



REPORT OF THE GENERAL SECRETARY IR TSA

FOR THE YEAR 2012-2013

*(INCLUDING ACHIEVEMENTS 1965-2013,
MAIN DEMANDS, RESOLUTIONS OF
DEMANDS & CHARTER OF DEMANDS FOR
SEVENTH PAY COMMISSION &
CONSTITUTION AMENDMENT OF IR TSA)*



PRESENTED TO THE
CENTRAL GENERAL BODY &
48th ALL INDIA ANNUAL CONFERENCE OF
IR TSA

HELD AT Tiruchirappalli,
Southern Railways
ON 14TH & 15TH NOVEMBER, 2013



**INDIAN RAILWAYS
TECHNICAL SUPERVISORS ASSOCIATION**
*(Estd. 1965, Regd. No.1329 at Delhi, under ITU Act, 1926)
C.H.Q. 32, Phase 6, Mohali (Pb), Chandigarh-160055
(Phone : 0172-2228306, 09316131598 09569631598)
Website <http://www.irtsa.net>*

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

C.Hq. 32, Phase 6, Mohali, Chandigarh-160055. Email-gsirtsa@yahoo.com (Ph:0172-2228306, 9316131598)

No. IRTSA / CHq / CGB-2013-11

Dated : 6-10-2013

NOTICE

**CGB MEETING & 48TH ALL INDIA ANNUAL CONFERENCE, IRTSA
TO BE HELD AT TIRCHIRAPALLI, SOUTHERN RAILWAY ON 14TH & 15TH NOV, 2013**

It is hereby notified that CGB Meeting & 48th All India Annual Conference of IRTSA shall be held at TIRCHIRAPALLI, SOUTHERN RAILWAY ON 14TH & 15TH NOVEMBER, 2013.

Meeting of CEC, IRTSA shall also be held in conjunction with the CGB as per following programme.

All the Member of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to please attend the meeting(s) positively, along with maximum number of other active members and Subunit Secretaries etc.

AGENDA

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| <ol style="list-style-type: none"> 1. Inauguration 2. Address by President IRTSA 3. a) Report of Activities by General Secretary
b) Report on Account by Treasurer. 4. Report by Zonal Secretaries & CEC Members. 5. Technical Seminar on "Outsourcing on Indian Railways – Is it inevitable?" 6. Constitutional Amendments, if any, in the Constitution of IRTSA. | <ol style="list-style-type: none"> 7.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, Line of Action & Legal Remedies for realisation of Demands. 8. Charter of Demands & strategy for 7th Pay Commission 9. Election of CEC , IRTSA. 10. Any other point with the permission of the Chair. |
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DETAILED PROGRAMME

