

# Voice of Rail Engineers

Official Organ of

**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

Vol. – 6 Issue – 5

Sep-Oct, 2013

Price: Rs.10

Annual Subscription: Rs.50

## PM APPROVES CONSTITUTION OF SEVENTH CENTRAL PAY COMMISSION Recommendations are Likely to be implemented from 1st Jan, 2016

The Finance Minister Shri P.Chidambaram in a statement made on 23<sup>rd</sup> September said that the Prime Minister has approved the constitution of the Seventh Central Pay Commission.

Report of previous Pay Commissions' Reports were implemented w.e.f.1.1.1986 in case of 4<sup>th</sup> CPC, w.e.f. 1.1.1996 in case of 5<sup>th</sup> CPC and w.e.f. 1-1-2006 - 6<sup>th</sup> CPC

Average time taken by a Pay Commission to submit its Report has been about two years. As such, Report of the the 7<sup>th</sup> CPC is likely to be implemented w.e.f 1.1.2016.

The names of the Chairperson and Members as well as the terms of reference (ToR) of the 7<sup>th</sup> Pay Commission will be finalised and announced shortly after consultation with major stakeholders.

### Cadre Restructuring of Group-C Cadres

Railway Board has issued the Orders for Cadre Restructuring of Group C Staff vide RBE 102/2013.

Following are the extracts of the said orders – as relating to Rail Engineers/Technical Supervisors:

Category	Pay Structure as per 6 <sup>th</sup> CPC		Existing %age after merger of Grade(s)	Revised % age
	PB	GP Rs		
<b>ALL ENGINEERING DEPARTMENTS INCLUDING WORKSHOPS</b>				
Technical Supervisors (Safety Category)	PB-2	4600	50 <sup>^^</sup> 47 <sup>**</sup>	67
^^ without (erstwhile) Mistries ** with (erstwhile) Mistries				
Artisan Staff	PB-2	4200	8	16
	PB-1	2800	41	44
	PB-1	2400	26	20
	PB-1	1900	25	20
Drawing / Design staff	PB-2	4600	45	60
	PB-2	4200	55	40
<b>MECHANICAL ENGINEERING DEPARTMENT</b>				
Chemical & metallurgical (CMT)	PB-2	4600	70	80
	PB-2	4200	30	20
<b>STORES DEPARTMENT</b>				
Depot Material Superintendent	PB-2	4600	40	60
	PB-2	4200	60	40
Shipping Inspector	PB-2	4600	--	60
	PB-2	4200	--	40

(See Highlights of the Orders on CRC on Page 8)

## IRTSA INVITES SUGGESTIONS REG: SEVENTH PAY COMMISSION

7th Pay Commission for Central Govt employees is going to be set up soon - as agreed to by the Prime Minister and as announced by the Finance Minister.

IRTSA had presented the case of Rail Engineers / Technical Supervisors forcefully before the 3rd, 4th, 5th and 6th Pay Commissions - with creditable results (except in the case of 6th Pay Commission - which did not hear any Categorical Associations and as such did a great injustice with the Technocrats/Rail Engineers).

A memorandum has since been submitted by IRTSA to the Prime Minister on Terms of Reference and composition of Pay Commission – as per copy on the Website [www.irtsa.net](http://www.irtsa.net));

GS IRTSA has advised all Rail Engineers as under:

“It is very necessary that we prepare ourselves well and present our case effectively before the Seventh Pay Commission. IRTSA, therefore, invites suggestions from all Rail Engineers Reg: Seventh Central Pay Commission”.

**Suggestions have been invited by GS IRTSA on the following issues reg the 7<sup>th</sup> CPC:**

1. Interim Relief, its quantum and justification;
2. Removal of glaring anomalies of Sixth CPC
3. Merger of DA
4. Principals of Pay Determination;
5. Minimum & Maximum wages
6. Pay Scales -vs- Pay Bands & Grade Pay
7. Proposals for Rail Engineers/Technical Supervisors
8. Classification of Posts under Centre Govt and Railways
9. Avenues of Promotion Career Planning & MACPS
10. Allowances & Taxation
11. Productivity & Motivation
12. Other Service Conditions
13. Post Retirement Benefits & age of Retirement
14. Periodicity of Wage Revision & Date of effect of CPC

**Suggestions may be sent to GS IRTSA by Email to [gsirtsa@yahoo.com](mailto:gsirtsa@yahoo.com) and copy to Er K.V.Ramesh [JGS/IRTSA\\_rameshirtsa@yahoo.co.in](mailto:JGS/IRTSA_rameshirtsa@yahoo.co.in)**

**Rail Engineers**  
**Join IRTSA Group On Facebook**  
**Post your queries & Suggestions in**  
**IRTSA Group On Facebook**  
**For Response by GS IRTSA &**  
**Other CEC Members**

