

# Voice of Rail Engineers

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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## HIGHLIGHTS OF EXHAUSTIVE MEMORANDUM SUBMITTED BY IRTSA FOR REVISION OF INCENTIVE RATES & BONUS FACTORS IN RAILWAYS

IRTSA submitted another detailed memorandum to the Committee on Incentive Rates, with financial implications based on actual strength of staff covered under incentive.

### 1. Introduction

Revision of rates of incentive is important tool in the hands of Indian Railways for effective management of its PUs & Workshops in line with the continuous changes. IRTSA prepared an exhaustive memorandum with the aim of approaching the Incentive system and revision of its rate in a scientific manner rather than approaching it with thumb rule. To make the memorandum more reliable and accurate, information on staff strength & staff covered under incentive as on 31.03.2018 of every PUs & workshops are collected using Right to Information Act.

### 2. Incentive system a scientific Management tool followed in Railway PUs & Workshops

Production Units & Workshops of Indian Railways are following the principle/tools of scientific management. Performance based incentive system was introduced in Railway Production Units and Workshops enabling Railways to get higher productivity and economic utilisation of Rolling Stocks & other assets as well that for the manpower. Systematic study of all the operations & process was carried out to set up norms & standards.

Such standards are useful in

- Computing the allowed time for new jobs without carrying out direct study in each and every occasion.
- Estimation & Costing
- Serving as a bench mark for comparison with other system and for continual improvement.

### 3. Advantages of Incentive System

There were many advantages of introducing Incentive Scheme on Railways including one-time advantages and continuous advantages as per details below:

a) As a result of improved productivity after the introduction of incentive system 35,000 to 40,000 men were able to be re-deployed in additional lines of production / maintenance. Utilisation of same infrastructure was nearly doubled by introducing night shifts in some Workshops to step up production.

b) Following the introduction of Incentive scheme, the efficiency in the Railway Workshops & Production units increased from 80% to 133%. Railways had estimated saving of Rs.650 crores per annum as a result of introduction of Incentive Scheme in Railway Workshops on the then prevailing average wage rates of Rs.1550 per

month for direct workers which have increased many folds over the years.

c) There were uncountable further savings by method study, process modification, etc resulting in reduction of Allowed Time of jobs due to the introduction of efficient processes.

d) Continuous monitoring & improvement in manufacturing / maintenance processes made possible.

e) Another incalculable saving on account of reduced holding of Rolling Stock for P.O.H. in the Workshops and higher and quicker availability of new Rolling Stock from PUs.

f) Identification, monitoring & elimination of deficiencies and bottlenecks in production / maintenance lines are being done more effectively and efficiently.

g) Accountability for quality & traceability for safety issues can be easily done in the Incentive system.

h) Efficiency of man power, machine and other infrastructure utilisations are now comparable among various PUs & Workshops on realistic terms.

i) Useful tool for assessing workforce's ability & efficiency.

### 4. Production units of Indian Railways

Indian Railway is fully independent in manufacturing passenger coaches & locomotives for its requirement. Seven production units enable Indian Railways for continuously upgrading its passenger coaches and locomotives. First production unit Chittaranjan Loco Works (CLW) was started in the year 1950 and latest one Modern Coach Factory (MCF) started its production in 2011-12. Every Production Units of Indian Railways proved their worth and they are able to deliver all the needs of Indian Railways according to the dynamic changes.

### 'On Roll' strength of staff covered under Incentive System in Production Units

PU	Type of incentive system	'On roll' strength of staff covered under incentive
CLW	CLW	5729
DLW	CLW	3009
ICF	CLW	7244
RCF	GIS	4978
RWF	GIS	1663
DLMW	GIS	2494
MCF	-	No Incentive
<b>Total</b>		<b>25117</b>

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"SUCCESS COMES TO THOSE WHO BELIEVE"



**Editorial****LONG WAIT FOR SENIOR SECTION ENGINEERS:  
TIME FOR RAILWAYS & GOVT TO ACT**

Senior Section Engineers (SSEs) in Railways directly shoulder the responsibility of safe & punctual running of trains and in maintaining the comfort of the passengers. They being the middle management in the hierarchy of Railways have to extract work from Railway men & contractors and to ensure the completion of tasks in time. They hold the direct responsibility for the quality of work and also performance & safety of workmen.

SSEs are not only required to have the knowledge in their respective technical field but also in other Technical fields as well besides Establishment & Finance rules, Stores procedures, DAR rules, Factories Act, HOER, etc to perform their multifarious responsibilities. But their pay scale is not commensuration with the duties & responsibilities shouldered by them.

Superior pay scales granted to them by 3<sup>rd</sup> & 4<sup>th</sup> Pay Commissions were subsequently diluted and some categories that were two grades below were later on placed above the SSEs, thereby disturbing the relativities.

After implementation of 6<sup>th</sup> CPC recommendations Railway Ministry issued an OM dated 11.6.2010 seeking the approval for its proposal for allotment of higher Grade Pay of Rs.4600 for JEs & Grade Pay Rs.4800 for SSEs, but in the CAT Chennai, Railway Board argued against its own proposal. Even though CAT Chennai has directed the Ministry of Finance to act on the Railway Ministry's OM, Finance Ministry decided against it.

