

REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEAR 2022-23



**PRESENTED TO THE
CENTRAL GENERAL BODY IN
58th ALL INDIA ANNUAL CONFERENCE OF IRTSA**

**HELD ON 6TH & 7TH NOVEMBER 2023,
AT SENIOR INSTITUTE, SOUTH LALLAGUDA, SECUNDERABAD**

Notice, GS Report, Resolution of demands, main achievements of IRTSA, demands resolution, constitution amendments, line of action & organizational matters.

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION
Regd. No. 1329 Under Trade Union Act of India. Website: www.irtsa.net
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No. IRTSA /CGB/1/2023

Date:- 06.10.2023

NOTICE FOR 58th ALL INDIA ANNUAL CONFERENCE & CENTRAL GENERAL BODY MEETING OF IRTSA TO BE HELD AT SECUNDRABAD ON 6th & 7th NOV, 2023

- i. 58th Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association shall be held at Secundrabad on 6th & 7th November, 2023.
- ii. CEC Meeting of IRTSA shall also be held in conjunction thereof, as per following programme.
- iii. All the Members of CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to attend the meeting(s) positively, along with other active members and Sub-unit Secretaries of their Zone.

iv. **AGENDA OF THE MEETING**

1) Welcome address by N.V.Ramanamurthy Convener. 2) Inauguration 3) Address by President IRTSA 4) a) Report of General Secretary IRTSA b) Report of Account by Central Treasurer IRTSA 5) Report by Sr.JGS Reg. Intensive persuasion made by IRTSA on the issue of revision of Pay Level for Technical Supervisors / Rail Engineers. 6) Report by Zonal Secretaries & CEC Members	7) Amendments in Constitution of IRTSA. 8) Update on Court Cases 9) a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Diesel & Electric Loco / EMU Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc. b) Resolutions of Demands. c) Resolution on Line of Action for realization of demands. d) Resolutions on Organisational Matters including conduction of next Annual Conference & CGB. 10) Election of CEC, IRTSA. 11) Any other point with the permission of the Chair.
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v. **DETAILED PROGRAMME**

1.	a) Inauguration & CGB Meeting b) CEC Meeting	06.11.2023 from 10.00 hours to 17.00 hours Lunch: 2 to 3 PM Tea: 5 to 6 PM 06.11.2023 from 18.00 to 20.00 Hrs
2.	a) Extended CEC Meeting (<i>if required</i>). b) CGB Meeting c) Election of CEC & Lunch	07.11.2023 from 9 AM to 10 AM 07.11.2023 10:00 hours onwards 07.11.2023 from 13.00 hours onward.
3.	Venue	Senior Institute, South Lallaguda, Near Lallaguda Workshop, Secunderabad
4.	Accommodation	Hotel Sri Simran Park, Regimental Bazar, Shivaji Nagar, Secunderabad-500003 Electrical System Training Centre hostel, Lalaguda.
5.	Delegation fee	Rs. 500 per Delegate
6.	Chief Guest	Dr.M.Raghaviaha GS NFIR Com. S.G.Mishra GS AIRF
7.	Guest of Honour	Sri. Birendra Sinku CWM/LGDS
8.	Convener, Conference Committee	Er.N.V.Ramanamurthy, Zonal Secy SCR. 7799370000
9.	Conference Committee Members	Er.M.M.V.G.K.Raju, secy LGD Sub-unit,9392100062 Er.Jaya Prakash, Secy Tpys Sub-Unit, 8019884994. Er.Suresh, Secy Ryps Sub-Unit, 8985063095 Er.Sridharachary, Secy C&W
10	Information/Detailed Schedule	www.irtsa.net , Voice of Rail Engineers, e-mail, WhatsApp & Facebook
11	Reception Counter	Secunderabad Railway Station Er.Gurjeeth Singh, 8317013205 Kachiguda Railway Station Er.Anthony Denzil, 9010459315

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No. IRTSA /CGB//2/2023

Date:- 15.11.2023

REPORT OF GENERAL SECRETARY, IRTSA

**PASSED BY CENTRAL GENERAL BODY IN 58TH ALL INDIA ANNUAL CONFERENCE OF
IRTSA HELD ON 6TH & 7TH NOVEMBER 2023,
AT SENIOR INSTITUTE, SOUTH LALLAGUDA, SECUNDERABAD**

Dear President & Brother Engineers,

PREAMBLE

a) I heartily welcome you all to the 58thAll India Annual Conference & Central General Body Meeting of IRTSA, being held at Secundrabad hosted by South Central Railway Zone IRTSA.

b) 57th All India Annual Conference and Central General Body Meeting of IRTSA was held on 29th& 30th November 2022 at Baba Makhan Shah Lobana Bhawan, Chandigarh

c) After that CEC meeting of IRTSA was held at Dr.Ambedkar Bhavan, Chandigarh on 23.05.2023, CGB IRTSA meets today at Secundrabad to discuss some very crucial & emergent matters and to decide the line of action thereon.