**Engineers! Attend 48<sup>th</sup> CGB of IRTSA**  
**on 14<sup>th</sup> & 15<sup>th</sup> Nov at Trichy, Southern Rly**

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“SUCCESS COMES TO THOSE WHO BELIEVE”



**EDITORIAL****TERMS OF REFERENCE OF 7<sup>TH</sup> PAY COMMISSION  
TIME TO ADOPT SCIENTIFIC NORMS  
& JOB EVALUATION FOR WAGE  
DETERMINATION**

Six Central Pay Commissions (CPC) had submitted their Reports since independence. Seventh CPC is going to be formed soon by the Government. Even though the announcement by the Government brought cheers among the Government employees and pensioners, but considering the past experience, the big question is – “*Will the Commission render justices to the various categories of employees which are shouldering more responsibilities or will it be just another exercise of recommending a pay fixation formula – for the entire lot of employees as before?*”

**One of the major reason for most of the Anomalies and disparities caused by the previous Pay Commissions was the lack of scientific norms and absence of Job Evaluation system by any of the Six Pay Commissions so far set up for the Central Government employees.**

All the previous Pay Commissions – avoided job evaluation – only on the plea that it was time consuming and required experts for it – even though it already been adopted intensively, elsewhere in the world – with great amount of job satisfaction..

IRTSA, has therefore, demanded that the Terms of Reference of the 7<sup>th</sup> Pay Commission should be so framed that it should apply scientific norms and adopt Job evaluation system to formulate Pay structure, Allowances, facilities, avenues of promotion, service conditions, etc through job analysis & working conditions, instead of following the tailored made methods.

IRTSA has submitted a detailed memorandum to the Prime Minister of India about the principles on which Seventh Pay Commission should be constituted.

**SUGGESTIONS ON COMPOSITION OF 7<sup>th</sup> CPC**

IRTSA has suggested the following Terms of Reference and composition for the 7<sup>th</sup> Pay Commission - in order to do greater justice to the employees by determining the Pay Scales/ Grade Pay etc. through JOB EVALUATION – as in all advanced countries:

- i) Commission should be headed by a Retired or serving Judge of the Supreme Court;
- ii) One of the Members of the Commission should be a Technocrat (Engineer);
- iii) Commission should have one Member each from Defence & Railways and an expert on Job Evaluation;
- iv) It should be assisted by a Consultative Body of Ex-Defence and Railway Personnel to project the special conditions prevailing there in – being the largest employers.

**SUGGESTIONS ON TERMS OF REFERENCE OF 7<sup>th</sup> CPC**

i) To consider and determine Pay structure, Allowances, facilities, avenues of promotion, service conditions, periodicity & Date of effect of Wage revision of Central Government employees - considering the situation prevailing in the Central Public Sector Undertakings and Private/Corporate sectors in the Country.

ii) To Modernize and harmonize the functioning of the Central Government Organisations to excel in their performance and to be in command over the country's overall economy and growth.

iii) To Modernize and harmonize the functioning of the Central Government Organisations to excel in their performance and to be in command over the country's overall economy and growth.

iv) To make the Government a model employer, through appropriate Pay Package for its employees through job evaluation - duly considering all related Factors - including the relative Job requirements/Difficulties, Qualifications, Training, Working Conditions, Duties, Responsibilities and Accountabilities etc. of various categories, to enhance the efficiency, productivity and economy of the organizations of the Government.

v) To make recommendations on productivity linked incentive scheme based on the performance of each Branch/ Department of various organizations - with suitable bench marks, productivity index and other related parameters.

vi) To recommend a comprehensive formula to link Allowances with pay and inflation.

vii) To recommend a realistic formula to compensate for the inflation and price rise.

viii) To consider the necessity and recommend quantum of Interim Relief till the time the recommendations of the Commission are made and accepted by the Government.

ix) To consider the anomalies created after the implementation of Sixth Central Pay Commission Report.

x) To consider the unimplemented recommendations of 5<sup>th</sup> & 6<sup>th</sup> Pay Commissions.

x) To formulate the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits to the present and former Central Government employees appointed before and after January 1, 2004.

IRTSA has also urged upon the various recognized Federations as well as the JCM (Staff Side) also to prevail upon the Government to accept these Terms of Reference so that greater justice can be done to various categories of employees – which have varied nature of job requirements, varied service conditions, and varied responsibilities etc. – especially on the Railways.

Revision of Pay Scales / Grade Pays etc. without a scientific study and without any Job Evaluation, has no purpose and will never lead to request job satisfaction amongst various categories. Seventh Pay commission must base its recommendations on proper job evaluation based on Classification System – as adopted for all jobs under the Federal Government of USA – as well as in most of the advanced countries.

