PARIVARTHAN SANGOSTHI ON REFORMS ON RAILWAYS

- K.V.RAMESH, Sr.JGS/IRTSA

MOST RESPONSIBILITIES LAY WITH THE RAILWAYS, ALL STAKE HOLDERS & STAFF SIDE NOT CONSULTED

2310 suggestions were presented by 60 young officers of Railways to Railway Minister in the "Parivartan Sangoshti". All of them were clubbed into eight categories. They were brain stormed by 12 groups of Railway officers including DRMs. Individual Groups headed by GMs. Presentations were made to CRB & Railway Board Members on 8th Dec 2019. It was not clear as to what were the terms of reference for the groups and if any instructions were given to the groups to consult the stake holders. It was left to the belief of individual group members, without clear agenda.

A. Organizational Reforms: Suggestions for organizational reforms were mainly merging all cadres beyond SAG, having smaller Railway Board, merging of Personnel Service, Traffic Service & Accounts Service cadres, etc.

These suggestions instigated turf war between technical officers and non-technical officers. At Group 'C' level merging of different trades/seniority units, transfer of staff from one specialized activity to another, etc., are happening from time to time due to technological changes and for policy/administrative reasons. Officers who argue for multi-skilling and flexibility of posting anywhere among lower level staff argue opposite when it was suggested for them. While the argument of maintaining specialization in big organization like Railways holds merit, it requires good wisdom among young & high level officers to settle the dispute without focusing only on individual cadre avenues.

It is also important to recognize duties & responsibilities shouldered by some categories in the lower level. JEs & SSEs shoulder multifarious duties & responsibilities, hold the responsibilities both 'on duty' & 'off duty', more working hours, higher recruitment qualifications & induction training, hazardous work environment, prone for more punishments, etc. are not recognized by the same group of officers who want higher status for them. Infact by suspending the Engineering Graduate entry as SSE, damage have been done to the Technical cadres in Railways.

B. Cost-cutting/expenditure control: Reduction of staff, time study for the works being done in PUs/workshops shall be got done from outside agency. Reduction of man power on outsourced activities and OBHS (On Board Housekeeping Services).

Railway is a growing industry both in size and in technology. It is reckless to suggest for reduction in employees' strength by 10% in 3 years and further upto 30% in phased manner and think to reduce upto 50% staff by offering lucrative VRS. When there is huge cry for filling the vacancies in safety posts and for creation of posts for new assets and many of the safety committees had recommended for the same, reduction of staff will be suicidal for Railways. Method Study & Time Study are the continuous processes and many improvements have been done in manufacturing & maintenance activities to bring down the man power and for effective utilization of available infrastructure.

C. Throughput/Mobility/Capacity enhancement

Using locos with Head on Generation (HOG), making the track fit to run for 130 KMPH, increasing the speed potential of Goods trains to 100 KMPH, completing the primary maintenance within two to three hours, asset utilization, etc. are suggestions by the group.

It is good that fields requiring immediate attention for improvement have been identified. At the same time we should agree that listed suggestions are the prime responsibilities of Railways, no outside source should be is obligatory for us to drive. For example snail speed implementation of HOG, this can eliminate one power car and increase the passenger capacity.

D. Earning Enhancement: Altering the Schedule of Dimensions for rolling stocks and increasing the axle loads to enhance the capacity, parcel service from untapped smalls, time tabled parcel trains, generation of more non fare revenue, revenue from sale of surplus diesel locos and empowering DRM for commercial utilization of land instead of Railway Land Development Authority.

It is only Railway Board to act smartly to delegate the powers down the line to DRM/PHOD as and when required. The policy of abolishing Diesel traction is absolutely not required now, especially when Railways are charged highest in India for electricity. Untimed decisions makes high cost diesel locos & diesel sheds very much underutilized and Railways need to invest high for converting diesel traction into electric traction. Railways maintained 15% of diesel traction even in electrified routes to tide over crisis situation like natural calamities, enemies' aggression etc, since restoration of diesel traction can be done quicker than eclectic traction.

E. Productivity enhancement: Yard sticks & bench marks should be re-examined to reduce the staff cost and redistribute them. In PUs there should be one category of staff except for welder. Unnecessary Inspection at the level of SAG plus offices consuming disproportionate time. Inspection should be carried as per manuals and codes.

Staff always adopt to change. Individual trades and seniority units in PUs, workshops & open line were merged together according to the need from time to time. It is again the inclination & decisiveness of policy makers that decides the degree of success.

F. System/Process Improvement to improve Delivery & Safety

Empowerment & flexibility be provided for GM & DRM in re-appropriation of funds. DRM should not depend on head quarters for Track Machine deployment, decision on passenger amenities, catering, distribution of works, Engineering work contract, etc. Yard remodeling within the approval power of PHOD. Tender accepting authority and convener for procurement of safety and passenger amenity items should be from the consuming department.

Except for re-appropriation of fund for which decision may be required from Railway Board, Minister/Cabinet, for all other suggestions it is only Zonal Railways and Railway Board to take decision.

G. Customer Orientation: More customer friendly siding policy, taking the voluntary services of Doctors who are on travel, permit train side vending other than IRCTC, training of officers and staff to improve customer orientation and business-friendly attitude are welcome suggestions

H. HR Culture improvement: Bringing all employees under insurance cover for the expenditure incurred in treatment in private hospitals, in the grading of APAR not more than 15% can be rated outstanding not more than 25% as Very Good, preventing unwarranted vigilance cases, centralized PF organization, etc.

It is feared that insurance cover for medical treatment will be first step towards closer of Railway Hospitals. Suggestion group didn't understand the basic objective of APAR, it is not to punish any employee, but to improve employees' efficiency. ... *Continued on page-20*

CENTRAL EXECUTIVE COMMITTEE - IRTSA (2019-20)
Elected in the CGB Meeting of IRTSA - Held at Lucknow on 10&11.12.2019

