

REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEAR 2013-14

With Achievements, Main Demands & Highlights of Demands placed before 7th CPC by IRTSA,
Presented to
49th Annual Conference & CGB Meeting of IRTSA
Held at CLW Chittaranjan On 11th & 12th November 2014



INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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11th & 12th November, 2014

REPORT OF THE GENERAL SECRETARY, IRTSA – FOR 2013-14

PRESENTED TO CENTRAL GENERAL BODY & 49th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT CLW, Chittaranjan, on 11th & 12th NOVEMBER, 2014

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to this meeting of Central General Body & 49th Annual Conference of IRTSA, being held at Chittaranjan Locomotive Works (CLW) – which is the first production unit of Indian Railways and one of the strongest Zones of IRTSA. *It is worth noting that CLW has changed over to the modern day requirement of the Railways over the years. Starting in 1950 as Steam Loco manufacturing Unit, CLW has transformed into Asia's largest state-of-art 3 phase AC Loco manufacturer.*

0.2 During the last 49 years, IRTSA has grown from strength to strength and made multiple achievements for the betterment of the Cadre besides promoting greater interaction, better industrial relations and improved efficiency - projecting greater awareness at various levels about the significant role of the Railway Engineers.

0.3 CGB last met on 14th & 15th of November, 2013 at Tiruchirapalli, Southern Railway. During this period IRTSA had submitted an exhaustive Memorandum to 7th Pay Commission on Principle for Pay determination, proposed pay scales at various levels including those at Minimum, Intermediate & Maximum levels and for the Technical Supervisors of Railways with full justification thereof, Avenue of Promotions & Career Planning, Working Conditions, Bonus/Incentive, Allowances, Pensionary Benefits, Financial implications of implementations of Pay Commission and other related issues.

0.4 CEC of IRTSA met during the Annual Conference at Trichy and also on 06.06.2014 at Chandigarh, which was very well attended by the CEC Members and the demands raised in the memorandum submitted by IRTSA to 7th CPC were thoroughly discussed and approved.

0.6 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

1.1 Nation's Economic Situation: National economy has been sliding down in recent years and at present faces various problems and challenges. 2013-14 has seen a slowdown in the rate of economic growth to 4-5%. Real GDP per capita growth is even lower. This is a cause for concern as India needs a high growth to improve living standards, lower unemployment and encouraging investment. India has fallen behind China, which is a comparable developing economy. We as a responsible organization need to be conscious about these developments while spearheading our struggle for the welfare of Engineers on the Railways.

1.2 Inflation:- Fuelled by rising property and food prices, inflation in India is an increasing problem. Inflation is currently between 8-10%. This inflation has been a problem despite periods of economic slowdown. In late 2013, Indian inflation reached 11%, despite growth falling to 4.8%. This suggests that inflation is not just due to excess demand, but is also related to other inflationary factors which need to be checked effectively as the inflation is a major factor in reducing living standards of the poor and the middle class.

1.3 Down sizing & privatization:- Of late, a lot of pressure is being built up on the Government by the Private & Corporate Sectors as well as by the Multinationals (MNCs) for downsizing or privatization of public sector. Indian Railways which has so far been able to resist this onslaught also seems to be slowly drifting towards the same and may soon be caught up in the web – unless effective resistance builds up from the working class as a whole.

1.4 Setting up of 7th Pay Commission and IRTSA's Memorandum:- When Government notified setting up of 7th Central Pay Commission on 3rd March 2014, IRTSA swung into action to reply its Questionnaire within a week and then submitted an exhaustive memorandum on 26th May 2014, before the deadline of 31st May 2014 fixed initially by 7th Pay Commission, which was later on extended to 31st July 2014 on the demand made by many Unions and Associations.

