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Team IRTSA meets MoSR, CRB, MTRS, Member (Infra), DG (HR), AM (Staff), AM (HR) & AM (Fin) at Railway Board
Continuous and uninterrupted pursual of demands of IRTSA



24th Oct: Team IRTSA had a pleasant visit to Railway Board and persuaded some of the important demands of the category. K.V.Ramesh General Secretary IRTSA along with K.Gobinath Zonal Secy ICF and E.Ramesh Vice President met Sri.V.Somanna Hon'ble Minister of State for Railway Board, Sri.Satish Kumar CRB & CEO, Sri. Braj Mohan Agarwal Member Traction & Rolling Stock, Sri. Naveen Gulati Member (Infra) Sri. R.Rajagopal DG (HR), Smt. Pramila H.Bhargava AM (Staff), Smt. V.Booma AM (HR), Smt. Usha Venugopal AM (Fin) and other officers.

Memorandums were submitted on following four demands and GS IRTSA explained the merits of the demands briefly.

1) Grant of Non-functional upgradation (NFU) to level-9 for SSEs and other Supervisory cadres after 4 years of regular service in level-8 without restriction of 50% of posts in level-8 & 100% upgradation of posts of SSEs from Level-7 to Level-8

2) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B.

3) a) Revision in percentage of direct recruitment for Graduate Engineers in the category of Technical Supervisors/Rail Engineers.

b) Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS as temporary arrangement.

4) Creation of work charged posts of SSEs in level-8 in ICF for higher level of supervision in the manufacturing, testing & commissioning activities of "Vande Bharat" train sets.

Sri.V.Somanna Hon'ble MoSR listened patiently the brief of GS IRTSA on the demands and marked the memorandums for further action.

MoSR also briefly discussed on IRTSA's suggestions meeting the need of additional space for ICF and construction of road fly over near ICF.



Sri. Satish Kumar Chairman & CEO Railway Board discussed the demands raised by IRTSA briefly and forwarded the memorandums to DG (HR).



Team IRTSA welcomed Sri. Braj Mohan Agarwal taken over as Member Traction & Rolling Stock. MTRS received the demands of IRTSA positively.

Sri. R.Rajagopal DG (HR) and Smt. Pramila H.Bhargava AM (Staff) in spite of their busy schedule of meetings with Railway Minister and CRB, spared time to meet team IRTSA and briefly discussed the issues and responded positively.

Smt. V.Booma AM (HR): Team IRTSA demanded for Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS. AM (HR) discussed the issue in depth and asked for some statistics on the issue. Other issues like on line booking for supervisors' rest houses & holiday homes and safe and approachable rest houses for lady supervisors deputed out station on duty, etc were discussed with AM (HR).

Sri. Naveen Gulati Member (Infrastructure) received the memorandums submitted by IRTSA.

Team IRTSA met **Smt. Usha Venugopal AM (Fin)** requesting her guidance & support their demands.

Voice of Rail Engineers – (Previously Published as "THE RAIL SUPERVISOR")

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Team IRTSA submits memorandum to Shri.L.Murugan Hon'ble Union Minister



29th Oct 2024, K.V.Ramesh GS IRTSA along with Er.R.Ragupathy Org Secy and Er.P.Jagadish Kumar JGS met Shri. L. Murugan, Minister of State for Information and Broadcasting at Chennai and submitted memorandum on important demands of Technical Supervisors working in Railways and requested him to forward them to Hon'ble Minister for Railways with his recommendations.



31st Oct: M.Shanmugam CP IRTSA, K.V.Ramesh GS IRTSA & B.Saravanan Org Secy met Shri.L.Murugan Minister of State for Parliamentary Affairs & Minister of State for Information and Broadcasting. submitted memorandum on following important demands of Technical Supervisors working in Railways and request to forward them to Hon'ble Minister for Railways with your recommendations please.

- 1) Grant of Non-functional upgradation (NFU) to level-9 for SSEs and other Supervisory cadres after 4 years of regular service in level-8 without restriction of 50% of posts in level-8 & 100% upgradation of posts of SSEs from Level-7 to Level-8
- 2) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B.
- 3) a) Revision in percentage of direct recruitment for Graduate Engineers in the category of Technical Supervisors/Rail Engineers.
- b) Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS as temporary arrangement.
- 4) Creation of Technical Supervisors & filling vacant Technicians posts in ICF.



Earlier Team IRTSA exchanged Deepavali greetings with the Minister

Minutes of IRTSA CEC NZ meeting held on 26th October 2024.