While dealing with the issue of Technical Supervisors in Railways 7<sup>th</sup> CPC vide para 11.40.113 of its recommendations recommended that Railway Board should consider enhancing the number of posts in next higher level of SSE to increase the avenue of promotion.

After implementation of 7<sup>th</sup> CPC recommendations a proposal was submitted by Railway Ministry to the Empowered Committee of Secretaries headed by Cabinet Secretary as Chairman, for revision of pay of Technical Supervisors, particularly upgrading 75% of posts of SSE from Grade Pay 4600/Level 7 to GP Rs.4800/Level 8.

Railway Board in its proposal said that, traditionally pay scales allotted to Technical Supervisors were higher than pay scales of supervisors of Accounts and other departments. Railway Board submitted to Empowered Committee that, implementation of 6<sup>th</sup> CPC recommendations had resulted in a virtual reversal of the relativities vis-à-vis position prevailing under different Pay Commissions. As a result, Supervisors feel strongly aggrieved and demoralized.

Neither of the four cadre restructuring exercises - done in the years 1984, 1993, 2003 & 2013 - brought any career prospects of SSE. Graduate Engineers recruited as SSE are stagnated at the recruitment Level.

Another grave injustice is denial of Group 'B' (Gaz) to SSEs, despite the fact that their counterparts in all other Central Government departments are classified as Group 'B' (Gaz).

Revision of incentive bonus is also delayed by more than two years.

Higher Pay Level, Group B status, improved promotional avenue, revision of incentive, grant of Risk & Hardship awards are some the main demands need to be addressed by Railways and Government immediately.

**IR TSA SUBMITS MEMORANDUM TO MS ON  
Group B SELECTION PROCEDURE**

Introduction of 100% objective type Multiple Choice Questions in the written examination held as part of Selections and Pre-Qualifying Examination (PE) in LDCEs for promotion from Group 'C' to Group 'B' posts  
**– AN APPEAL FOR: A) INCREASE IN NUMBER OF POSTS IN GROUP B (GAZ) LEVEL 8 TO 10% OF TOTAL NUMBER OF POSTS IN LEVEL 6 & LEVEL 7 - TO REDUCE STAGNATION OF TECHNICAL SUPERVISORS IN GROUP C; AND B) ELIMINATION OF NEGATIVE MARKING & PRE-QUALIFYING EXAMINATION (PE) IN THE REVISED PROCEDURE FOR SELECTION FOR GROUP B.**

1. We would like to bring to your kind attention about unjust changes made by the Railway Board in the selection procedures for promotion from Group 'C' to Group 'B' by introducing multiply choice questions & introduction of prequalifying examination in LDCE selections.

2. RBE No. 53/2019, inter-alia, lays down that selection against 70% promotional quota will comprise of one written examination paper which shall have 100% objective type multiple choice questions only. For 30% LDCE quota, there shall be pre-qualifying examination (PE) which shall have 100% objective type multiple choice questions. Candidates scoring more than 75% marks in PE shall be eligible for the main examination comprising one descriptive type professional paper and number of candidates shall be restricted to five times of the vacancies on the order of Merit. There shall be negative marking for incorrect answers. One-third of marks allotted for each question will be deducted for every wrong answer.

3. Technical Supervisors - who are having rich working experience & knowledge - become eligible for 70% promotional quota selection in the fag-end of their career. Throughout their service they are required to intensively supervise and ensure safety & quality control of production, repair & maintenance of the Rolling Stock, Locomotives, P-Ways, Bridges, Works & S&T equipment; undergo periodical mandatory refresher courses for not only updating their knowledge, also to make them eligible to issue fitness certificate to rolling stocks, P.Way, Bridges, Electricals, S&T equipment etc.

4. As such, holding written test for the selection for 70% promotional quota is not essential to find their suitability for Group B. It consumes a lot of time to complete the selection process, making the selection process more complicated, because of this, many times qualified employees were not able to get their due promotion. Hence selection for 70% promotional quota may please be done on the basis of seniority cum suitability without written test.

5. Introduction of pre-qualification examination (PE) for 30% LDCE quota will only complicate and delay the selection process for promotion from Group 'C' to Group 'B'. Two written examinations for a departmental selection will be a cumbersome exercise both for administration and for employees. Selection process will consume more time and chances for legal cases will be more if two written examinations were conducted.

6. New system of negative marks for every incorrect answer will complicate the selection process and demotivate even good candidates and defeat the very purpose of LDCE.

7. Hence selection for 30% LDCE promotional quota for Group B (Gaz) may please be carried out with one written test which may have descriptive & objective type multiple

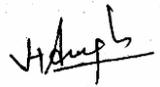
.....**Continued on page – 4**

## NOTICE FOR MEETING OF CEC IRTSA AT CHANDIGARH ON 25-06-2019

An important Meeting of Central Executive Committee (CEC) IRTSA shall be held at Dr.Ambedkar Bhawan, Sector 37-A, Chandigarh, from 11 AM to 4 PM on 25.06.2019 to discuss some very crucial & emergent matters – including the following – and to decide the line of action thereon. All Office Bearers and Members of CEC and all Zonal Secretaries of IRTSA are requested to attend the Meeting positively.