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
1.	Chief Patron	Er. Siya Ram Bajpai	53,Uphar, Eldico Colony Udayan Jail Road, Lucknow-226001	9369115389
2.	Patron	Er. L.N. Pathak	2 C-68, Varindavan Yojna, Raebareilly Road, Lucknow UP – 226029	9450355643
3.		Er. Kalyan Banarjee	A/1-42, Rail vihar, Kanyapur Polytechnic road, P.O. Ramakrishna Mission, Asansol - 713305	9434735722
4.	President	Er. M.Shanmugam	4, Sixth Street, TVS Nagar, Padi, Chennai – 600050.	9443140817
5.	Working President	Er. DarshanLal	148-A,Type-IV,RCF Colony, Kapurthala-144602	8437043089
6.		Er. P.K.Shukla	37- Uphar Eldeco Colony UDYAN-1Lucknow-226002	9794830579
7.		Er. K. Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur,Chennai-99	9003149416
8.	Sr. Vice President	Er. B. Inbanathan	8/72, Valmiki Street, East Tambaram, Chennai-600059	9003149679
9.		Er. Nirmal Chandran	A-5, Sterling Lotus Apts, 11 th Street, Korathur, Chennai-80	9884085065
10.		Er. S.K. Heera	F215 Vaishali Garden, Nagarjuna Nagar, Tamaka, Secundrabad 500017.	9701371422
11.		Er. Anup Bajpai	S-721, Sanskriti Enclave, Rae barelie Road, Gate No-4, Eldeco-2, Lucknow	9794830820
12.	Vice President	Er.Jagtar Singh	323-C,Type-III,RCF Colony, Kapurthala, 144602	8437043338
13.		Er.Surjit Singh	C 301, Silverpalm apartments, Jalandar Kunj, Kapurthala Rd, Jalandhar 144013	9714301044
14.		Er. K.Subramanyam	14-138/1/1, Raja Srivasa Nagar, Mirjalguda, Malkajgiri, Secundrabad-500047	9493401255
15.		Er. E. Ramesh	22, V V Koil Street, Kodaperi, Tambram, Chennai-600045	9003149666
16.		Er. Ram Avtar Meena	Rly Qtr.D-6, Graham Road, Near Langara Fatak, Alambagh, Lucknow-226005	9717907199
17.	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 Email ID - gsirtsa@yahoo.com (Ph Res: 0172-2228306)	8360452584 9316131598
18.	Central Treasurer	Er. O.N. Purohit	106, Suraj Nagar, Jodhpur-342008. Email: onpurohit@yahoo.com	9828024476
19.	Auditor	Er. Shard Joshi	SSE/MW, NWR Diesel Shed (BGKT), Bhagat Ki Kothi, Jodhpur-342003	9828162956
20.	Senior Joint General Secy.	Er. K.V. Ramesh	G-3 Likhit Homes, 3 - Lakshman Nagar, West Street, Peravellur, Chennai-600082. Email ID: rameshirtsa@yahoo.co.in, (Ph. 044-26710007)	9003149578 9444100842
21.		Er. Ashoke Chowdhury	Qtr No31A, Gold Mohar Avenue,CLW Colony Chittaranjan – 713365	9163340901
22.	Jt. Genl. Secy	Er.P.R.Nalawde	CF-VI Shop, Central Railway workshop, Matunga, Mumbai – 400019	9896368789
23.	Jt. Genl. Secy	Er. Surjit Singh	120 B-Type IV, RCF Colony, Kapurthala, 144602	8437043119
24.	Jt. Genl. Secy	Er. Baldev Raj	332 -A- RCF Colony, Kapurthala-144602 (Pb)	8437043510
25.	Jt. Genl. Secy	Er. Aranga Nathan	10, Veerapathirasamy Street, Nethaji Nagar Extn. Villivakkam, Chennai	8056050273
26.	Jt. Genl. Secy	Er. A.Ganesh Babu	12/12, Kamaraj Street, Ayanavaram, Chennai-600023	8056050118
27.	Jt. Genl. Secy	Er. R. Ravi	No.1, SwamiprabhuPada, Srinagar Colony, Thirumullaivoyil,Chennai-62	8056050137
28.	Jt. Genl. Secy	Er.P.Lakshminarayanan	No.2, Vikrama Flats 40-21, Neels Garden,2 nd Street, Perumbur, Chennai-11	9003149444
29.	Jt. Genl. Secy	Er. Aribaskar	1/3, Thiruvallur Street, Senthil Nagar, Thirumullaivoyil, Chennai – 600062	8056050363
30.	Jt. Genl. Secy	Er. Y.R.S. Banerjee	2A, Seeyalam 2 nd street Extn, Villivakkam, Chennai- 49	9003149567
31.	Jt. Genl. Secy	Er. G. Kandan	9, Naladiyar street, Sri Sakthi Nagar, Annanur, Chennai-600109	8056050162
32.	Jt. Genl. Secy	Er. V.Balakrishnan	No.1, ThirupoorKumaran III Cross Street, Puzhal, Chennai – 600066	8056050304
33.	Jt. Genl. Secy	Er. Thirumaran	208, Neethillam, 7 th Street, South Ext, Kattur, Trichy – 620019	9788761155
34.	Jt. Genl. Secy	Er. J.Singaravelan	199B/16 Asiad Colony Anna Nagar west Extension Chennai-600101	9841747605
35.	Jt. Genl. Secy	Er. S. Ravi Shankar	B-3, Sushmitha Court, 2 nd Street, Samdhariya Colony, Kolathur, Chennai-99	9444459309
36.	Jt. Genl. Secy	Er. A.Zaheer Hussain	Plot No 131, RVS Nagar, Khajamalai, Trichy-620023	7708003011
37.	Jt. Genl. Secy	Er. B. Bashkar Naidu	2-38/1-147 Guntapally Village, Near Bezavada, Krishna Dist. A.P. 521241.	9701379666
38.	Jt. Genl. Secy	Er. Taviti Raju	SSE, Carriage repair shop, Settippalli Post, Tirupati, Andhra – 517506	9701374477
39.	Jt. Genl. Secy	Er. Antony Francis	701, Prajakta CHS, Bldg No.13, Kher Nagar, Bandra East, Mumbai-400051	9769127305
40.	Jt. Genl. Secy	Er. K.Hari	Flat no.345/1003 Srushti Ph-3, Mira Road (East), Dist Thane - 401107	9004441442
41.	Jt. Genl. Secy	Er. Kanakaraju	135, Mandara Nilaya, Kapila marga, 11 th Cross, Siddharthanagar, Mysuru-11	9945768844
42.	Jt. Genl. Secy	Er. V.Suresh	D.No 202, 4 th Marg, Sarada Railway layout, Bogadil, Mysore-11	
43.	Jt. Genl. Secy	Er. V.Dayananda Rao	454/F, West Colony, Rail Wheel factory, Yellahanka, Bangalore-560064	
44.	Jt. Genl. Secy	Er. Vivek Shukla	SSE, Loco works, N.Railway, Charbagh, Lucknow -226005	8400334081
45.	Jt. Genl. Secy	Er. Akilesh Viswakarma	B-178/3 RDSO Colony, Manak Nagar, Lucknow-226011	9794830638
46.	Jt. Genl. Secy	Er. Motilal	2/1/E/1, Thack well Road, PO. Lihua, Howrah – 711204	9433122735
47.	Jt. Genl. Secy	Er.P.K.Ray	Street No. 66, Qrs. No. 46/A, Chittaranjan-713331, Burdwan, WB	8420043348
48.	Jt. Genl. Secy	Er. Majumdar	Street No. 61, Qrs. No. D/1, Chittaranjan-713331, Burdwan, WB	9163340209
49.	Jt. Genl. Secy	Er. Neha Tieari (Mahila)	288/116 'KHA', Arya Nagar, Lucknow-226004	8400334208
50.	Senior Organising Secretary	Er.N.V.Ramanamurthy	H.No.1-4-161/44, Joseph Enclave, Sainikpuri, Yapral, Secundrabad-500087	7799370000
51.		Er. M.Rajaprabahar	27, VII Street, 2ndCross, Vaishnavi Nagar, Chennai-109	9003149354
52.	Org Secretary	Er. Shamim Akhtar	No.86, Mohripur Bazar, Gorakhpur – 273007	9794840338
53.	Org Secretary	Er. S.N.Lal	1/118 Vivek Khand-1, Gomati Nagar, Lucknow-226010	8400334096
54.	Org Secretary	Er. Rajnish Kumar Jah	JE, Paint Shop, C&W Workshop, Alambagh, Lucknow-226005	9815675845
55.	Org Secretary	Er. Madan Lal	-B/14, Rail Vihar, Sec-L, Aashiana, Lucknow-226012	
56.		Er.S.K.Lal	C&W-9, Langra Phatak, Alambagh, Lucknow-226005	
57.	Org Secretary	Er. B. S. Bedi	SSE, Black Smith, N. Rly. Workshop, Amritsar-143001	9815008395
58.	Org Secretary	Er. M.M.V.G.K.Raju	18-412/1/2, Mallikarjuna Nagar, Malkajgiri, Hyderabad – 500047	9392100062
59.	Org Secretary	Er. Prabakar	SSE, Air Brake Shop, Guntapalli, Vijayawada, Krishna (Dist) – 521241	9701379457
60.	Org Secretary	Er. Ramakrishnan	102, B Block, Sarasvathi apartment, Viswesvara nagar, Mysuru-570008	9731667492
61.	Org Secretary	Er. P.G.Shiva Ram	106, Pyramid Carnation, Avalahalli, Yellahanka, Bangalore-560064	
62.	Org Secretary	Er. Suresh B Warthi	414, West colony, RWF quarters, Yelahanka-560064	9108501950
63.	Org Secretary	Er. Rajesh Jatana	86 C- Type-IV (SP) RCF Township, Kapurthala-144602	8437043118
64.	Org. Secretary	Er. Harminder Singh	323-A– RCF Colony, Kapurthala-144602 (Pb)	8437043117
65.	Org.Secretary	Er. Subir Ray	1305, Sai Siddhi Tower, Laxmi Nagar, Ghatkopar West, Mumbai-400075	8169452678
66.	Org.Secretary	Er. Vetrivel	3, Padasalai Street, Laksmipuram, Chromepet, Chennai-600044	9500007514
67.	Org.Secretary	Er. Krishna Babu	2/83, Sivarajpet, Tirupattur, Vellore district 635601	8015604295