1	DATE & TIMINGS	I) CGB Meeting:	10 AM to 8 PM on 14.11 Item 1 to 5 of Agenda 10 AM to 2 PM on 15.11 Item 6 to 10 of Agenda
		II) CEC Meeting:	8 AM (<i>Sharp</i>) to 10 AM on 15.11 & 2-30 PM to 3-30 PM on 15.11 (<i>If reqd</i>)
		III) * PAY COMM. CELL MEETING (* TO BE NOMINATED BY CP IRTSA)	From 5 PM onwards - on 13.11.2013 From 3 PM to 8 PM - on 15.11.2013
2	VENUE	HOTEL KANJENAA PLAZA ("Er. Rehman Auditorium") 50-Williams Road, Trichy (Near Bus Stand), Trichy Cantt. (Just about one Kilometer from Trichirapali Jn. Station).	
3	RESIDENTIAL ACCOMMODATION	Hotel Kanjenaa Plaza, 50-Williams Road, Trichirapali – 620110 (Near Central Bus Stand, Cantonment, Trichy, (Phone: 0431-4200002, 4200003)	
4	DELEGATION FEE	Rs 300 per head	
5	CHAIRMAN, CONF. COMMITTEE	Er. Abdul Salam, Zonal Secretary IRTSA, S.Rly (SSE BBQ C&W Depot Chennai) (MOB No. 09444905612)	
6	CONVENER CONF. COMMITTEE	Er. Thirumaran, SSE, Secretary IRTSA, SR Workshop, Golden Rocks Trichy (MOB: No: 0977788761155).	
7	CO- CONVENERS CONF. COMMITTEE	1) Er. Zahir Hussain, President IRTSA, GOC Workshop, Mob 07708003011 2) Er. Kailasanathan, President, IRTSA,TPJ, S.Rly SSE/ELC/TPJ, SR Mob 09003864303 3) Er. K.Kiran kumar, Secretary, IRTSA, TPJ (JE/Const,TPJ SR), Mob 09843029996	
8	TRANSPORT ARRANGEMENTS	<u>FROM TRICHY RAILWAY STATION TO VENUE (JUST ABOUT 1 KM AWAY):</u> May be provided to the extent possible, on train timings – (<i>On prior intimation</i>)	
	Reception Counter	ONE RECEPTION COUNTER EACH AT TRICHY JUNCTION & AT THE VENUE	
9	Technical Seminar	"OUTSOURCING ON INDIAN RAILWAYS – IS IT INEVITABLE?"	
10	POSTERS	<u>SAMPLE OF POSTERS FOR THE CONFERENCE IS SENT HEREWITH: (Copies of the Poster be got printed in LARGER SIZE & quantity as reqd for wide publicity)</u>	

ENCLS: 1. SAMPLE OF POSTER

(Harchandan Singh),
General Secretary, IRTSA

Copy for inf & necessary action to: All CEC & CGB Members & Zonal / Unit Secys & Active Members, IRTSA:

- i) To please pay Central quota of Membership and Legal Fund during the Conference.

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REPORT OF THE GENERAL SECRETARY, IRTSA – FOR 2012-13

PRESENTED TO CENTRAL GENERAL BODY & 48th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT TIRUCHIRAPPALLI, SOUTHERN RAILWAY on 14th & 15th NOVEMBER, 2013

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to this meeting of Central General Body & 48th Annual Conference of IRTSA, being held at the historic, holey, Rock Fort city of Tiruchirappalli, Tamilnadu – one of the important divisions in Southern Railway, which houses “Golden Rock Workshops” the multifaceted workshop and manufacturing hub of Indian Railways.

0.2 During the last 48 years, IRTSA has grown manifolds and made multiple achievements besides promoting greater interaction, better industrial relations and improved efficiency - projecting greater awareness about the significant role of the Railway Engineers. Some of the major achievements are enlisted the enclosed Annexure.

0.3 There is still a long way to go. Many demands of Technical Supervisors are still 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 gazette status to senior supervisors besides Career Planning, Time Bound Promotions and many other issues. We have to work hard to achieve these major demands. Intensive struggle seem to be the only solution.

0.4 The CGB last met in 4th & 5th of December, 2012 at Rail Coach Factory, Kapurthala. CEC of IRTSA met on 19.7.2013 at Dr. Ambedkar Bhavan, Chandigarh, which was very well attended by the CEC members – and took some important decisions.

0.5 I, now place before this august house of Central General Body, 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. **ECONOMIC SITUATION:-** India's economic growth began slowing down in recent years because of a tight monetary situation, persistent inflation, and a decline in investment, caused by investor pessimism and over all global situation. High international crude prices have exacerbated the government's fuel subsidy expenditures, contributing to a higher fiscal deficit and a worsening current account deficit.

India has many long-term challenges that it has not yet fully addressed - including poverty, inadequate physical and social infrastructure, limited non-agricultural employment opportunities, inadequate availability of quality education and rural-to-urban migration. All these areas need to be addressed more effectively for faster growth and better quality of life for a common man.