### AGENDA:

1. Address by Central President IRTSA;
2. Report of General Secretary IRTSA.
3. Position of Court case filed by IRTSA for Higher Pay Level for JE & SSE
4. Grant of Group 'B' Status for SSE, CDMS, CMS & Sr.Er/IT & Report of Committee on it.
5. Updates on Incentive Revision Committee.
6. 55<sup>th</sup> Annual Conference & CGB meeting of IRTSA to be held at Lucknow in October, 2019.
7. Review of Financial position of IRTSA & implementation of Financial Rules of IRTSA.
8. Steps for organizational mobilization, Membership Drive & augmentation of resources.
9. Steps for pursuance of Main Demands & Line of Action thereon;
10. Any other point, with the permission of the Chair.



(Harchandan Singh), General Secretary, IRTSA

**TO: ALL CEC MEMBERS & ZONAL SECRETARIES, IRTSA: CC FOR INF. & N/A TO ALL SUBUNIT SECRETARIES**

Brother Engineers,

- 1) All CEC Members including all Zonal Secretaries are requested to get their both sides reservations done at the earliest and to attend the CEC meeting positively.
- 2) All are requested to intimate their programme early – especially those reaching a day in advance (i.e. on 24-7-2019) are requested to infirm beforehand to arrange for accommodation for them.
- 3) All are also requested to mobilize the Sub-units in your region & to motivate them to complete the Membership Drive @ Rs.200 PA and pursue them to send the Central Quota to the Central Treasurer or to pay the same to him during the CEC Meeting positively.
- 4) All are requested to review the Organisational position at the Unit & Sub-Units in your region and place the same before the CEC in its Meeting for the Mid-term appraisal of Organisational position, feedback & suggestions for effective Line of Action & organizational mobilization.
- 5) All are requested to mobilize collection of annual subscription for “Voice of Rail Engineers” from your zone/sub unit and submit to Manager “Voice of Rail Engineers” during the Meeting.
- 6) All units & subunits of IRTSA are requested to send the central quota & legal-cum-struggle fund to Central Treasurer IRTSA, Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008 (ph: 09828024476) or to pay the same during the CEC meeting positively.
- 7) **MAIN DEMANDS OF IRTSA:** Following main demands need to be effectively pursued and we must draw out an effective strategy for early realization of the same:
  - a) Recognition of Indian Railways Technical Supervisors Association (IRTSA).
  - b) Grant of higher Pay Level 8 for JEs & Pay Level 9 for SSEs.
  - c) Classification of posts of Technical Supervisors (*Grade Pay 4600/Pay level-7*) in Group 'B' Gazetted.
  - d) Rationalisation of Revised procedure for Selection for Group & elimination of procedure for negative marking.
  - e) Withdrawal of changed criteria of 'Very Good' and restoration of 'Good' as criteria for MACPS.
  - f) Implementation of MACPS w.e.f.01.01.2006.
  - g) Inclusion of training period for the purpose of MACPS.
  - h) Withdrawal of NPS.
  - i) Revision of incentive Bonus as per new pay matrix.
- 8) Acceptance of following recommendations of Railway Board to MOF (DOE) to provide some relief to stagnating Technical Supervisors – (pending acceptance of above said main demands):
  - a) Upgradation of posts of JEs to Grade Pay Rs.4600 and upgrade posts of SSE to Grade Pay Rs.4800 as per decision of the Departmental Anomalies Committee.
  - b) Revised Cadre of 33% JEs in GP Rs.4200, 17% SSE in Grade Pay Rs.4600 and 50% of posts in Grade Pay Rs.4800 in view of their nature of duties and responsibilities.

**MEMORANDUM ON GROUP-B SELECTION PROCEDURE**

... Continued from page – 2

choice questions and without any negative marks for incorrect answers.

8. In Department of Defence Production, as per Ministry of Finance Gazette notification, G.S.R 592 (E) dated 15.06.2017, Part-C, (Copy attached) at S.N.52, Reg. Junior Works Manager, Department of Defence Production, it is provided as under:

i) Of the total pool of posts in Grade Pay 4200 and Grade Pay 4600, ten percent should be earmarked to be placed in Grade Pay 4800 in Group B (Gaz).

ii) The posts in Grade Pay 4800 in Group B (Gaz) should be filled up from personnel in Grade Pay 4200 and Grade Pay 4600 in the following manner:

- Seventy per-cent of such earmarked posts should be filled up through promotion from Grade Pay 4600;

- Thirty per-cent should be filled up through a Limited Departmental Competitive Examination in which employees from both Grade Pay 4200 and Grade Pay 4600 would be eligible to compete. This will enable deserving and meritorious employees at Grade Pay 4200 to jump Grade Pay 4600 and go directly to Grade Pay 4800 [level 8].

iii) Eighty per-cent of the employees in GP 4800, will be eligible for non-functional upgrade to level 9 [GP 5400 (PB-2)] upon completion of four years in level 8, on a seniority-cum-suitability basis." Level -8 Level-9. On the Railways, there are only 2 to 3 percent posts in Group B (Gaz) of the total pool of posts in GP 4200 and GP 4600 as compared to 10 percent provided in the Defence Production – as cited in Para 8. i) above. Such low percentage of posts in Group B (Gaz) in Grade Pay Rs.4800 is causing great stagnation amongst the Technical Supervisors who continue to rot in the initial Pay Level 6 (GP 4200) and Pay Level 7 (GP Rs.4600) throughout their service span.