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CENTRAL EXECUTIVE COMMITTEE - IRTSA (2019-20) Continued from Page-15

68.	Org. Secretary	Er. R. Sekar	37, 1 st main Rosd, Jayalakshmi Nagar, Thirumullaivoyil, Chennai-62	8056050146
69.	Org. Secretary	Er. Mahalingam	No.35, Main Road, Nehru Nagar, Tondiarpet, Chennai-600081	8056050230
70.	Org. Secretary	Er. Mehaboob Basha	1/11, Welcome Cly, Annanagar West Ext. Chennai-600101	9003149658
71.	Org. Secretary	Er. R.Ragupathy	283/4, North colony, ICF, Chennai – 600038	8056050206
72.	Org. Secretary	Er. B.Saravanan	258/1, North Colony, ICF, Chennai-600038	9003141470
73.	Org. Secretary	Er. Sankaragurunathan	6/26, 5 th Street, Nehuruji Nagar, Arakkonam, Vellore(Dt) 631003	8056050346
74.	Org Secretary	Er. P.K.Chakraborty	Street No-84, Qtr No 23/27B, Chittaranjan – 713331	9163340861
75.	Member CEC	Er.S.K.Jain	SSE Train Lighting, W.RLY. BG, Ahmadabad-382140	9427050203
76.	Member CEC	Er. Girish Bhat	SSE/ Bogie, Carriage Workshop (W.Rly.), Lower Parel, Mumbai-400013	9004441526
77.	Member CEC	Er. Kamal Sharma	111-A, Type – IV, RCF Colony, Kapurthala Punjab144602	8699119697
78.	Member CEC	Er. Armit Chaudhary	E 10, Nanksar Nagar, Near RCF Halt, Kapurthala Punjab144602	8437053951
79.	Member CEC	Er. S.K.Bhari	112-C, Type-IV, RCF Colony, Kapurthala Punjab144602	9417911717
80.	Member CEC	Er. Amit Rathiw	615-E, Type – II, RCF Colony, Kapurthala Punjab144602	9876989282
81.	Member CEC	Er. Hrinder Singh	House No.5, Guru Hargobind Nagar, RCF, Kapurthala, Punjab144602	
82.	Member CEC	Er. Sreedhara Chari	5-16-3/1, 2 nd line, 15 th Cross, Brodipet, Guntur – 522002	9701379467
83.	Member CEC	Er.P.Nanya Naik	H.no 27-16/19/1, Sreekrishna Nagar, Street no 14, Besides Krupa Complex, Saafilduda, Neredmet, (PO), R.K.Puram Secunrabad – 500056	9440849653
84.	Member CEC	Er. Gaurav	SSE/Diesel, Diesel Shed, N.W.Railway, Jodhpur-342003	9772722232
85.	Member CEC	Er. S.Mohan ram	26, Maavadi Vinayagar kovil St, Vishal Flats, Royapettah, Chennai-600014	9789080094
86.	Member CEC	Er. Jayanth	Plot No.9, Moogathamman Nagar, Puttur, Tamil Nadu-602025	8754449314
87.	Member CEC	Er. R.Karthikeyan	SSE/Admin, Engineering Workshop, S.Rly, Arakkonam – 631001	9003160258
88.	Member CEC	Er. S.Gopi	4/317, Kulakarai Street, Singaperumal Koil, Kanchipuram District – 603204	9940631935
89.	Member CEC	Er. H.R.Ramesh	S 44, MTI Layout, 1 st Phase, 1 st Main Road, Rajeeve Gandhi Nagar, Sahakaranagara (PO), Kodigehalli, Bangalore-560092	9108501862
90.	Member CEC	Er. Anand Gladstone	C 104, G.K.Lake View Apartments, Nisaraha layout, Ananthapura, Yelahanka, Bangalore-560064	9108501833
91.	Member CEC	Er. Siddappa	No.45, 2 nd Cross, Mathru Layout, G.K.V.K. post, Near Mathur dairy circle, Bangalore-560065	9108501359
92.	Member CEC	Er. Bipin Kumar Mishra	569 cha/464 kha, Prem Nagar, Alambagh, Lucknow-226010	8318058792
93.	Member CEC	Er. Hari Ram Meena	E-121, Sector-M, Ashiana Colony, Kanpur Road, Lucknow-226012	
94.	Member CEC	Er. Jagadeesh Kumar	Plot No 10, Arthi Nagar, (opp to G.K.Shetty Vivekananda Vidhyalaya) Ambattur, Chennai-600053	8056050144
95.	Member CEC	Er. V.Gurusamy	70, DTP Colony, Karukku Main Road Ambattur, Chennai-600053	8056050396
96.	Member CEC	Er. Yagha Seenivasa	Chennareddiyur village, Arumbakkam post, Katpadi taluk, Vellore dist632202	9159052450
97.	Member CEC	Er. Vignesh Kumaran	885, 61st street, 10th sector, K K Nagar, Chennai-600078	8056050121
98.	Member CEC	Er. Anandan	233/4, North Colony, ICF, Chennai-600038	8056050077
99.	Member CEC	Er. Dipankar Sarkar	Room No. 5, Hostel No. 1, TTC, CLW, Chittaranjan-713365, WB.	8420043209
100.	Member CEC	Er. Utsav Mandal	Qtr No.68B, Street -22, CLW, Chittaranjan – 713331	9475111248