Central Executive Committee (North Zone) meeting of IRTSA was held on 26th October at Dr.Ambedkar Bhavan, Sector 37A, Chandigarh between 10.30 and 14.15 hours.

1) Er.Darshan Lal Central Working President welcomed Chairman, General Secretary and all CEC members from North Zone. In his speech Er.Darshan Lal Central Working President thanked Er.Harchandan Singh for making a strong platform for Technical Supervisors and leading the Association nearly for half a century. He said IRTSA RCF zone is making all arrangements to host 59th All India Annual Conference & CGB of IRTSA at RCF on 27th December in a grand manner. He added that all IRTSA members of RCF are contributing whole heartedly for the success of the Conference. He welcomed all the CEC and active members for the conference.

2.1) Er.Harchandan Singh Chairman in his opening speech appreciated the efforts made by RCF zone for arranging CEC NZ meeting in a short period of time. He said all CEC members should visit zones other than their zone regularly and advised to divide the sub units zone wise for making a Calendar to visit them. Chairman said IRTSA has achieved the 67% in the apex grade of Technical Supervisors from 6%. There were many achievements to the credit of IRTSA still there are demands to achieve. Among them the most important is getting Group-B status for SSEs he said.

2.2) Felicitation to Er.Darshan Lal Central Working President: Er.Harchandan Singh Chairman felicitated Er.Darshan Lal Central Working President who will be retiring on 31st December 2024 for his selfless service and untiring efforts for IRTSA at Zonal and national level.

2.3) Contribution for "Voice of Rail Engineers": Chairman said that "Voice of Rail Engineers" official journal of IRTSA is being published bi-monthly regularly. Printing of physical copies of "Voice of Rail Engineers" was suspended at the time of CORONA pandemic, only on-line publication is being done at present. He appealed to all CEC members to make efforts to revive publishing "Voice of Rail Engineers" in physical mode and asked Rs.1000 per member as donation for "Voice of Rail Engineers". On his behalf Chairman donated Rs.5000 for printing of "Voice of Rail Engineers". Following his step contribution of Rs.21000 by RCF Zone, Rs.3000 by ICF zone and Rs.1000 by NR Zone were made in the meeting.

3.1) General Secretary's Report: Er.K.V.Ramesh General Secretary in his report briefed on the pursuit activities carried out by Central President and General Secretary on the demands of IRTSA. He briefed about the meetings held with Sri.V.Somanna & Sri.Ravneet Singh Minister of State for Railways, Chairman Railway Board, Member (T&RS), Member (Infra), DG (HR), AM (Staff), AM (HR), AM (Fin) and other officers. GS briefed on the meetings held with both of AIRF & NFIR General Secretaries and discussions held on the demands of IRTSA. General Secretary appreciated very good meetings organized by during his visit to Golden Rock Workshops SR, Mid-life Rehabilitation & Refurbishment Workshop Sonipet NR, Izzat Nagar Workshop NE Rly and Amristar workshop NR. He requested all other zones and sub units to arrange similar meetings.

3.2) General Secretary briefed on the following important general and demands specific to the category

- 1) Earlier decision on cadre restructure.

.... continued in page-3

Minutes of IRTSA CEC NZ meeting ... Continued from page-2

- 2) Formation of 8th Central Pay Commission.
- 3) Grant of Non-functional upgradation (NFU) to level-9 for SSEs and other Supervisory cadres after 4 years of regular service in level-8 without restriction of 50% of posts in level-8. It was highlighted that present upgradation violates the similar methodology adopted for Accounts Supervisors, the recommendations of the 7th Central Pay Commission, and the approval given by the Ministry of Finance.
- 4) Grant of Group-B status to all SSE, CMS, CDMS & SE(IT)
- 5) Huge vacancies in SSE posts throughout Indian Railways because of non-recruitment of Engineering graduates since 2015. GS IRTSA requested since no RRB notification has been issued so far for recruitment of SSE, as one time measure existing vacancies in SSE post may be filed through promotion from JE.
- 6) Creation of Technical Supervisors posts for new assets and new trains like Vande Bharat train sets.
- 7) Creation of posts of SSEs in level-8 in ICF for higher level of supervision in the manufacturing, testing & commissioning activities of "Vande Bharat" train sets.
- 8) Grant of notional increment (as due on 1st July/1st January) for the pensionary benefits to those employees who had retired on 30th of June/ 31st of December before drawing the same.
- 9) Pay level-8 for left out categories including SE (IT).
- 10) Cases of promotions in the pre-revised pay structure between 01.01.2006 and the date of notification of RS (RP) Rules 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade -fixation of pay.
- 11) Menace of outsourcing.
- 12) Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS.

