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IRTSA SUBMITS EXHAUSTIVE MEMORANDUM TO 7th CPC

DEMANDS REPLACEMENT GRADE PAY OF RS.4800 FOR JE, CMA, DMS & RS.5400 FOR SSE, CMS, CDMS & SR.ER(IT)

When Government notified setting up of 7th Central Pay Commission on 3rd March 2014, IRTSA swung into action to reply the Questionnaire first and submitted an exhaustive memorandum on 26th May 2014, before the dead line of 31st May 2014 fixed by 7th Pay Commission. Afterwards, on the demand made by many unions and Associations 7th CPC extended the date to 31st July 2014.

HIGHLIGHTS OF THE MEMORANDUM SUBMITTED BY IRTSA TO 7TH CPC

- 3.96 times (rounded off to 4 times) rise of Basic Pay, Pay Band & Grade Pay, w.e.f. 1.1.2016 as per Rise of NNP at Constant Prices between 1.1.2006 to 1.1.2016
- Job evaluation by Classification Method.
- Consideration for higher entry qualification, longer training period, higher duties & responsibilities for determining Pay Band & Grade Pay
- Replacement Grade Pay equivalent to Rs.4800 for JE/CMA/DMS
- Replacement Grade Pay equivalent to Rs.5400 in PB-3 for SSE/CMS/CDMA/Sr.Er(IT).
- Annual increment 5% of Basic Pay.
- 10% of Basic Pay as Fixation Benefit on promotion.
- Merger of Rs.5400 PB 2 and Rs.5400 PB 3 and up-gradation to GP Rs.5400 PB 3.
- Higher Pay scales / Pay Band & Grade Pay for Technocrats / Rail Engineers.
- Classification of SSE, CMS, CDMS & Sr.Er/IT in Group B Gaz. as per orders of DOP
- Increase in Number of posts in Group A & B on Railways – at par with %age of Posts in Group A & B to those of Group C, in other Departments.
- Career Planning and Time Bound Promotions after every 4 years of service to all Technical Supervisors (on similar lines as to Group A Officers) on Railways.

- Combined cadre restructuring of Group-A, B & C on Railways.
- Weightage for additional hours put in for exigency of work, by Technical Supervisors.
- PLB on real wages. Removal of payment ceiling of Rs.3500
- Group Incentive Scheme for Open Lines, Sheds, Depots for additional workload
- All Group C employee upto the level of SSEs be included in the Incentive Scheme.
- Dearness Allowance on realistic figures.
- 40%, 20% & 10% HRA for X, Y & Z class of cities and revision of population criteria.
- Restoration of CCA of 15%, 10% & 8% for X, Y & Z class of cities.
- Transport allowance 10% of basic pay + DA.
- Revision of NHA and payment thereof upto SSE for attending on National Holidays.
- OTA (Over Time Allowance @ double the wages for Holidays and for extra hours
- Withdrawal of New Pension Scheme (NPS)
- Grant of 40% of Pay as interim relief w.e.f. 1-1-2014.
- Merger of 100% DA with pay w.e.f. 1-1-2014.
- Exemption limit for Income Tax as Rs.5 Lakhs for Individual Citizens, Rs.7 Lakhs for Senior Citizens (65 to 80 years old) and Rs10 Lakhs for those above 80 years.

28. PAY BAND & GRADE PAY PROPOSED BY IRTSA

Designation	Proposed replacement As per 6 th CPC		Proposed Pay in 7 th CPC (3.96 times of 6 th CPC) (Rounded off)		
	PB	GP	PB	GP	Min. Pay / Entry Pay
JE, CMA & DMS	PB-2 9300 - 34800	4800	37200 -	19200	72600
SSE, CDMS, CMS & Sr.Er(IT)	PB-3 15600 -	5400 39100	62400 -	21600	84000

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Editor-in-Chief: Er. Harchandan Singh, GS / IRTSA

Central Head Quarter: 32, Phase-6, Mohali, Chandigarh – 160055

Email gsirtsa@yahoo.com Multifarious Website www.irtsa.net

Chairman Editorial Board, Er. M. Shanmugam, President / IRTSA

Manager: **K.V.Ramesh**, G3 – Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai – 600082. Mobile:09003149578. Email: rameshirtsa@yahoo.co.in

“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial

**WILL TECHNOCRATS OF RAILWAYS BE
GIVEN THEIR DUE WAGES & STATUS?
WILL 7TH CPC CONSIDER THEIR
RESPONSIBILITY & ACCOUNTABILITY
WHILE DETERMINING THE WAGES?**

Technology has made immense contributors to prosperity of India and improved standard of living. Technocrats are creator of the most impressive goods and services used and consumed, now and in the future. Skills and expertise of Engineers are unique. While engineers are trained and equipped to do many different jobs, reverse is not true. People working in other areas cannot function as engineers. One of the uniqueness of engineering work is huge variety of tasks and environments in which engineers need to work.