101.	Member CEC	Er. Mukesh Sharma	19 Greater Aakash colony, Near Hartmann college Izzatnagar Bareilly	9760551467
102.	Member CEC	Er. C.S.Mahoviya	SSE/Telecom, C-115/3, RDSO Colony, Manak Nagar, Lucknow-226011	9794863691
103.	Member CEC	Er. Ashutosh Chaubey	SSE/Signal, B-110/4, RDSO Colony, Manak Nagar, Lucknow-226011	9794862242
104.	Zonal Secy /ER	Er. Goutam Mukherjee	6/10, Gopal Chatterjee Road, P.O.Cossipore,Kolkatta-700002,	9002029641
105.	Zonal Secy /SR	Er. Abdul Salam	RC Kamalam Apts. Fl.No. A-28, III Street, Rajaji Nagar Vilivakkam, Chennai	9940516033
106.	Zonal Secy/SCR	Er.N.V.Ramanamurthy	H.No.1-4-161/44, Joseph Enclave, Sainikpuri, Yaprul, Secunrabad-500087	7799370000
107.	Zonal Secy/NER	Er. R.K. Pandey	642, Chandra Niketan, Krishna Nagar Pvt, Colony, Basharatpur, Gorakpur	9794840415
108.	Zonal Secy/NFR	Er. K.K. Deb	Vidhan Pali ,Jaljhalla, Malda-732102 (WB).	03512269556
109.	Zonal Secy/NR	Er.Akhillesh Vishwakarma	Qtr No. C-70/2, Type-III, R.D.S.O, Colony, Manak Nagar, Lucknow-226011	9794830638
110.	Zonal Secy/WR	Er. R.B. Singh	SSE/Estimate, EMU Workshop(W.Rly.), Mahalaxmi, Mumbai-400013	9004441493
111.	Zonal Secy/SER	Er. E. Laxman Rao	SSE, Shop 56, SE Railway Kharagpur Workshop, Kharagpur-720301	9153647448
112.	Zonal Secy/DLW	Er. Mukesh Chand Verma	Qr.No 378/A, DLW Colony, Varanasi – 221004	9794864529
113.	Zonal Secy/CLW	Er. Ashoke Chowdhury	Room No.14, Hostel No1,TTC ,CLW, Chittaranjan – 713331	9163340901
114.	Zonal Secy /ICF	Er. K.Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur,Chennai-99	9003149416
115.	Zonal Secy/RCF	Er. Mayank Bhatnagar	114-D RCF Colony, Kapurthala-144602	8437043273
116.	Zonal Secy/RWF	Er. Mruthyunjaya Bapat	58, 1 st Cross, 1 st Main Telecom layout, Srirampur, Post: Jakkur, Bangalore	9108501825
117.	ZonalSecy/DMW	Er. Jaswinder Singh	234/3, Azad Nagar, Patiala –147001	9417414295
118.	ZonalSecy/NWR	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur-342008,	9828024476
119.	Zonal Secy/SWR	Er. K.L.Vinod Kumar	122, VSCHS layout, Sakthi Nagar, Sathagalli, Mysore-19	9448253319
120.	Zonal Secy/SECR	Er. D.K Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)-492001	9907475771

ADVISORY COMMITTEE (CEC) IRTSA

1	Er. K.V.Surendranathan	1545,Nitya Flats 2 nd Floor, Rama Nagar, Anna Nagar, West Ext. Chennai	9941382566
2	Er.B.D.Mishra	L-9-B, Jail Road, N. Rly Colony, Lucknow-226001	9794830808
3	Er. G.R.Linga Rao	H. No. 2-129, Avani Nagar, Malkajigiri, Hyderabad – 500047	9912722577
4	Er. G.Krishna Rao	4-44-3, 8 th Street, Hubsiguda, Hyderabad-500 007	9989653968
5	Er. K.Shanmugavel	8, 7 th Street, TNHB, Korattur, Chennai-600080	9445641771
6	Er. M.S.V.R.Pandian	175/6, Kuruinji Colony, 4 th Avenue, Annanagar, Chennai-600040	9444170903
7	Er. Balramurthy	219 Block 1, Mahaveer Springs Annexe, 17 Cross, 15 th Main Nanjunde, 5 Phase Bangalore	9381002724
8	Er. L.Ravisharma	11/2, Subramaniam Road, Perambur, Chennai-600011	9500125289
9	Er. M.Selvaraj	4, Kenaich Chetty Street, Venkatapuram, Ambatur, Chennai-600053	9444284961
10	Er. M.Ganesan	Old17/New41, Illrd Street, Rajaji Nagar, Villivakkam, Chennai – 600099	9003149642
11	Er. Syed Asmatulla	Plot no 47, 2nd street, Moogambigai Nagar, Ambattur, Chennai-600053	9500125414
12	Er. S.Karunakaran	1/22, II nd Street, Nerhu Nagar, Ambattur, Chennai-600053	9003073236
13	Er. L.Markanteiyan	43/5 Sakthi Flats, 9th Street, North Jaganathan Nagar, Villivakkam, Chennai-600049	9445518927
14	Er. K.J.Sundravathanam	New no 5, 2 nd Main Road, Ram Nagar, Chennai-600082	9444464542
15	Er. V. P. Sundram	5/396, Agathiar Salai, J.J.Nagar, Mugappair East, Chennai – 37	9003149646