3.3) Unified Pension Scheme (UPS): General Secretary presented comparison of UPS, NPS and OPS. He also briefed about short comings of UPS compared with OPS.

3.4) General Secretary briefly explained pending case OA 1568 / 2017, IRTSA Vs UOI, at CAT Chennai, pleading pay level-7 for JE and pay level-8 for SSE and other issues. He appealed for contribution of membership and struggle fund from all members.

3.5) Resolutions on demands: General Secretary proposed resolutions on main demands of IRTSA. Er.E.Ramesh Vice President proposed resolution on creation of posts in Technical Departments including Technical Supervisors for new assets and new train operations on 1:1 basis without any matching surrender.

4) Zonal Secretaries' report & CEC members report

4.1) Er.K.Gobinath Zonal Secretary ICF in his speech pressed for creation of posts particularly in Technical Supervisors category, Group-B status for SSEs, separate designation for SSE level-8 post and reduction of DR quota of SSE to 10% from existing 20%. He also briefed on UPS. He presented a brief on main demands of the category which were covered in GS speech.

4.2) Er.Jagtar Singh Zonal Secretary RCF said as per Chairman's wish all 21 CEC members of RCF has donated Rs.1000 each for printing of "Voice of Rail Engineers". Issues pertaining to grading of APARs has been settled at RCF. He informed that provision of air conditioners in the rooms of SSEs has been accepted by RCF administration. Provision

of laptops for SSEs is raised with RCF administration by IRTSA. On the demand made by IRTSA shortage of JEs were addressed by GM RCF by recruiting JEs. Zonal Secretary also said that individual issues including DAR cases are being attended by IRTSA RCF unit.

4.3) Er.B.S.Bedi Secretary Amristar workshops said restoration of OPS will only render equal justice for all Government employees. He requested for earlier positive decision on providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS, since many of the seniors are deprived of financial upgradation under MACPS.

4.4) Er.Rohit Yadav of Jagadhri workshop assured IRTSA Jagadhri workshop will follow all the directions given by CEC IRTSA and welcomed central leadership to visit Jagadhri Workshop.

4.5) Er.E.Ramesh Vice President said that Railway Board's letter on reengagement of retired staff against vacant posts on contractual basis has to be opposed. Reengagement in Technical Departments particularly Technical Supervisors will affect the safety in train operation. He said Railway should complete all recruitments for vacant posts on war footing.

4.6) Er.Baldev Raj JGS objected to the modification made in the procedure for selection to Group-B posts against 70% seniority quota. He added allowing all employees working in level-6 and above with three years of service and those securing more than 80% marks classified as outstanding will be allowed to supersede the seniors is defeating basic principle and purpose of 70% seniority quota.

5) It was agreed unanimously to represent the demands on restoration of OPS, modification in procedure for selection to Group-B posts against 70% seniority quota and withdrawal of Railway Board's letter on reengagement of retired staff against vacant posts on contractual basis.

6) Er.K.V.Ramesh GS IRTSA proposed vote of thanks.



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IRTSA-Current A/c No. **43054348149** at SBI ICF Branch, Chennai.

IFSC Code: **SBIN0013065**.

After transfer of fund inform Er. **Y.R.S.Banerjee**, Asst. Central Treasurer, Mob No. **9003149567**.

This CEC account is in addition to account maintained at RCF by Central Treasurer. Zones, sub units & members can deposit their fund in any one of the accounts.

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IRTSA meeting with Shri Ravneet Singh MoSR at RCF

11.09.2024: Team IRTSA headed by Er.Darshan Lal Central Working President IRTSA, Er. Surjit Singh Central Treasurer, Er.Jagthar Singh Zonal Secretary, Er.Baldev Raj Jt Gel Secretary and other office bearers met Shri Ravneet Singh Minister of State for Railways during his visit to RCF. They have submitted memorandum on important demands of IRTSA and discussed the demands briefly.