Engineers are employed in most industries but there are strong concentrations in important industries like manufacturing industries, transport industries & services, power generation & distribution, construction, Information & telecommunication, mining, etc. From designing at a computer terminal, to overseeing maintenance operations for major structures like aircraft, ships, heavy earth moving equipment, mobile cranes and offshore oil platforms, tunnels under the sea or cutting across mountains – are some of the areas where engineers work. Their range of work varies from design, manufacture, testing, operation, service & maintenance, analysis, improvements, innovations etc.

While it is pertinent to note that engineers' responsibility and accountability levels are important factors that are required to be considered to determine the salary. But the last three Pay commissions equated the pay scales of the Technocrats with non-technocrats thus creating a lot of discontentment among the Technocrats/Engineers of Government departments - particularly amongst the Supervising Engineers/Technical Supervisors on Railways.

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

Technocrats are considered as expert in the field of application of knowledge and skills. Technocrats plan the work and then put the plan to work – as per demands of operation. They focus on achieving the targets while effectively ensuring the quality with optimum utilisation of resources. On the Railways Engineers have to undergo mandatory training and selections during induction, for promotion and refresher courses at regular intervals in many cases.

Technical Supervisors (JE/SSE) are directly in command of 8.2 lakh strong fleet of Technicians and other non-technical staff. They are directly responsible & accountable for the work of the technicians in all technical departments of Railways.

Technical Supervisors shoulder multifarious duties & responsibilities of safe and efficient running of Trains through front line supervision and management of "Failure Proof" production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way, Works, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. They get stringent punishments for any shortcomings; undergo tough selections that require knowledge in all the fields of Railways. They are required to work more hours (even beyond 48 hours per week) than their non-technical counterparts (who work for 45 hours or even less per week) in other departments.

Technical Supervisors as field managers, have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adopt to new technology, have to guide the staff working under them for induction of new technologies.

Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new techniques have to be adopted in place of the existing ones. While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.

Productivity & Safety on the Railways depends on the performance and technological advancements adopted by the Engineers on the Railways.

Engineers on Railways have demanding working Conditions, have to face challenging weather conditions, long Rostered hours of work which are normally overshot without any overtime allowance; Work Hazards that are inherent in the system and continuous. But significance and sensitiveness of the work-content of their responsibility and accountability in the system were very much undermined especially by the previous two Pay Commissions.

7th CPC which has been constituted in time and has ample time to give its recommendations, should sincerely make an attempt to formulate a wage structure in direct relation with responsibility & accountability shouldered by the category and recommend justifiable exclusive pay scales for the Technocrats of Indian Railways.

IR TSA UNITS

Send your News, views & activities for publication in
VRE & IRTSA Website www.irtsa.net to:

General Secretary, IRTSA

by Phone/SMS &/or Email to gsirtsa@yahoo.com
and K.V.Ramesh, Sr.JGS/IRTSA rameshirtsa@yahoo.co.in

Minutes of CEC Meeting IRTSA held on 6th June at Chandigarh.

1. Meeting was presided over by Er.Kalyan Banerjee, Working President / IRTSA. 61 CEC members attended.

2. Er.Kalyan Banerjee in his inaugural speech welcomed the CEC Members and briefed them about the exhaustive memorandum submitted by IRTSA to 7th Pay Commission. He appreciated the strenuous efforts made by K.V.Ramesh, Ashoke Chowdhury, Sujith Kumar, etc. Lead by General Secretary/IRTSA. They worked continuously in consultation with other Members of CEC and Central President/IRTSA. Memorandum was submitted to 7th CPC on 26th May, 2014.

He appealed to all Zones & Sub-units to strengthen IRTSA at all levels, raise funds and to regularly send their quota of Membership, Struggle-cum-Legal Fund and contribution for the journal "Voice of Rail Engineers".

He said that, the system of Staff Council existing in the Production Units of Indian Railways should be continued as it has separate representation for Technical Supervisors.

3. Address by Working President: Er. Darshan Lal, Working President / IRTSA commended the efforts of 7th Pay Commission Cell of IRTSA, headed by General Secretary & Central President of IRTSA. He said that the team including Er. K.V.Ramesh, Er. Ashoke Chowdhury, Er. Sujith Kumar, Er. Syed Azamatullah and others worked in coordination with President & General Secretary.