1.2 **INFLATION:-** Double-digit inflation is unusual in the Indian economy as it happened during the current year - with the only other exception in recent years being above 10% only in the early 1990s and in 1994-95. The sharp increase in prices, together with higher interest rates, is hitting middle & lower income groups hardest. The prices of basic commodities like fuel, food, education and the interest rates on loans are going up. Inflation will jack up the expense of Children education. A lot of parents are not able to afford to send their children to good schools or for higher education. Real income of the Middle-class, will further diminish - inevitably leading to further slowdown.

1.3.1 **PROPOSAL TO SET-UP 7TH PAY COMMISSION:** IRTSA and other major Trade Unions had been demanding the setting up 7th Pay Commission since January, 2011 – when the DA crossed 50%; and 5 years were completed since the date of effect of the 6th Pay Commission.

Government has recently agreed, in principle to set up the Seventh Central Pay Commission early. The formal notification & Terms of Reference are awaited.

1.3.2 IRTSA was the first one to send a comprehensive proposal for the Terms of Reference of the proposed Pay Commission. IRTSA demanded that the terms of reference of the 7th Pay Commission should be such that, the Government should become 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 organizations of the Government.

1.3.3 IRTSA urged the Government that Seventh Central Pay Commission should have exclusive mandate to give its recommendations on the unresolved anomalies & unimplemented recommendations of both Fifth & Sixth Central Pay Commissions.

IRTSA has demanded an Interim Relief, immediate Merger of 50% DA, Removal of Anomalies caused after the 5th & 6th CPC, adoption of Job Evaluation as a method for determination of wages/Pay Scales or Grade Pay etc. Realistic PLB, linked with suitable benchmarks, productivity index and other related parameters, grant of interim relief and comprehensive recommendations for Pension and other terminal benefits for the employees appointed before and after 1-1-2004 are some of the other major demands made by IRTSA.

1.3.4 IRTSA has also demanded inclusion of a Technocrat (Engineer), an expert on Job Evaluation and a Serving or Retired Member/Chairman of the Railway Board – as Members of the 7th Pay Commission – with a Supreme Court Judge as its Chairman.

2. AS RAILWAY MEN

2.1.1 **RAIL NET WORK**: The rate of growth of the Railway network has not been as fast and intensive as essentially required to effectively meet the requirements of this vast land and the growing population. Railways require much bigger investment to intensively spread its network, improve safety norms, renew its dilapidated Tracks, Bridges, Rolling Stock, Machinery & infrastructure, replace outdated Signaling Systems, convert Un-manned Crossings and last but not the least, provide better amenities and proper accommodation to the Staff – more than half of whom are un-housed and most others live in dilapidated houses & Railway Colonies.

2.1.2 **FARE & FREIGHT STRUCTURE**: - After nine long years passenger fares were increased in the last Railways budget. Still the fare–freight ratio, (that is the ratio of passenger fare per km and freight rate per tonne km), in India is among the lowest in the world, indicating the extent of cross-subsidization from freight to passenger. Indian Railways still charge only 15 paise per KM for second class express trains. Reducing cross-subsidization within passenger fares and between the fares of passenger and freight has to be done with utmost care. Railway Fares & Freight Rates need to be realistic & rational.

2.1.3 **SAFETY & EFFICIENCY**: Indian Railways now has a 13.6 lakh workforce, handles 2.2 crore passengers and 3 million tonne of freight every day. The efficiency has improved considerably over the years. The number of consequential train accidents per million train kilometer has decreased from 0.41 in 2003-04 to 0.13 at the end of 2011-12. The target of bringing this figure to 0.17 by 2012-13, stipulated under the Corporate Safety Plan introduced since 2003 was surpassed in the year 2011-12 itself. But it is a matter of concern that during this period 822 Railway employees were killed and 5033 were injured in Railway accidents.

2.2 IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR:-

Even though most of the major issues continued to hang fire, following are some of the important decisions on the Staff matters taken by the Railways:

- ✓ Cadre Restructuring for Group-C & D staff has been implemented from 1.11.2013.
- ✓ Fixation of pay under rule 13 on functional promotions where feeder and promotional posts have been placed in the same Grade Pay.
- ✓ Merger of Sr. P. Way Supervisors with JE/P.Way with spread effect up to SSE.
- ✓ Validity of Duty / Privilege / Post Retirement Complimentary Passes (PRCP) in Duronto Express trains.