10. It is therefore requested that, for promotion from Group 'C' to Group 'B'

a) Of the total pool of posts in Grade Pay 4200 and Grade Pay 4600, ten percent may please be earmarked to be placed in Group B (Gaz) in Grade Pay 4800 / Level 8.

b) Selection for 70% promotional quota may please be done on the basis of seniority cum suitability without written test.

c) Selection for 30% LDCE promotional quota may please be carried out with one written test which may have descriptive and objective type multiple choice questions.

d) System of negative marking for incorrect answer may please be removed.

e) Qualifying marks for written exam be continued as 60%.

**MEMORANDUM ON REVISION OF INCENTIVE RATES**

Continued from page-1

**Introduction of Incentive System in MCF:** Other two coach production units of Railways ICF & RCF are having well established and successful incentive system. Existence of incentive system in ICF & RCF proved as an effective management tool for achieving productivity improvement and for introduction of new designs and design modification in the existing coach designs.

**5. Mechanical Workshops of Railways**

Mechanical Workshops numbering 44 are spread over 16 zones of Indian Railways. Six workshops are not covered under incentive system. Four workshops are covered under Group Incentive System and remaining thirty-four workshops are covered under CLW incentive system.

**'On Roll' strength of staff covered under Incentive System in Mechanical Workshops**

ZONE	WORKSHOPS		'On Roll' Strength of Staff covered under incentive
CR	Parel	Loco workshop	2050
	Matunga	Carriage workshop	3570
	Kurduwadi	NG workshop	No Incentive
ER	Jamalpur	Loco workshop	3745
	Liluah	C & W workshop	5715
	Kanchapara	Group of workshops	5975
	Budge Budge	Bogie manufacture	
ECR	Samastipur *	Mech workshop	500
	Harnaut		No Incentive
ECoR	Mancheswar #	Carriage workshop	1621
NR	Charbagh	Loco workshop	1969
	Alambagh	C & W workshop	3340
	Amristar	Mech workshop	984
	Jagadhri	C & W workshop	4912
	Kalka	C & W workshop	315
NCR	Gwalior	Rail Spring Karkhana	No Incentive
	Jhansi	Wagon workshop	3104
NE	Gorakhpur	Mech workshop	2782
	Izatnagar	Mech workshop	928
NF	Dibrugarh *	Mech workshop	1600
	New Bongaigaon	C & W workshop	1457
	Tindharia	NG workshop	No Incentive
NW	Ajmer	C & W workshop	2006
	Ajmer	Loco workshop	
	Bikaner ^	C & W workshop	720
	Jodhpur	Carriage workshop	1440
SR	Perambur	C & W workshop	3928
	Perambur	Loco workshop	755
	Trichy	Golden Rock central workshop	1968
SCR	Lallaguda	Carriage workshop	1834
	Guntupalli #	Wagon workshop	1774
	Tirupati #	Carriage workshop	1007
SER	Kharagpur	Loco, Carriage & wagon workshop	
	Haldia	DEMU manufacturing	4977
SECR	Nagpur	NG workshop	No Incentive
	Raipur	Wagon workshop	1305
SWR	Mysuru	Central workshop	1430
	Hubli	Carriage workshop	2392
WR	Dahod	C & W workshop	1358
	Lower Parel	Carriage workshop	2072
	Mahalaxmi	EMU workshop	467
	Pratapnagar	C & W workshop	331
	Bhavnagar	Wagon workshop	No Incentive
WCR	Kota	Wagon workshop	1819
	Bhopal #	Coach Rehabilitation Workshop	1915
		Total	76,435

# These four workshops are following GIS.

^ Strength taken as half of Jodhpur workshop,

\* Approximate figure

**Mahalaxmi EMU workshop, Western Railway**

This EMU workshop is undertaking POH of 1301 EMU coach population. In the year 2016-17 of this workshop was outturn was 580 and in the year outturn was 768 coaches.

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**MEMORANDUM ON REVISION OF INCENTIVE RATES***Continued from page-4***Proposal for bringing whole workshop under Incentive System**

Presently only Mechanical staff of Mahalakshmi workshop are covered under CLW pattern of incentive scheme whereas electrical staff are being paid overtime. This existing system affects the synergy between Electrical & Mechanical staff which is affecting outturn.

In the inspection note of Member Rolling Stock during his visit on 10.01.2018, it was proposed that, Western Railway should submit a consolidated proposal for implementing Group Incentive Scheme for the entire workshop at the earliest to the Railway Board clearly bringing out the likely financial benefits.