He also noted that Staff Council system in Production Units will be better - both for Technical Supervisors and IRTSA.

4. Report by GS IRTSA: Er. Harchanadan Singh, General Secretary / IRTSA explained in detail about the Memorandum submitted by IRTSA to 7th CPC and other matters as under:

i) He said that 7th CPC cell worked day & night to prepare justification for the Charter of demands for 7th CPC approved by CGB held at Trichy / S.Rly in November, 2013. This showed the far sightedness of IRTSA, which planned for the 7th CPC well in advance.

ii) Seventh CPC was set up by the Government on 3rd March 2014, vide a Gazette Notification. 7th CPC issued a Questionnaire on 9th April, asking for its Reply by 10th May, 2014 and it further issued a public notification on 5th May 2014 calling for memorandums from Unions & Association latest by 31st May 2014.

iii) While many of the Unions & Association were busy seeking for extension of last date, IRTSA swung into action involving important office bearers located at Chennai, Chandigarh, CLW, Secunderabad, RCF, Bangalore, Mumbai, Kolkata, Jodhpur, Lucknow, etc to complete and submit the Reply to the Questionnaire on 5th May, 2014 and an exhaustive Memorandum on 26th May 2014. GS/IRTSA lauded that, this spontaneous response of the IRTSA team which clearly demonstrated the readiness of IRTSA and its cadres to stand up to any situation.

iv) Reply to the questionnaire and the Memorandum submitted by IRTSA to 7th CPC were placed of IRTSA Website, so that it can serve as a guideline and benchmark for others for preparing their Memorandums for the Pay

Commission in respect of Principles for Pay Determination and justification for general demands of Central Government and Railway Employees and Pensioners and for those pertaining to the category of Rail Engineers.

v) GS/IRTSA explained the highlights of memorandum submitted to 7th CPC, how they had arrived at the Common Multiplication Factor of 3.96 for determining Revised Pay, all Grade Pays and Pay Bands, justification for the replacement Grade Pay of Rs.4800 for JE/CMA/DMS and Rs.5400 for SSE/CMS/CDMS/Sr.Er (IT). He also explained about other important demands placed in the memorandum and the justification given by IRTSA for the same. (*Copy of Highlights of IRTSA Memorandum to 7th CPC & its Summary are attached herewith*).

vi) Comprehensive Memorandums by IRTSA sought Replacement Grade Pay of Rs.4800 to JE, CMA II and DMS and Grade Pay Rs.5400 to SSE, CMS, CDMS & Sr. ER. (IT); improvement of avenues of Promotion of Rail Engineers, Grant of Group B and Combined Cadre Restructuring of Group A, B and C on Railways.

These Memorandums were widely circulated and submitted individually by large number of Rail Engineers to the Seventh Pay Commission through Email and by Post.

5. Er.O.N.Purohit Central Treasurer / IRTSA explained the position of Funds and appealed for 100% membership from all units. He cited the example of RPF Association which got the recognition from Railway Board after showing 100% membership for the previous three years.

6. Address by Sr. JGS:- Er.K.V.Ramesh, Senior JGS/IRTSA said that, he and the team members of Pay Commission Cell are very much privileged to work under the veteran leaders like Er.Shanmugam, and Er.Harchandan Singh in the process of making most comprehensive and justified memorandum to 7th CPC for the category. The memorandum consists of ten chapters covering all the Terms of Reference of 7th CPC including principle for Pay determination, Minimum & Maximum pay, Pay for Technical Supervisors / Supervising Engineers, Avenue of Promotions & Career Planning, Working Conditions, Bonus/Incentive, Allowances, Pensionery Benefits, Financial implications of Pay Commission implementations and other related issues. Each and every demand is very crisply explained he added.

7. COURT CASES:- Er.K.V.Ramesh & Er. Darshan Lal also explained about the case filed by IRTSA for Grant of Higher Grade Pay to JE & SSE and for Grant of Group-B Gazetted status at CAT Chennai and CAT Chandigarh respectively. They explained the legal arguments & justifications given by IRTSA for the two cases and hoped that IRTSA will achieve best result out of the case. They also appealed for liberal contribution to struggle-cum-legal fund.