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ADVISORY COMMITTEE (CEC) IRTSA... Continued from page-16

16	Er.T.I.Anto	IV/38, Amala Housing Complex, P.O.Amalanagar, Thrissur, Kerala-680555	9444582920
17	Er. Tamil Maran	109A, Rajaji Street, Venkataswara Nagar, Kolathur, Chennai - 600099	9952020851
18	Er. E.Raju	156 NGGO Nagar, Opp. Govt Law College, Chengalpattu - 603001	9003169617
19	Er. Raviraman	114, North Jaganatha Nagar Villivakkam, Chennai-600049	9444643325
20	Er. Antony Francis	701/A, Prajakta CHS LTD, Kher Nagar, Bandra, Mumbai, Pin 400051	9769127305
21	Er. K.Subramanyam	14-138/1/1, Raja Srivasa Nagar, Mirjalguda, Malkajgiri, Secunderabad-500047	9493401255

MEMBERS TASK FORCE - CEC IRTSA (2019-20)

1.	Er. Malik Basha	Flat No.512, Vth Block, NPL Anjali Appt. 264, MTH Road, Villivakkam-49	9003149736
2.	Er. Ramakrishnan	14/2, 26 th Kennedy St. Ext. Varalaxmi Nagar, GKM colony, Chennai - 82	9003149717
3.	Er. V.Nithyanandam	NO: 2/34 5th Street Rajaji Nagar Villivakkam Chennai 600049	9003149431
4.	Er.Karunkumar	G-2, Anu Arcade, No25, Moorthy Nagar, Villivakkam, Chennai-49	9005149789
5.	Er. A.Seshachalam	NO:37 Govindasamy Street Perambur Chennai 600011	8056050302
6.	Er. N.Balasubramanian	29/18, South Thirumalai nagar, Main street, Villivakkam, Chennai-600049	9003149117
7.	Er. Stanely Cheledurai	93A, Second Street, Madras Battai Road, Villivakkam Chennai-600049	9003149111
8.	Er. M.Mukesh	271/2, North Colony, ICF, Chennai -600038	9940290630
9.	Er. R.Suresh	225/1, 8 th Street South colony, ICF, Chennai-38	8056050323
10.	Er. A.Sundar Raj	54, Haji Abdul Rahim street, Perambur, Near Jamalia, Chennai-600012	9003179744
11.	Er. Ragavendra Rao	No.9/2, 25 th Street, Sathiyavani Muthu Street, G.K.M.Colony, Chennai-600082	8056050131
12.	Er. Dilli	12/5, Pillayar Koil Street (Ext) Vijayalakshmiapuram, Ambattur, Chennai-6000053	8754493215
13.	Er. Anantha Raman	762/10, South Colony, Integral Coach Factory, Chennai-600038	9677400828
14.	Er. Kamalesh	B47, 7 th Cross street, Anna Nagar, Chennai 603001	9443174176
15.	Er. P.R. Vinod Kumar	Plot no.13, Devi Nagar, Kolathur Chennai-600099	8056050339
16.	Er. K.T. Salson	3A/5A, Elite Villa, Moorthy Nagar, Villivakkam, Chennai-600049	9790708421
17.	Er. V.Gopi	100/1, Vellar Street, Ayanavaram, Chennai-600023	9003149883
18.	Er. G. Kandan	9, Naladiyar street, Sri Sakthi Nagar, Annanur, Chennai-600109	8056050162
19.	Er. P.S.Subramania Pillai	No.L44/5, LIG Flats, Four Square Apartments, TNHB, 51 st Street, Korattur, Chennai-600080	9840839877
20.	Er. C.Raja	225/3, North Colony, Integral Coach Factory, Chennai-600038	8056050197
21.	Er. K.Baskaran	767/2, 8 th Street, South Colony, Integral Coach Factory, Chennai – 600038	9003149421
22.	B. Venkata Subbaiah	SSE, Carriage work Shop, Lallaguda, Secunderabad.500017	9391102094
23.	P.Harinath	SSE, Guntapalli wagon work shop, Guntapalli Village, Bazavada. 521241	9701379440
24.	Er. Shyamala Rao	S.S.E / Diesel loco shed, vijayawada - 520 002	9701373062
25.	Er. G. Subbaiah	SSE/Wheel carriage, work shop Lalaguda, Sec-bad – 500017	9701370457
26.	Er. Bhaskar Babu	SSE, Trimming Shop, Carriage work Shop, Lallaguda, Secunderabad.500017	9885439092
27.	Er.N.V.V.Sathyarayanan	SSE, Electric Loco Shed, Lallaguda, Secudrabad-500017	9701371571
28.	Er. Anil Kumar	H.No 28-26, Srinivasa Nilayam, besides Sri Sai Avenue Apartments, Kabela, Vijayawada-12	9392470310
29.	Er. T.V.S.Srineevas	HIG Block 1 Flat no.1, Baghlingampally, Hyderabad – 500044	9700167430
30.	Er. J.J.Ayyappa	H.no.11-1-26, Flat no.101 Shri Satya Sherya Apartmtns Mylargadaa, Secunderabad	8977259758
31.	Er. Veerabhadra Raju	D.no.3-168-139/1, Flat no 202, Ram's Muktyala Enclave, Lane 1, G.O.Colony, Kakinanda	9701373457
32.	Er. P.Govinda Rao	Madhuri Residency Flat No FF1 Anandamuri Nagar Singhnar, Vijayawada	9441115782
33.	Er. M.Sandeep Kumar	Plot no.211, Shali Gardenia, Yapral, Secunderabad-500087	9966060666
34.	Er. M.Srinivas	Plot No.53, Suryanagar, Safiguda, Secunderabad 500056	8520031534
35.	Er. G. Rajendra Prasad	Ramnagar Guntapally Village, Near Bezavada, Krishna Dist. A.P. 521241.	9701373334
36.	Er. M.A.Thousif Khan	SSE/Elc. Carriage work shop Lalaguda, S. C. Railway Secunderabad – 500017	9701370466
37.	Er. B.Anjaiah	H.No 24-08/43/5/C4/1, Lalwani Nagar, East Anandabagh, Malkajgiri, Hyderabad-500047	8331947285
38.	Er. Udaya Shankar Nayak	H.No-6-11, Tarapuri Colony, Nagaram, Keesara – 500083	9440822361
39.	Er. Ajay Kumar Jah	JE, Trimming Shop, Carriage work Shop, Lallaguda, Secunderabad.500017	7905570775
40.	Er. Dheeraj Kumar	H NO 1-1-989 Srihardhnagar, Kazipet, Warangal – 506003	9440176085
41.	Er. Srinivasa Rao	H.No-4-218/2, Navuluru Mangalagiri, Guntur	9885035405