**6. Signal & Telecommunication workshops of Railways**

a) There are seven S&T workshops available in Indian Railways.

b) Total Book of Sanction (BOS) for Group C & D staff is 3485 & 'On roll' is 2792 as on 31.03.2018.

c) Only three S&T workshops are covered under incentive scheme. All the three S&T workshops are following CLW pattern incentive scheme.

d) Only 1049 employees (30.1% of BOS) are covered under Incentive system.

e) Out of three workshops which are following incentive system only two workshops, Mettuguda & Ghaziabad are extending PCO allowance to total 21 staff.

f) Staff working in PCO wing of Podanur workshop not given PCO allowance, even though this workshop follow CLW pattern incentive system.

Zone	S&T Workshops	'On roll' strength of staff covered under incentive
SC	Mettuguda	167
NER	Gorakhpur	No incentive
ER	Howrah	No incentive
SR	Podanur	686
WR	Sabarmati	No incentive
CR	Byculla	No incentive
NR	Ghaziabad	196
	Total	1049

**7. Engineering Workshops of Railways**

a) There are ten engineering workshops available in Indian Railways.

b) Total Book of Sanction (BOS) for Group C & D staff in Technical cadre is 6416 & 'On roll' is 4578 as on 31.03.2018. Information regarding New Bongaigaon workshop is not available.

c) None of these workshops are covered under Incentive scheme.

d) **Reintroduction of Incentive System in Engineering Workshop Arrakkonam, Southern Railway:** This workshop having technical staff BOS 680 and 'on roll' strength 415 was following CLW pattern incentive system. Incentive system was discontinued in the year 2013 when manufacture of points and crossings were scaled down. Two years later productions of Bridge Girders and point & crossings were stabilised. Hence Incentive System may please be reintroduced in this workshop.

e) All these Engineering workshops may please be brought under incentive system.

**8. PROPOSALS FOR REVISION OF INCENTIVE RATES IN A NUT SHELL****Proposals for existing staff covered under incentive system**

- Revised rates of Incentive Bonus be fixed as per revised Pay Levels of 7<sup>th</sup> CPC on the basis of minimum of pay scales divided by 208 standard hours in a month in Railway Workshops & Production Units;
- (or) Incentive rates fixed on the basis of minimum of pay scales divided by 208 may be factored by 0.8, so that cost of implementation of revision of incentive may be reduced.
- Revised Bonus Factor under GIS be fixed at Minimum of 7<sup>th</sup> CPC Pay Levels, (or) it may be factored by 0.8.
- Proposed Hourly Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS**

Desg	7 <sup>th</sup> CPC Pay Level in Pay Matrix Rs.	Proposed	
		Hrly Rate of Incentive in CRJ pattern Min Pay in Pay Level/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
SSE	PL-7	216	44900
JE	PL-6	170	35400
Sr. Tech	PL-6	170	35400
Tech Gr-I	PL-5	140	29200
Tech Gr-II	PL-4	123	25500
Tech Gr-III	PL-2	96	19900
Helper	PL-1	87	18000

- Revised Hourly Rates of Incentive Bonus and Revised Bonus Factor under GIS as per Pay Levels of 7<sup>th</sup> CPC from the date of effect of Seventh Pay Commissions (w.e.f. 01.01.2016);
- Raising of existing rate of Incentive & Bonus Factor of SSE from 15%.
- OR SSE may be brought under direct incentive – (to compensate for loss of take-home-Pay on promotion or Posting as SSE).
- No reduction of allowed time & staff on account of revision of incentive rates.
- Introduction of incentive system in MCF, Reabareli.
- Proposals for left out staff working in PUs & Mechanical Workshops, not covered under incentive system.
- In some of the Mechanical Workshops & PUs which are following Incentive System, part of Technical Staff are not covered under incentive. This scenario affects the synergy among the shops affecting the outturn. To manage the man power requirement in non-incentive shops, over time is being extended in some workshops. All the left out technical staff of PUs & Workshops may be brought into incentive system.
- Reintroduction of Incentive system in Engineering Workshop of Southern Railway, Arakkonam.
- Introduction of incentive system in all other left out workshops.

*... Continued on page-6*

**Statistics on staff strength of all PUs & Workshops individually collected using RTI. Compilations of replies received are posted in the web site [www.irtsa.net](http://www.irtsa.net).**

**RAILWAY BOARD'S ORDERS**

1) RBE No. 34/2019. S. No. PC-VII/129, No. PC-V/2017/A/TA/1, 22-02-2019

**Sub: Grant of Transport Allowance to Railway Employees availing concessional Season Ticket/ Suburban passes.**

Ref: Railway Board's letter No. PC-V/97/II/7/12 (Pt.4) dated 27-9-1999 (RBE No. 242/99)

References have been received from a few Railways seeking clarification regarding grant of Transport Allowance to Railway employees availing Concessional Season Ticket/ Suburban passes. In this regard it is stated that there is no change in the instructions contained in Board's letters dated 12-9-2008 (RBE No.111/2008), 23-01-2009 (RBE No. 16/2009) and 03-8-2017 (RBE No. 84/2017). These orders do not prohibit payment of Transport Allowance to Railway employees availing Concessional Season Tickets/Suburban passes.