Demands highlighted to MoSR

- 1) Recognition of IRTSA.
- 2) Restoration of OPS.
- 3) Upgradation of pay structure of Technical Supervisors / Rail Engineers.
- 4) Inclusion of training period for the purpose of MACPS.
- 5) Earlier favourable decision on the issue of promotion earned in the pre revised pay structure between 01.01.2006 and date of notification of RS (RP) rules 2008. Promotions earned in 5th CPC pay structure between 01.01.2006 and date of notification of RS (RP) rules 2008, between posts which are merged by 6th CPC should be ignored for the purpose of MACPS.
- 6) Inclusion of SSE in GIS.
- 7) PCO allowance of Rail Engineers working in CMT, Stores and Design wings.
- 8) Outsourcing should be controlled.
- 9) Release of three instalments of Frozen DA & DR.
- 10) Air conditioning of SSE rooms inside shop floor.
- 11) Stoppage of mail & express trains at RCF Halt.
- 12) Construction of type IV DS accommodation at RCF.
- 13) Earlier completion of two lane road and construction of fly over on the main road outside of RCF main gate.

Engineers day celebration by IRTSA



IRTSA NR celebrates Engineers' Day grandly S.G.Mishra GS AIRF graced as Chief Guest

IRTSA NR celebrated Engineers' Day at Supervisor Training Center (STC) Charbagh, Lucknow on 07.10.2024. Shri. Shiv Gopal Mishra General Secretary of AIRF & NRMU graced the Technical Seminar as Chief Guest. Office bearers and members of IRTSA participated in large number. Memorandum on main demands of the category was handed over to GS AIRF.



GS IRTSA address All India Loco Running Staff Association South Zone agitation

18th Oct, K.V.Ramesh General Secretary IRTSA addressed the agitation organized by All India Loco Running Staff Association (AILRSA) South Zone in front of Chennai Central sub urban rail terminal. Federation leaders, unions and Associations' leaders participated and addressed the agitation in support of demands of AILRSA.



AILRSA is demanding 8 hours duty, 16 hours trip rest, 30 hours periodical rest, restriction of night duties only to two consecutive nights, withdrawal of DAR actions taken against running staff of Southern Railway in connection with rights Avail Movement, filling up of vacancies of running staff, 25% of basic pay as running allowance, exemption of running allowance from income tax, higher pay level and other demands.

K.V.Ramesh GS IRTSA in his address appreciated continuous struggle made by AILRSA particularly from June 2024. He said Indian Railways still not able to implement 8 hours duty for loco pilots which is a basic need good & healthy working condition. He further briefed genuine justifications for the demands of loco pilots. He called on the Railways and Government to accept the genuine demands of loco pilots who are primarily responsible for safe running of trains and get affected in case of any eventuality. He welcomed the decision of Railways for increasing proposed recruitment strength of Loco pilots from 5696 to 18,799.

GS IRTSA spoke about menace the of out sourcing particularly in technical departments and train operation. He said Railways should make all out efforts to fill all the vacant posts in possible short period. He further said Finance Ministry should allow Railways for creation of safety posts on operational requirements on its own and power for creation of safety posts should be vested with General Managers and Divisional Railway Managers. He appealed for united fight by recognised federations, unions and Associations.

GS IRTSA wished all success for AILRSA to achieve their genuine demands.

CRB writes to Dept of Expenditure for creation of posts in Railways for new assets

In his letter dated 11th September 2024, CRB has written to Secretary Department of Expenditure to delegate powers to Railways for creation of non-gazetted posts in safety and essential categories for new assets.

Sub: Creation of posts for new assets.

As per the existing instruction of Department of Expenditure (DoE), Ministry of Finance, creation of posts (except crew review in Railways) requires the approval of Department of Expenditure.

2. Railways has over the last few years witnessed a significant increase in capital expenditure from rupees 1.48 lakh crores in 2019-20 to 2.62 lakh crores in 2023-24. This capital expenditure is resulting in significant increase in assets for which adequate manpower is required for Reliable and Safe Train Operation. These assets will further increase in coming years considering Railways target of Mission 3000 MT from current level of 1610 MT in 2013-24, and this 3000 MT is to be achieved by 2030. For achieving this objective, more trains will have to be run which requires increased manpower for both train running & infrastructure maintenance. For better appreciation summary of new assets created in Indian Railways in past 5 years is attached.

3. Creation of new assets and addition/ construction of new lines in Railways mandates all parameters especially safety related parameters to be met for clearance by Commissioner of Railway Safety for safe training of trains. It may also be appreciated that due to safety requirement, the outsourcing of these activities is not considered feasible e.g. maintenance / manning tracks, bridges etc., maintenance of Locos, Coaches and Wagon, Signaling Maintenance etc.

4. As such, for effective monitoring and execution of different projects, maintenance of new assets and smooth and safe operation of trains, there is urgent requirement of additional manpower in Indian Railways. This requires creation of non-gazetted posts from time to time as per requirement.