d) IRTSA provides a strong platform for Technical Supervisors/Rail Engineers 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 58 years and continues to strive to overcome the challenges before us and to scale bigger heights in the years ahead.

e) UPGRADING OF POSTS: After continuous struggle & persuasion by IRTSA, Railway Board had recommended to the MOF in 2010, for upgrading of the Posts of SSE from Grade Pay Rs.4600/- to Grade Pay Rs.4800/-. But the MOF had not agreed to the same. IRTSA had as such filed a Court case for implementation of Board's recommendations in this regard. The recognised Federations took up the case that all Supervisory posts of all Technical & Non-Technical Departments in Level 7 be upgraded to Level 8. Consequently, orders were issued by the Railway Board vide RBE 155-2022 dated 17.11.2022, for upgrading 50% posts of SSE of all departments from level 7 to level 8 and further upgrading of 50% posts thereof from level 8 to level 9 for non-functional promotion after 4 years of service therein. IRTSA continue to represent to Railway Ministry & Finance Ministry on the shortcomings of this upgradation order.

f) There are many challenges ahead on category issues – 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.

g) Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA. 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.

h) 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) Strong economic growth in the first quarter of FY22-23 helped India overcome the UK to become the fifth-largest economy after it recovered from the COVID-19 pandemic shock.

1.2) India has emerged as the fastest-growing major economy in the world and is expected to be one of the top three economic powers in the world over the next 10-15 years, backed by its robust democracy and strong partnerships.

1.3) Real GDP at constant prices in the second quarter of 2022–23 is showing a growth of 7.2% compared to the First Revised Estimates of GDP for the year 2021-22.

1.4) In 2022-23 Government achieved total disinvestment of Rs.87,771 crore. In 2023-24 Government expects to raise Rs.51,000 crore from stake sales in various Government run companies.

2. AS RAILWAYMEN

2.1) Indian Railways is going ahead with the programme of monetisation of Railway assets including Railway stations, passenger trains, railway tracks, railway owned goods sheds, railway sports stadium, Dedicated freight corridors, etc.

2.2) 'Vande Bharat' express train set, an innovation indigenously designed and manufactured by Indian Railways has been deeply appreciated meeting expectations of passengers for a modern and comfortable journey. New design of semi high speed medium and long distance passenger train has been designed & manufactured by Indian Railways PU, ICF at much lower cost than coaches offered by foreign coach manufactures. But to the surprise of all Railway fraternity, Government decided to throw open manufacturing and maintenance of Vande Bharat express train sets at much higher cost.

2.3) Agreement for manufacturing cum maintenance for a period of 35 years of Vande Bharat express train set has been finalised. Private players will manufacture 200 Vande Bharat Train Sets of sleeper version (16 coach formation) at Indian Railways Production Units Marathwada Rail Coach Factory (MRCF) Latur and Integral Coach Factory (ICF) Chennai utilizing many Railway infrastructure.

2.4) Open line maintenance of Vande Bharat express rake includes, primary & secondary maintenance, terminal & sick line attention, material cell, Linen management, Bio-toilet in coaches, statistical work, OBHS, Coach watering, pest control, Waste Disposal, Pit line sweeping and drain cleaning, Security and locking of rakes and Mechanized Laundry.

2.5) Design of Vande Bharat train set finalized by ICF and RDSO has been already handed over to BEML for manufacturing sleeper version.

2.6) Work load of Production Units, open line coaching depots and POH mechanical workshops will be taken away by private companies at much higher cost.

2.7) Dedicated freight corridor being build at an estimated cost of 1.24 lakh crore for a route length of 3381 km started in the year 2006 will be completed in near future. DFCCIL will decongest already saturated road network & promote shifting of freight transport to more efficient rail transport. But it will take away major share of Indian Railway's freight revenue.

3. AS RAIL ENGINEERS

3.1) 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.

3.2) Persuasion of Demands

Railway Board's upgradation order dated 17.11.2022 implemented w.e.f 01.12.2022 for apex Group-C of all departments will surely benefit the Supervisory Cadre as a whole, including the Technical Supervisors/Rail Engineers, especially in the long run by improving the promotional avenues to Level 8 & Level 9 without waiting for 10 years for getting the MACPS. But this order has not brought expected relief to major present incumbents of SSE, CMS and CDMS. Particularly those directly recruited in level-7 as SSE/CMS/CDMS and those who already got their financial upgradation under MACPS to level-8 & level-9 have not got any relief.

IRTSA had always sought upgrading of all Posts of Technical Supervisors/Rail Engineers in Level-6 to Level-7 and all posts in Level-7 to Level-8 and Level-9. The RB orders do not fulfill this demand and will not provide much relief to the seniors who put up more years of service.

Core Team of IRTSA made intensive persuasion with Finance & Railway Ministry. Core Team IRTSA camped in New Delhi during the month of December 2022 and during the months of February, May, July and September 2023.