1.4.2 IRTSA has demanded that, the Government should be a model employer in determining the pay scales and allowances through job evaluation - duly considering all related Factors - including the relative Job requirements/Difficulties, Qualifications, Training, Working Conditions, Duties, Responsibilities and Accountabilities etc. of various categories, to enhance the efficiency, productivity and economy of the country. IRTSA has also demanded for Interim Relief and Merger of 100% DA etc. (*Highlights of demands placed by IRTSA before the 7th CPC, is attached as Annexure I of this Report*)

2. AS RAILWAY MEN

2.1.1 Rail Network:- Indian Railways is a multi-gauge & multi-traction system covering around 65,500 route km and 1,17,000 track km. As a national common man carrier Indian Railways provide cheap and affordable means of transportation for millions. As a carrier of bulk freight viz. ores and minerals, iron and steel, cement, mineral oils, food grains and fertilizers, containerized cargo etc., the importance of Indian Railways for agriculture, industry and the nation is well recognized. Indian Railways carried 23.07 million passengers and 2.77 million tonnes of freight each day during 2012-13.

2.1.2 Fare & Freight Structure:- Indian trains are among the world's cheapest. A ticket on an overnight sleeper train running the roughly 1,400 kilometres between New Delhi and Kolkata, can cost around 520 rupees. Faced with an acute cash crunch, the Indian Railways decided to hike passenger fares by 14.2% and freight rates by 6.5% from 25th June. Currently, Railways are facing severe financial crunch with passenger subsidy touching Rs. 26,000 crore. Indian Railways roughly needs Rs. 4.5 lakh crore to complete its 600 ongoing projects.

2.1.3 Committee for mobilization of resources: Government has formed a Committee for mobilisation of resources for major railway projects and restructuring of Railway Ministry and Railway Board. Terms of Reference of the Committee are very vast and as such major changes are likely to be considered and proposed recently by the above said Committee - considering its Terms of Reference. This will affect both the Management and Structure of the Railway Board (and possibly at Zonal levels as well). IRTSA keep abreast with the developments in this regard and react to the same as required from time to time. Meanwhile, Members may express their views on the specific Terms of reference cited above.

2.1.4 Vacancies in Safety Categories:- Safety rhas to ecord of Indian Railways is comparable with any world Railways. But, in the vital safety categories of Technical Supervisors (JE/SSE), Technicians, Drivers, Station Masters, as well as the Gangmen and Gatemen, etc. nearly 19% of posts are alarmingly kept vacant, making the safety more vulnerable. This is not only impairing Safety but also adding to the burden of Technical Supervisors who primarily responsible for getting the work executed from the entire lot. High level Safety Review Committee under Sri. Anil Kakodkar in Feb 2012 had observed that there is severe shortage of manpower in safety categories such as supervisors and technicians under various departments, till date large number of vacancies are still not filled up.

2.2 Decisions on FDI:- Foreign Direct Investment (FDI) is proposed to be allowed in infrastructure development of Indian Railways. Ministry of Railways contends that FDI will provide a permissible framework to foreign investors who are keen on making investment in rail sector. All Trade Unions including IRTSA, are opposing the decision of Government on permitting FDI in Railways.

2.3 Decisions on staff matters, during the year:- No major decision on staff matter had been taken during the year except that of constituting 7th Pay Commission by the Government. Many anomalies of Sixth CPC – including those of MACP scheme particularly reg. grant of financial upgradation on promotional hierarchy instead of grade pay hierarchy as directed by Supreme Court of India and inclusion of training period for the purpose of Financial upgradation are not addressed by Railways & DoPT.

2.4. Bonus - unrealistic payment ceiling:- The Pay limit of PLB (Rs.3500) has made Productivity Linked Bonus totally unattractive and meaningless. Instead of linking it with the performance, PLB has turned into ex-gratia payment. Even the hike equivalent to the inflation was not given in the bonus. Existing formula for calculation should be made realistic particularly for the performing departments like Railways.

3. AS RAIL ENGINEERS

3.1.1 Role of Rail Engineers / Technical Supervisors undermined on Railways:- Indian Railways deploy Engineers in all the major fields - including civil, mechanical, electrical, signal & telecommunication, information technology and designing etc. with great responsibilities imposed on them. But it is unable to provide a respectable pay package to its technocrats - including the Junior Engineers, Senior Section Engineers, their counterparts in CMT, Stores & IT and even to the higher management Engineers.

3.1.2 Engineers' responsibility and accountability levels are important factors that are required to be considered to determine the salary, but the last three Pay Commissions equated the pay scales of the Technocrats with non-technocrats thus creating a lot of discontentment among the Technical Supervisors of Railways.

