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## Central President IRTSA meets CRB & Member (TRS)



## IRTSA submits memorandum to DG (HR)



6<sup>th</sup> April 2024, RCF Kapurthala, Memorandum on demands of Rail Engineers/Technical Supervisors and Staff of RCF handed over to Sh. Naveen Gulati Ji Hon'ble DG(HR) by Team IRTSA led by Er.Darshan Lal Central Working President, during his visit to RCF.

## IRTSA submits memorandum to Shri.Amit Kumar Agarwal, Additional Member (ME)

12.04.2024, K.V.Ramesh GS IRTSA and Y.R.S.Banerjee Asst. Central Treasurer submitted memorandum to Shri.Amit Kumar Agarwal, Additional Member (Mechanical Engineering) Railway Board during his visit to ICF. Memorandum on Cadre Restructure of Technical Supervisors / Rail Engineers and Recruitment and creation of posts in the category of Technical Supervisors in zonal Railways & PUs were submitted to AM(ME). GS IRTSA briefed about delay in cadre restructuring which is due in October 2023 and necessity for filling up of huge vacancies in JE & SSE through RRB direct recruitment, GDCE and promotion quotas.



Earlier in JAC/ICF meeting with AM(ME) GS IRTSA explained common demand of ICF. He said Land available with ICF should not be used for any other purpose and should not be handed over to any other. ICF should be expanded with available Railway lands around ICF and new production facilities including export division should be installed.



18<sup>th</sup> March 2024: M.Shanmugam President, IRTSA met CRB and Member (Traction & Rolling Stock) at Railway Board at their chambers. Central President IRTSA highlighted avenue of promotions for vital category of Technical Supervisors / Rail Engineers, Cadre

Restructuring of Group-C categories pending for long time, etc. In the issue of creation of SSE posts in level-8 at ICF to be utilised in the manufacturing activities of 'Vande Bharat' train sets, President IRTSA highlighted different replies given by Railway Board to ICF within a span of two weeks and requested for earlier approval by Railway Board. CRB and MTRS heard the submissions and promised to take positive actions. Memorandums were handed over to Director General (HR) and Additional Member (Staff).

## DoPT forwards IRTSA memorandum demanding formation of 8<sup>th</sup> CPC to DoE.

DoPT O.M – F.No.2/1/2023-JAC, dated 20.03.2024.

Subject: Formation of 8<sup>th</sup> Central Pay Commission-regarding.

The undersigned is directed to forward a copy of letter No.IRTSA/Memo-7 dated 26.02.2024 received from Shri. K.V.Ramesh, General Secretary, Indian Railways Technical Supervisors' Association on the subject mentioned above to Department of Expenditure for further necessary action please.

**Voice of Rail Engineers** – (Previously Published as "THE RAIL SUPERVISOR")

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**"SUCCESS COMES TO THOSE WHO BELIEVE"**



## Editorial

**Time to form 8<sup>th</sup> CPC**

Central Pay Commissions are being constituted at regular intervals of ten years, “to examine, review, evolve and recommend changes regarding the principles that should govern the emoluments’ structure including pay, allowances and other facilities/benefits, in cash or kind, as well as the specialized needs of various Departments, agencies and services, in respect of Central Government employees”.

3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> CPCs recommended for constituting permanent machinery to undertake periodical review of the pay, allowances and conditions of service of the Central Government employees.

6<sup>th</sup> CPC recommended for implementing its recommendations w.e.f. 01.01.2006, ten years period since the implementation of 5<sup>th</sup> CPC.

7<sup>th</sup> CPC recommended that the pay matrix may be reviewed periodically without waiting for the long period of ten years.

Since the implementation of 7<sup>th</sup> CPC recommendations w.e.f. 01.01.2016, many changes have taken place in Government functioning, performance & size of Indian economy, GDP growth, quantum of various tax collections, role of various government departments, inflation pattern, erosion of real wages due to inflation, condition of service, role of private sectors in public utilities and government’s regulation over them, number of employees in each department, number of employees covered under National Pension Scheme (NPS), considerable reduction in poverty, changes in consuming pattern of employees & general public, etc.

There are many legal cases pending across the country in various courts regarding anomalies in pay level, increment, pay fixation, promotions, MACPS, retirement benefits, etc, consuming precious time of Courts and affecting efficiency of Government functioning.