Team IRTSA met Hon'ble Minister for Railways, Union Finance Secretary, Special Secretary Finance, Chairman Railway Board and members & officers of Railways Board. IRTSA submitted memorandums and held intensive discussions on the main demands of the category particularly on 100% upgradation of SSE, CMS, CDMS & SE(IT). Team IRTSA also met several members of Parliament and requested them to write to Railway & Finance Ministry on the demands of the category.

Team IRTSA met several times with General Secretaries of AIRF and NFIR and held intensive discussion on many demands including pay level upgradation, cadre restructuring, anomalies of MACPS, grant of Group-B (Gaz), withdrawal of NPS and coverage under old pension scheme for those recruited after 01.01.2004, manufacturing cum maintenance contract of 'Vande Bharat' train sets, etc.

3.3) Anomalies in MACPS.

MACP Scheme is supposed to bring relief to the employees stagnant in one grade for more than 10 years. But the scheme has created many new anomalies and several cases are filed across the country in Central Administrative Tribunals, High Courts & Supreme Court. DoPT the nodal department is not considering the merit of the cases adequately in coordination with respective ministries or departments. Government is refusing to implement the Judgements of Tribunals and Courts including that of Hon'ble Supreme Court. Technical Supervisors category has been demanding to resolve the following four main demands immediately.

- 1) Implementation of MACPS w.e.f.01.01.2006.
- 2) Counting of initial training period for MACPS as regular service since it is qualifying service for pension & other benefits.
- 3) 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 should be ignored for the purpose of financial upgradation under MACPS.

- 4) Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
- 5) Withdrawal of unfair Benchmark of 'Very Good' implemented after 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as 'Good'.

3.4) 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 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.

3.5) 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, has started making slow progress. Respondents filed one more reply statement on 04.01.2023 to dismiss the OA citing 50% upgradation order issued by Railway Board dated 17.11.2022. IRTSA has filed additional rejoinder dated 2nd February 2023 countering all points raised by the respondents. Next hearing is listed on 6th December 2023.

3.6) Memorandums submitted during this period:- Number of Memorandums were submitted to Finance Minister, Railway Minister, MoSF, MoSR, Members of Parliament, Railway Board, DoPT and 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.

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

4. ON ORGANISATIONAL FRONT

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

4.2) Accounts & Balance Sheet: - The Central Treasurer of IRTSA, Er. Surjit Singh will place Accounts and Balance Sheet immediately after submission of my report.

4.3) IRTSA in Social Media:-a) Website of IRTSA www.irtsa.net is now over 16 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 members and

replies by Central President, General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool to motivate inactive areas to join the struggle.

4.5) Communication, Interaction & 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 member to visit at least one unit in their zone or other zones every month.

4.6) IRTSA has come a long way since its inception in the year 1965. We the seniors have led 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 zonal/unit and sub unit levels. Vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

4.7) I sincerely feel that now it is time for me to hand over the baton to next line of leadership even as a senior should play an advisory role. A solid & united performance by the next line of leaders will give us utmost satisfaction.

4.8) Amendments in the Constitution of IRTSA regarding composition of CEC and Annual subscription & Life Membership of the Association have been proposed for consideration & approval by CEC & CGB IRTSA.

5. TASKS BEFORE US

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

5.1) Effective Pursuance on long pending demands with Railways and Government particularly 100% upgradation, cadre restructuring, anomalies of MACPS, etc.

5.2) 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, and other office bearers. 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.

5.3) Membership Drive:- It is vital to enroll each and every Technical Supervisors / Rail Engineers 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.

5.4) 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 for struggle. CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

6. 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 demands.

I place on record the tremendous hard work done by Er.M.Shanmugam, Central President, Er. KV Ramesh and their team by camping in New Delhi every alternate month for effective persuasion of main demands, particularly higher Pay Level in Finance Ministry & Railway Ministry, right from the level of Secretary finance to section officers.

I specially thank Er. Shanmugam President IRTSA and Er. Darshan Lal 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 helping me in discharge of my other duties as the General Secretary.

I thank all the Delegates who have come from all over India for attending this Conference inspite of long journey. I thank the hosts Er.Ramanamurthy, Er.M.M.V.G.K.Raju & other Members of IRTSA SCR team for making all the arrangements for this Conference.

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



K.V.RAMESH
General Secretary, IRTSA

**UNITS & SUBUNITS ARE REQUESTED
LAUNCH THE MEMBERSHIP DRIVE & SEND
CENTRAL QUOTA @ 50% OF TOTAL COLLECTION
& STRUGGLE FUND AS PER RESOLUTION OF CEC / CG IRTSA
TO THE CENTRAL TREASURER IRTSA**

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)



**FOR UP-TO-DATE INFORMATION OF OUR ACTIVITIES,
VIEWS ON VITAL ISSUES &
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READ OUR BI-MONTHLY JOURNAL**

“VOICE OF RAIL ENGINEERS”