5. In view of above it is high time that Ministry of Railways may therefore be delegated powers to create non-gazetted posts in safety and essential categories for new assets against equivalent matching value from vacancy bank on 1:1 basis and wherever equivalent money value on 1:1 basis is not available, then creation should be permitted without any matching surrender.

CEC office bearers

- All the CEC communications are being done through WhatsApp group "CEC IRTSA" as well as through other groups.
- A separate record will be maintained for CEC IRTSA office bearers for recording their presence in the meetings, agitations, seminars, etc organised by CEC IRTSA.
- All the CEC office bearers are requested to remit their annual membership subscription, struggle fund and subscription for "Voice of Rail Engineers" immediately and inform respective Zonal Treasurers and Central Treasurer.
- All are requested to mobilize 100% annual membership subscription from their zones & sub units.

All Zones / sub-units are requested to deposit membership subscription, Struggle fund, donations, etc. in IRTSA central account Name: IRTSA, Account No: 10083429358, IFSC: SBIN0050540, State Bank of India, RCF, Hussainpur, Kapurthala. (Branch Code-50540) and inform Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044)

Please send Annual Subscription @ Rs.100 PA for

"Voice of Rail Engineers"

**To: Er. A. N. Ganesh Babu, 12/1 Kamaraj Street
Near Chakravarthy Nagar, Ayanavaram
Chennai 600023. Mobile No. 8056050118**

Railway Board Orders

Railway Board letter No. E(NG)I-2023/CR/4, dated 24.09.2024

Sub: Consideration of representation against 'Adverse remarks' recorded in APAR of a non-gazetted railway servant.

Attention is invited to Para 8.2 of Master Circular No. 28/91 on the subject of Confidential Reports on Non-gazetted Railway Servants- Master Circular, which inter alia provides that all representations against 'Adverse remarks' recorded in the APAR (Annual Performance Appraisal Report) should be dealt with and decided upon expeditiously by the Competent Authority i.e. normally the authority next above the Reviewing Authority and in any case within three months from the date of submission of the representation. The Competent Authority in consultation with the Reporting and/or Reviewing Authority, if such consultation is necessary, may decide the representation.

On the basis of representation received from staff side, the issue of the Competent Authority for deciding the representation against 'Adverse Remarks' has been reviewed in the Railway Board. After careful consideration of the matter, in consultation with Zonal Railways and Federations, and with the approval of the Board, it has been decided that the Competent Authority to consider representations against adverse remarks recorded in the APAR of non-gazetted railway employees will be as per Annexure-I. Other instructions of the para 8.2 remains unchanged.

Annexure-I to Board's letter no. E(NG)I-2023/CR/4 dated 24.09.2024

(i) In Division

Accepting Authority	Competent Authority to consider Representation
Junior Scale/Group B	Senior Scale In charge Officer/JAG Officer
Senior Scale	JAG Officer
JAG Officer	ADRM
ADRM	DRM
DRM	PHOD of the concerned Dept

(ii) In Extra Divisional Units (Workshops/General Stores Depot Central Hospitals)

Accepting Authority	Competent Authority to consider Representation
Junior Scale/Group B	JAG Officer
Senior Scale	JAG Officer
JAG Officer	CWM/CMM/MD (Central Hospital)
CWM/CMM/MD (Central Hospital)	PHOD of the concerned Dept

(iii) In Headquarters

Accepting Authority	Competent Authority to consider Representation
Junior Scale/Group B	JAG Officer (Dy.HOD)
Senior Scale	JAG Officer
JAG Officer (Dy.HOD)	HOD
HOD	PHOD

(iv) In Construction Organisation

Accepting Authority	Competent Authority to consider Representation
Junior Scale/Group B	JAG Officer (Dy.HOD)
Senior Scale	JAG Officer (Dy.HOD)
JAG Officer (Dy.HOD)	HOD
HOD	CAO(C)

If PHOD or CAO (C) is the Accepting Authority, the AGM may serve as the Competent Authority.

Railway Board letter No. E(GP)2024/2/28, dated: 08.10.2024
Sub: Promotions from Group 'C' to Group 'B' posts - Centralized CBT.

In terms of Para 203.4 of Indian Railways Establishment Manual Vol. I, the Zone of Consideration of eligible candidates for Selections for promotion to Group 'B' posts is determined in accordance with sliding scale in the order of seniority. In this regard, it has been decided by Board that henceforth, in respect of Selections (70%) to Group 'B' posts in all departments, all employees who are eligible and who volunteer for the Selection, should be considered without any limitation of number, as is being done in case of Selection to the Group 'B' post of Assistant Personnel Officer.