2.3 **ANOMALIES COMMITTEE – A FUTILE EXERCISE**: The Anomalies Committees – formed after the Sixth Pay Commission – especially at Departmental level on the

Railways was more of an eye wash and in any case a futile exercise, as none of its decisions or recommendations had been accepted by the Government (including those for higher Grade Pay of Rs.4800 to SSE, CMS & CDMS etc. and Rs. 4600 to JEs, CMA & DMS). Consequently IRTSA had to file a Court Case in this regard.

2.4 PRODUCTIVITY LINKED BONUS (PLB):

2.4.1 OBJECTIVES OF PLB: Bonus scheme has to fulfill the following objectives:

- To improve business performance (e.g. productivity, sales or profits)
- To focus employees' efforts on key objectives such as customer service, quality and on-time delivery
- To increase employee motivation by establishing a clear link between pay and performance (at an individual or team level).
- To support stakeholder ideals by allowing employees to share in the success of the business
- To encourage continuous improvement within the organisation.

2.4.2 UNREALISTIC PAYMENT CEILING FOR PLB: The Pay limit of PLB (Rs.3500) has made Productivity Linked Bonus totally unattractive and meaningless. Instead of reward linking with the performance, PLB has turned into ex-gratia payment. Existing formula for calculation should be made realistic particularly for the performing departments like Railways.

3. AS RAIL ENGINEERS

3.1 ROLL OF TECHNOCRATS UNDERMINED ON RAILWAYS: The importance of the technocrat should not be undermined by any Industry – as has been done on the Railways – ever since Independence. Technocrats, usually from minor nobility, shape the world we live in.

Engineers (technocrats) play a crucial role in the governance and all-round development of the nation. They play the role of knowledge managers in the government. Being the pillars of governance and developmental activities, they are responsible to work for the public good. The basic qualities, needed from them in achieving Government goals are – efficiency, predictability, impersonal nature and speedy working.

Technocrats who directly contribute for the higher productivity of Indian Railways have received a raw deal from the Government and Railways while the indirect categories like Accounts Clerks, Teachers & Nurses flourish disturbing vertical relativity & horizontal parity – without any Job Evaluation.

3.2.1 SEVENTH CENTRAL PAY COMMISSION- A CHALLENGE & OPPERTUNITY FOR IRTSA: The belated announcement for setting up of the 7th Pay Commission has added to the significance of this Conference – wherein we have decide about the strategy and the Charter of Demands of IRTSA for the Seventh Pay Commission.

3.2.2 IRTSA had very effectively presented the case of Technical Supervisors before the 3rd, 4th, 5th & 6th Pay Commissions. 3rd & 4th Pay Commission recommended the highest Pay scales of Rs.840-1040/8401200 and Rs.2375-3500 respectively for the Technical Supervisors – as against Rs.700-900 and Rs.2000-3200 for all other Categories in Group C – breaking the 3 decades old barrier since the First CPC. 5th CPC brought some other categories again at Par with the Technical Supervisors – under pressure from some quarters. 6th Pay Commission did not accord a hearing to any categorical Association and consequently accentuated the chaotic situation by further disturbing the horizontal parities and vertical hierarchy.

3.2.3 Misrepresentation of some facts by a section of Rail Engineers, had also contributed to the losses of the our category in recent years. All our attempts to forge a unity and present a unified case before the last two Pay Commission, have been thwarted by vested interests.

3.2.4 We have to, therefore, draw out our strategy very carefully to prepare a forceful case for the Categories we represent and to make sure that we present the same before the Seventh Pay Commission effectively.

3.2.5 Draft Charter of demands to be submitted to 7th Central Pay Commission is attached with this report. We shall have a separate discussion during the next session of CGB. It is proposed that a “Pay Commission Cell of IRTSA” – be formed to finales the Charter of

Demands and prepare a detailed Memorandum for the Pay Commission and to present the case before it in an effective manner.