**OFFICIAL BIMONTHLY JOURNAL OF IRTSA
(PREVIOUSLY PUBLISHED AS “THE RAIL SUPERVISOR”)**

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MAIN ACHIEVEMENTS OF IRTSA IN 58 YEARS (1965 – 2023)

AWARENESS & INDUSTRIAL HARMONY

1. IRTSA has provided a strong & effective platform to unite the Technical Supervisors on the Indian Railways for the first time since its formation in November, 1965.
2. Highlighted problems of Technical Supervisors / Rail Engineers and effectively represented their demands to the Railway Administration, Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
3. Developed greater awareness among Technical Supervisors & other about related issues.
4. Developed better industrial relations between Technical Supervisors and Railway Administration, reducing victimization of Rail Engineers and improving productivity.
5. Developed better understanding between Technical Supervisors, workers and the Unions to avoid day to day conflicts thus further improving the productivity.
6. 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.
7. Continuous inter-action through Seminars & Meetings on vital issues, publication of Souvenirs & the periodical “Voice of Rail Engineers” (VRE), Website www.irtsa.net, Facebook & WhatsApp IRTSA Groups etc.

MAIN CATEGORICAL ISSUES RESOLVED

8. Allotment of highest Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors amongst entire Group ‘C’ by Third Pay Commission and Rs.2375-3500 by Fourth Pay Commission – *(restoring their relativity after 40 years based on evidence by IRTSA)*.
9. Reduction in number of pay scales of Technical Supervisors from age old 6 scales to 4 Pay Scales by Third Pay Commission (in 1973) and further reduction to only 2 scales by Sixth Pay Commission (from 2006)
10. 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.
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revision 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 basis)*.
15. Stopping direct recruitment of Engineering Graduates as JE-I and starting it in SE Grade in 1987 and in SSE grade from 2008.
16. Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from 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.
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)*.
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 *(after years of struggle) - 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 from April 1996)*.
22. Grant of PCO Allowance to JEs & SSEs.
23. Revision of rates of Incentive Bonus *(in 1968, 1975, 1990, 1998, 2009 & 2019 through JCM)*.
24. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
25. Raising of Stipend equal to pay / Grade Pay of Rs.4200 during Apprenticeship / Training.
26. Grant of Training Allowance to Instructors and Lecturers & 4 revisions thereof.
27. a) IRTSA won the case in CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) for grant of Group "B" status to Senior Technical Supervisors – *(Subsequent denial by Railway Board was challenged by IRTSA in Petition PBCAT& Supreme Court which termed it as in administrative jurisdiction to decide the issue)*.
 b) *Continuous struggle and campaign by IRTSA had convinced RAICs & RRC, the Federations and the Railway Board about the genuineness of the demand – resulting in proposal by the Railway Board to MOF(DOE) to upgrade certain percentage of posts of Senior Supervisors to Group B. A Committee has also been formed by the CRB to examine the whole issue in detail.*
 c) *IRTSA has pleaded for classifying all posts in GP 4600 / Level 7 to Group B as per DOP orders.*
28. IRTSA 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)*.
29. Got the order from CAT Chennai (OA No 706/2013) 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.
30. Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.
31. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5thCPC
32. Grant of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
33. Change of designation of Drawing & Design Staff as Junior Engrs, Senior Section Engr.
34. Change of designation of Store Engineers from DSKs to DMS & CDMS.
35. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999.
36. Continuance of 15% incentive bonus for SSE working PUs & workshops during the incentive revisions on 2009 & 2019.
37. Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota in higher scales.
38. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
39. 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).

40. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
41. Merger & up-grading of P-way Supervisors as JE P-way and its spread effect to entire cadre.
42. Abolition of written test for selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.
43. 21,000 posts of SSE, 510 posts of CMS and 775 posts CMDS will be upgraded from Pay Level-7 Pay Level-8 with w.e.f. 01.12.2022.
44. Non-Functional promotion to Pay Level-9 (50% of level-8) on completion of four years of service in Pay Level-8.

GENERAL DEMANDS CONCEDED

45. Elimination of stagnation of pay through introduction of Pay Band/Grade Pay concept by 6th CPC and Pay Matrix by 7th CPC.
46. Annual increment equal to 3% of basic pay – instead of arbitrary fixed amount.
47. HRA on percentage of Basic Pay.
48. Improved transport allowance without any distance restriction and with inflation proof.
49. 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.
50. Reimbursement of inflation proof tuition fee for two children.
51. Encashment of 60 days LAP while in service in addition to 300 days encashment on retirement.
52. Grant of ACP by 5thCPC & MACPS after 6thPay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions*).
53. Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. (*This ensures a JE to reach Pay Level-9*).
54. Employees selected under GDCE to be treated as DRs for MACPS.
55. Extension of pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carrying the character of feeder and promotional grades, which were merged by 6th CPC, i.e. promotion from JE-II to JE-I & SE to SSE.
56. Fixation of pay on promotion to the next level in 7th CPC pay matrix, 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.
57. Grant of first increment immediately after promotion or financial upgradation on the following 1st July or 1st January as the case may be on completion of 6 months of qualifying service.
58. Issue of pass/PTO through online and reservation on pass/PTO through online.