**ENGINEERS! VISIT IRTSA WEBSITE  
REGULARLY**

**<http://www.irtsa.net>**

**A MULTIFARIOUS & FREE WEBSITE  
FOR RAIL ENGINEERS**

**Some important Docs placed on irtsa.net**

- Memorandums submitted by IRTSA
- Copies of Rules, Orders, Codes & Manuals issued by Railway Board, DOP & others on Related issues
- Judgements of various Courts on related issues
- Links to important Websites of Govt & others

**IR TSA OBSERVED PROTEST DAY ON 25.9.13 ALL OVER INDIAN RAILWAYS**



*Sub units of IRTSA South Central Railway observed protest day in 45 locations*



*All the workshops and open line depots of Southern Railway observed protest day*



*Protest day observed in Workshops, Divisions and Zonal Head quarter of NE. Rly*



MASS DEMONSTRATION BY IRTSA RCF UNIT (MORNING SESSION- 25/09/2013)

**FINAL NOTICE & REMINDER****CGB MEETING & 48<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE, IRTSA TO BE HELD AT GOLDEN ROCK WORKSHPS, TIRCHIRAPALLI, SR ON 14 & 15<sup>TH</sup> NOV, 2013**

It is hereby notified that CGB Meeting & 48th All India Annual Conference of IRTSA shall be held at GOLDEN ROCK WORKSHPS, TIRCHIRAPALLI, S.RLY ON 14<sup>TH</sup> & 15<sup>TH</sup> NOV, 2013. Meeting of CEC, IRTSA shall also be held in conjunction with the CGB as per following programme.

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

**AGENDA**

1. Inauguration
2. Address by President IRTSA
3. a) Report of Activities by General Secretary  
b) Report on Account by Treasurer.
4. Report by Zonal Secretaries & CEC Members.
5. Technical Seminar on "Outsourcing - an inevitable factor in Indian Railways".
6. Constitutional Amendments, if any.
7. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots  
b) Resolutions of Demands  
c) Line of Action  
d) Legal Remedies for realisation of Demands.
8. Charter of Demands & strategy for 7<sup>th</sup> Pay Commission
9. Election of CEC, IRTSA.
10. Any other point with the permission of the Chair.

<b>DATE &amp; TIMINGS</b>	1. <b>CGB Meeting:</b> 10 AM on 14.11.2013 to 2 PM on 15.11.2013 2. <b>CEC Meeting 8 AM on 15.11.2013</b> & 2-30 PM on 15.11.2013- (If reqd) 3. <b>PAY COMM. CELL MEETING</b> From 3 PM to 8 PM on 15-11-2013
<b>VENUE</b>	Er. Rehman Auditorium, Hotel Kanjenia Plaza. 50-Williams Road, Trichy.
<b>RESIDENTIAL ACCOMMODATION</b>	Hotel Kanjenia Plaza, 50-Williams Road, Near Central Bus Stand, Cantonment, Trichy – 620110. 0431-4200002, 4200003
<b>DELEGATION FEE</b>	Rs 300 per head
<b>CHAIRMAN- CON COMMITTEE</b>	Er. V.P.Abdul Salam, Zonal Secretary, IRTSA, S.Rly. Mob No. 09444905612
<b>CONVENER CON. COMMITTEE</b>	Er. Thirumaran, Workshop Secretary GOC. Mob No. 09788761155
<b>CO- CONVENERS:</b>	1. Er. Zahir Hussain, President IRTSA, GOC Workshop, Mob 07708003011 2. Er. Kailasanathan, President, IRTSA, TPJ, S.Rly SSE/ ELC Triputy Jn., SR Mob 09003864303 3. Er. K.Kiran kumar, Secretary, IRTSA, (JE/Const, Triputy Jn SR), Mob 09843029996
<b>TRANSPORT ARRANGEMENTS:</b>	From Trichy Railway station to venue - may be provided to the extent possible, on train timings – (On prior intimation)
	- Harchandan Singh GS IRTSA

## RAIL ENGINEERS ATTEND EN-MASS – CGB MEETING & 48<sup>TH</sup> ANNUAL CONFERENCE OF IRTSA AT TRICHY – S.RLY ON 14 & 15 NOVEMBER, 2013 TO HIGHLIGHT GENUINE DEMANDS MAIN DEMANDS