3.3 Court Case Reg: Grade Pay of JE/SSE:- As decided in the 47th CGB held at RCF, Kapurthala on 4th & 5th December last year, IRTSA has filed a Court case at CAT Chennai vide O.A.No_706/2013 through Er.K.V.Ramesh, JGS/IRTSA pleading the case for and on-behalf of IRTSA, to get the direction to enhance the Grade Pay of Technical Supervisors w.e.f 1.1.2006 with all the consequential benefits of arrears to restore horizontal parity and vertical relativity on the pay scales of Technical Supervisors with respect to other categories who were placed in the pay scales below them and categories working under them respectively. After completion of all the required legal procedures the OA is due to be placed before the Hon' Bench of CAT Chennai on 28th November, 2013.

3.4 UNRESOLVED ISSUES: IRTSA continues to pursue all the main demands – (including all those mentioned in the Annexure enclosed with this report). We have to intensify our struggle to achieve the same. Following issues have been most seriously agitating the Rail Engineers. IRTSA has draw out a stronger line of action about the same – including a direct action or a legal recourse on these issues:

- Time Bound Promotions & Career planning of Rail Engineers/Technical Supervisors
- Removal of extreme stagnation among Graduate Engineers in the entry grade.
- Grant of Group-B status to SSE/CDMS/CMS/Sr.Er(IT).
- Pre-revised scale of Rs.7450-11500 to erstwhile CMA-I - having element of DR of Engineering Graduates – as recommended by Sixth CPC.
- Removal of anomalies in the MACP Scheme.

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.

3.6 USE OF RTI ACT: IRTSA is effectively using the RTI act to get vital information required for effective pursuance of our Demands and to get the feedback on the position related to the main demands made by IRTSA.

4. ON ORGANISATIONAL FRONT

4.1 THE PHILOSOPHY OF REPRESENTATION & INDUSTRIAL PEACE:- The employees' union/Association is considered one of the most important institution in the industrial world and the employee-employer relationship is a vital sub-system of an overall social structure. It consists of three main parties, namely, employers, employees, and the government. If Employee representation is strengthened and operated according to the philosophy of positive employee-employer relationship, they will be able to protect interests of their members as well as the Industry itself – through better job satisfaction & industrial peace.

4.1. IRTSA, functions with the above philosophy for the past 48 years have spread its root all over Indian Railways having many achievements for the betterment of the category to its credit. Membership and contribution towards organizational structure its to its funds have increased steadily. However, we have to do self introspection on the functioning of IRTSA to make it more vigorous and effective, particularly in the situation of formation of Seventh Central Pay Commission, without addressing many of our vital demands which arose after the implementation of sixth central pay commission recommendations. The areas where the response is inadequate - have to be geared up to face the new challenges.

4.2. Struggle & Action Programme during the year:

i. Protest Day was observed all over Indian Railways on 25th September, 2013. Technical Supervisors / Rail Engineers wore demand card throughout the day and demonstrated in the evening highlighting the demands of the category.

ii. Flash demonstration was organized by IRTSA in front of MMC complex, Chennai Central on 17.10.2013 to draw the Government's attention on the pending demands and terms of reference of Seventh Pay Commission and composition thereof.

iii. CEC IRTSA met at Chandigarh on 19.07.2013. It reviewed the entire position and took important decisions.

iv. Several Protests & *Dharnas* were also organized at local levels by the Units during the year.

4.2. Accounts & Balance Sheet:- The balance sheet of account for the “*Central Fund of IRTSA*” for the year 2012, and “*Voice of Rail Engineers*” and shall be presented to the House by the Central Treasurer & Manager “*Voice of Rail Engineers*” after this Report.

There is need for continuing the efforts for raising funds more vigorously, in order to meet with challenges ahead. But even more vital is 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.