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

Estd. 1965, Regd.Nos. 1329, Website <http://www.irtsa.net>,

C.HQ, 32 Phase 6, Mohali, Chandigarh-160055 Phone 0172-2228306, 9316131598

No. IRTSA /CGB//3/2023

Date:- 15.11.2023

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

**ADOPTED BY CGB MEETING & 58TH ANNUAL CONFERENCE OF IRTSA
HELD ON 6TH & 7TH NOVEMBER 2023,
AT SENIOR INSTITUTE, SOUTH LALLAGUDA, SECUNDERABAD**

The 58th All India Annual Conference and Central General Body Meeting of IRTSA hosted by South Central Zone, held on 6th & 7th November 2023 at Senior Institute, South Lallaguda, Secunderabad resolved to draw the attention of the Government and especially the Ministry of Railways, Ministry of Finance & DoPT 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 7 lakhs workforce out of around 12.2 lakhs railway employees. Technical Supervisors play a very vital role to ensure safe & efficient train operation including design, production & maintenance and economic utilization of all manpower and material resources.

Technical Supervisors/Rail Engineers 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. Other departments are 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.

Part-1 of upgradation order issued by Railway Board effective from December 2022 has not cleared the stagnation of seniors who are already in level-8 & level-9 through MACPS. It is pertinent to note that, in some Railways even this order has not been implemented. Part-2 of the upgradation order will be implemented after four years (December 2026) will be too late. No justice will be rendered to seniors since, before 2026 many of them will reach level-9 through MACPS. A number of seniors who are already in level-8 on 01.12.2022 will retire before 01.12.2026, without ever reaching level-9. Administrative hierarchy still remains as two tier since delay in finalization of designation for upgraded posts in level-8 and level-9

Atleast five functional promotions in the career span of 35 years for Technical Supervisors / Rail Engineers have to be ensured. Chances for promotion to Group-B gazetted cadres have also become very bleak. Cadre restructuring exercise also got delayed for no reason. Even though 10 years passed since last CRC (November 2013), it seems Ministry of Railways is not serious enough for justified cadre restructuring to grant proper promotional avenue and hierarchical setup.

It is high time that Government should resort to old pension scheme (OPS) for the employees appointed after 01.01.2004 and covered under National pension scheme (NPS).

Employees recruited after 01.01.2004 covered under NPS should be given equal pay for equal work and equal pension retiring on same basic pay at par with employees covered under OPS.

58th Conference and CGB Meeting of IRTSA urge upon the Government & Railways to accept the following genuine demands of Technical Supervisors / Rail Engineers and urge the Railway Minister for sending exclusive proposal to Finance Ministry regarding Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

- 1) 1.1) 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).
1.2) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.
- 2) 2.1) Immediate setting up of 8th Central Pay Commission.
2.2) Revision of wage structure of central government employees every 5 years instead of every 10 years, in view of heavy inflation beyond the unrealistic prescribed price index, and major economic changes during the existing 10 years gap.
2.3) Relativity of Pay Level based on comparative Duties, Responsibilities & Work Content of each category.
- 3) PAY LEVEL OF TECHNICAL SUPERVISORS:
3.1) Junior Engineer (JE) be placed in level-7 & Senior Section Engineer (SSE) be placed in level-8 in line with historical higher Pay Scales of Technical Supervisors upto 4th CPC and acute stagnation affecting work output. DMS, CMA & JE(IT) be placed in level-7 and CDMS, CMS & Sr. Er/IT in level-8 pay matrix.
3.2) SSEs who have already put in more than 4 years in Level 8 under MACPS should be given non-functional promotion to Level 9.
3.3) Similarly, SSEs who have already put in more than 4 years in Level 9 under MACPS should be given non-functional promotion to Level 10 from the date of implementation of Railway Board order RBE No.155/2022, dated 17.11.2022 and a Non-Functional promotion to Level 11 after working for 4 years in Level 10.
3.4) Upgradation provided for SSE be extended to CMS, CDMS, SE(IT) for placing them in level 9, 10 and 11.
3.5) SE(IT) category left out of upgradation order Railway Board order RBE No.155/2022, dated 17.11.2022 should be given upgradation at par with Technical Supervisors.
- 4) Following distribution of posts may be adopted for the category of Technical Supervisors by the CRC after addition of 10,000 posts in the grade of JE from the category of senior technician.