Efficiency in public services should not be compromised for any reasons. There should be a continuous improvement in quality of public service and scope for administrative reforms. New pay commission needs to be constituted for elimination of disparities/anomalies in salaries between different group of employees and for the reasons explained above. Sufficient time should be given to the Pay Commission to study all principles relating to pay & allowance, working conditions, promotional avenue, classification of posts, etc and to hear the views of every stakeholder including staff side.

**It is time to constitute 8<sup>th</sup> Central Pay Commission immediately to enable it to have sufficient time to give comprehensive recommendations to clear all existing anomalies and without giving room for future anomalies.◆**

**GS IRTSA MEETS GS AIRF & NFIR**

26<sup>th</sup> March: K.V.Ramesh General Secretary IRTSA met Dr.M.Raghavaiah GS NFIR and Com.S.G.Mishra GS AIRF in their respective office at New Delhi.

He highlighted about non filing up of Technical Supervisors / Rail Engineers vacancies, creation of posts in the category of Technical Supervisors, delay in cadre restructure of Group-C categories in Railways, major threat of privatisation of Indian Railways PUs, etc.

**IRTSA Liluah E.Rly conducts seminar**

17.04.2024, IRTSA Liluah, Carriage & Wagon Workshop conducted seminar on topic “Energy Conservation and Sustainable Development” was graced by Sri.Yatish Kumar, CWM Liluah. Dy.CME, Dy.CEE, WPO and other officers of Liluah work shop graced the seminar. Er. Subrata Das Secretary IRTSA LLH has done elaborate arrangements for the seminar.

Er. K.V.Ramesh General Secretary IRTSA

addressed the seminar through recorded video. IET Kolkata Network and Energy Club Kolkata made presentation, opinion and discussions on energy conservation for Liluah workshop was discussed. Sri.Yatish Kumar, CWM Liluah said that the seminar provided platform for sharing of knowledge for conservation of energy and its management for sustainable environment working condition in Railway as well as other industries. Earlier Er.Moti Lal President IRTSA LLH welcomed the gathering. Er.Gopal Marik Treasurer IRTSA LLH proposed vote of thanks.

**OA No.1568/2017****IRTSA Vs UOI**

**at CAT Chennai demanding level-7 for JE and level-8 for SSE is listed on 22.06.2024**

**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) and inform Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044)**

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## LARGELY ATTENDED IRTSA MEETING AT RCF KAPURTHALA

27<sup>th</sup> March, K.V.Ramesh, General Secretary IRTSA addressed largely attended meeting of IRTSA RCF zone at Sahid Bhagat Singh senior institute RCF Kapurthala. The meeting was presided over by Er. Darshan Lal, Central Working President IRTSA in the presence of Er. Surjit Singh Central Treasurer IRTSA. Sh. Saravjit Singh GS RCF employees' union and its office bearers, Sh. Jeet Singh President RCF SC/ST Association and its office bearers participated as special invitees.

Earlier, in morning session General Secretary IRTSA along with Central Working President, Central Treasurer, Er. Baldev Raj and other office bearers went around the shop floor and interacted with JEs and SSEs.

Er. G.P. Sing coordinated the meeting with briefing about various activities of IRTSA. Er. Baldev Raj welcomed the gathering. He appreciated the efforts of central leadership of IRTSA by making many visits to New Delhi for meeting Finance Ministry officials, CRB, Railway Board Members, Members of Parliament and other officials. Sh. Saravjit Singh GS RCF employees' union and Sh. Jeet Singh President RCF SC/ST Association condemned indifferent attitude of Central Government towards working class. They appealed for united struggle & action from all Railway men to safeguard the available rights of Railway employees. They appreciated untiring efforts of IRTSA at all India level and at RCF level in resolving the issues of Technical Supervisors and common issues.

Er. Darshan Lal in his brief speech spoke about activities and achievements of IRTSA at all India level and at RCF level. He lauded the efforts of IRTSA team led by M. Shanmugam, Central President. He assured strong support of RCF zone for all activities of CEC IRTSA. He wished Er. K.V. Ramesh all success in his new responsibility as General Secretary of IRTSA.