3.1.3 Training & Qualifications ignored: Railways Engineers have to undergo mandatory training and selections during induction, for promotion and refresher courses at regular intervals in many cases besides the Recruitment qualifications of Diploma and Degree in Engineering.

Technical Supervisors as field managers, have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adapt to new technology, have to guide the staff working under them for induction of new technologies. But all these have been overlooked and ignored by the last 3 Pay Commissions.

3.1.4 Technocrats are experts in the field of application of knowledge and skills. They plan the work and then put the plan to work – as per demands of operation. They focus on achieving the targets while effectively ensuring the quality with optimum utilisation of resources. Productivity & Safety on the Railways depend largely on the performance of Technical Supervisors and the technological advancements adopted by the Engineers on the Railways.

3.1.5 Adverse Working Conditions: Technical Supervisors / Supervising Engineers on Railways have to work in adverse working conditions, have to face challenging weather conditions, long Roster hours of work which are normally overshoot - without any overtime allowance; Work Hazards that are inherent in the system and continuous. But significance and sensitiveness of the work-content of their responsibility and accountability in the system were very much undermined especially by the previous two Pay Commissions.

3.2. Seventh Central Pay Commission:

a) IRTSA has submitted an exhaustive Memorandum to the Seventh Pay Commission – highlighting all the major issues along with detailed justification for the Mai Demands placed before it. (*Highlights of main demands placed by IRTSA before the 7th CPC, is attached as an Annexure of this Report*). IRTSA has also sought a personal hearing from the Seventh Pay Commission for oral evidence on the demands placed before the Pay Commission.

b) Two Supplementary Memorandums, prepared by IRTSA (Reg. Grade Pay and Avenues of Promotion/Classification of Posts of Technical Supervisors) were also submitted to Seventh Pay Commission en-mass by the Technical Supervisors of ICF and Southern Railway as well as some other Units – to high light the growing frustration of the Cadre over the issues.

c) We earnestly hope that 7th CPC will do justice with Technical Supervisors by accepting the demands placed before it by IRTSA and will remove the anomalies and disparities caused by Fifth and Sixth Pay Commissions. For this it will require to formulate a wage structure based on direct relation with job requirements, duties, responsibility & accountability shouldered by the category and recommend justifiable and exclusive pay scales for the Technocrats of Railways.

3.3 Legal action for pursuance of main demands: After getting a negative response repeatedly from the Railway Board to our numerous representations, IRTSA had filed Court Cases for grant of higher Grade Pay to JE & SSE in CAT Chennai and Grant of Group 'B' Gazetted status to SSE, CMS, CDMS & Sr.Engineer(IT) in CAT Chennai.

3.3.1 Court Case Reg: Group 'B' Gazetted status:- IRTSA has filed a case vide OA No 211/PB/2014 at CAT Chandigarh pleading for Group 'B' Gazetted status to SSE, CMS, CDMS & Sr.Engineer/IT. (IRTSA is represented by Harchandan Singh General Secretary IRTSA, Darshan Lal Working President, K.V.Ramesh Sr.JGS and 19 individual aggrieved Engineers working in RCF). Respondents have filed their reply on 5th August 2014 and and Rejoinder by IRTSA has been finalized and filed in the CAT on 10-11-2014. Hearing of the Case will hopefully start soon.

IRTSA's plea is based on the recommendations of various Pay Commissions, Government's acceptance and implementation of the same thereafter – citing the example of similarly placed posts with similar functionalities in other Government departments are classified as Group-B (Gazetted).

IRTSA has also cited related documents wherein Railway Board in their internal notings (received under RTI by IRTSA) had agreed that there is an urgent need to increase the number of managerial posts for Administrative, functional & operational requirements of Railways. Percentage of Gazetted cadre is the least in Railways among all Central Government departments which need to be improved drastically since Railways is a multi-disciplinary operation system to ensure safe, effective and efficient train operations.

3.3.2 Court Case Reg: Grade Pay of JE/SSE:- Another case has been filed in Chennai Bench of CAT (Central Administrative Tribunal), on 29.4.2013, vide Original Application (OA) No 706/2013, IRTSA & another -Vs- Union of India & Others. IRTSA is represented by K.V.Ramesh, Sr.JGS (as authorized by Central President & GS IRTSA) and one aggrieved employee M.T.Sujit Kumar of Southern Railway, to enhance the Grade Pay of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them; and to enhance the Grade Pay of Senior Section Engineers on Railways to adequately above the Grade Pay of Junior Engineers and the Chief Office Superintendents working under them, with all the consequential benefits of arrears of pay and allowances with interest @ 18% per annum from the date the amount became due to the actual date of payment.