**MAIN Demands OF IRTSA**

1. Recognition of IRTSA
2. a) **Merger of 50% DA w.e.f. 1-1-2011**  
b) Removal of Anomalies created by 6<sup>th</sup> CPC  
c) Implementation of decisions of Departmental Anomalies Committee (DAC).
3. a) Grade Pay of Rs. 4800 to JE, CMA II & DMS  
B) Grade Pay of Rs. 5400 to SSE, CMS, CDMS.  
C) Pre-revised scale of RS. 7450-11500 to CMA-I.
4. a) Time bound promotions of JE, DMS, CMA to AE Group 'B' Gaz. and JA Grade / Senior Scale – as recommended by RRC.  
b) Proper Career Planning & Combined "Cadre Restructuring" of all posts in Group 'A', 'B' & 'C' on Railways.  
c) Upgrading of posts of SSE, CMS, CDMS, Sr.Er to Group 'B'
5. Promotion of serving engineering graduates against 50% posts of IRES through UPSC - with necessary age relaxation.
6. a) PCO allowance to C & M, Drawing, Design, IT (EDP) & Store Engineers  
b) Introduction of Group Incentive Scheme in Diesel, Electric Loco, EMU Car Sheds & Open Line Depots or Honorarium to Technical Supervisors  
c) Revision of rates of incentive bonus w.e.f 1.1.2006 - (instead of 1-6-2009)
7. Discontinuation of integrated seniority of Running staff with Technical Supervisors for Gr B selection
8. Honorarium OR Special Allowance to the Senior Tech. Supervisors who have to attend duty on Holidays & Sundays
9. a) MACP on Promotional Hierarchy instead of Grade Hierarchy – 3<sup>rd</sup> MACP to Tech Sups to Rs.7600 as in CPWD  
b) Counting of training period for MACPs  
c) Fixing of pay of Promotes at entry level for Direct Recruits
10. Exemption of all allowances from income tax - as recommended by 5<sup>th</sup> Pay Commission.

**APPEAL FOR STRUGGLE-CUM-LEGAL FUND**

IRTSA had decided to file 2 cases in the court – one for the higher grade pay of JEs and SSEs and another for grant of Group B status to SSE, CMS & CDMS. There is an urgent need for funds for these court cases. Each of the cases may have to be pursued up to supreme court and may cost more than 5 lakhs in each.

CGB had decided that every Rail Engineer should contribute Rs. 1000 per head to the legal fund before April 2013. But the contributions received so far are inadequate. As such, the filing of one of the court cases had been pended till December 2013 – for want of funds as well as for some other reasons.

**IRTSA fervently appeals to all Rail Engineers to contribute liberally to Struggle-cum-Legal Fund of IRTSA – and to support this common cause equivocally.**

**Contributions to the legal fund may please be sent (BY DD IN FAVOUR OF IRTSA ONLY) TO THE CENTRAL TREASURER (CT) IRTSA, ER. ON.PUROHIT, 106 SURAJ NAGAR, JODHPUR-342008.**

## GIST OF MEMORANDUM SUBMITTED BY IRTSA ON GRANT OF FINANCIAL UP-GRADATION UNDER MACP SCHEME ON PROMOTIONAL HIERARCHY

- (instead of Grade Pay hierarchy) – as per judgment of various Courts

IRTSA has been demanding the financial up-gradation in the promotional hierarchy, instead of granting them in the common grade pay hierarchy, since the introduction of MACP scheme. While Government is not considering this vital issue serious enough, the issue has attracted lot of Court cases and many Courts have held that Financial Upgrading under MACPS should be granted in the promotional grade pay or promotional hierarchy, as per details submitted here below;

OA No.904/2012 dated 26.11.2012.

**Hon. CAT Delhi, allowed the OA that respondents should give the next higher grade Pay & Pay band attached to the next promotional post in the hierarchy.**

OA No.1038/CH/2010 dated 31.5.2011

**Hon. CAT Chandigarh allowed the OA No.1038/CH/2010 for grant of financial up-gradation under MACPS in the promotional hierarchy (See Para 4&5 of OA 904/2012)**

CWP No.19387/2011, dated 19.10.2011

**Hon. High Court of Punjab & Haryana upheld that there was no infirmity in the order passed by CAT Chandigarh OA No.1038/CH/2010. (See Para 4&5 of OA 904/2012)**

SLA / TA CC 7467/2013

**Hon Supreme Court dismissed the petition filed by Government.**

Moreover, Junior Engineers of CPWD have already been given the benefit of MACPS as per Promotional hierarchy (instead of Grade hierarchy)

But in railways, As per Promotional hierarchy of a Junior Engineer (JE) recruited in the Grade Pay of Rs.4200 in PB-2 can get promoted to the Grade Pay of Rs.6600 in PB-3 after getting his three regular promotions (though it happens very rarely due to extremely low %age of Posts in Group B and Group A on the Railways). As per Grade Pay hierarchy for getting three financial up-gradations under MACPS on completion of 30 years of regular service a JE can reach only the Grade Pay of Rs.5400 in PB-2.

Still worse, An Engineering Graduate recruited as Senior Section Engineer in the Grade Pay of Rs.4600 in PB-2 on the Railways, can be promoted to the Grade Pay of Rs.7600 in PB-3 after getting three regular promotions (although it rarely happens due to extremely low %age of Group A & Group B Posts on the Railways), whereas after getting three financial up-gradations under MACPS on completion of 30 years of regular service, he can reach only the Grade Pay of Rs.5400 in PB-3.