42.	Er. R.C.Singh	1010C-North Mohaddipur Power House Road, Gorakpur-273012	9794840377
43.	Er. Ram Singh Yadhav	SSE/ R Repair Shop, NE Railway Workshop, Izatnagar 243122	
44.	Er. Kulwinder Singh	37A Ghuman Nagar -B,Sirhind Road PATIALA-147001	9779582087
45.	Er. Manjit Singh	511,Type -IV, DMW Colony PATIALA-147001	9779582114
46.	Er. J.S.Bawa	237-C, Azad Nagar Sirhind Road PATIALA-147001	9752592273
47.	Er. Jagdish Singh	479,Type -IV,DMW Colony PATIALA-147001	9779582171
48.	Er. N.S.Saggu	539 Type -IV ,DMW Colony PATIALA-147001	9779582121
49.	Er. Chamkaur Singh	687,Type- III, DMW Colony PATIALA-147001	9779582609
50.	Er.U.P.Singh	Q.No.100, Kawa Bagh Rly Colony, Gorakhpur -273012	9794845205
51.	Er. Ashok Kumar Sha	21, K.P.Kumar Street, Flat-18, Badamtala, PO-Bally, Howrah-711201	9002029613
52.	Er. Saibai Deb	SSE, Carriage & Wagon work shop, Eastern Railway, Liluah, Howrah-711204	9051467393
53.	Er. P.K.Das Gupta	Charakdanga Road, PO.Uttardara, Hooghly-712250	
54.	Er. Subrata Das	SSE, Carriage & Wagon work shop, Eastern Railway, Liluah, Howrah-711204	
55.	Er. Amarendra Nayak	Flat No.-D/2, 3 rd Floor, Rajosmita Cottage, K.P.Banerjee Sarani, At/Po-Konnagar, Dist-Hooghly,	9163340378
56.	Er. U.P.Singh	Q.No.100 B, Railway Medical Colony, Gorakhpur -273012	9794845205
57.	Er. Amar Deb	SSE/Y&T, N.W.Railway Workshop, Jodhpur – 342003	9001198343
58.	Er. V.V.Girish	12/A1, Kathiravan Nagar, Podanur, Coimbatore - 641023	
59.	Er. R.Pugzhendhi	No.951/D, Type 4 Quarter, Golden Rock, Trichy-620004	9940779099
60.	Er. Sunil Kumar	1175 A-1 st main road Poombugar nagar, Kolathur Chennai-99	9003160346
61.	Er. K.M.Perumal	4, Sagunthalam Street, AJAY Flats (F2) Srisakthi Nagar, Annanur, Chennai-109	9894247624
62.	Er. Gomathi Sankar	2, Brahmin lane, Saidapet, Chennai-600015	9003060422
63.	Er. B.Boobalan	No.8 Ganapathy Nagar, Thiruvalluvar Salai, Ponneri-601204	8148864712
64.	Er.Girish Bhat	SSE/ Bogie, Carriage Workshop (W.Rly.), Lower Parel, Mumbai-400013	9004441526
65.	Er. Subir Rai	1305 - Sai Siddhi Tower, Laxmi Nagar, Ghatkopar(East), Mumbai-400075	9004441468
66.	Er. Gurusamy	7G – 11th Street, Jogupalya, Halasuru, Bangalore – 560003	
67.	Er. K.K.Pavithiran	'AATHIRA' 4059, 5th cross, 11th Main, H-Block, Mysuru-23	9731667476
68.	Er. Amit Das	St. No.-10, Qrs. No.-23B P.O.- Chittaranjan Dist. Burdwan W B	8420043264

RAILWAY BOARD ORDERS

No.E(NG)II/2019/RR-1/29 (RBE No.189/2019), 08.11.2019
Sub: Extension in joining time from date of issue of Offer of Appointment.

The relevant extracts of DOP&T's OMs dated 06.06.1978 & 09.08.1995 as incorporated in DOP&T's OM dated 11.11.2010 is summarized below for guidance and compliance:

(i) An offer of appointment should clearly specify the period (which shall not normally exceed one or two months) after which the offer would lapse automatically if the candidate did not join within the specified period.

(ii) If, however, within the specified period, a request is received from the candidate for extension of time, it may be considered but extension beyond three months should not be granted and it may granted only as an exception where facts and circumstances so warrant and in may case only up to a maximum of six months from the date of issue of the original offer of appointment. An offer of appointment would lapse automatically after the expiry of six months from the date of issue of the original offer of appointment.

(iii) If, even after the extension(s), if any, granted by the Competent Authority, a candidate does not join (which shall not exceed a period of six month), the offer of appointment should lapse.

(iv) An order of appointment which has lapsed should not ordinarily be revived later, except in exceptional circumstances and on grounds of public interest.

No.E(NG)I/2019 /PM2/ 18CC (RB.No: 203/2019), dated 26-11-2019

Sub: Relieving of Railway employees in time after order of transfer in cases of request transfer.

As the Railway administrations are aware, instructions already exist which provide that in cases of request transfer, the requests should be dealt with in an organized and expeditious manner so that there is no occasion for any grievance in the mind of the staff in regard to the handling of their request.

It has been observed that despite the existence of such instruction, due to administrative exigencies, it sometimes becomes difficult to relieve the transferred employee a within a reasonable time, which results in loss of seniority to the employee in his new place of posting. The loss is even greater when he goes to posts one grade below, and new recruits from subsequent batches join before him.