8. DELIBERATIONS:- i) Er.Bedi & Er.A.S.Verma of Amritsar asked to demand two grade higher for Technical Supervisors than Accounts. They said "Hierarchical confusion after Cadre Restructuring should be addressed".

ii) **Er.Dayalan of Drawing Office Southern Rly.** asked to demand higher rate of Annual increment for Technical

....Minutes of CEC meeting continued on page-4

....Minutes of CEC meeting continued from page-3

Supervisors. He said that the ratio between Maximum and Minimum Pay should work out to the advantage of minimum paid employees.

iii) **Er.Goutham Mukerjee Zonal Secretary, Eastern Railway** said to put more emphasis on demanding improvement in work environment.

iv) **Er. Antony Francis of Western Railway** said that incentive system should be extended to all the areas in workshops, particularly for employees and Supervisors working in Diesel shops.

v) **Er.Kailash Yadav of Alambagh Workshop** demanded incentive for C&M Staff.

vi) **Er. Yoginder of Charbagh Workshop** said that avenues of promotion were very poor. That needs to be improved immediately and the Grant of Group-B Gazetted status is long delayed and IRTSA has to fight very vigorously to meet the demand. He said that the posts which are having element of Entry of Engg. Graduates in the Grade Pay of Rs.4600 should be granted Group-B Gazetted status.

vii) **Er. R.B. Singh Zonal Secretary Western Railway** said that both Federations should be persuaded for Grant of Group-B Gazetted status and for combined cadre restructuring of Group-A, B & C.

viii) **Er. M.T.Sujith Kumar, JGS IRTSA** said that incentive / special pay for open line staff & supervisors has to be persuaded very strongly by IRTSA with Federations, Railways and 7th CPC.

ix) **Er. Bipul of CLW** said that financial up-gradation under MACPS is being denied to those entered as tracers and IRTSA may explore the possibility of taking legal actions.

9. CEC directed all Units & Sub units of IRTSA to collect Membership @ Rs.300 PA and Struggle-cum-Legal Fund latest by 31st July. 2014 and send the Central Quota of Membership and Struggle-cum-Legal Fund to the Central Treasurer latest by 15th August, 2014.

10. Golden Jubilee Year of IRTSA: As proposed by GS IRTSA, it was decided to observe 2014-15 as Golden Jubilee Year of IRTSA since the 50th year of IRTSA starts from 11th November 2014. All Zones & Sub-units will plan celebrations for observance throughout the year to commemorate the event.

11. Action Programme: CEC authorised Central President and GS IRTSA to decide the Line of Action for effective pursuance of demands and issue directive(s) for the same.

12. 49th CGB at CLW:- Er.S.Datta, Zonal Secretary CLW invited all the CEC members, Zonal / Sub unit office bearers and members of IRTSA to the 49th CGB & Annual Conference of IRTSA to held at CLW on November 11th & 12th, 2014.

13. The CEC meeting concluded after a vote of thanks.

Units! Send Central Quota & Struggle Fund Through Bank Draft in favour of "IRTSA" to: Central Treasurer IRTSA,

Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008 (Ph: 09828024476 & 02912713123)

SUMMARY OF THE MEMORANDUM SUBMITTED BY IRTSA TO 7TH CPC

- Government should play the role of "Model Employer" and pay a "Fair Wage" to its employees.
- Seventh CPC should follow the criteria adopted by the Fifth CPC to determine the pay at all levels – based on the percentage rise in NNP at constant prices for the last 10 years.
- Common Multiple Factor (CMF) be decided based on Pay in Pay Band + Grade Pay + % DA (including anticipated DA increase) + Compensation factor based on rise in NNP at factor Cost on constant prices.
- Pay Band & Grade Pay of each category should be decided by Job evaluation based on Classification Method and these should bear parity with similar jobs in Government Undertakings and organized Private / Corporate Sector.
- The wages of the technocrats, especially those on the Railways, should be fixed separately from those of the Non-technocrat employees.
- Rate of annual increment should be equal to 5% of basic pay (PB + GP).
- Dynamic minimum wage and social security measures which systematically take account of economic growth and rising living cost.
- Determination of Minimum & maximum Pay.

Proposed Minimum Salary w.e.f. 1.1.2016

on %age increase of NNP At factor cost at Constant Price between 1.1.2006 to 1.1.2016

(As per formula adopted by Fifth Pay Commission)

Minimum Basic Pay + DA 140%+ Compensation factor 65% of BP + DA	
Minimum Basic pay after VI CPC	Rs.7,000
Projected DA 140% (as on 1.1.2016)	Rs.9,800
BP+DA	Rs.16,800
Compensation factor (65%)	Rs.10,920
Proposed Minimum Pay	Rs.27,720
Proposed Number of times increase of Basic Pay	3.96

9 The intermediate grades be decided based on the said CMF with a rise of 3.96 times over the existing pay scales implemented after Sixth Pay Commission.

10 Existing cadres at Grade Pay of Rs.4800 PB 2, Rs.5400 PB 2 and Rs.5400 PB 3 need to be merged and upgraded to GP Rs.5400 PB 3 - since they are doing strictly the same job by rotation.