K.V. Ramesh General Secretary IRTSA in his speech

briefed recent achievement of IRTSA in getting 50% upgradation of SSEs from level-7 to level-8. He explained support taken by IRTSA from 60 members of parliaments, meetings with Finance Minister, Railway Minister, Minister of state for finance and Minister of state for Railways, several meetings with Members of parliament, Union Finance Secretary, Special Secretary Department of Expenditure, CRB, Railway Board Members, finance ministry and railway ministry officials and General Secretaries of AIRF and NFIR. Upgradation of 25500 SSEs from level-7 to level-8 is a major achievement. Due to this upgradation only part of existing seniors are benefited, but present younger & future Rail Engineers will be benefited full. Some of other achievements of IRTSA like 1<sup>st</sup> class pass to JEs, uniform training period of one year for all departments JE/SSE, inclusion of training period for all purposes (except for MACPS) increasing the percentage of SSE from 3% to 67%, three financial upgradations under MACPS, Incentive to SE/SSE, etc were briefed by GS IRTSA.

GS IRTSA explained about the challenges being faced by the category and entire Railway men. Huge & indiscriminate privatization of all Railway activities, contract agreement for manufacturing and maintenance of 200 Vande Bharat sleeper version train sets by private players inside Railway premises utilizing Railway infrastructure and man power, which will take away future work load of Railway Production units, workshops and open line maintenance depots. Extension of NPS for all employees appointed after 01.01.2004 is a burning issue Government is not ready to concede, placing all JEs in pay level-7 and all SSEs in pay level-8, Group-B status to SSEs, inclusion of training period for the purpose of MACPS, payment of incentive on actual basic pay paid in level-8, ignoring promotion earned in pre-revised merged grades for the purpose of MACPS, grant of notional annual increment due on the next day to superannuation, etc are among the many issues Government need to take decision, GS IRTSA told. He called for united struggle under the umbrella of IRTSA.



## IRTSA submits memorandum to GM RCF and discussed various issues

27<sup>th</sup> March during his visit to RCF K.V.Ramesh GS IRTSA along with Er.Darshan Lal Central Working President, Er.Surjit Singh Central Treasurer, Er.Surjit Singh JGS and other office bearers met General Manager RCF and discussed some of the demands of RCF Rail Engineers after submitting a memorandum.



Following demands were discussed with GM RCF by team IRTSA

- 1) Recruitment of JEs & SSEs. - GM said recruitment of JEs is under process from RRB Jammu
- 2) Provision of wi-fi in RCF colonies.
- 3) Provision of safety shoes.
- 4) Procurement of strolley instead of briefcase.
- 5) Distribution of diary for supervisors. - GM agreed to consider above four demands.
- 6) Promotional channel for senior supervisors (Ref: RBE No.155/2022) and redesignation of all SSEs in level-8 – decision to be taken at Railway Board level.
- 7) Provision of upgraded PCs in shop floor and laptops for senior SSEs. -GM said some PCs will be moved from other areas to shop floor.
- 8) Restoration of training at OEM premises for new machines.
- 9) Air conditioning of SSEs room inside shop floor. -GM agreed to consider.
- 10) Modification of UDM Modules. -GM said it is being dealt and will be shorted out.
- 11) PCO allowance to staff of M&C lab. -Enquiry will be made in other production units and workshops.

## IRTSA CONDUCTS SUCCESSFUL MEETING AT LUCKNOW, NORTHERN RAILWAY

**GS AIRF & GS IRTSA addressed the meeting held at Alambagh Workshop**

**CWM Alambagh addressed the gathering**

**In four-hour long meeting GS IRTSA briefed achievements of IRTSA and answered the queries raised by members**

29.03.2024, Large number of Technical Supervisors / Rail Engineers attended four-hour long IRTSA meeting held at Alambagh Workshop Lucknow. Meeting was presided over by Sri. Siya Ram Bajpai Chief Patron IRTSA. Er. P.K.Shukla Working President, Er. Anup Bajpai Senior Vice President, Er. Akilesh Viswakarma Zonal Secretary IRTSA NR, Er. Ravi Pandey Secretary Charbagh workshop, Er.Neha Tiwari and many other office bearers participated. The meeting was attended by engineers from Alambagh workshop, Charbagh workshop, RDSO, CMT organization and Engineering department from Northern Railway.

Er. Rahul Tiwari welcomed the gathering and coordinated the meeting. Er. Akilesh Viswakarma, Er. Ravi Pandey, Er. Vivek Shukla, Er. Vivek Pandey on behalf of CMT, Er. Lahari on behalf of RDSO, Er. Md.Azagar on behalf of Engineering department, Er.P.K.Shukla and Er. Anup Bajpai addressed

the meeting.