2. It has further been decided that in partial modification of Board's letter no. E(GP)2018/2/31 dated 19.03.2019, there shall be no negative marking in written examinations held as part of Selections (70%) where the final panels are made on seniority basis. However, negative marking @1/3d of a mark for every wrong answer in the LDCES (30%) where panels are prepared on the basis of merit shall continue.

3. The aforesaid instructions would apply to Selections / LDCES notified after the date of issue of these instructions. Any Selection which has already been notified should be dealt with in terms of existing instructions only.

RBE No. 92/2024, ACS No.289, 2024 E(Trg.)/43/4, Dated 09.10.2024.

Sub:- Training period in Technician Category.

Instructions issued vide Railway Board's letter no. E(MPP)2004/3/8 dated 24.11.2010, RBE No. 166/2010, amending para 159 (3) of Indian Railway Establishment Manual Vol. I (1989 edition) have been reviewed at Board's office and it has been decided to further amend para 159 (3) of Indian Railway Establishment Manual Vol. I (1989 edition), to read as under-

"The period of training for direct recruits will vary depending on the qualifications of recruits. The same will be as under-

(i) Course completed Act Apprentices trained in Railway Establishments. **-Nil**

(ii) Course completed Act Apprentices trained in non-Railway Establishments **-06 months**

(iii) ITI passed candidates in the same or the fields or related fields as per DR advertisement norms **-06 months**

NOTE: There may be certain circumstances (exceptional or otherwise) such as Compassionate Ground

Appointees (CGA) etc., where the recruits do not possess the minimum qualification of Apprenticeship or ITI, in relevant trade, their period of training shall be as under

(1) Degree/ Diploma holders in field of relevant trade and similar trades on par with DR advertisement norms **-06 months**

(ii) Engineering Degree/ Diploma holders in a field other than that of relevant trade **-12 months**

(i) Matriculation plus ITI qualification in a trade which is one of the engineering trades falling in the relevant trades for a post of Technician Grade-III as per extant RRB notifications, but is not the relevant trade for the post **-12 months**

(iv) Matriculation or any other higher qualification and other non relevant ITI **-2 years"**

2. The Indian Railway Establishment manual Vol. I (1989 Edition) is accordingly amended as in Advance Correction Slip No.289 (copy enclosed).

RBE No. 10/12024, No. E(P&A)1-2019/CPC/LE-2, dated 24.10.2024.

Sub: Instructions for conferring the power to relax the spells of Child Care Leave to the Leave Sanctioning Authority.

The Department of Personnel & Training (DOP&T) vide their OM No. A-24011/5/2024- ESTT-Leave dated 29.07.2024 has issued instructions, as a welfare measure, bestowing the leave sanctioning authorities with the power to relax up to a maximum of three spells beyond the existing three spells of Child Care Leave in a calendar year under Rule 43- C(3)(i) of the CCS(Leave) Rules, 1972, to female Central Government employees and single male Central Government employees in case their child is admitted in a hospital as an inpatient.

2. The instructions contained in DOP&T's above O.M. will apply mutatis-mutandis on Railways also. Rule 43-C(3)(i) of the CCS (Leave Rules) 1972 corresponds to Rule 551(E)(3)(i) of Chapter 5 of IREC Vol.-I (1985-Edition).

3. These orders shall be effective from 29.07.2024 i.e. the date of issuance of DoP&T's OM.

RB letter No. 2024/E(W)/01/08/6, dated 25.10.2024.

Sub: Validity period of Privilege Passes/Post Retirement Complimentary Passes/Widow Passes and PTOs w.e.f. 01.11.2024.

Ref: (i) Board's letter No. 2007/TG-I/20/P/ARP/e-file dated 16.10.2024.

(ii) Board's letter No. E(W)2007/PS5-1/9 dated 26.03.2012. Advance Reservation Period (ARP) has been reduced from 120 days to 60 days, vide Board's letter cited under Ref.(i) above. Consequently, queries are being received from Railways as well as employees regarding validity period of Privilege Passes (PP)/Post Retirement Complimentary Passes (PRCP)/Widow Passes (WP).

2. In this context, attention is invited to instructions contained in Para-2 of Board's letter cited under Ref.(ii) above, issued with the concurrence of Finance Directorate of Ministry of Railways, wherein it was stipulated that the validity period of PP/PRCP/WP and PTOs shall be 1 month more than the ARP but will not be less than 4 months, if ARP is reduced in future.

3. The same is re-iterated for information and guidance.

RB letter No. 98/Elect(G)/114/3/HOG-II, Date 25.10.2024.