11 PROPOSED PAY SCALES - PAY BAND & GRADE PAY – IN PAGE NO - 8

12 Higher upgraded Pay scales / Pay Band & Grade Pay may please be recommended for specific categories with functional justifications particularly for Technocrats.

13 Higher duties, responsibility and accountability directly linked to safe operation of trains & performance of Railways were not considered while deciding their pay scales.

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**Summary of memorandum by IRTSA to 7th CPC
(Continues from page – 4)**

14. Technical Supervisors / Supervising Engineers shoulder the direct responsibility of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Loco, P-Way, Bridges, S&T, OHE and other assets and equipment on the Railways.
15. Humiliation of continuous erosion of real wages of Technical Supervisors / Supervising Engineers - (especially after 3rd & 4th CPC) and lack of adequate avenues of promotion have caused much frustration and discontentment. addressed.
16. Horizontal parity and vertical relativity need to be maintained in respect to categories working under the Technical Supervisors/Supervising Engineers on Railways.
17. Existing relativity has been disturbed vis-à-vis Accounts Staff & Nurses) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.
18. Fifth CPC had denied application of common multiple factor of 3.25 only to S-13 scale. If it was given to scale of SSE (S-13), they should have been at Pay Scale of Rs.8000-13500 after Fifth CPC and at grade pay Rs.5400 after the Sixth CPC.
19. Ratio between Minimum Pay of Group "D" to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after 6th CPC.
20. Junior Engineers have at present unjustly been given the same Grade Pay of Rs.4200 at par with Master Craftsman / Senior Technicians – even though they supervise Senior Technicians/MCM.
21. Multifaceted duties & responsibilities of Technical Supervisors, and their accountability, tough selection procedure - were not considered by the last two Pay Commissions.
22. While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.
23. Many categories including Nurse, Loco Inspector, Power Controller, Police Inspector and Teacher who were in the pay scale of Rs.425-700 – at par with JEs – are now placed in the Grade Pay of Rs.4600/4800/5400, equal to or even higher than the SSEs.
 - a. Chief Office Supt. working under SSE, have been placed in the Grade Pay of Rs.4600 at par with SSEs.
 - b. Highest Recruitment Qualification among Group-C – as compared to Accounts cadre, clerical & Station Master Cadre has not been considered while fixing pay scale.
24. **Proposed Pay in Pay Band & Grade Pay**

25. Career Progression should be consistent with the functional needs & responsibilities.
26. Incumbents in the apex scale of SSE / CMS / CDMS / Sr.Er(IT) on the Railways never got the benefit of cadre restructure exercise (in 1984, 1993, 2003 or 2013).
27. Railways never followed the Classification of posts (Group-B gazetted status to SSE, CMS, CDMS & Sr.Er(IT) recommended by all previous Pay Commissions and the orders of DoPT issued after each Pay Commission.
28. Better Career prospects be granted by adopting following methods on the Railways:
29. Number of Gazetted posts in Group A & B should be increased – at par with other Department or rather more on the Railways – in view of higher nature of work and responsibilities.
30. Combined cadre restructure of Group-A, B & C.
31. All posts of Senior Technical Supervisors - presently in the Grade pay of Rs.4600 - *including SSE, CMS, CDMS & Sr. Engineer/IT* - be classified as Group B (Gazetted);
32. All posts of JE, CMA and DMS - in the Grade Pay of Rs.4200 be classified as Group B (Non-Gazetted).
33. Grant of financial up-gradation under MACP scheme on promotional hierarchy - (*instead of Grade Pay hierarchy*) – as per judgement of various Courts and the Supreme Court of India.
34. Three financial upgradations under MACPS may be granted after 8, 16 and 24 years of regular service (instead of 10, 20 & 30 years at present).
35. Direct Recruit SSEs, CMS & CDMS on the Railways be granted the 3rd Financial up-gradation under MACPS to Grade Pay of Rs.7600 at par with their counterparts in CPWD etc.
36. Three time-bound promotions after 4, 8 & 12 years of service to all Government employees.
37. Four time-bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.
38. Working hours for the Industrial Workers should be reduced to 40 hours a week - as recommended by the National Commission on Labour.
39. Lunch Break should be counted for computing maximum number of working hours in a week, as provided in the Factories Act.
40. Additional weightage for additional working hours required to be put in for the exigency of work, by the Technical Supervisors - while deciding the pay scale /Grade Pay & Pay Band etc.
41. Technical Supervisors be also granted at least two Restricted Holidays at par with Ministerial / Secretarial Staff, to attend the Religious Functions / Festivals etc.