In his brief telephonic address from New Delhi Com. S.G.Mishra General Secretary AIRF wished IRTSA meeting all success. He said many challenges are being faced by Railway men particularly huge privatization in all activities of Indian Railways, piling vacancies in all categories, non-filling up of vacancies particularly in safety categories, delay in cadre restructure exercise and many others. He said Joint Forum for Restoration of Old Pension Scheme (JFROPS) is making valid attempt and massive struggle for restoration of old pension scheme for all those appointed after 01.01.2004 and called for united fight against anti labour policies of Government.



In his guest address Sri.Vivek Khare CWM Alambagh work shop appreciated contribution by IRTSA in maintaining industrial relation in the workshop. He said center for excellence and many improvements and augmentation works were implemented in Alambagh workshop according to the modern day needs of coach POH workshop. He assured that all genuine grievances of Technical Supervisors will be addressed positively by the administration.



IRTSA office bearers including Er.Ravi Pandey, Er.Vivek Pandey and Er.Lahari raised the issue of heavy work pressure for the category which is increasing day by day, grant of Group-B gazette status, 100% upgradation of SSE from level-7 to level-8, Non-functional upgradation from level-8 to level-9 after two years of service in level-8, restoration of OPS, extension of half a day LAP for supervisors, issues pertaining to CMT engineers, injustice happening to senior supervisors in RDSO, etc.

In his address Er.Anup Bajpai Senior Vice President said Northern Railway unnecessarily referred payment Incentive bonus @ 15% of basic pay drawn in level-8 to Railway Board and Railway Board has not taken any

..... **Continued on page-5**

**IRTSA meeting at Lucknow – Continued from page-4**

decision on it. He said organizationally IRTSA will be strengthened in Northern Railway in all areas. He also said grievances of IRTSA members are being represented to appropriate authority and addressed then there. He highlighted the necessity of strengthening IRTSA financially.



In his address K.V.Ramesh GS IRTSA explained two years long activities of core team of IRTSA headed by Er.M.Shanmugam Central President for achieving 50% upgradation of SSE, CMS and CDMS from level-7 to level-8. He said more than 45,000 senior supervisors including around 25,500 SSEs, CMS & CDMS were upgraded w.e.f. 01.12.2022. Upgradation to this magnitude with financial implication of Rs.160 crore happening without pay commission recommendation or Cadre Restructure exercise was a major achievement for the category. Because of this younger lot of Technical Supervisors need not to wait for 30 years to reach level-9 through MACPS, instead they may be reaching level-9 in around 15 years, he added. Short comings in upgradation order is being represented to Railway Board he said.

GS IRTSA said that legal case filled by IRTSA at Central Administrative Tribunal Chennai vide OA 1568/2017 for upgradation of pay level of JE from level-6 to level-7 and SSE from level-7 to level-8 is being followed by IRTSA and all efforts will be made to get the desired judgement. The demand for grant of Group-B status for SSEs were denied by Railways and Government so far. Now grant of Group-B for SSEs is gaining momentum after grant of level-8 in the category. He added all Central Government department employees in level-8 and many in level-7 are placed in Group-B and Railways should follow DoPT guidelines in this issue. He said it is pertinent to mention that number of Group-B posts in Technical Departments of Railways have come down from 4200 to 2900 in the past 10 years, diminishing the chances of getting into Group-B. GS IRTSA said there are many vital issues in MACPS, 15% incentive in basic pay drawn in level-8, restoration of old pension scheme, etc are pending with Government & Railways.

GS IRTSA explained about the major threat faced by Railway men in the ongoing process of “contract agreement to manufacture and maintenance for 35 years, 200 Vande Bharat Sleeper Train Sets” will take away work load of Production Units, Workshops and coaching depots. He said united fight is required to safe guard the interest of Railway men and Indian Railways.

GS IRTSA appealed to all members to contribute annual subscription within the month of April. For facing stiff challenges and achieving the demands financial strength is required for the organisation he added.

In his final address Sri.Siya Ram Bajpai Chief Patron blessed newly elected General Secretary IRTSA and wished all the members all the best. He appealed to all the members to contribute membership and struggle fund as per the decision of CEC IRTSA. The meeting was concluded with Holi Milon get together lunch.