Level-10	NF upgradation
Level-9	30%
Level-8	30%
Level-7	20%
Level-6	20%

- 5) **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.**
- 6) **6.1) Withdrawal of National Pension System (NPS) and restoration of benefits of old Pension Scheme & GPF for those appointed after 1.1.2004. (or) giving option for the employees to choose any one of the pension systems.**
6.2) Refund of contributions to NPS with Interest thereon at appropriate rate.
- 7) **7.1) Removal of maximum ceiling of Rs.7000 for payment of PLB.**
7.2) Payment of PLB as per actual Pay.
- 8) **National Holiday Allowance at double the wages including DA to JEs, SSEs and other technical staff - for working on National Holidays.**
- 9) **Stepping up of pay of seniors promoted who have been prior to 31.12.2015 getting lesser basic pay than the juniors promoted after 01.01.2016 incase of seniors completed more years of service as JE/SSE irrespective of seniority unit they belong.**
- 10) **No corporatization or privatization of Production Units & Workshops or any Rail segments.**
- 11) **No Private train operators 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.**
- 12) **Manufacturing and maintenance of 'Vande Bharat' Train set rakes fully by Railways. Proposal for handing it over to private operators should be withdrawn.**
- 13) **No demonetization of any Railway assets.**
- 14) **De-Freezing of Dearness Allowance to Central Government employees and Dearness Relief to Central Government pensioners at the current rates till July 2021.**

DESIGNATIONS

- 15) **15.1) Designation of Junior Engineer (JE), Senior Section Engineers (SSE), Principal Section Engineer (PSE) and Chief Section Engineer (CSE) for Technical Supervisors.**
15.2) Designation of JE/Stores, SSE/Stores, CSE/Stores and PSE/Stores for Stores Engineers.
15.3) Designation of JE/C&M, SSE/C&M, PSE/C&M and CSE/C&M for CMT Engineers.

CAREER PROGRESSION AND AVENUES OF PROMOTION

- 16) **Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.**
- 17) **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)**
- 18) **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.**
- 19) **Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).**

- 20) **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.**
- 21) **Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.**
- 22) **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.**
- 23) **Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).**
- 24) **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 & Degree in Engineering, similar training and vital job difficulties & multi-skilled job requirements.**
- 25) **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRSE, IRSSE, IRSME, IRSEE, IRSS & IRMS) - with necessary age relaxation – in view of same qualifications – and the working experience as well.**
- 26) **Direct recruitment of Graduates in Engineering 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 (vis-à-vis 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) **Removal of Ishihara's Plates and Edridge's Green Lantern tests mentioned in para-503 (2) (d) of IRMM for colour vision for the selection to Group-B posts in of Production Units.**
- 33) **Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zonal 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 level-6 and Senior Engineer/IT in level-7 should be placed in the GP of level-7 and level-8 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.
- 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) Payment of incentive bonus & PCO allowance on the actual basic pay in functional level-8 & NFUP level-9.
- 43) 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).
- 44) Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.
- 45) 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).
- 46) PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.
- 47) Design Allowance to Drawing, Design Engineers – as recommended by Fifth Central Pay Commission.
- 48) Special Pay or IT Allowance to Junior Engineer/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

MACPS

- 49) **Implementation of MACP w.e.f.01.01.2006 as per the recommendation of 110th report of department related parliamentary standing committee on personnel public grievances, law and justice.**
- 50) **Ignoring promotions in 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 for the purpose of MACPS.**
- 51) **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*).**
- 52) **Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.**
- 53) **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
- 54) **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)**
- 55) **55.1) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.**
55.2) 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.
55.3) Grant of financial upgradation under MACPS for the employees promoted between 01.01.2006 and 29.08.2008 with the benefit of pay fixation in pre-revised pay scale
55.4) 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.
- 56) **Provision of all benefits on financial up-grading 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: Weightage 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) **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.**
- 60) **Children Education Allowance:**
 - 60.1) **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.**
 - 60.2) **The scheme be extended to college education also.**
- 61) **All India Leave Travel Allowance (AILTC) for Railway Employees:**
 - 61.1) **Eligibility to travel by flight for employees in Pay Level 6 & 7.**

61.2) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.

62) 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.

63) Exemption of all Allowances from income tax.

ALLOWANCES SPECIFIC TO CATEGORY

64) Breakdown Allowance be paid as percentage of basic pay plus DA.

65) Night Duty Allowance (NDA)

65.1) Payment of Night Duty Allowance (NDA) pursuant to the recommendations of 7th Central Pay Commission without any ceiling for entitlement of NDA.

65.2) Payment of NDA for those in PL-9 under MACPS.

65.3) 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 Sunset.

66) 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.

67) 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

68) Training Allowance be restored to 30 % of basic pay

69) 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.

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

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

70.2) Holding of Trade Tests;

70.3) Custody of Stores,

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

71) Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance.

72) 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.

- 73) 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.