The loss in seniority in such cases resulting from delayed relieving of the employee often leads to litigation, and structures passed by Hon'able Courts.

In one such case recently, the Hon'ble CAT/Chennai in OAs, No.751/2019 and other similar OAs, vide their common order dated 05.07.2019, inter-alia observed as under:

Since it is submitted by the applicants that IREC is silent on the above issue and accordingly there is a void in this regard in the policy, we deem it appropriate to direct the first respondent to consider the concerned raised in the OAs as a policy issue and take an appropriate decision on whether and if so, how the interests of such transferred employees should be protected in regard to their seniority at-least from the date from which they where approved for IRT, if they could not be relieved soon thereafter in public interest. Such policy decision may be taken and orders issued within a period of six month from the date of receipt of a copy of this order."

The matter has accordingly been considered in the Board. while it may not be desirable / feasible to assign seniority to transferred employee of approval of in the new unit from the date of approval of the transfer, when the employees is still actually working in the parent unit, every effort should be made to relieve her/him at an early date. Where delay in relieving of the employees after orders are issued exceeds is likely to exceed 3 months, the case should be put up by Sr.DPO/ WPO to DRM/ CWM as the case may be giving specific reasons for the delay and likely date of relief.

No.E(NG)I/2018/PM 1/23, dated 28.10.2019

Sub: Timely filling up of vacancies by General Departmental Competitive Examination (GDCE) and Limited Departmental Competitive Examination (LDCE).

General Managers were delegated powers to fill up upto 50% of the DR quota vacancies as per need, as well as redeployment of surplus staff.

2. All regular employees working in the lower grades or same grade (except from Safety posts to non-safety posts), irrespective of the cadre in which they are working, possessing the prescribed educational qualifications for direct recruitment are eligible to appear in this examination.

3. This channel as well as the channel of LDCE can be availed by the young, talented and qualified staff working in lower grades for fast track progression to higher grades.

4. Instructions have been issued by the Board from time to time for filling up the vacancies through GDCE and LDCE vide letters of even number dated 02.08.2018, 10.05.2019, 03.07.2019 etc.

5. It is reiterated that Railways should ensure making use of these schemes liberally to fill up the vacancies in time by chalking out-suitable action plan for the same.

No.E(NG)I/2018/PM 1 /4, (RBE No.194/2019) 14.11.2019

Sub: 100% objective type paper for Departmental Examination – clarification regarding negative marking

(a) There will be no negative marking in selection against departmental quota where panel is arranged in the order of seniority from those qualified.

(b) There will be negative marking @ 1 /3 mark for a wrong answer for all selections, including LDCE where panel is arranged in the order of merit from those qualified.

(c) Negative marking to continue for GDCE as for RRB Examinations.

(d) Selection conducted otherwise need not to reopened
No.E(NG)I/2019/PM4/13 (RBE No 192/2019) dated 11.11.2019

Sub: Cancellation of selection after declaration of result – Due notice to be given to candidates declared selected.

It has been decided by the Board that whenever selection procedures are required to be cancelled after declaration of result due to procedural irregularities/malpractices, due notice be given to the candidates decelerated selected.

Report of GS/IRTSA ... Continued from page-7

in the revision of Incentive rates particularly when Government remains indecisive in many staff matters I thank you - all the Delegates - who have come from all over India for attending this Conference inspite of long journey. I thank the hosts Er. PK.Shukla, Er. Akhilesh Vishwakarma, Er. Vivek Shukla and their team for making all the arrangement for this Conference.

I wish the Conference all success. Thank you. Jai Hind. Long Live IRTSA.– **Concluded**

No(D&A)2019RG6-16 (RBE No.195/2019) dated 13.11.2019

Sub: Special drive for DAR cases of non-gazetted Staff

Disciplinary proceedings, arising out of both vigilance and non-vigilance cases, are instituted on Railways, Production Units, etc for which model time line is issued in the past. However, their finalization i.e issue of final orders by the disciplinary authorities is often delayed.

Disciplinary proceedings are quasi-judicial in nature requiring mandatory compliance of the statutory provisions and the principle of natural justice. While individual disciplinary cases may have their own characteristics, yet it is desirable that they are finalized as per the model time lines and avoidable delays be cut down.

In this context, Railways/PUs are advised special drives whereby, in the first instance, the pendency of minor penalty proceedings be brought down within the next two months. Simultaneously, efforts may also be made to cut down on avoidable delays in major penalty proceedings.

In order to achieve this end, Railways/PUs may kindly ensure that personnel conversant with governing provisions may dedicated for these matters. Those appointed as Inquiry Officers and presenting officers should also be conversant with statutory provisions, and they may be given time which they can devote to expedite the proceedings.

It may therefore be useful that GMs/DRMs/CWMs etc periodically monitor the pendency of cases to ensure a sizable reduction in the next two months.

A report on the cases pending on Railways/PUs as on 01.01.2019 and thereafter be sent to this office.

DATE OF NEXT INCREMENT UNDER RULE 10 OF CENTRAL CIVIL SERVICES REVISED PAY RULES 2016 – CLARIFICATION

Ref: 1) RBE No: 212/2019, dated 18.12.2019

2) MOF/Dept of Expenditure OM No. 4-21/2017-IC/E.IIIA

Dated 28.11.2019 & 31.07.2018.

PRINCIPLE

1. 6th CPC provided one date of increment – 1st July.
2. 7th CPC provided two dates of increment – 1st January & 1st July.
3. Employees are eligible for annual increment either on 1st January or 1st July depending on their date of Appointment, Promotion/MACPS.
4. First increment in the promoted Pay Level shall occur on the following 1st July or 1st January, provided a period of six months qualifying service is fulfilled.
5. Employees promoted/financial upgradation on any date other than the date of annual increment and exercise the option for fixation of pay from the date of next annual increment (in lower grade) is allowed to draw his 1st increment in promoted Pay Level on 1st January/1st July after completion of 6 months of qualifying service.
6. Employees promoted or granted financial upgradation on or after 01.01.2016 shall be given an opportunity to exercise or re-exercise for pay fixation.
7. Instructions applicable w.e.f. 01.01.2016.

8. Gist of MOF OMs cited in reference.

If Promotion/MACPS happens	First increment after Promotion/MACPS
Between 2 nd January and 1 st July (both days inclusive)	1 st January
Between 2 nd day of July and 1 st day of January (both days inclusive)	1 st July
1 st January	1 st July
1 st July	1 st January

IRTSA seeks restoration of PCO Allowance @ 15% & 7.5%

SUBMITS MEMORANDUM TO RAILWAY BOARD

Sub: Payment of PCO Allowance for SSE, JE & PCO Staff.