4.3. 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 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*”. I request this august body to pass a resolution to make the subscription for “*Voice of Rail Engineers*” mandatory for the members of IRTSA.

4.4. The Website www.irtsa.net:- It is a matter of high pride that multifarious website of IRTSA www.irtsa.net has become so popular that it had been visited by over 18.2 lakh visitors since its inception in January 2008, which comes to over 3 lakh visitors every year very well comparable with any popular web site. 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.

4.5. IRTSA in Face Book - Sharing of information, thoughts & Knowledge:- Face Book of IRTSA also turned into a big success. It has been effectively utilized for the communication with the members in no time, to get the member’s suggestions, feedback, queries, etc and posting of replies by General Secretary and other members. Face Book has become a effective tool even to deal with deliberate negative comments by non-performers, persons who don’t contribute anything are persuaded to join the struggle and then raise their queries.

4.6 Communication & Inter-action: There has been a continuous flow of communication from the Central Head Quarters through “*Voice of Rail Engineers*” circulars, Emails, Facebook postings, SMS and Phone Calls and the Website www.irtsa.net – besides personal visits by CP, GS & some other CEC Members. GS regularly communicates with the CEC Members, Zonal Secretaries, Subunit Secretaries and even with the other active Members at grass root level.

However, at times, I feel that the response from some of the CEC Members and other Office Bearers at Zonal & Local levels is rather slow – which at times becomes an impediment in taking major decisions for a stronger action. Members are requested to consider this aspect more seriously than they have done so far – if they really want quick results.

4.7. Visits by CEC Members:- Er.M.Shanmugam, Central President, Er.K.V.Ramesh, JGS and other CEC members made tours around the various Zones of Indian Railways. They have also visited Railway Board and Federations on many occasions to discuss & pursue the burning issues of the category.

5. TASKS BEFORE US

5.1 NEED TO DECIDE & EXECUTE AN EFFECTIVE LINE OF ACTION OR SEEK LEGAL REMEDIES:

Main immediate task before us is to face the Seventh Pay Commission, while no most of the major anomalies pertaining to our categories are addressed. The memorandum to be submitted to the Seventh Pay Commission should be exhaustive, justifiable, meaningful and purposeful - covering all the issues related to General Principles of Pay Determination to matters specific to our categories. The (Draft) Charter of Demands for the preparation of memorandum for Seventh Central Pay Commission is attached with this report. Members are requested to give their suggestions and additional information (to Er K. V. Ramesh JGS).

Pay Commission Cell will be constituted as Er.M.Shanmugam as its Chairman, Er.Kalyan Banerjee as its Vice Chairman, Er.Harchandan Singh as its Convener and Er.K.V.Ramesh as its Co-Convener. Each Zone is required to spare one dynamic office bearer to be the Member of the Pay Commission cell of IRTSA.

5.2 URGENT NEED FOR COMPLETE UNITY OF ENGINEERS:- A wise man has said “Where there is unity there is always victory. The time at which we stand is full of promise and danger, The Community will either move forward towards the unity and widely share prosperity or it will move apart.”

I am sure that the spirit of faithfulness to the cause will wound up into unity within ourselves will prevail with the category all over Indian Railways.

Through this august body I appeal to all the Rail Engineers/Technical Supervisors to unit under the umbrella of IRTSA.

5.3 STRENGTHEN IRTSA AT ALL LEVELS & RAISE FUNDS:

Funds are required for everything we do for effective execution all forms of Line of Action and Legal Remedies like court cases for realization of our demands. A strong organizational base a must for any effective action. Financial support of all Rail Engineers is earnestly solicited.

IRTSA has always been in the forefront of all struggles in pursuit of justice for Rail Engineers. We have to take this struggle to its logical conclusion. I therefore appeal to all Rail Engineers through this august Meeting to strengthen IRTSA – both organizationally & financially at all levels.

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 for his valuable advice from time to time. I thank Er. K. V. Ramesh JGS (Fin & Adm) for his continuous interaction on all issue & helping me to prepare all Memorandums & other Docs with necessary inputs of Data.