The employees suffer a huge financial loss on account of the unjust policy of granting Financial up-gradation as per Grade Pay hierarchy instead of Promotional hierarchy. The existing policy defeats the very purpose for grant of MACP to compensate for the lack of promotional avenues.

The policy is contrary to Courts judgments cited above and is also discriminately and differently implemented in various Departments like Railways and the CPWD.

IRTSA has made the following demands in the Memo:

**a) DOP&T is requested to please revise the OM dated 19-5-2009 cited above (Para 2 of the Annexure) and grant financial up-gradation under MACP scheme on the promotional Pay Band & Grade Pay (as per Court judgments cited above) instead of immediate next higher Pay Band & Grade Pay in the hierarchy of revised pay bands and grade pay.**

**b) Junior Engineers, CMAs & DMAs on the Railways be granted the 3<sup>rd</sup> Financial up-gradation under MACPS to the Grade Pay of Rs.6600 after 30 years of regular service; And**

**c) Senior Section Engineers, CMS & CDMS on the Railways be granted the 3<sup>rd</sup> Financial up-gradation under MACPS to Grade Pay of Rs.7600 after 30 years of regular service.**

Detailed Memorandum and annexure can be viewed in [www.irtsa.net](http://www.irtsa.net)

**RBE No: 64/2013**

**Railway Board Letter No: PC-III/2012/FE-II/2 dated 03-07-2013**

**Subject: Merger of Sr. P. Way Supervisors with JE/P.Way**

The issue of merger of Senior Permanent Way Supervisors (PB-2, Grade Pay Rs. 4200) with Junior Engineer (P. Way) had been raised in the PNM by both the Federations (AIRF/NFIR). Accordingly, with a view to strengthening and rationalizing the staffing pattern on Railways, the issue of enbloc merger of Sr. Permanent Way Supervisors in PB-2, Grade Pay Rs. 4200 with Junior Engineer /P. Way (PB-2, Grade Pay Rs. 4200) was under examination in Ministry of Railways. As a result of the review undertaken on the basis of functional, operational and administrative requirements, it has been decided that all the regular posts (excluding surplus, supernumerary and ex-cadre posts) of Sr. Permanent Way Supervisors in PB-2, Grade Pay Rs. 4200 should enbloc be merged with the cadre of Junior Engineer (P. Way) with its spread effect in higher grade PB-2, Grade Pay Rs. 4600.

2. The entire exercise of merger of Senior Permanent Way Supervisors with JE/P. Way with its spread effect to the post of SSE (P. Way) would be self-financing and expenditure neutral proposition. Additional financial implications should be worked out taking into account the revised basic pay including Grade Pay as per 6th CPC as listed in the fitment table, corresponding to the mid-point of the pre-revised pay scale (5th CPC) in respect of the each post, along with the applicable Dearness Allowance. After working out the financial implications, the matching savings should be effected from the category itself. Wherever it is not possible to do so from the category itself, the matching savings should be arranged from the department at the Divisional/Zonal level. While effecting surrender of posts of equivalent financial value, the existing vacant posts available in the category on the cut-off date should be considered for the purpose of off-setting the cost of merger of Sr. P. Way Supervisors with JE/P.Way and its spread effect to the post of SSE (P. Way). There would be no merger of Sr. P. Way Supervisors with JE/P.Way with its spread effect to the post of SSE (P. Way) without matching savings by surrender of posts.

3. These orders are effective from the date of issue of these orders.

4. This issues in consultation with the Civil Engineering & Establishment Directorates and with concurrence of the Finance Directorate of this Ministry.

**COURT CASE FOR GROUP B TO SENIOR TECH SUPERVISORS TO BE FILED SOON BY IRTSA**

IRTSA shall file a Court Case for Classification of Posts of Senior Section Engineers (SSE), Chemical & Metallurgical Superintendent (CMS), Chief Depot Material Superintendent (CDMS) and Senior Engineer/IT - in Group B Gazetted on the Railways as per DOP Orders – after reviewing the position in the CGB Meeting at Trichy - Reg: the proposed up-gradation of 3300 posts from Group C to Group B - presently under consideration of the Railway Board.

**UPDATE ON COURT CASE FOR GP OF JE & SSE FILED BY IRTSA AT CAT CHENNAI**

Case for upgrading the Grade Pay of JE and SSE - was posted by CAT Registrar, before the Division Bench of CAT Chennai, on October 9, 2013. As the Govt had not yet filed its Reply in OA 706/2013, the Bench posted the Case for 28<sup>th</sup> November, 2013, and directed the Respondents to file their reply before that date.