1. Incentive system in Indian Railways is being followed in Production Units and Mechanical Workshops for a long period. Incentive bonus rates are being revised by Railway Board every time after the implementation of new Pay Scales based on 3rd, 4th, 5th, 6th and 7th CPC recommendations.

2. Exercise of revision of Incentive rates are not part of Central Pay Commission recommendations, it has been done Railway Board by suitably arriving productivity improvement. Revision of incentive bonus rates and simultaneous reduction in allowed time resulted in huge savings for Railways, making it as financially profit.

3. SSEs/JEs are drawn from the Shop floor among the lot of seniors with good working experience and knowledge to work in PCO organization. To compensate the financial loss on Incentive Bonus to some extent, PCO Allowance of 15% to PCO Staff & JEs and 7.5% to SSEs was paid.

4. Role of PCO SSEs/JEs are very vital for achieving the production target and for efficient utilization of resources. Their work load has been increased many fold due to huge increase in out sourcing, work contract etc. Their workload has been increased considerably in Process planning, Material scheduling, procurement actions like indenting, technical suitability, quality control, storage, progress, liaison within & outside organization, etc. At the same time proper utilization of in-house capacity on machinery & plant and man power have to be ensured by PCO supervisors.

5. PCO Allowance is used to get revised along with the revision of incentive bonus rates in the new Pay Scales after implementation of every Pay Commission recommendations.

6. While doing the revision of incentive bonus rates in the year 1989, 1999, 2009 and 2019 different formula were adopted to arrive the new incentive rates.

7. PCO Allowance was always kept as 7.5% & 15% of basic pay during all revisions irrespective of the formula adopted for revision of incentive bonus rates.

8. Considering PCO Allowance as common allowance, 7th CPC in para 8.17.102 recommended 6% PCO Allowance for SSE and 12% for JE & PCO staff by adopting common rationalization of percentage based allowances by a factor of 0.8, even though neither Railway nor Unions/Associations represented for PCO Allowance to 7th CPC.

9. During the revision of Incentive rates in 2019 based on 7th CPC Pay Matrix by Railway Board, incentive bonus for shop floor SSE has been kept as 15% without any rationalization and revised rates of Incentive was implemented from 01.07.2017 with 5% reduction in allowed time.

10. Following different standards for shop floor SSEs and for SSEs working in PCO organization is anomalous. While the existing PCO allowance of 15% & 7.5% itself need to be doubled because of abnormal increase in their work load due to huge increase in number of items outsourced, quantity of items outsourced and greater part of man hours outsourcing, reducing it to 12% and 6% demotivated the Supervisors & staff working in PCO organization.

11. It is therefore requested, that PCO Allowance may please be paid 7.5% and 15% of Basic Pay for SSE and JE & PCO Staff respectively

RESOLUTION ON LINE OF ACTION & ORG MATTERS... Continued from page-8

agreed in principle to change the name of the Association keeping in view the above said proposals received during the meeting.

e) A Committee was formed to consider these proposals and put up its report in the next meeting of the CEC. The Committee consists of Er.Dharsan Lal as Chairman, Er.Vinod Kumar as Convener and Er.Ashoke Chowdhury, Er.N.V.Ramanamurthy, Er.K.Gobinath and Er.Akhilesh Viswakarma as its Members. CP & GS IRTSA shall be Ex-officio Members of the Committee. It shall submit its report in the next meeting of CEC.

2) RESOLUTION ON COURT CASE REG: HIGHER PAY LEVEL FOR JE & SSE:

CEC appreciated the efforts of the Legal Committee of IRTSA in pursuing the Court Case and filing a Rejoinder on behalf of IRTSA in CAT Chennai in OA NO. 1568/2017 pleading for higher Pay Levels for JEs & SSES: i) As agreed to in the Departmental Anomalies Committee of Sixth CPC and ii) To restore the vertical relativity with the staff working under them in the same scales in violation of Article 39 of the Constitution and iii) Proposal of Railway Board to place 29,721 posts of SSES in Grade Pay Rs.4800, based on the recommendations of 7th Pay Commission in para 11.40.113 pertaining to Technical Supervisors of its report, recommending that Ministry of Railways should consider enhancing the number of posts in the next higher level.

3) Membership Drive: CEC & CGB advised all Units & Sub-Units of IRTSA to undertake intensive drive for Membership of IRTSA @ Rs.200 PA and complete the same within 2 months and send the Central Quota (@ 50% thereof to Central Treasurer and Unit Quota @20% thereof to the Unit Treasurer early, as per Constitution.

CGB appealed to all Rail Engineers to enrol as active Members of IRTSA for their welfare and upliftment. CGB asked all Units and Subunits of IRTSA to approach every Rail Engineer / Technical Supervisor in their area for active participation in the activities of IRTSA.

4) Struggle-cum-Legal Fund: CEC authorised the CP & GS to consider & decide the amount as per requirement and appeal for the same accordingly.

5) 55th CONFERENCE & CGB MEETING OF IRTSA: CGB decided to hold 55th Annual Conference & Central General Body Meeting of IRTSA at Kapurthala to be hosted by RCF Zone of IRTSA. Date will be announced in due course of time well in advance.

SUGGESTION BY PARIVARTHAN SANGOSTHI

... Continued from page-14

Does Indian Railway want more than 60% of its employee less than 'very good' grade?. To prevent vigilance harassment, tendering process & selection processes should be made completely transparent and time schedule be adhered strictly. Present PF accounting of Railways works well, centralization of existing system will make the process time consuming.

UNITS! STRENGTHEN IRTSA,

Send Central Quota & Struggle Fund

Through At Par Cheque or Bank Draft in favour of "IRTSA"

To: Central Treasurer IRTSA, Er O. N. Purohit,
106 A, Suraj Nagar, Jodhpur-342008 (M: 09828024476)

MEMORANDUM ON BENEFITS OF MACPS W.E.F. 01.01.2006.... Continued from page-2

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-I C, 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 of RSRP 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. Hon'ble High Court of Bombay in its judgement on writ petition No. 1763 of 2013(copy attached as Annexure-VII) reiterated the judgement of Hon'ble Supreme Court of India and ordered to extend the benefit of MACPS with effect from 1st January, 2006 together with all consequential benefits

11. 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.

(All three memorandums submitted by IRTSA along with their annexure are placed in www.irtsa.net for members reference)

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