Designation	Existing Pay Band & Grade Pay		Proposed replacement as per 6 th CPC		Proposed Pay in 7 th CPC – 3.96 times of 6 th CPC (rounded off)		
	PB	GP	PB	GP	PB	GP	Entry Pay
JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS) / JE/IT	PB-2 9300 - 34800	4200	PB-2 9300 - 34800	4800	37200 - 139200	19200	72600
SSE(Sr Section Engineer / CMS (Chemical & Metallurgical Supt / CDMS / Sr. Engineer (IT)	PB-2 9300 - 34800	4800	PB-3 15600 - 39100	5400	62400 - 156400	21600	84000

**Summary of memorandum by IRTSA to 7th CPC
(Continues from page - 5)**

42. "5-Days a Week" be implemented for the Industrial Workers / Technical Staff and Technical Supervisors.

43. Weightage for Night Duty Allowance (NDA) be given for hours of Duty between Sunset to Sunrise (i.e. from 6 PM to 6 AM) instead of from 10 pm to 6 am at present.

44. All the staff contributing directly for train operation & industrial employees may please be made eligible for Over Time Allowance (OTA) in the interest of work.

45. Senior Section Engineers (SSE) who have to put in extra hours in the interest of work, may please be made eligible for Over Time Allowance.

46. Employees may be allowed to encash at least 50% of leave available to their credit, subject to the minimum credit availability of 30 days after the encashment.

47. Cash equivalent for leave encashment may please be calculated based on actual emoluments (Basic Pay + DA)/30 X number of days of leave encashed.

48. Leave Encashment may please be allowed once in a year instead of once in 2 years.

49. Conditions for encashment of leave like availing Pass/P.T.O/LTC and LAP may be removed.

50. Grant of Half Day earned leave.

51. Commutation of Half Pay Leave without production of Medical Certificate.

52. Restoration of Casual Leaves to 12 days every year – as in many States & PSUs.

53. Crediting un-availed Casual Leave in Earned Leave Account.

54. CL may be permitted to be prefixed or suffixed with any other type of Leave.

55. Enhancement of paternity Leave & Extension of Child Care Leave to male Employees.

56. Cashless Specialized Advice and Treatment in Super Specialty Hospitals.

57. Amount of Insurance Cover be enhanced to at least Rs.15 lakhs

58. Classification of JEs, & SSEs on Railways in Group 'B' for G.I.S as per orders of DOP on Classification of Posts.

59. Inclusion of both father & mother as dependant parents on privilege pass of Railways – as in case of LTC.

60. PLB be made realistic by paying it based on real wages (including Pay plus DA).

61. Wage ceiling for payment of Bonus / PLB should be removed.

a. Suitable Group Incentive Scheme be adopted for different areas of Indian Railways like Open Lines, Sheds, Depots to meet with additional workload and to improve productivity as existing in some Workshops & Pus.

b. Special conditions of Service in the Railways, Safety involved, ever increasing workload, seasonal rush and emergencies, conditions of work including factors related to nature should be kept in mind while finalising the Scheme.

62. All Group C employee upto the level of SSEs be included in the Incentive Scheme.

63. Weightage given to various items for compilation of Consumer Price Index need to be made realistic.

64. DA be merged with Pay/Pension whenever the Cost of Living Index exceeds 25%.

65. Rates of HRA may be revised to 30%, 20% & 10% of Pay + DA for x, y & z class cities with revision of population criteria.

66. CCA may be restored @ 15%, 10% & 8% of Pay + DA for x, y & z class of cities

67. Transport Allowance be revised as 10% of Pay + DA for all class of cities, since fuel cost is almost same.

68. Travelling Allowance / Daily Allowance (TA/DA) should increase at the rate equal to the increase given to the Basic Pay.

69. In addition to the above, actual expenses incurred for journey by road or by other means may be granted.

70. T.A. on transfer / Retirement may be granted equal to two months' Basic Pay + DA along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee, without any distance restriction.

71. 10% of basic pay as arduous duty allowance to all Open line staff and supervisors.

72. Risk Allowance at the rate of 10% of Basic Pay for all staff, supervisors and officers working in situation where the risk is inherent and continuous in the occupation itself with adverse effects on health.

73. Technical Supervisors / Supervising Engineers shall also be granted uniform allowance & washing allowance.

74. Grant of Design Allowance to the JEs & SSEs in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.

75. 25% of Basic Pay be granted as Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel.

76. Training allowance should be restored to 30 % of basic pay to attract intelligent and knowledgeable persons to the training institutions.