**PROPOSED CASE FOR GP OF LAB & STORE ENGINEERS**

A legal cell was formed by CEC IRTSA from representatives of C&M & Store Engineers to assist the GS & K.V. Ramesh JGS IRTSA to examine the possibilities of filing a Court Case for Grade Pay of Lab & Store Engineers. After careful consideration, it is now proposed that the filing of the Case be pending till after the decision of the Court Case for GP of JE & SSE. The issue will be reviewed by the CEC/CGB at Trichy.

**ORGANISATIONAL NOTICES ANNUAL SUBSCRIPTION OF IRTSA TO BE RAISED TO Rs.200 FROM 2014**

Annual subscription of IRTSA is proposed to be increased from Rs.150 to Rs.200 PA from next year 2014 – considering high inflation and other organizational requirements.

CGB IRTSA will consider this Constitution amendment in its meeting at Trichy – as proposed by CEC in its last Meeting.

**“VOICE OF RAIL ENGINEERS” SHALL BE MANDATORY FOR IRTSA MEMBERS FROM 2014**

Subscription for “Voice of Rail Engineers” is proposed to be made mandatory from January, 2014, for the members of IRTSA - @ Rs.50 (or at such other rate as may be decided by the CEC/CGB IRTSA - from time to time) – for the official journal of the Association. The issue will be considered by the CGB at Trichy.

**ALL SECRETARIES URGED TO SEND QUARTERLY REPORTS OF ACTIVITIES TO GS**

All Zonal Secretaries & Sub-Unit Secretaries, CEC Members, are again requested to their quarterly report of activities to GS IRTSA at his Email ID [gsirtsa@yahoo.com](mailto:gsirtsa@yahoo.com)

and Manager VRE (“Voice of Rail Engineers”) [rameshirtsa@yahoo.co.in](mailto:rameshirtsa@yahoo.co.in) as well as to the Webmaster [www.irtsa.net](http://www.irtsa.net) at his Email ID [navtejpvys@gmail.com](mailto:navtejpvys@gmail.com) – for their information and publication in VRE and for posting on irtsa.net.



**IRTSA hosted Farewell Party to CMD/ICF Hand book on - "Simple Exercises to over come Back and Neck pain" released on the occasion**



IRTSA hosted a grand farewell party to Dr.S.Lalith, CMD/ICF on her superannuation from Railway service. In a farewell function held at TTC Auditorium, Sri.Pankaj Kumar, CME/ICF, CE, CME/QA, CWE/Fur other officers, Union office bearers, staff council members and members of IRTSA participated. During the occasion a hand book on tamil - "Simple Exercises to over come Back and Neck pain" written by Sri.Kumaravel was released by Dr.Ramprakash, Former CMD/ICF.

## ZONAL GENERAL BODY MEETING OF IRTSA S.RLY

The Zonal General Body meeting of IRTSA / S.Rly unit was held on 17th September 2013 in Chennai. The meeting was presided over by **Er.V.Munuswamy, Zonal President and Sr.Vice President /CEC** and was attended by about 200 Engineers from various Sub-Units like GOC, JTJ, TPJ, ELS/AJJ, EWS/AJJ, BBQ, MS, CW/PER, LW/PER, Electrical/PER, MAS Divnl Office, Drg & Design/MAS, S&T PJT. Senior Leaders like M.S.V.R. Pandian and Engineers from ICF unit also participated in good numbers expressing solidarity. Er.Munuswamy listed the numerous achievements by IRTSA during the last five decades and emphasized the fact that only IRTSA can bring betterment for the category of Technical Supervisors both in career and local working environment.

During the welcome address by **Er. M.T.Sujith Kumar, WP/S.Rly**, who reiterated the importance and relevance of IRTSA as a unique platform to address the issues of Technical Supervisors in the changing scenario of Indian Railways, requested the cadres to inculcate a sense of belonging among the youngsters to further solidify the status of IRTSA.

**Er. Abdul Salam, Zonal Secretary**, submitted the Secretary's report and listed the various events, struggles, demonstrations and achievements during the time since last Zonal conference. He emphasized the importance of unity among technical supervisors for a dignified and prosperous career in Railways and applauded the spirit of technical supervisors in S.Rly and ICF units who have assembled in numbers exceeding 600 on two occasions during the last year in front of GM/S.Rly office to protest against some issues. Statement of Accounts was submitted by **Er. T.Ravichandran, Zonal Treasurer** and was unanimously accepted and passed by the house.

**Er.K.V.Ramesh JGS/Finance/CEC and Staff Council Member/ICF** during his address explained the status of our various demands and details of the case filed in CAT / Chennai for the revision of Grade pay of SSEs to 4800 and the justifications behind the demand.

**Er. Thirumaran Convener of 48th CGB at Trichy** on Nov 14 & 15 explained about the preparations for the conference and requested all members to actively participate and make the event a grand success.

A resolution was adopted in the meeting demanding early redressal of some of the major demands.