**Railway Board Orders**

**Railway Board letter No.E(P&A)II/2024/HRA-2, dated 12.04.2024.**

**Sub: Entitlement of HRA in case of shared accommodation.**

Recently in a vigilance case, one of the allegations was regarding allotment of Railway quarters on sharing basis and allowing one staff to draw HRA. It was observed that it is a violation of Para 1706 and Para 1712 of IREC Vol-II. It emerged that some of the employees were allowed to share accommodation with allottees and that HRA was paid to Railway servant who shares railway accommodation as per Para 1706 (ii) of IREC on the ground that HRA can be paid to the officials sharing Railway accommodation with original allottees and those original allottees are not getting HRA. Therefore, there is no irregularity in this regard and it was also argued that as full rent was recovered there was no loss to Railways.

In connection with above, attention is invited to provisions of Para 1706 of IREC-II Sixth Edition — 1987 (Second Reprint) 2005 reproduced below:

*1706. (a) (i) House Rent Allowance shall not be granted to a Railway employee if-*

*(a) he does not incur any expenditure on rent for his accommodation;*

*(b) he occupies accommodation provided by the Government;*

*(c) he shares Government accommodation allotted rent-free to another Government servant;*

*(d) he/she resides in accommodation allotted to his/her parents/son/daughter by the Central Government/State Government, an autonomous public undertaking or Semi-Government organization such as a Municipality, Port Trust, Nationalized Banks, Life Insurance Corporation of India etc, and*

*(e) his wife/her husband has been allotted accommodation at the same station by the Central Government/State Government, an autonomous public undertaking or semi-Government organization such as municipality, Port Trust etc. whether he/she resides in that accommodation or he/she resides separately in accommodation rented by him/her.*

*(i) A Railway servant who shares Government accommodation allotted to another Railway/Government employee (excluding those specified in (c), (d) and (e) of sub-rule*

*(j) above shall be eligible for House Rent Allowance, NOTE. -In cases where husband/wife/parents/children-two or more of them being Central Government servants or employees of State Governments, autonomous public undertakings or semi Government organizations like Municipality, Port Trust, Nationalized Banks, Life Insurance Corporation of India etc., share accommodation allotted to another Government servant, house rent allowance will be admissible to only one of them, at their choice.*

*The term ‘accommodation’ includes the accommodation allotted to the employees of State Governments, autonomous public undertakings, semi-Government organizations such as Municipality, Port Trust etc.*

The provisions of para 1706 (ii) of IREC-II are not to be read in isolation but the same need to be read in conjunction with exceptions contained in para 1706 (c), (d) and (e) of sub-rule (i) and paras 1706 (a) and (b) of sub rule (i) given above

**..... continued on page-6**

**Railway Board orders continued from page-5**

meaning thereby that HRA is not admissible to an official if,  
(i) he does not incur any expenditure on rent for his accommodation;

(ii) he occupies accommodation provided by the Government.

The above provisions are reiterated to Zonal Railways for necessary compliance.

**Railway Board letter RBE No. 35/2024 (PC-VII No. 215), dated 15.04.2024.**

**Sub.: Reimbursement of Children Education Allowance (CEA) and Hostel Subsidy in accordance with New Education Policy (NEP) 2020.**

Attention is invited to Board's letter No. E(W)2017/ED-2/3 dated 13.08.2018 (RBE No. 114/2018), whereby Ministry of Personnel, Public Grievances and Pensions (DoP&T)'s OM No. A-27012/02/2017-Estt.(AL) dated 17.07.2018, containing consolidated instructions for grant of CEA and Hostel Subsidy, was circulated for implementation on the Railways.

2. Now, the Ministry of Personnel, Public Grievances and Pensions (DoP&T) vide their OM No. A-27012/01/2023-Pers.Policy(Allowance) dated 14.03.2024 (copy enclosed) have issued modification to Para 2(p) of their OM dated 17.07.2018 and also communicated decision to grant one time relaxation for reimbursement of CEA/Hostel Subsidy to those employees whose children have to repeat one additional class due to New Education Policy 2020. Instructions in the enclosed OM dated 14.03.2024 shall apply mutatis-mutandis to Railway employees with effect from the academic year 2023-24 onwards.

