

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/CHQ/Achievements 1965-2016

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## ACHIEVEMENTS OF IRTSA 1965 – 2016

### **GENERAL AWARENESS & INDUSTRIAL HARMONY**

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

### MAJOR CATEGORICAL ISSUES RESOLVED

8. Reduction in number of pay scales of Technical Supervisors from age old 6 pay scales to 4 Pay Scales by Third Pay Commission (in 1973) and further reduction to only 2 scales by Sixth Pay Commission (from 2006) – *(based entirely on evidence of IRTSA).*
9. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
10. Allotment of Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors highest among entire group C by Third Pay Commission and Rs.2375-3500 by Fourth Pay Commission – *(restoring their relativity based on evidence by IRTSA).*
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revisions thereof – *(after IRTSA decided to Boycott Disbursement of Wages in 1969).*
12. Hurt on Duty/Hospital Leave to Apprentices/Trainees *(after getting it raised in the Parliament).*
13. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as “Employees Compensation Act *(after getting it raised in the Parliament).*
14. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring *(Earlier the higher grade posts were very limited & on worth of charge).*
15. Upgrading of Direct Recruitment of Engineering Graduates from JE-I to SE (Section Engineer) – in 1987 and as SSE (Senior Section Engineer) from 2008.
16. Upgrading & Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from the then existing 3 to 6% in Workshops & 1.5% on the Open Line to 10% in 1984, 17% in 1993, 18% to 21% in 2003, 50% after Sixth Pay Commission in 2008 and 67% through CRC in 2013 *(based on Data provided by IRTSA to the Federations).*
17. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
18. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1991 onwards *(based on Data provided by IRTSA to JCM).*
19. Upgrading of 2000 posts of Senior Supervisors to Group B *(in 2 phases from 1980 to 2000)*
20. Upgrading of Mistries / Supervisors as Junior Engineers *(increasing the strength in the higher scale(s) – (improving chances of promotion of JEs).*
21. Change of designation of Technical Supervisors as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 *(after IRTSA decided to go on ‘Work-to-Rule).*
22. Grant of PCO Allowance to JEs
23. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - *(through Court Case in CAT Mumbai and intensive struggle & voluminous Data supplied by IRTSA to DC JCM)*

24. Grant of PCO Allowance to SSEs.
25. Revision of rates of Incentive Bonus (in 1968, 1975, 1990, 1998 & 2009).
26. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
27. Raising of Stipend equal to pay / Grade Pay of JE Rs.4200 during Apprenticeship / Training.
28. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.
29. Won Court case in CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) for grant of Group "B" to Senior Technical Supervisors (Subsequent denial by Railway Board was challenged by IRTSA in Supreme Court but the SLP was not admitted due to some legal hurdles. IRTSA then convinced the Federations about the demand & on their intervention Railway Board agreed to upgrade 15% posts of Senior Supervisors to Group B. Approval of MOF has been asked for upgrading 3350 posts from Group C GP 4600 to Group B GP Rs.4800. Struggle by IRTSA continues for upgrading of all posts in GP 4600 to Group B as per orders of DOP).
30. Won the Court case in CAT New Delhi (in OA No. 1527/1990 IRTSA-vs-UOI) – with directions to grant higher scale to JEs as ‘an equal cannot be over an equal’. This was accepted by Fifth CPC while deciding higher Pay scale of JEs as recorded in Para 54.36 of its Report.
31. Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.
32. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5th CPC - (through intensive struggle & voluminous Data supplied by IRTSA)
33. Grant of scale of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
34. Change of designation of Drawing & Design Staff as Junior Engrs. & Senior Section Engr.
35. Change of designation of Store Engineers from DSKs to DMS & CDMS
36. Introduction of LDCE for Group B for promotion of DR Graduate Engineers & Diploma holders.
37. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
38. Merging & up-gradation of pay scales of Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).
39. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
40. Merger & up-gradation of P-way Supervisors as JE P-way and its spread effect to entire cadre.
41. Abolition of written test in selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.
42. Got the order from CAT Chennai (OA No 706/2013 IRTSA-VS UOI) to Finance Ministry to consider upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and Grade Pay of SSE to Rs.4800 from Rs.4600 as proposed by the Railway Board as per decision of Anomalies Committee.

**GENERAL DEMANDS CONCEDED** (Based on demands of IRTSA)

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

General Secretary, IRTSA