3.4 Main issues unresolved:- Main demands of IRTSA are attached at the end of this compadium as an annexure. These issues remain unaddressed despite the genuineness thereof. Some of the heartburning issues which have to be addressed on top priority areas under:

- i) Grant of Grade Pay of Rs.4800 and Rs.5400 to the Technical Supervisors.
- ii) Grant of Group-B status to SSE/CDMS/CMS/Sr.Er(IT).
- iii) Combined Cadre Restructuring of Group A, B and C on the Railways.
- iv) Time Bound Promotions & Career planning of Technical Supervisors
- v) Removal of extreme stagnation among Graduate Engineers in the entry grade itself.
- vi) Pre-revised scale of Rs.7450-11500 to erstwhile CMA-I - having element of DR of Engineering Graduates as recommended by 6th CPC and as per judgment of CAT Calcutta.
- vii) Grant of financial up-gradation under MACPS on promotional hierarchy - (instead of Grade Pay hierarchy) – as per judgment of various Courts including the Supreme Court.
- viii) Counting of training period for financial upgradation under MACPS

3.5 Memorandums submitted during the year:- Number of Memorandums were submitted to the Railway Board, DOP, & others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed on the Website www.irtsa.net.

3.6 Interaction with Federations on 7th CPC:- General Secretary IRTSA & Central President IRTSA held extensive discussions with Sri.M.Raghaviah GS/NFIR & President Staff Side JCM and Sri.Shiv Gopal Mishra GS/AIRF & Secretary Staff Side JCM on the demands placed before 7th Pay Commission. Principle of Pay determination, upgradation of certain categories, upgraded pay scales for Technical Supervisors / Supervising Engineers, upgraded pay scales for Group-D staff & Technicians working in various departments, DA & other allowances, avenue of promotions, career planning, working conditions, anomalies in MACPS, principle of determination of pension, scraping of New Pension scheme etc. were discussed well in depth with both the General secretaries. K.V.Ramesh Senior JGS IRTSA also coordinated the discussions through personal contact and by email. Both the General Secretaries were receptive to our views and many of the suggestions proposed by IRTSA were accepted and included in the memorandums submitted to 7th CPC by them.

3.7 Need for Recognition of IRTSA:- Every identifiable section of employees needs a forum to promote the interests and welfare of all employees concerned, to enhance efficiency in the workplace. They are entitled to be consulted and heard by the employer, with a view to reaching consensus, is entitled to participate in joint decision-making. This is primarily achieved by use of collective bargaining, especially to negotiate wages and working conditions with employers. But nothing like this is available for Technical Supervisors in Railways.

There is no recognized organization to represent the category of frontline Managers - Technical Supervisors on the Railways although all other Departments – like CPWD, MES, Defence organisation & Telecommunication (DoT) all have organizations of Supervising Engineers i.e. JEs etc duly recognized in those Departments.

Non-Recognition of IRTSA by the Railways is the main route cause for non-redressal of the grievances of this vital cadre - thereby causing widespread frustration amongst them due to lack of any machinery for discussion or redressal of their problems. It is high time to recognise IRTSA (Indian Railways Technical Supervisors Association) by the Railways to represent and discuss the problems of Supervising Engineers / Technical supervisors on Railways – as recommended by RAIC (Railway Accident Inquiry Committees – headed by Justice Wanchoo, Justice Sikery & Justice Khanna) & RRC (Railway Reform Committee).

4. ON ORGANISATIONAL FRONT

4.1 Accounts & Balance Sheet:- The balance sheet of account for the “*Central Fund of IRTSA*” for the year 2013, and “*Voice of Rail Engineers*” shall be presented to the House by the Central Treasurer & Manager “*Voice of Rail Engineers*” after this Report.