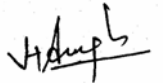
I thank Er. Kalyan Banerji Working President, Er Darshan Lal, Er, B. K. Parshad, Er O. N. Purohit and other CEC Members for their advice and help in discharge of my duties.

6.2 I thank all the Members who donated to the Struggle at various levels.

6.3 I thank the Members of Southern Railway particularly from GOC and Trichy Division 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 to this important place in Railways and in the history of IRTSA. I wish the Conference all success.

Thank you. Jai Hind. Long live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

MAIN DEMANDS OF IRTSA

1. A Forum for Technical Supervisors / Rail Engineers & Recognition of IRTSA – to discuss & resolve problems of Technical Supervisors, as recommended by RAIC (Railway Accident Inquiry Committees) & RRC (Railway Reforms Committee).
- 2.a. Grade Pay of ₹ 4800 to JE, CMA II & DMS.
- 2..b. Grade Pay of Rs.5400 to SSE, CMS, CDMS & Sr. Engineer (IT)
- 2.c. Pre-revised scale of Rs.7450-11500 to CMA-I - having DR of engineering graduates.
- 3.a. Time bound promotions of JEs, DMS, CMA to Assistant Engineer (AE) Group 'B' Gazetted – as promotion prospects and career planning are essential for effective motivation and job satisfaction
- 3.b. Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C'.
- 3.c. Upgrading adequate %age of posts of Senior Technical Supervisors from Group 'C' to Group 'B' Gaz.
- 3.d. Upgrading of posts of SSE, CMS, CDMS, Sr.Er/IT to Group 'B' (Gazetted). – as per orders of Government / DOPT - as implemented in all others departments
4. Promotion of serving Engineering Graduates to Group- A against 50% posts of Direct Recruitment quota (in IRES through UPSC) - with age relaxation up to 45 years.
- 5.a. PCO allowance to C & M, Drawing, Design, IT (EDP) & Store Engineers & other left out technical cadres - in view of their contribution to productivity & quality control.
- 5.b. Incentive or Honorarium to Technical Supervisors & other technical cadres in Sheds & Open line depots - for additional workload of new assets, new trains, holiday specials & military specials.
- 5.c. Revision of rates of incentive bonus in Workshops & Production Units – w.e.f 1.1.2006
6. Discontinuation integrated seniority of Running Staff with Technical Supervisors for selection for promotion from Group C to Group B OR ii) the Seniority be considered for same grade pay for all - (instead of one grade lower for running sta
7. Removal of drawbacks in Modified ACP Scheme – including the following:
 - 7.a. Counting of training period for MACPs - As it is counted as qualifying service for pension & increments and as paid for from general revenue.
 - 7.b. Promotion through all LDCE selection be considered as entry grade for MACPS.
 - 7.c. Entry Grade as Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 – for MACPS to Drawing Office Staff.
 - 7.d. Elimination of discrimination in the MACPS by placing all the Engineering Graduates in the revised scale with the Grade Pay Rs.4600.
8. Parity in fixation of pay of promotes & Direct Recruits after 6th CPC.
9. Up-grading & Redesignation of P-way Supervisors as Junior Engineers – at par with other technical departments w.e.f 1.11.2003.
10. Exemption of all Allowances (including DA & HRA etc.) – as recommended by Fifth Pay Commission.

For Up-to-Date information of our Activities,
Views on Vital Issues of Interest & Copies of Administrative Orders
Read Regularly "**VIOCE OF RAIL ENGINEERS**"
Official Bimonthly Journal of IRTSA
(Previously published as "*The Rail Supervisor*")
Send your Subscription @ Rs. 50 PA & News of Activities of Units & Subunits &
Articles for publication to:
Er. K.V.Ramesh, Manager , VRE,
G3–Likit Homes, 3-Lakshmanan Nagar, West Street, Peravallur, Chennai – 82.
(Ph: 9003149578, 9444100842)Email-rameshirtsa@yahoo.co.in