- 74) 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.
- 75) 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.
- 76) 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.
- 77) Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005–
- 77.1) Classification of all JEs& SSEs as ‘Continuous’/ ‘Intermittent’ (and not as ‘Excluded’) in view of nature of their duties and responsibilities.
- 77.2) Statutory provision for periodic rest for the Technical Supervisors (Jes & SSEs) on Railways.
- 77.3) 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.
- 77.4) 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)
- 78) Amendment of Factories Act - to compensate for actual number of extra hours put in.
- 79) Classification of posts as Safety Categories in Electrical, Mechanical and Civil department of Production Units.
- 80) 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.
- 81) Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
- 82) De-linking of ‘Integrated Rake Link System’ to avoid public complaints and to ensure safety.
- 83) Provision of separate Washing Lines for ‘Exterior Washing’ and, ‘Cleaning of Coaches’.
- 84) “Dry Pit Lines” for ‘Under-Gear Repair and Examination’ for proper inspection and repairs.
- 85) Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
- 86) Provision of Benchmark for infrastructure for C&W, Engineering, S&T& Electrical Depots; Periodical Technical Audit by independent agencies and availability of infrastructure.

PENSION & RETIREMENT BENEFITS

- 87) Bearing of Railway Pension Fund by Ministry of Finance as done for other Government departments.

- 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.3000 pm to all retired employees & Pensioners - as per the recommendation of 110th report of department related parliamentary standing committee on personnel public grievances, law and justice.**
- 91) **Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).**
- 92) **Ex-gratia compensation to the families of Central Government employees who died due to Covid-19 infection caught up in performance of their duties.**

PRIVILEGE PASS & PRIVILEGE TICKET ORDERS

- 93) **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.**
- 94) **Equality in number of passes for all Group 'A', 'B' & 'C' employees in respect of both Privilege & Complimentary Passes.**
- 95) **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.**
- 96) **'Tatkal' facility for 'Privilege / Complimentary Passes' – on payment of 'Tatkal' charges.**
- 97) **Removal of quota restrictions for Pass / PTO in Duronto, Rajdhani, Shatabdi, Tejas, Vande Bharat and Jan Shatabdi Expresses.**
- 98) **Increase in ceiling of seats for individual Pass / PTO in Vande Bharat, Tejas, Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Expresses to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Vande Bharat / Rajdhani / Shatabdi / Jan-Shatabdi / Duronto / Tejas Express. Medical and Pass facility to the dependents of Trainees / Apprentices.**
- 99) **Eligibility to travel in premium special trains for employees traveling with pass/PTO.**
- 100) **Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs optionally.**
- 101) **Eligibility to travel in trains running in shorter routes than the route for which pass was issued as available in manual pass system.**
- 102) **Facility for automatically crediting pass/PTO in case of cancellation of trains.**

WELFARE, GENERAL AMENITIES & MISCELLANEOUS

- 103) **Ceiling of Rs. 5 Lakhs on subscription to Provident Fund in a Financial Year should be removed.**
- 104) **Coverage of Railway employees under medical insurance scheme for obtaining treatment in private hospitals across India for in-patient and out-patient treatments.**
- 105) **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.**

- 106) **Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.**
- 107) **Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).**
- 108) **'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.**
- 109) **Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS, CDMS & SE(IT) in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping, for early and better achievement of e-office and as regularly promoted by Railway Board.**
- 110) **Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).**
- 111) **Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.**
- 112) **Separate pool of quarters for all technical supervisors.**
- 113) **Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.**
- 114) **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.**
- 115) **Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.**
- 116) **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.**



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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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



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No. IRTSA /CGB//4/2023

Date:15.11.2023

CONSTITUTION AMENDMENT ADOPTED BY 58th ALL INDIA ANNUAL CONFERENCE & CENTRAL GENERAL BODY MEETING OF IRTSA HELD AT SECUNDRABAD ON 6th & 7th NOVEMBER, 2023

1) Following changes adopted in Clause 6(b) of the Constitution of IRTSA regarding composition of CEC IRTSA:-

- Chairman – 1 post was added.
- Name of the post President changed as Central President.
- Central Working President - 1 post was added.
- Working Presidents - Number of posts increased to two from existing one post.

6. (b) Central Executive Committee: (Henceforth Known as C.E.C)

The C.E.C shall consist of the following;

Chairman	1	Asstt. Central Treasurer	1
Central President	1	Joint General Secretary	23
Central Working President	1	Senior Organising Secretary *	2
Working President	2	Organising Secretary	23
Sr. Vice President	4	Senior Joint General Secretary *	2
Vice President	6	Zonal Secretary (<i>Ex-Officio member</i>)	25
General Secretary	1	CEC Members (<i>One from each Unit / Zone</i>)	25
Central Treasurer	1	Auditor	1

* Senior Joint General Secretary & Senior Organising Secretary shall be nominated by President in consultation with General Secretary.

Provided that one shall be a Member of the Association for atleast 3 years before being eligible to be an Office Bearer of C.E.C.

Note:- i) One auditor will be nominated by the C.G.B.

ii) All the Units must be represented in the C.E.C.

Clause 6.b.iii (General Secretary and Treasurer shall be from one Unit for easy working) **deleted.**

2) Changes adopted in Clause 7 on Annual subscription & Life Membership of the Association and sub clauses mentioned here under

7. (I). Subscription:- (i) (a) Annual subscription for the member shall be Rs.400 per head and will be collected at the Sub-Unit level by 30th June of each year & shall be forwarded to the Unit Treasurer & Central Treasurer respectively latest by 31st July of each year as per clause 7 (I)(v) (A) & 7 (I)(v) (B).