2) RBE No. 23/2019. S.No. PC-VII/ 127 No. PC-V/2016/MACPS/1, 12-02-2019

**Sub: Fixation of pay of the employees who got promoted to the post of higher Pay level after being granted the benefit of pay fixation on grant of financial upgradation under MACPS.**

The issue regarding regulation of pay fixation when the promotion to a higher pay level takes place in the 7th CPC period after the employee has already availed the benefit of pay fixation on grant of financial upgradation under MACPS has been under consideration for quite some time. It has been decided in consultation with DoP&T that the pay fixation benefit on grant of MACP after 7th CPC may be regulated in the following manner:-

(i) Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme (as prescribed in Para 13 of RS(Revised Pay) Rules, 2016).

(ii) There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same pay level as granted under MACPS.

(iii) However, at the time of actual promotion if it happens to be in a post carrying higher pay level than what is available under MACPS, then he shall be placed in the level to which he is promoted-at a cell in the promoted level equal to the figure being drawn by him on account of MACP. If no such cell is available in the level to which promoted, he shall be placed at the next higher cell in that level. The employee may have an option to get this fixation done either on the date of promotion or w.e.f. the date of next increment as per the option to be exercised by him.

3) RBE No. 7/2019, No. E (NG) II/2001/RR-1/6. 10.01.2019  
**Sub: Educational qualification for recruitment to Group 'C' posts in S&T Departments on the Railways.**

Attention is invited to this office letter of even number dated 07/03/2016(RBE No.25/2016) prescribing minimum educational qualification for open market recruitment to the posts of Junior Engineer and. Senior Section Engineer in S&T Department on the Railways.

2. Pursuant to reference received from one of the field units, review of the same has been undertaken in consultation with Signal & Telecommunication Directorates of this Ministry and it has been decided in the Board that henceforth minimum qualification for Direct Recruitment to post of JE/SSE stand modified as under:

**Junior Engineer (Signal), Junior Engineer (Tele.), Junior Engineer, (Drawing, Design & Estimation) - Level – 6**

Three years Diploma in

(a) Electrical/Electronics/Information Technology/ Communication Engineering/Computer Science & Engineering/Computer Science/ Computer Engineering OR

(b) a combination of any sub stream of basic streams of Electrical/Electronics/Information Technology/Communication Engineering/Computer Science & Engineering/Computer Science/ Computer Engineering from a recognized University/Institute.

**Sr. Section Engineer (Signal), Sr. Section Engineer (Tele), Sr. section Engineer (Drawing, Design & Estimation) - Level - 7.**

Four years Bachelor's Degree in

(a) Electrical/ Electronics/ Information Technology/ Communication Engineering/Computer Science & Engineering/ Computer Science/ Computer Engineering or M.Sc. Electronics, OR

(b) a combination of any sub stream of, basic streams of Electrical / Electronics / Information Technology / Communication Engineering /Computer Science & Engineering/ Computer Science/ Computer Engineering from a recognized University/Institute.

3. These instructions will be effective from the date of issue recruitment notification published under Centralized Employment 03/2018 issued by Railway Recruitment Boards.

4. As regards Direct Recruitment to the post of SSE these instructions may be read in conjunction with this office letter no. E(NG)II/2018/RR-1/31 dated 25.10.2018, circulated under RBE No. 166/2018. **(Continued on page – 8)**

**Zones & Sub Units Send to Annual Subscription for "Voice of Rail Engineers" to K.V.RAMESH, Manager "Voice of Rail Engineers"**

**Highlights of IRTSA memorandum on Revision of Incentive Rates, .....Continued from page-5**

**N) COST OF IMPLEMENTATION OF REVISION OF INCENTIVE**

	'On roll' strength of staff covered under incentive scheme	Additional cost per year for revision of Incentive rates @ minimum pay divided by 208 & SSE paid incentive 15% of basic pay. Rs. In crore	Additional cost per year for revision of Incentive rates @ minimum pay divided by 208, factored by 0.8. & SSE paid incentive 12% of basic pay. Rs. In crore
Production units	25,117	185.64	129.59
Mechanical Workshops	76,435	564.94	394.36
S&T workshops	1,049	8.05	5.68
Engineering workshops	NIL	NIL	NIL
<b>Total</b>	<b>1,02,601</b>	<b>758.60</b>	<b>529.63</b>

**TECHNICAL SUPERVISORS! BE ACTIVE MEMBER OF IRTSA & CONTRIBUTE LIBERALLY TO STRUGGLE FUND  
Send your contribution to Central Treasurer IRTSA, Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008.**

**AMENDMENTS IN NPS – GAZ. NOTIFICATION****Ministry of Finance F. No. 1/3/2016-PR, 31.01.2019****Important changes in**

- 1) **Increase in Government's Contribution**
- 2) **Choice of pension fund**
- 3) **Choice of investment pattern**
- 4) **Compensation for non-deposit or delayed deposit**

For streamlining the implementation of National Pension System (NPS), the Central Government makes the following amendments in the Ministry of Finance's Gazette Notification No. 5/7/2003-ECB-PR dated 22nd Dec, 2003

**Monthly Contribution:** The monthly contribution would be  
1) 10 percent of the Basic Pay plus Dearness Allowance (DA) to be paid by the employee and 14 percent of the Basic Pay plus DA by the Central Government.