Sub: Radio frequency wireless communication between power car and loco for HOG operation.

Ref: 2022/Elect(G)/Inspection Note dated 07.10.2024.

Mumbai Division of Western Railway has developed a radio frequency based wireless communication system for HOG train operation and same has been provided in train no. 12009. WR has also conducted successful trials in this train. This system is cost effective and very easy to install

In view of the above, Zonal Railways are advised to provide such system at least in two power cars in each Division for trial purpose. Details may be collected from Mumbai Division/WR.

Railway Board letter No 2016/F(E) III/1/(1)/3-RBE No 94/2024, dated 08.10.2024

Partial withdrawal of accumulated pension wealth under NPS

PFRDA master circular rescinding the existing guidelines / instructions on the subject of "Partial Withdrawal of Accumulated Pension Wealth under the National Pension System" and consolidates at one place.

Memorandums submitted by IRTSA

- Revision in percentage of direct recruitment for Graduate Engineers in the category of Technical Supervisors/Rail Engineers.**
- Promoting JE/CMA/DMS in the DR quota of SSE/CMS/CDMS as temporary arrangement.**

1) We bring to your kind notice the hardship being faced by Technical Supervisors working in Engineering, Electrical, Mechanical and Signal & Telecommunication departments of Railways due to huge vacancies in the important post of SSE in pay level-7. All these posts are categorized as safety posts.

2) Percentage of SSE in Technical Supervisory category has been increased from 10% (1984), to 17% in 1993, 18% & 21% in 2003, 50% after 6th CPC recommendations in 2008 and to 67% through CRC in 2013. But DR quota as 20% of sanctioned strength of SE/SSE remains same since 1987 even though many changes happened in the cadre structure.

3) Number of DR quota posts in SSE grade has been increased from 4200 in 2003 to 9700 in 2013 and remains same even after implementation of 50% upgradation of posts from level-7 to level-8 w.e.f 01.12.2022. Numerous positions have been vacant for an extended period, with many remaining unfilled for several years, highlighting a critical need for recruitment and staffing solutions.

4) Situation is further aggravated with the estimated vacancies of 4500 because of the fact that last RRB notification for recruitment of SSEs was issued in the year 2015. There is no sign of recruitment of Engineering graduates in near future.

5) Finance Ministry in their approval Note for upgradation of 50% of posts from level-7 to level-8 has recorded a total sanctioned posts of SSE in Indian Railways as 48,546. 20% of this strength i.e 9,700 posts are to be marked for DR.

6) Huge vacancies in the grade of SSE put enormous pressure on the existing SSEs hampering daily work and it may endanger safety in train operation.

7) It is therefore requested that,

a) Direct recruitment quota for Graduate Engineers may be calculated 20% of present sanctioned strength of SSE in level-7, leaving out the strength upgraded to level-8.

b) As one time measure all the available DR vacancies of SSE may please be filed through promotion from eligible JEs.

c) This may be implemented in the grade of SSE in all departments, CMS and CDMS which are having element of Graduate Engineers' entry.

Productivity Linked Bonus (PLB) for non gazetted Railway employees for the financial year 2023-24.

1) We would like to bring to your kind notice regarding ceiling of monthly emolument of Rs.7000 for the purpose of calculating Productivity Linked Bonus (PLB) for non-gazetted Railway Employees which is far less than entry pay for level-1 posts which is Rs.18,000 + DA and other important lacunas in payment of PLB to Railway employees.

2) Issues with Productivity Linked Bonus (PLB)

i) Outdated Wage Ceiling: Monthly wages ceiling for PLB was not revised from Rs.7000 to Rs.18000 after implementation of 7th CPC recommendations w.e.f. 01.01.2016. Ceiling of Rs.7000 remains same for nine years.

ii) Stagnant PLB Amount: The PLB amount of ₹17,951 has not increased in nine years, ignoring even inflation.

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iii) **PLB is not in proportion to number of equivalent days announced:** Last year PLB equivalent for 78 days wages was announced. But, Rs.17,951 paid as PLB was not in proportion to 78 days wages.

iv) **No weightage for employees working in Pay Level- 2 to 8:** PLB calculation gives no weightage for employees in Pay Level 2 to 8, shouldering higher responsibilities for improving productivity.

v) **PLB paid not in proportion to improved Railway performance:** Improvements in the productivity of goods and passenger traffic not reflected in the PLB paid to employees.