Election was held for ZEC and the following were elected as office bearers among others.

Er. V.Munuswamy - Zonal President  
Er. M.T.Sujith Kumar - Zonal Working President  
Er. V.P Abdul Salam - Zonal Secretary  
Er. R.Thanapandiarajan - Zonal Treasurer

Vote of thanks was rendered by **Er. Nirmal Chandran, Div Secy /MAS**

## B.SELVAM, SSE/C&W, BBQ/SR CONFERRED SHRAM VIR AWARD

B.Selvam, SSE, Carriage & Wagon, Southern Railway has been conferred the Prime Minister's Shram Vir award which carries Rs.60,000 in cash and a certificate for his innovative suggestion in improving and quality of coaches. He developed fumigation chamber to keep the coaches remain pest free for six months. He was also felicitated by **Sri.Rakesh Misra, General Manger, S.Rly** in a function held at Basin Bridge. **Sri.S.K.Sood, Chief Mechanical Engineer** also, Southern Railway also graced the function.

## RECORD WIN FOR IRTSA IN CLW STAFF COUNCIL

In the CLW Staff Council Election 2013 held on 27-09-2013 IRTSA nominated candidate **Er. Ashoke Chowdhury** won the election in the only Technical Supervisor constituency for the 3rd consecutive time. It is a hat-trick of win for Ashoke Chowdhury and double hat-trick for IRTSA/CLW Unit. Since inception of CLW Staff council IRTSA has never loosed the election. There was a gap during the period of 1984 to 1996 in the functioning of Staff Council. Since 1996 it was the 6th election and 6th consecutive win for IRTSA.

## IRTSA MEETING AT JOLERPET & ERODE, SUB-UNITS, S.RLY

On 5th September, IRTSA meeting was held at Jolerpet sub-unit of Southern Railway. **Er.Krishnababu, Secretary/JTJ** welcomed the gathering and called for more meetings among the Technical Supervisors of JTJ sub-unit. He also briefly explained the efforts taken by IRTSA on the issues of Rs.4800 GP to JE, Rs.5400 GP to SSE, Group-B Gazetted status to Senior Supervisors, anomalies of MACPS, etc. **Er.Rajendran, SSE/OHE** said that strength of staff has come down drastically making it extremely difficult to work. **Er.Sarveswaran JE/P.Way**, highlighted that staff strength in the P.Way has come down to 160 from 400. **Er.Prakash, JE/P.way** said that even though track packing machines are introduced, more staff are required for other activities for safe running of trains.

**Er.Rathis, JE/C&W**, explained about the unfriendly working condition of bushes in the yard which breed snakes and other insects. **Er.Karthick, JE/C&W** requested for supervisors unity and more meeting at Jolerpet. **Er.Sivakumar, SSE/ROH** said that due to huge shortage of welders target couldn't be achieved. **Er.Ganagaraj, JE/C&W** highlighted the need to have one more shunting engine and more shunting staff for smooth functioning. **Er.Sarvanan, SSE/P.Way** said that scientific work measurement and introduction of yard stick has to be done in the P.Way and appropriate addition in the staff strength has to be done. Technical Supervisors should not be classified as excluded categories.

In the same day evening meeting was held at Erode, Selam Division. **Er.Praneeth, President Erode** welcomed the gathering. **Er.Basker, Secretary/Erode Diesel Shed** and **Er.Jerome, Secretary / AC Loco shed** have also spoke in the meeting.

In both the meeting **Er.M.T.Sujit Kumar, Working President, S.Rly** explained about the demands of open line Engineers. **Er.V.P.Abdul Salam, Zonal Secretary, S.Rly** called upon all the Selam Division Engineers to participate in large in the 48<sup>th</sup> CGB & Annual General Body Meeting of IRTSA to be held at GOC, Trichy. **Er.K.V.Ramesh, JGS/IRTSA** explained about the case filed by IRTSA at CAT Chennai and other main issues pertaining to Technical Supervisors.

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## IRTSA UNITS

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**Highlights of Railway Board's Orders****Reg: Cadre Restructuring of Group C Staff**

No. PC-111/2013/CRC/4, dated 8.10.2013

(RBE No.102/2013)