4.4 Achievements & Challenges before us: There are many achievements to the credit of IRTSA over the last 49 years, for the betterment of Rail Engineers – (some of which are enlisted in Annexure 2 of this Report). Still there are many demands of Technical Supervisors pending at various levels without being redressed – in spite of repeated representations at all levels, particularly the issue of grant of higher Grade Pay and Group-B Gazetted status to senior supervisors besides Career Planning and many more. All these demands are enlisted herewith as an Annexure of this Report.

4.5 Publication of Journal “Voice of Rail Engineers”:- The bi-monthly magazine of IRTSA is being published from Chennai, M.Shanmugam as its printer & publisher and General Secretary/IRTSA as its Editor-in-Chief. K.V.Ramesh, assisted by his team members Er.A.GaneshBabu, Er.R.Ravi of ICF and others are doing good job in discharging their responsibilities for the past ten years. I also specifically thank Er.V.P.Abdul Salam, Zonal Secretary, S.Rly and his team for dispatching them to many parts of the Country quickly and economically. In the same time, I request the Central General Body to take necessary steps to increase the circulation of “*Voice of Rail Engineers*”.

4.6 Website www.irtsa.net:- The multifarious website of IRTSA, www.irtsa.net has become so popular that it had been visited by nearly 21 lakh visitors since it's inception in January 2008. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge. Queries by visitors are dealt with through the Guest Book & Discussion Forum etc. Site is totally free. New features are also regularly added to the Website.

4.7 Instant communication & sharing of thoughts through IRTSA Face Book:- Face Book of IRTSA has been effectively utilized for the communication with the members in no time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other members. Face Book has become an effective tool even to deal with deliberate negative comments by non-performing persons who are also persuaded to join the struggle and then raise their queries. Number of Members IRTSA on FaceBook has doubled during this year.

4.8 Communication & Inter-action:- Continuous flow of information from central head quarter is ensured through all channels i.e. “*Voice of Rail Engineers*”, circulars, Emails, Facebook postings, SMS and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS & some other CEC Members. GS regularly communicates with CEC Members, Zonal Secretaries, Sub-unit Secretaries and even with the other active Members at grassroot level.

During preparation of memorandum to 7th CPC there was intensive communication between office bearers at Chandigarh, Chennai, Chittaranjan, Kapurthalla, Secundrabad, Lucknow, Mumbai, Kolkata, etc. with General Secretary IRTSA to finalise exhaustive

memorandum. But still there is scope for improvement in communication and I appeal to you all to help in further improving same within sub-units, within zones, inter zone & in all zones.

4.9 Visits by CEC Members:- GS/IRTSA and Er.K.V.Ramesh have toured western part, Er.M.Shanmugam, Central President, Er.K.V.Ramesh, Er.V.P.Abdul Salam and other CEC members made tours around various Zones of Railways.

They have also visited 7th Pay Commission, Railway Board and Federations to discuss & pursue the burning issues of the category.

5. TASKS BEFORE US

5.1 Getting the demands conceded: Getting the demands conceded is the biggest challenge before us – as many of them are the root cause of much frustration amongst the category due to the delay in getting them conceded in spite of being genuine and are impediments in effective discharge of our duties, ensuring safety, efficiency on the Railways.

5.2 Winning of Court Cases: Winning the two Court Cases (Reg. Grade Pay & Group B) are two major tasks before. We are working hard for the same. We may have to go upto the Supreme Court – especially for the Group B Case. I seek all your help and cooperation for the same.

5.3 Seventh Pay Commission:- IRTSA has submitted an exhaustive memorandum to 7th Pay Commission based on the charter of demands approved by 48th CGB held at Trichy, Southern Railway last year. 7th CPC has also started its personal hearing with various unions & associations. IRTSA has also made its request for oral evidence with 7th CPC.

5.4 Urgent need for funds for Court Cases and for the struggle as a whole: There is urgent need for intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and high financial requirement for the court cases which may have to be taken up to the Supreme Court level – especially in respect of the Group B Case. This will require a lot of money.

5.5 Membership Drive: It is vital to enroll each and every Rail Engineer as a Member of the Association. The sleeping areas should also be aroused to contribute more regularly to the cause, and the working units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provision of the Constitution.

5.6 Unity is strength:- Unity refers to the condition or state of being one. A rope is strong because its threads are united. We cannot break it unless the threads are separated. Nothing can be achieved without unity. Unity is necessary for the survival of all. The results of unity are many. Technical Supervisors / Supervising Engineers can enjoy a tension free work environment if united as a community. I appeal to all the Rail Engineers/Technical Supervisors to unit under the umbrella of IRTSA.