7. (I)(i)(b) Life Membership for retired & retiring members:- Life Membership for retired & retiring members of the Association shall be Rs.4000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at centre, Unit and Sub Units Level in proportion of the distribution provided in clause 7. (I)(vi) (A) & 7. (I)(vi) (B)

7. (I)(v) (A) Distribution - In case of Zonal Railways:

- a. Central Quota 50% per Member
- b. Unit/Zonal Quota 25% per Member

- c. Sub-Unit Quota: 25% per Member
- 7. (I)(v) (B) Distribution - In case of Production Units & Metro Railways:
 - a. Central Quota 50% per Member
 - b. Unit or Zonal Quota 50% per Member
- 7. (I)(vi) Distribution of Life Membership for retired & retiring members:- The fund collected as Life membership of the Association shall be distributed among the Centre, Units & Sub-Units in the following proportion:-
- 7. (I)(vi) (A) Distribution of Life Membership for retired & retiring members - In case of Zonal Railways:
 - a. Central Quota 50% per Member
 - b. Unit/Zonal Quota 25% per Member
 - c. Sub-Unit Quota: 25% per Member
- 7. (I)(vi) (B) Distribution of Life Membership for retired & retiring members - In case of Production Units & Metro Railways:
 - a. Central Quota 50% per Member
 - b. Unit or Zonal Quota 50% per Member

3) Changes adopted in Clause 8.

Clause 8. (a) President – Name of the post shall be changed as Central President.

The President shall represent the Association on all the occasions in conformity with the policy of the C.E.C. & C.G.B. & shall preside over all meetings of CEC & CGB. In case of emergency he may issue directives subject to the ratifications by C.E.C. or C.G.B. in case of Centre and respective Executive Committees or General bodies-in-case of Units & Sub-Units, within three months. President may nominate any of the Ordinary or Honorary Members to work against the vacancies caused by such Office Bearers, who relinquish or are removed, as per provision of clause 12 (C).

Following sub clause be added under clause 8

Duties & Powers of the Office bearers:-

(a) i Chairman:

- i) He shall advise & issue directive to CEC & CGB to achieve the aims & objectives of the Association as per provisions of the constitution & the resolutions adopted from time to time.
- ii) He shall have the casting vote in the event of a tie up in the voting on any issue.

Clause 8. (b) (i) Central Working President:- The Central Working President shall represent the Central President, in his absence, in all affairs of the Association. He will preside over the meetings of CEC & CGB in the absence of Central President.

Clause 8. (b) (ii) Working Presidents:- The Working Presidents shall represent the Central President and Central Working President as per their advice. They will preside over the CGB & CEC meetings on absence of both Central President and Central Working President.

Clause 8. (b) (iii) Senior Vice Presidents:- Sr Vice Presidents shall mobilize the respective Zones & Units & shall act as per advice of Central President & Central Working President.



K.V.RAMESH
General Secretary, IRTSA

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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



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No. IRTSA /CGB//5/2023

Date:15.11.2023

RESOLUTIONS ON LINE OF ACTION & ORGANISATION MATTERS ADOPTED BY CGB MEETING & 58TH ANNUAL CONFERENCE OF IRTSA HELD ON 6TH & 7TH NOVEMBER 2023, AT SENIOR INSTITUTE, SOUTH LALLAGUDA, SECUNDERABAD.

1) RESOLUTION ON LINE OF ACTION

- a. CGB IRTSA, resolved to authorise the Chairman, 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 main demands and other demands of IRTSA.
- b. CGB IRTSA resolved for following line of action:
 - i. Upgradation from level-7 to level-8 and critical chasing at Railway Board on shortcomings of Railway Board order RBE No 155/2022 dated 17.11.2022.
 - ii. Cadre restructuring of Technical Supervisors / Rail Engineers.
 - iii. Grant of Group – B status to SSE, CMS, CDMS & SE/IT.
 - iv. Submission of resolutions of demands and memorandum on main demands.

2) MEMBERSHIP DRIVE:

CGB advised all Units & Sub-Units of IRTSA to undertake intensive drive for Membership of IRTSA @ Rs.400 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. Central quota of membership may be sent to Central Treasurer.

CGB appealed to all Rail Engineers to enroll as active Members of IRTSA for their welfare and upliftment. CEC 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.

Central quota may be sent Er.Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044). Account name IRTSA at SBI, Kapurthala branch A/C No. 10083429358, IFSC Code: SBIN0050540.

3) STRUGGLE-CUM-LEGAL FUND:

CGB resolved to collect struggle fund of minimum Rs.500 from every member.

4) 59TH CONFERENCE & CGB MEETING OF IRTSA:

CGB decided to hold 59th Annual Conference & Central General Body Meeting of IRTSA at RCF Kapurthala in the month December 2024.

K.V.RAMESH
General Secretary, IRTSA