2) **Choice of pension fund and investment pattern in tier-I of NPS as under:**

vi) **Choice of Pension Fund:** As in the case of subscribers in the private sector, the Government subscribers may also be allowed to choose any one of the pension funds including Private sector pension funds. They could change their option once in a year. However, the current provision of combination of the Public-Sector Pension Funds will be available as the default option for both existing as well as new Government subscribers.

vii) **Choice of Investment pattern**

(a) The existing scheme in which funds are allocated by the PFRDA among the three Public Sector Undertaking fund managers based on their past performance in accordance with the guidelines of PFRDA for Government employees may continue as default scheme for both existing and new subscribers.

(b) Government employees who prefer a fixed return with minimum amount of risk may be given an option to invest 100% of the funds in Government securities (Scheme G).

(c) Government employees who prefer higher returns may be given the options of the following two Life Cycle based schemes.

(A) Conservative Life Cycle Fund with maximum exposure to equity capped at 25% – LC-25.

(B) Moderate Life Cycle Fund with maximum exposure to equity capped at 50% – LC-50.

viii) **Implementation of choices to the legacy corpus:**

Transfer of a huge legacy corpus of more than Rs. 1 lakh crore in respect of the Government sector subscribers from the existing Pension Fund Managers is likely to impact the market. It may be practically difficult for the PFRDA to allow Government subscribers to change the Pension Funds or investment pattern in respect of the accumulated corpus, in one go. Therefore, for the present, change in the Pension Funds or investment pattern may be allowed in respect of incremental flows only.

ix) **Transfer of legacy corpus in a reasonable time frame:**

PFRDA may draw up a scheme for transfer of accumulated corpus as per new choices of Government subscribers in a reasonable time frame of say five years. Once PFRDA draws up this scheme, change in the Pension Funds or investment pattern may be allowed in respect of the accumulated corpus in accordance with that scheme.

**Compensation for non-deposit or delayed deposit of contributions during 2004-2012:**

(x) In all cases, where the NPS contributions were deducted from the salary of the Government employee but the amount was not remitted to CRA system or was

remitted late, the amount may be credited to the NSP account of the employee along with interest for the period from the date on which the deductions were made till the date the amount was credited to the NPS account of the employee, as per the rates applicable to GPF from time to time, compounded annually.

(xi) In all cases where the NPS contributions were not deducted from the salary of the Government employee for any period during 2004-2012, the employee may be given an option to deposit the amount of employee contribution now. In case he opts to deposit the contributions now, the amount may be deposited in one lump sum or in monthly installments. The amount of installment may be deducted from the salary of the Government employee and deposited in his NPS account. The same may qualify for tax concessions under the Income Tax Act as applicable to the mandatory contributions of the employee.

(xii) In all cases where the Government contributions were not remitted to CRA system or were remitted late (irrespective whether the employee contributions were deducted or not), the amount of Government contributions may be credited to the NPS account of the employee along with interest for the period from the date on which the Government contributions were due till the date the amount is actually credited to the NPS account of the employee, as per the rates applicable to GPF from time to time. Instructions to this effect may be issued by the Department of Expenditure/ Controller General of Accounts. All such cases of delay may be resolved within a period of three months.

2. The above provisions shall come into force with effect from 1<sup>st</sup> April, 2019.

**Ref: No. D-43/4/2018-F(E)III, dated: 26.02.2019**

**Sub: Additional benefit on death/disability of Government servant covered by NPS – reg.**

Attention is invited to Board's letter No. 2008/AC-II/21/19 dated 29.05.2009 on the above subject vide which instructions were issued providing for additional relief on death/disability of Government servants covered by New Defined Contribution Pension System (NPS).

2. In the wake of the above instructions, some of the Zonal Railways have raised the issue of admissibility of provisional family pension to the family members of the deceased railway servant who were governed by National Pension System (NPS) but died prior to allotment of FRAN Card and starting of the deductions towards NPS.

3. The above issue has been examined in consultation with Pension Fund Regulatory and Development Authority (PFRDA) and the Department of Pension 8: Pensioners' Welfare (DOP&PW). It is clarified that all the railway servants appointed on or after 01.01.2004 are to be covered by the National Pension System (NPS). Therefore, the provisional benefits granted vide Board's letter dated 29.05.2009 to all NPS employees in case of death in service/disability, will be admissible to the family of the deceased subscribers/subscribers on fulfillment of the conditions specified therein irrespective of the fact that FRAN Card was not allotted at the time of death/disability or the deductions towards NPS had not started. However, while giving the provisional benefits, instructions issued vide Board's letter No. 2012/F(E)III/1(1)/4 dated 08.09.2014 may also be kept in view.