3) It is requested that

i) **Revision of Ceiling Limit for Pay Level-1: The ceiling limit for Pay Level-1 employees for the purpose of PLB should be revised to ₹18,000 plus Dearness Allowance (DA).**

ii) **Removal of Ceiling Limit for Pay Levels 2 to 8: The ceiling limit of PLB should be removed for employees working in level-2 to level-8 and the calculation of PLB should linked to Pay level the employees are working.**

Removal of unjustified ceiling limit of Rs.43,600 for payment of Night Duty Allowance (NDA) to Railway Employees.

Ref: 1) DoPT O.M. No A-27016/02/2017-Estt (AL) dated 13.07.2020

2) Railway Board O.M. No.E(P&A)II-2017/HW-1, dated 19.11.2020.

1. Night Duty Allowance (NDA) is extended to all eligible non-gazetted Group-C Railway Employees across various grades and pay levels. Given the Railways' unique 24/7 operational requirements, which include demanding night shifts contrary to natural human rhythms, this allowance acknowledges the exceptional demands placed on employees. Notably, Railway operations during nighttime mirror daytime volumes, underscoring the organization's relentless commitment.

2. Miabhoy tribunal in 1969 and Pay Commissions from 2nd CPC to 7th CPC recommended for NDA for eligible non-gazetted Group-C & D Railway employees without prescribing any ceiling limit of basic pay for calculation of NDA.

3. The ceiling limit of basic pay Rs.43,600/- prescribed by DoPT O.M. dated July 13, 2020 for calculation of NDA demotivate Group-C Railway employees working in posts up to regular Pay level-8 and above Pay level-8 on MACPS.

4. (DoPT) O.M. dated July 13, 2020, imposed a ceiling limit of Rs. 43,600 for calculating Night Duty Allowance (NDA), which contradicts the 7th CPC recommendations and the Committee on Allowances' recommendations. The Committee on Allowances, chaired by the Finance Secretary, aimed to implement 7th CPC recommendations on NDA without modifications, and the government approved this implementation.

5. Through O.M No. E(P&A)II-2017/HW-1 dated 19.11.2020, the Railway Board urged the DoPT to remove the restrictive ceiling of Rs.43,600 on Basic Pay for calculating NDA, deeming it discriminatory and unjustified.

6. We urge that non-gazetted Group-C Railway employees working in Pay Levels 1-8 (including MACPS/NFU upgrades above Level 8) receive NDA at ((Basic Pay + DA) / 200), as recommended by 7th CPC and approved by the Government.

Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS.

1) We would like to draw your kind attention to our meeting held on 24th October 2024 in your esteemed chamber, regarding the subject mentioned above.

2) During our submission, we highlighted that due to certain teething issues outlined in our memorandum dated 24th October 2024 (a copy is enclosed), some employees are being denied their financial upgradation under the Modified Assured Career Progression Scheme (MACPS), despite the acceptance of their representations against APAR gradings below "Very Good" in physical mode.

3) A concern was raised during the discussion regarding the potential impact of extending a one-time opportunity for submitting representations against gradings below "Very Good" in the APARs for the years 2020-21, 2021-22, and 2022-23. It was pointed out that this might affect the promotion decisions made based on APARs during the same period.

4) In this context, we wish to submit that, as per Railway Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009 and 21.11.2011, along with subsequent clarifications, it has been stipulated that for promotions based on the "Seniority-cum-Suitability" principle, a benchmark of 6 and 8 marks out of 15 for posts in the Grade Pay of Rs. 4200 and Rs. 4600, respectively, is applicable. These benchmarks are lower than the "Outstanding" grade (equivalent to 12 marks) required for financial upgradation under MACPS. The request for revision of APAR grading (from "Good" to "Very Good") is limited to these specific grades for the relevant years for a few.

5) Therefore, extending the one-time opportunity to submit representations against gradings below "Very Good" in the APARs for the purpose of MACPS will not affect the promotion decisions based on APARs during the same period.

6) In light of the above, we once again request that a one-time opportunity be provided for submitting representations against gradings below "Very Good" in the APARs for the years 2020-21, 2021-22, and 2022-23. Furthermore, we request that cases where reviews have already been decided on physical mode also be allowed for reconsideration.

Re-engagement of retired staff

RBE No.96/2024, dated 15.10.2024.

Railway Board issues circular for re-engagement of retired staff against vacant post on contractual basis.

Keeping in view difficulties being experienced by Zonal Railways due to vacant posts of supervisors / staff, it has been decided by the Board that Railways may re-engage retired staff in exigencies of services against the vacant post with conditions mentioned in the letter.