5.7 GOLDEN JUBILEE YEAR OF IRTSA: Golden Jubilee year of formation of IRTSA starts in another fortnight from now – when we complete 49 years of our struggle on 27 November 2014. I propose that there should be yearlong celebrations to strengthen the organization and to commemorate historic event of the Golden Jubilee Year of IRTSA in an appropriate and befitting manner – all over the Indian Railways.

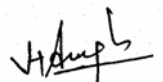
6. ACKNOWLEDGEMENTS

6.1 Before I conclude my Report I would like to thank all the Members of CEC for their cooperation – especially Er. Shanmugam President IRTSA Er. Kalyan Banerji Working President and Er Darshan Lal Working President for their valuable advice from time to time.

6.2 I thank Er. K. V. Ramesh Sr. JGS and Er. Ashoke Choudhry for their valuable help in preparing the Memoranda to the 7th CPC and others from time to time and for providing necessary inputs and Data for the same. I thank Er. Sujit Kumar, Er. E. Ramesh and other Members of the Team who helped the Central President in Preparing the Supplementary Memoranda to 7th CPC and other requisite documents.

6.3 I thank Er Kalyan, Er Ashoke, Er Sugato and all other Members of CLW Chittaranjan for making the grand arrangements for this Conference. I also thank you - all the Delegates who have come from all over India for attending this Conference in-spite of long journey.

I wish the Conference all success. Thank you. Jai Hind. Long live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

**HIGHLIGHTS OF THE
MEMORANDUM SUBMITTED BY IRTSA TO 7TH PAY COMMISSION**

1. **3.96 times (rounded off to 4 times) rise of Basic Pay, Pay Band & Grade Pay, w.e.f. 1.1.2016 as per Rise of NNP at Constant Prices between 1.1.2006 to 1.1.2016**
2. Pay scales based on Job evaluation by Classification Method.
3. Consideration for higher entry qualification, longer training period, higher duties & responsibilities for determining Pay Band & Grade Pay
4. Replacement Grade Pay equivalent to Rs.4800 for JE/CMA/DMS
5. Replacement Grade Pay equivalent to Rs.5400 in PB-3 for SSE/CMS/CDMA/Sr.Er(IT).
6. Annual increment 5% of Basic Pay.
7. 10% of Basic Pay as Fixation Benefit on promotion.
8. Merger of Rs.5400 PB 2 and Rs.5400 PB 3 and up-gradation to GP Rs.5400 PB 3.
9. Higher Pay scales / Pay Band & Grade Pay for Technocrats / Rail Engineers.
10. Classification of SSE, CMS, CDMS & Sr.Er/IT in Group B Gaz. as per orders of DOP
11. Combined cadre restructure of Group-A, B & C on Railways.
12. Increase in Number of posts in Group A & B on Railways – at par with %age of Posts in Group A & B to those of Group C, in other Departments
13. Career Planning and Time Bound Promotions after every 4 years of service to all Technical Supervisors (on similar lines as to Group A Officers).
14. Weightage for additional hours put in for exigency of work, by Technical Supervisors.
15. PLB on real wages. Removal of payment ceiling of Rs.3500
16. Group Incentive Scheme for Open Lines, Sheds, Depots for additional workload
17. All Group C employee upto the level of SSEs be included in the Incentive Scheme.
18. Dearness Allowance on realistic figures.
19. 40%, 20% & 10% HRA for X, Y & Z class of cities and revision of population criteria.
20. Restoration of CCA of 15%, 10% & 8% for X, Y & Z class of cities.
21. Transport allowance 10% of basic pay + DA.
22. Revision of NHA and payment thereof upto SSE for attending on National Holidays.
23. OTA (Over Time Allowance @ double the wages for Holidays and for extra hours
24. Withdrawal of New Pension Scheme (NPS)
25. Grant of 40% of Pay as interim relief w.e.f. 1-1-2014.
26. Merger of 100% DA with pay w.e.f. 1-1-2014.
27. Increase in exemption limit for Income Tax to Rs.5 Lakhs.
28. **PROPOSED PAY IN PAY BAND & GRADE PAY FOR TECHNICAL SUPERVISORS:**