77. Non-Practicing Allowance of 10% of Pay for Engineers, at par with Medical staff.

78. The system of 2+4=6 advance increments respectively after Section 'A' and Section 'B' of AMIE etc. be restored.

79. Actual expenses incurred towards Children Education shall be reimbursed upto college education.

80. Children Education Allowance & Hostel Subsidy shall be granted concurrently.

81. CUG SIM cards & Mobile phones or suitable Communication Allowance for Technical Supervisors / Supervising Engineers of Railways.

82. Family Planning Allowance at least equal to one increment in the revised scale.

83. All the Allowances may be made inflation proof - the rates shall automatically increased by 25% whenever the Dearness Allowance goes up by 25%.

84. Limit of House Building Advance should be increased to 100 Months of Pay + DA or Rs. 50 Lakhs whichever is less.

85. All allowances should be exempt from Income Tax.

86. Government may enter into agreement with leading PSU Banks to extend the loans to Government employees. Interest rates being charged by Banks over and above 5% may be subsidised by Government.

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**Summary of memorandum by IRTSA to 7th CPC
(Continues from page – 6)**

- 87. New Pension Scheme (NPS) should be withdrawn.
- 14. Minimum Pension may be fixed as per Ratio of 1:9 between Minimum and Maximum of Pay & Pension.
- 88. Full Pension may be fixed as 65 % and Family Pension may be fixed as 45% of last Pay Drawn or 10 months average Pay whichever is higher.
- 89. Qualifying service for pension - Full Pension on pay plus D.A. last drawn or average of last 10 months – whichever is higher -- after 20 years service – with proportionate Pension for less than 20 years of service for both Pre & Post 2006 Pensioners
- 90. 10%, 20%, 30%, 50%, 70% & 100% Additional Pension / Family Pension may be granted after 65, 70, 75, 80, 85 & 90 years of age respectively. Alternatively, Additional Pension be given in the shape of an Annual rise of 3% (like the Increment to the employees).
- 91. Full Parity of Pension to Pre 2006, Pre 2016 Pensioners with Post 2016 Pensioners – retiring from the same post.
- 92. Notional Fixation of pay of every retired person as if he had not retired and then his pension be computed under the revised rules.
- 93. Application of principle of “One Rank One Pension” to both Civilian and Defence Personnel.
- 94. Additional Increment to employees retiring on 30th June to compensate for loss of increment falling due on 1st July.
- 95. Pension of Existing Pensioners be refixed on the same pattern and formula as for the serving employees - at 3.96 times of Basic Pension
- 96. Restoration of commuted value of Pension after 12 years.
- 97. Rates of Family Pension

Proposed Amount of Family Pension Per Month		
On death in Harness	On death between 60 to 67 years of age	After limits indicated in columns 2 and 3
80% of last pay drawn as Family Pension for 10 years (if the Employee had survived)	Full Pension as Family Pension for 10 years (if the Employee had survived)	80% of Normal Pension if the Employee had survived.

- 98. One month's pay + D.A. last drawn or average of last 10 months – whichever is higher as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund.
- 99. Ex-gratia Pension of at least Minimum Pension to the surviving PF Optees.
- 100. Pensioners may be granted HRA similar to serving employees.
- 101. Grant of adequate FMA (Fixed Medical Allowance) with periodical revision for day-to-day Medical Treatment to employees & Pensioners residing in far flung areas – away from CGHS Dispensaries & Railway Hospitals.
- 102. Fixed Medical Allowance (FMA) to Pensioners and Family Pensioners be increased to at least Rs.2500 PM for outdoor treatment where no facility is available nearby.

- 103. Waiver of Contribution for CGHS & RELHS.
- 104. Free / Cashless Treatment of Central Government / Railway Employees.
- 105. Empanelment of more specialised Private Hospitals.
- 106. Continued machinery for Pay Revision.
- 107. The recommendations of the Pay Commission may be made effective from 01.01.2016.
- 108. 50% of basic pay (Pay in Pay Band + Grade Pay) based on rise of per capita NNP on constant prices may please be granted as Interim Relief w.e.f. 1.1.2014, to all serving employees.
- 109. 50% of Pension & family pension may please be granted as Interim Relief to all Pensioners w.e.f. 1.1.2014.
- 110. 100% DA may please be merged with basic pay & pension for all purposes w.e.f. 1.1.2014.