**ENGINEERS! STRENGTHEN IRTSA &  
JOIN CONTINUOUS STRUGGLE FOR JUSTICE  
WITH & CONVICTION & CONFIDENCE**

**RAILWAY BOARD'S ORDERS****Contd. from page - 6**

4) No. 2018/Trans.Cell/Health/Medical Card, 04.01.2019

**Sub: Medical Identity Card Numbering and Colour Scheme & Generation of Uniform Medical I-Card.**

Ref: (1) Railway Board letter no.2018 / Trans.Cell / Health / Medical Cards dated 08.06.2018.

(2) PCPO/SCR's letter no. SCR/P.HQ/765/IT/ESR dated 01.08.2018.

For bringing in uniformity in Medical Identity Cards, issued to employees and other medical beneficiaries on Indian Railways, a policy was issued vide reference (1) above. Further, with reference to South Central Railway's letter (2), Board (MS, FC & CRB), in consultation with DG/RHS and DG/Pers. have approved the following:

1. A strip with different colour for serving and retired employees and their dependents shall be provided in accordance with instructions at Para 2 of the policy letter (reference (1) above). The colour scheme of the strip shall be as:

- Serving Railways employees – Blue strip at Top and Bottom
- Pensioners – Green strip at Top and Bottom
- Medical beneficiary of serving employee – Blue strip at Top and Yellow at Bottom
- Medical beneficiary of Retired employee – Green strip at Top and Yellow at Bottom.

2. Medical ID number shall be a 12 digit Alpha Numeric as proposed by SCR and as indicated below:

- First 3 digits – IPAS codes of Railway/Working Unit issuing the card
- Next 8 digits – Random auto generated number
- Next 1 character – A for Employee – Z for Primary Pensioner - Any other character (B,C, .... Y) for Medical dependents

3. SCR is hereby authorized for development and maintenance of Unique Medical ID System for Pan India. Software has already been developed by SCR.

4. All the Medical ID Cards for Pan India shall be generated through the system developed by SCR.

5. The system shall be integrated with I-PAS and ARPAN systems for one level of authentication for which CRIS and Western Railway will provide the secured access to the respective system.

6. The final card should be printed after proper authentication.

7. This Medical ID number shall be further integrated with H MIS by CRIS which is being developed by CRIS (which CRIS has agreed). SCR will provide secured access to CRIS, if required for the same.

8. The cards so generated from the software may be printed by the Zonal Railways at their end or may request SCR to print initially in bulk. Printing arrangements may be made by Zonal Railways later.

9. SCR will follow the guidelines regarding IT systems for generation of Medical ID/IDs of Govt. of India, if any.

10. The application so developed shall have the

mandatory Security Audit and shall be hosted in a secured environment and at a Data centre as per Govt of India's Policy, before roll out, which SCR shall have to ensure.

5) RBE NO. 9 /2019, No.E(NG)I-2013/CR/1, 11/01/2019

**Sub : Introduction of Provisions for writing of APAR of Rly employees working in Grade Pay Rs.1800/- Level-I.**

Attention is invited to Board's letter of even number dated 30.12.2014, vide which, concept of writing APARs of those Railways' employees working in Grade Pay Rs.1900 and in whose cases APARs were not written earlier, was introduced inter-alia mentioning that those Railway servants in Grade Pay Rs.1800, the system of working reports as and when required will continue. A proforma evolved for this purpose was also enclosed.

2. A need to introduce the system of writing APARs in the cases of erstwhile Group 'D' staff working in Grade Pay Rs.1800, Level-I, has been experienced considering the fact that such employees have been made eligible to compete with others in the scheme of LDCE and other departmental selections whenever and wherever these are conducted to fill up particular posts through departmental promotion.

3. Consequently, the matter has been reviewed. It is advised that the APARs be written in the case of all the erstwhile Group 'D' employees G.P. Rs. 1800/- Level-1 in the proforma attached. The revised proforma will be applicable for APARs written from the current year (2018-19) onwards.



### **IRTSA RCF UNIT DONATES A COMPUTER FOR CLINICAL LAB OF SAS FREE POLY CLINIC IN VILLAGE PARACHH NEAR CHD**

IRTSA RCF Unit donated a Computer for the Clinical Lab of SAS Free Poly Clinic in Village Parachh, near Chandigarh, in collaboration with Railway Senior Citizens Welfare Society. RSCWS donated accessories for the Computer and Rs.10,000/- for uploading of Pathological reporting software on the system.

Er. Darshan Lal, Working President CEC IRTSA, Er. M. Bhatnagar Zonal Secretary & Er. Surjit JGS & 2 other Members from RCF joined Er. Harchandan Singh GS IRTSA in the AGM of RSCWS at Chandigarh to make these presentations to the Chairman & GS of the Poly Clinic which is providing free treatment to the Villagers in & around Parachh Village.

**NOTICE: Meeting of Central Executive Committee (CEC) IRTSA shall be held at Chandigarh, on 25.06.2019 All Members of CEC of IRTSA are requested to attend the Meeting positively. (See detailed Notice on Page 3 inside)**