3. Necessary action may be taken accordingly.

**DoPT O.M. No. A-27012/01/2023-Pers. Policy (Allowance) dated 14.03.2024**

**Subject: Reimbursement of Children Education Allowance and Hostel Subsidy in accordance with New Education Policy 2020.**

The Government of India has implemented the New Education Policy (NEP) 2020. Keeping in view the NEP 2020, the following modification have been carried out in the para 2(p) of O.M. No. A-27012/02/2017-Estt.(AL) dated 17-07-2018:-

*"The CEA and Hostel Subsidy is admissible in respect of children studying from three classes before class one to 12th standard (irrespective of nomenclature of class) and also for the initial two years of a diploma/certificate course from Polytechnic / ITI / Engineering College, if the child pursues the course after passing 10th standard and the Government servant has not been granted CEA/hostel subsidy in respect of the child for studies in 11th and 12th standards."*

Further, it has also been decided to **grant one time relaxation for reimbursement of CEA/Hostel Subsidy to those Government employees whose children have to repeat one additional class due to implementation of New Education Policy 2020.**

3. The OM shall come in to effect from the academic year 2023-24 onwards.

**Railway Board letter RBE No. 29/2024, F(E)SPL./2023/ADV/3/6(7th CPC), dated 22.03.2024.**

**Sub.: Sanction of House Building Advance (HBA) in cases of joint ownership with spouse for outright purchase of a new flat wherein spouse of railway servant is not a railway/government servant.**

On receiving a reference from one of the Zonal Railways on the above referred subject, a clarification was sought from

the Nodal Ministry i.e. Ministry of Housing & Urban Affairs (MoHUA). Now, on the basis of MoHUA's reply, it is hereby clarified that sanction of House Building Advance (HBA) can be allowed in cases of joint ownership with spouse for outright purchase of a new flat wherein spouse is not a railway/government servant, if both are willing to mortgage the house/flat in favour of the President of India and give undertaking to this effect, provided other conditions mentioned in the HBA Rules, 2017 issued by MoHUA vide their OM No. 1.17011/11(4)/2016-H-III dated 09.11.2017(circulated in Railways vide Board's letter dated 05.12.2017), as amended from time to time, are complied with.

2. This also disposes of South Eastern Railway's letter No. SER/P-HQ/ E-Gaz/290/M/1537/HBA, dated 18.8.2023.

**25% increase in allowances every time****DA goes up by 50%****Increase w.e.f. 01.01.2024**

Allowances that would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%, no need for separate orders.

1) Children Education Allowance. Present rate - Rs.2,250. Revised rate - Rs.2,812.50

2) Children's Education Allowance to Divyang Child. Present Rate - Rs.4,500. Revised rate - Rs.5,625.

3) Hostel Subsidy. Present rate - Rs.6,750. Revised rate - Rs.8437.50

4) Special Allowance for Child Care for Women with Disabilities. Present rate - Rs.3000. Revised rate - Rs.3750.

5) Dress Allowance – For Nurse, RPF, Station Masters, Track man, running staff, staff car drivers, etc at different rates.

6) TA on Transfer (Transportation of Personal Effects)78) Mileage Allowance for Own Transport

8) Daily Allowance – Up to level-5, Present rate Rs.500 Revised rate Rs.625. Level-6 to Level-8, Present rate Rs.800 Revised rate Rs.1000. From Level-9 to level-11, Present rate Rs.900, Revised rate Rs.1125.

9) House Rent Allowance - HRA rates revised to 30%, 20%, and 10% of basic pay in X, Y, and Z cities when DA crosses 50%.

**9) House Rent Allowance - HRA rates revised to 30%, 20%, and 10% of basic pay in X, Y, and Z cities when DA crosses 50%.**

**Increase in Gratuity Ceiling every time DA goes up by 50% - Increase w.e.f. 01.01.2024**

**Ceiling revised to Rs.25 lakh from Rs.20 lakh.**

**IRTSA submits memorandum to AM(PU)**

IRTSA memorandum on demands of Rail Engineers/ Technical Supervisors and Staff of RCF handed over to Shri. Sanjay Kumar Pankaj AM(PU) at RCF Kapurthala on his visit on 11th April. Er.Darshan Lal Central Working President Er.Surjit Singh Central Treasurer, Er.Jagthar Singh Zonal Secretary IRTSA RCF and other office bearers were present.



**Memorandum submitted by IRTSA**

**Subject: Unjustified comparison of grades of running staff at lower level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B.**

**Ref: Railway Board letter No.E(GP)/2005/2/87 (RBE No.92/2015), dated 18.08.2015.**

1) Loco Pilots / Running Staff in level-6 (Grade Pay Rs.4200, PB-2) are unjustifiably equated with the SSE in level-7 (Grade Pay Rs.4600, PB-2) for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota). Similarly for 30% LDCE quota Running Staff in the Grade Pay Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200.