**TO VIEW FULL MEMORANDUM
SUBMITTED BY IRTSA TO 7TH CPC
PLEASE VISIT IRTSA Website
www.irtsa.net**

IRTSA meeting at Madurai Division, S.Rly

Madurai Division S.Rly conducted a Farwell meeting for IRTSA Divisional President, Er.Balasubramanian, SSE, C&W on his superannuation from Railway service in the month on March 2014. K.V.Ramesh Sr.JGS/IRTSA, V.P.Abdulsalam Zonal Secy S.Rly, L.Markantayan, Vice President / IRTSA and office bearers and members of IRTSA of Madurai division participated in the function. All the speakers cherished the fond memories with Er.Balasubramanian who is a high caliber Supervisor with knowledge, forethought and commitment. His valued contribution in establishing IRTSA unit at Madurai Division was also appreciated. On behalf of CEC/ IRTSA and S.Rly Zone mementos were presented to him.

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DEEP CONDOLENCE

Er.K.Sudhir, SSE/ICF, who was helping the editorial team of “Voice of Rail Engineers” is no more. He was also helping in the preparation of all IRTSA memorandums. His premature departure to the heaven happened after a valiant fight against Cancer.

PAY BAND & GRADE PAY PROPOSED BY IRTSA TO 7TH CPC

Sixth Pay Commission					Proposed to Seventh Pay Commission @ 3.96 times (figures rounded off)				
Pay Band in VI CPC Pay		Entry Pay in VI CPC Scale			Proposed Pay Band		Proposed Entry Pay		
	Pay Band	Grade Pay	Basic Pay	Total		Pay Band	Grade Pay	Basic Pay	Min Total PB+GP
PB-1	5200 - 20200	1800	5200	7000	PB-1	17760– 29760	7200	20800	28000
		1900	5830	7730			7600	23320	30920
		2000	6460	8460			8000	25840	33840
		2400	7510	9910			9600	30040	39640
		2800	8560	11360			11200	34240	45440
PB-2	9300 - 34800	4200	9300	13500	PB-2	37200- 139200	16800	37200	54000
		4600	12540	17140			18400	50160	68560
		4800	13350	18150			19200	53400	72600
		5400	14880	20280			Proposed to be upgraded & merged with GP Rs.5400 in PB-3		
PB-3	15600 - 39100	5400	15600	21000	PB-3	62400- 156400	21600	62400	84000
		6600	18750	25350			26400	75000	101400
		7600	21900	29500			30400	87600	118000
PB-4	37400 - 67000	8700	37400	46100	PB-4	149600- 268000	34800	149600	184400
		8900	40200	49100			35600	160800	196400
		10000	43000	53000			40000	172000	212000
		12000	47100	59100			48000	188400	236400
HAG + Scale				75500					302000
				75500					302000
Apex scale				80000					320000
Cab. Secy.				90000					356400

ISSUES OF RAIL ENGINEERS PLACED BEFORE CRB BY IRTSA STAFF COUNCIL MEMBERS

In the Staff Council meeting held at ICF on 31st March during Chairman Railway Board visit, IRTSA staff council members K.V.Ramesh & E.Ramesh highlighted some of the main demands of Technical Supervisors K.V.Ramesh briefly explained the demands of Grant of financial upgradation under MACP scheme on promotional hierarchy as per the verdict of various courts across including the Supreme Court of India, Grant of financial upgradation under MACPS to the direct recruit Graduate Engineers In Design & Drawing Cadre, Dilution of cadre restructure percentage agreed for Technical Supervisors, Design & Drawing, CMT and Stores Supervisors, Grant of Group-B Gazetted status to senior supervisors.

Issues pertaining to ICF like grant of additional man power for new LHB shop & increased annual outturn, Production of AC EMU coaches in ICF, etc were also explained to CRB.

Court Case Grant for Group-B (Gaz)

Next hearing is fixed on 7th August, 2014 in OA No:211/Pb2014 IRTSA Vs UOI in CA1 Chandigarh.

Technical Supervisors submit individual Memorandums to 7th CPC

Hundreds of Technical supervisors / Supervising Engineers submitted individual memorandums to 7th Pay Commission demanding higher replacement Grade Pay of Rs.4800 to JE/DMS/CMA and Rs.5400 to SSE/CMS/CDMS/Sr.Er(IT) and a separate Memorandum Reg; Grant of Group Status and Time Bound Promotions – as advised by President IRTSA – to highlight the growing frustration amongst the category.

IRTSA SEEKS INTERIM RELIEF & DA MERGER

IRTSA has urged the Seventh Pay Commission to submit an Interim Report early to the Government, as per its Terms of Reference; and recommend for Grant of an Interim Relief of 40% of Pay and Merger of 50% DA w.e.f. 1st January, 2014 – in view of detailed justification submitted in the Memorandum by IRTSA.

Court Case for Higher Grade Pay –

Next hearing is fixed on 26th August 2014 in OA No: 706/2013 – IRTSA Vs Union of India in CAT Chennai

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