Designation	Existing		Proposed Replacement As per VI CPC		Proposed pay in VII CPC - 3.96 times of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay Band	Grade Pay	Entry Pay <i>Existing EPx3.96</i>
JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS)	PB-2 9300-34800	4200	PB-2 9300-34800	4800	PB 37200-139200	19200	72600
SSE(Sr Section Engineer / CMS (Chemical & Metallurgical Supt / CDMS / Sr Engineer (IT)	PB-2 9300-34800	4600	PB-3 15600-39100	5400	PB 62400-156400	21600	84000

***For details please see Summary and Memorandum placed on IRTSA Website
www.irtsa.net***

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION



(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

*A vibrant, Constructive and Value Based
Organization*



ACHIEVEMENTS OF IRTSA

IRTSA was formed in November 1965. Prior to that there was no organization to represent the Technical Supervisors on the Indian Railways. Since then there are numerous achievements of IRTSA – at National & Local levels - most vital amongst them are enlisted here below:

GENERAL AWARENESS, SUPPORT & INDUSTRIAL HARMONY

1. IRTSA provided a platform to unite the Technical Supervisors on Railways - for the first time - to highlight & to represent their problems before the Administration, the Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
2. IRTSA developed better industrial relations with the Administration and the Staff.
3. IRTSA developed greater awareness about the Problems of Technical Supervisors amongst Recognised Federations & Unions and was able to solicit their support to resolve the same
4. IRTSA developed a Data & Knowledge Bank and carried out intensive awareness campaigns amongst Rail Engineers & others concerned through numerous Seminars on vital issues, publication of Souvenirs & the periodical "Voice of Rail Engineers" (VRE) as well as through its Website www.irtsa.net

CATEGORICAL ACHIEVEMENTS

(THROUGH CONTINUOUS STRUGGLE BY IRTSA AS WELL AS WITH SUPPORT BY RECOGNISED FORUMS)

5. Reduction in number of pay scales of Technical Supervisors from 6 to 4 by Third Pay Commission and further reduction to only 2 by Sixth Pay Commission - *(based entirely on evidence of IRTSA)*.
6. Grant of Superintendent Allowance to SSE & higher Grade to SE *(in lieu of Incentive)* – which was later replaced with Incentive to SE & SSE in Workshops & PUs.
7. Pay Scales of Rs.840-1200 / Rs.840-1040 and Rs.2375-3500 to Technical Supervisors *(highest amongst group C)* - through 3rd & 4th CPC *(based on evidence by IRTSA)*.
8. Honorarium to JEs for payment of Boxing & Disbursement of Wages to Staff and revision thereof – *(achieved after IRTSA decided to Boycott Boxing & Disbursement of Wages - in 1969)*.
9. Hurt on Duty / Hospital Leave to Apprentices / Trainees
10. Coverage of Supervisors & Apprentices under Workman Compensation Act - since renamed as "Employees Compensation Act;
11. Grant of Hospital Leave to Supervisors & Apprentices/Trainees *(earlier denied to them)*.
12. Combined Cadre Restructuring of all Technical Supervisors (from JE to SSE) in 1984.
13. Cadre Restructuring of Technical Supervisors - 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% & 21% in 2003, 50% after 6th CPC in 2008 and 67% in the year 2013.
14. Change of designation of Technical Supervisors as Engineers - as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996.
15. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle)* - thus increasing the strength in the higher scale(s) – improving chances of promotion of the cadre.
16. Counting of Apprenticeship / training period for Retirement and incremental benefits in 1991 onwards *(through JCM – based on Data provided by IRTSA)*.
17. Grant of PCO Allowance to PCO Supervisors.
18. Revision of rates of Incentive Bonus (in 1968, 1975, 1990, 1998 & 2009).
19. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now only one year / twelve months.
20. Stipend equal to pay / GP Rs.4200 during Apprenticeship / Training.

21. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.
22. Won the Court case in CAT New Delhi (*in OA No. 835-1989 IRTSA-vs-UOI*) for grant of Group "B" status to Senior Technical Supervisors.
Railway Board misconstrued the judgement due to a technical fault in it. Railway Board, however, up-graded 1500 posts of Senior Supervisors to Group B in two phases in '90s – as against 100% demanded by IRTSA. Continuous struggle and campaign by IRTSA had resulted in principle agreement to upgrade 15% posts of Senior Supervisors to Group B. Struggle by IRTSA continues for 100% upgrading of posts in GP 4600 to Group B).
23. IRTSA won the 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 direction was duly considered and accepted by Fifth CPC while deciding the Pay scale of JEs – as recorded in Para 54.36 Page 700 of its Report*).
24. PLB for all Technical Supervisors irrespective of pay limit.
25. 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*)
26. Grant of scale of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
27. Change of designation of Drawing & Design Staff as JEs & SSEs
28. Change of designation of Store Engineers from DSKs to DMS & CDMS
29. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - (*through intensive struggle & voluminous Data supplied by IRTSA*)
30. Merging & upgrading of pay scales of JE-I & JE-II to the pre-revised scale of Rs.6500-10500.
31. Merging & up-gradation of pay scales Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).

ACHIEVEMENTS (THROUGH COMBINED EFFORTS)

32. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways – (*achieved after 40 years of struggle by IRTSA & support by Federations GENERAL*)
33. Introduction of long Pay Band concept which eliminated the pay stagnation.
34. 3% annual increment – instead of arbitrary fixed amount.
35. HRA on percentage of Basic Pay.
36. Improved transport allowance without any distance restriction and with inflation proof.
37. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through high power Empowered Committee.
38. Reimbursement of tuition fee, children education allowance eligible for two children.
39. Encashment of 60 days LAP while on service in addition to the 300 days encashment during retirement.
40. Grant of ACP by Fifth CPC & MACP by Sixth Pay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions*).
41. Three financial up-gradations (after 10, 20 & 30 years of Service). (*This will ensure a JE to reach the Grade Pay of Rs.5400*).
42. Employees selected under LDCE/GDCE to be treated as DRs for MACPS.

ENGINEERS!
STRENGTHEN IRTSA – IN PURSUIT OF JUSTICE FOR RAIL ENGINEERS
CHANGES DO NOT SIMPLY HAPPEN, WE HAVE TO MAKE THEM

MAIN DEMANDS

1. Recognition of IRTSA - as in CPWD & MES – to discuss & resolve the problems of Rail Engineers / Technical Supervisors on the Railways, as recommended by RAIC & RRC.
2. a) Grant of interim relief till implementation of the 7th Pay Commission Report.
b) Merger of 100% DA with Pay.
3. a) Grade Pay of Rs 4800 to JEs, CMA II & DMS.
b) Grade Pay of Rs 5400 to SSE, CMS, CDMS & Sr.Er/IT
c) Pre- revised Scale of Rs.7450-11500 to CMA- I like other Engg. Graduates.
4. a) Time Bound promotions from JE to AE & J.A. grade
b) Combined “Cadre Restructuring” of posts in Group A, B & C.
5. a) Upgrading of adequate % of posts from Group C to Group ‘B’ (Gaz.)
b) Upgrading of posts of SSE, CMS, CDMS, Sr.Er/IT to Group ‘B’ (Gaz.)
c) Abolition of SCRA & Promotion of serving Engg. Graduates in Group C to Group A.
6. a) Revision of Rates of Incentive Bonus w.e.f 1.1.06 at 2.26 times of then existing Rates.
b) Grant of Incentive Bonus to SSE on actual basic pay or Grade Pay – after MACPS
7. a) PCO Allowance to C&M, Drawing/Design, IT & Store Engineers in Workshops & PUs
b) Incentive or Honorarium for Technical Supervisors & other Technical Staff
- in Sheds & Open Line Depots & Store Depots – for additional workload.
8. Removal of disparity in Pay of Promotees & Direct Recruits after 6th Pay Commission.
9. a) Counting of Training Period for MACPS
b) Financial up-gradation on promotional hierarchy instead of GP hierarchy
c) Counting of Past service of P-Way Supervisors as JEs for grant of MACPS
d) Promotion through LDCE be considered as Entry Grade for MACPS
e) MACPs to JEs & SSEs (Design & Drg) considering upgraded GP as entry.
- 10 Exemption of all Allowances from Income Tax (as per recommendations of 5th CPC).

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