2) Group-B posts in Mechanical and Electrical Departments are being filled up from the different streams, for example in Mechanical Department; there are three major streams (Carriage & Wagon, Diesel, and Workshop) available. These streams are further divided into separate seniority units like Fitter, Welder, General Machinist, Sheet metal Machinist, Carpenter, Black Smith, Painter and Millwright etc. Engineers of Design & Drawing and CMT organisations are also included in this pool by integrated seniority for promotion to Group-B based on the length of service in the same entry grades.

3) Junior Engineers (JEs) with the entry qualification of Diploma in Engineering recruited in the Grade pay of Rs.4200 (level-6) after getting one promotion reach the Grade Pay of Rs.4600 (level-7) after long years of service and experience. Senior Section Engineers (SSEs) recruited directly in GP 4600 (level-7) with the entry qualification of Graduate in Engineering are stagnated in the same entry grade pay of Rs.4600 itself due to non-availability of promotional avenues to Group-B. Whereas Loco Pilots with the entry qualification of ITI recruited in the Grade pay of Rs.1900 (level-2) are having promotional channel to level-4, level-6, level-6+Rs.500, level-6+Rs.1000 and level-7.

4) Loco Pilots / Running Staff are basically oriented with traffic rules and HOER. Whereas JE & SSE are essentially oriented with Technical & Managerial duties as well as traffic & HOER. Keeping the two categories whose Duties & Responsibilities are entirely different, in the same pool for the purpose of promotion to Group-B which demands considerable technical as well as managerial expertise itself is erroneous.

**5) Unjustified comparison of Technical Supervisors with Loco pilots**

Recruitment and promotional avenue of Loco Pilots and Technical Supervisors and unjustified comparison of their inter-se seniority for the purpose of selection to Group-B for 30% LDCE selection and 70% seniority quota selection is given in the table

**Avenue of Chart (AVC) for Loco Pilot & Technical Supervisory category & Unjustified comparison of inter-se seniority disadvantageous for Technical Supervisors.**

ALP/LP/LI	Technical Supervisors, CMT, Design & Drawing	For 70% seniority Group-B selection	For 30% LDCE Group-B selection
ALP (Level-2) DR + DP DR qualification ITI			

SALP (Level-4)			
SALP Shunting-II (Level-4)			Assistant loco pilot Integrated seniority counted from level-4
LP Shunting-I & LP Goods (Level-6)		Loco pilot Integrated seniority counted from level-6	
LP Passenger (Level-6+Rs.500)			
LP Mail (Level-6+Rs.1000)	JE & CMA (Level-6) DR + DP DR qualification Diploma in Engg		Technical Supervisors Integrated seniority counted from level-6
CLI (Level-7)	SSE & CMS (Level-7) DR + DP DR qualification Graduate in Engg	Technical Supervisors Integrated seniority counted from level-7	

6) For the Technical Supervisors, the above said Railway Board's order (RBE No.92/2015) greatly diminished the existing slender avenues for promotion. In this scenario for Technical Supervisors will now rarely find a place in the integrated seniority list and hardly ever in the list of selected candidates for Group B.

7) It is pertinent to mention that, number of Group-'B' (Gaz.) posts (promotional avenue for JE & SSE) in the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores had witnessed negative growth. **It was reduced from 4274 to 2900 between the year 2009 and 2021. Thus strength of Group-'B' (Gaz.) posts was reduced by 32% in a period of twelve years.**

8) In Mechanical and Electrical departments only 903 Group-B post are operated in the year 2021-22. **Only 903 Group-B posts for 43,500 Technical Supervisors + 1,47,500 running staff (loco pilots) = Total 1,91,000 posts in Group-C. Promotional opportunities are limited to the vacancies arising in 903 Group-B posts, which is 0.47% of Group-C strength of Technical Supervisors and Loco Pilots.**

9) Technical Supervisors are not even able to reach zone of consideration because of undue advantages given to running staff.

**Example-1 – North Central Railway**

a) NC Railway Notification No.797-E/Gaz/Gr. 'B' Sele./CBT-Spl./Elect./70%/NCR, dated 10.01.2024 for 70% Group-B selection was issued for eight posts of AEE/ADEE/AXEEN in electrical department. (Copy of Notification given in Annexure)

b) In the main list of eligible 24 employees only two SSEs names were appearing. In the eligible reserve list of 99 employees no SSE name is appearing.