Compiled by: K.V.Ramesh, JGS/IRTSA

1. The restructuring of the cadre w.e.f. 01-11-2013.
2. These orders will be applicable to the permanent regular cadres (excluding surplus & supernumerary posts).
3. Pay of staff promoted against the additional higher grade posts as a result of restructuring (including chain/resultant vacancies) will be fixed as per Rule 13 of RS (RP) Rules, 2008 with the benefits of one increment @3%of basic pay, with the usual option for pay fixation as per extant rules.
4. The existing selection procedures will stand modified to the extent that the selection will be based only on scrutiny of service record and confidential reports without holding any written and /or viva-voce test.
5. In the case of Artisans staff, the benefits of restructuring under these order orders will be extended only on passing the requisite Trade Test.
6. Panels approved on or before 01-11-2013 and current on that date has been filled first.
7. All normal vacancies arising from 02-11-2013 will be filled by normal selection procedure.
8. The special benefits of the promotion w.e.f. 01-11-2013 is available only for vacancies arising out of cadre restructuring and for other vacancies, then normal rules of prospective promotion from the date of filling up of vacancy will apply.
9. Direct recruitment percentages will not be applicable to the additional post arising out of these restructuring orders as on the date of effect.
10. The direct recruitment percentage will apply for normal vacancies arising on or after the date following the date of effect i.e.01-11-2013.
11. The direct recruitment quota as existing prior to the date of effect in certain categories will continue to be maintained.
12. Employees who retire /resign or expire in between the period from the date of effect of these orders to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders w.e.f. 01-11-2013.
13. Extant instructions for D&A/ vigilance clearance will be applicable for effecting promotion under these orders.
14. While implementing the restructuring orders instructions regarding minimum period of service required for the promotion issued from time to time should be followed.
15. However, General Manager can consider relaxation in the residency period prescribed for promotion to various categories, without compromising the safety aspect.
16. If prior to issue of these instructions the number of posts existing in any grade in any particular cadre exceeds the number admissible on the revised percentages the excess may be allowed to continue to be phased out progressively with the vacation of the posts by the existing incumbents.
17. The existing instructions with regard to reservations of SC/ST wherever applicable will continue to apply.
18. Staff may be allowed the benefits of up gradation /promotion on "as is where is basis" for the time being and allowed to join the pin-pointed posts at the new  
(Please see copy of full orders on the Web [www.irtsa.net](http://www.irtsa.net))

station within six months time from the date of issue of promotion order.

- Staff refused promotion before issue of these orders and stand debarred for promotion in relaxation of the extant provision as a onetime exception , if they indicate in writing that they are willing to be considered for such promotion against the vacancies existing on 01-11-2013 and arising due to restructuring on the date.
- Entire scheme of restructuring is to be a self financing and expenditure neutral proposition.
- Next Annual review will be undertaken from 01.04.2015 taking into account the cadre strength as on 01.04.2015.

**Subject: Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2012-2013.****No. E(P&A)II-2013/PLB-5, (RBE No.101/2013), New Delhi, dated : 04.10.2013.**

The President is pleased to sanction Productivity Linked Bonus (PLB) equivalent to 78 (Seventy Eight) days wages without any ceiling on wages for eligibility for the financial year 2012-13 to all eligible non-gazetted Railway employees (excluding all RPF/RPSF personnel). Where wages exceed Rs. 3500/- per month, Productivity Linked Bonus will be calculated as if 'wages' are Rs.3500/- p.m.

2. 'Wages' for the purpose of calculating Productivity Linked Bonus shall include 'Basic pay' as defined in the Railway Services (Revised Pay) Rules, 2008 and dearness allowance drawn during the financial year 2012-13. Other conditions of eligibility, method of calculation of wages, etc., as prescribed in this Ministry's instructions and clarifications issued from time to time, shall remain unchanged.

3. It has also been decided that in the case of eligible employees mentioned in Para 1 above who were not placed under suspension, or had not quit service/retired/expired during the financial year 2012-13 or were on leave where leave salary admissible is not less than that admissible on leave on average pay, may be paid an amount of Z 8975/- towards Productivity Linked Bonus for the financial year 2012-13. In the case of employees other than those mentioned above, the amount of Productivity Linked Bonus may be calculated in accordance with the extant instructions on the subject

4. Further, in relaxation to the provisions in Rules 905(2), 908 and 909 of State Railway Provident Fund Rules, as contained in Chapter 9 of R-I/1985 edition (2003 Reprint edition), such of the subscribers to the SRPF as are entitled to Productivity Linked Bonus may, if they so desire, deposit the whole or part of the amount admissible under the Scheme in their respective State Railway Provident Fund Accounts.

5. Disbursement of Productivity Linked Bonus for the financial year 2012-13 to all eligible non-gazetted Railway employees mentioned in Para 1 above should be made on priority before the ensuing Puja/Dussehra holidays.

**IRTSA Units! Send Central Quota & Legal Fund**  
Through Bank Draft in favour of "IRTSA" to:  
Central Treasurer IRTSA, Er O. N. Purohit, 106, Suraj  
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**Published by Sri.M.Shanmugam, Central President, IRTSA, on behalf of**

**Indian Railways Technical Supervisors Association** From 4, 6<sup>th</sup> Street, TVS Nagar, Padi, Chennai – 600050.

Printed by him at Four Yes Offset Press, 11/A – 40, Karthiyar Salai, Periyar Nagar, Chennai – 600082. Editor: M. Selvaraj