..... continued on page-8

**IRTSA memorandum continued from page-7**

c) Even though hundreds of eligible & willing SSEs available in Pay Level-7 & 8 and some of them reached level-9 through MACPS, who are all senior to loco pilots mentioned in eligible list and working in higher grades for several years, because of unjustified comparison of inter-se seniority of SSEs on entry to level-7 with Loco Pilots on entry to level-6 made the SSEs ineligible and they are not even coming under zone of consideration.

**Example-2 – Southern Railway**

a) Southern Railway published provisional integrated seniority list for selection for promotion from Group-C to Group-B for the posts of ADEE/AXEE (70%) in electrical department vide letter No.P(S)612/VII/ELECL/ISL/Gr.'B'/2023, dated 22.12.2023.

b) Table below demonstrates discriminatory comparison of integrated seniority between running staff entering in level-2 and Technical Supervisors entering in level-6 and 7.

c) Among top 51 of the list only S.No.1, 14, 15, 27 and 40 are Technical Supervisors recruited in level-6 and level-7. All these five SSEs entered level-6 or level-7 much earlier to all running staff.

d) Loco pilot appointed in level-2 entered to level-6 on 25.08.1991 is given seniority in S.No.2, where as a JE appointed on 15.04.1991 and reached level-7 on 29.12.2000 is given seniority in S.No.187.

10) This injustice is happening over all zones depriving even available meagre promotional opportunities for Technical Supervisors. In many zones because of running staff unwillingness the selection process is getting hampered.

**11) It is therefore requested that, Railway Board's order (RBE No.92/2015) may please be withdrawn and inter-se seniority should be considered at same pay levels for running staff and stationary staff including Technical Supervisors. ◆**

### For the kind attention of CEC office bearers

- All the CEC communications are being done through WhatsApp group "CEC IRTSA" as well as through other groups.
- A separate record will be maintained for CEC IRTSA office bearers for recording their presence in the meetings, agitations, seminars, etc organised by CEC IRTSA.
- All the CEC office bearers are requested to remit their annual membership subscription, struggle fund and subscription for "Voice of Rail Engineers" immediately and inform respective Zonal Treasurers and Central Treasurer.
- All are requested to mobilize 100% annual membership subscription from their zones & sub units.

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**Sub: Leave rules. – Extending the eligibility of half a day LAP to all employees.**

**Ref: Para-539(2) of Indian Railway Establishment Code Volume-I**

**IRTSA wishes to emphasize the necessity of extension of half day LAP eligibility to all employees and thereupon submit the following facts to your kind perusal:**

1) IREC para 539 given below entitles workshop artisan staff to avail half a day LAP.

*539 Leave to Workshop staff. - (1) Skilled artisans as also semi-skilled and un-skilled workman will earn leave on average pay, half average pay and commuted leave and leave not due in accordance with these rules.*

*(2) Workshop staff may be allowed to take leave with pay, if due, or without pay, for periods not less than half a day. For this purpose leave for half a day means authorized absence from duty for over half an hour either during the first period before interval or the second period of any day on which the workshop remains open for both the periods. This concession however, is restricted to six occasions in a year.*

2) The purpose of entitling half a day LAP for one category of staff and not entitling for all other staff is not known clearly since the decision was taken in the year 1949 and this rule was not revised for so many years.

3) Half day LAP entitlement might have been given to workshop artisan staff to make them available for work after attending their personal needs in shorter length of time.

4) In present day situation the reasons for allowing half day LAP remains same for all and all non-gazetted employees are required to record their attendance on bio metric method. Reasons like employees coming for duty from faraway places, delay in commuting in city traffic, requirement of attending personal & family needs for an hour, delay due to natural causes like heavy rain, employees returning to HQ in the morning after availing leave or weekend outing, employees required to proceed on leave for emergencies after attending duty for half a day, etc requires half day LAP entitlement for all staff.

5) If half a day LAP entitlement is given to all employees, it will not be necessary for employees to apply full day LAP when they are in need of half a day leave only. It will improve employees' availability at work. This will improve overall performance of section/shop/depot/office, etc. Cumulatively throughout Indian Railways lakhs of man hours will be available for productive work.

6) Denial of eligibility of half a day LAP to all employees is in violation of Article 14 of the Constitution of India which says that, "The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India."

**7) Hence it is requested that, entitlement of half a day LAP may be extended to all employees of Indian Railways including Technical Supervisors, which will ensure win-win situation for employees and administration. ◆**