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GOLDEN JUBILEE & 50th ALL INDIA ANNUAL CONFERENCE OF IRTSA AT ICF WITH GAIETY

CGB IRTSA RESOLVES TO CONTINUE THE STRUGGLE FOR JUSTICE FOR RAIL ENGINEERS

Golden Jubilee All India Annual Conference & CGB Meeting of IRTSA was hosted by IRTSA ICF Zone grandly at Dr. Ambedkar Arangam ICF Chennai on 27th & 28th October 2015. Er.M. Shanmugam President IRTSA presided over the CGB. Sri. Ashok K Agarwal General Manager ICF graced the Technical Seminar and Chief Guests of the two Open Sessions- Com.S.G. Mishra GS/AIRF & Dr. M. Raghaviaha GS/NFIR - addressed the conference. Sri.S.K. Bansal Former CRSE & Former President IRPOF was Guest of Honour,

Large procession: On 27th October morning Rail Engineers took out a large procession from ICF furnishing division to conference venue – marching over 3 kms through parts of ICF colony along with ICF Shell Division & GM's Office. Members from all over the country raised the slogans on the demands of Rail Engineers.



GLIMPSE OF A LONG PROCESSION OF ENGINEERS

Flag Hoisting:: Er.M.Shanmugam Central President IRTSA hoisted the flag of IRTSA amid cheers and slogans of Long live IRTSA..

Opening Session: Er.V.B. Naryanan Zonal Secretary ICF sang the prayer song. Thereafter the IRTSA theme song composed by Er.E. Ramesh & Er.V.K. Ramesh electrified all the delegates. In his inaugural speech Er.M. Shanmugam Central President IRTSA said that as middle management category IRTSA is maintaining good relation with Federations as well the administration even while continuously fighting for its demands.

Glimpses of 50th CGB of IRTSA - Continued on page - 3

7th CPC Submits Report -

EVERYONE DISAPPOINTED, ENGRS. DISMAYED
Seventh Pay Commission belatedly submitted its Report to the Union Finance Minister on 19th November, 2015 – disappointing everyone & dismaying the Rail Engineers.

SUMMARY OF 7TH CPC REPORT

I. Minimum Pay

1. Rs.18,000 is the minimum pay recommended by the Commission, operative from 01.01.2016.
2. This is 2.57 times the minimum pay of ₹7,000 fixed by the government while implementing the VI CPC's recommendations from 01.01.2006.
3. Basic pay at any level on 01.01.2016 (pay in the pay band + grade pay) would need to be multiplied by 2.57 to fix the pay of an employee in the new pay structure.
4. The fitment factor of 2.57 applied to all employees.

II. New Pay Structure

1. System of Pay Bands and Grade Pay has been dispensed with.
2. New functional levels proposed have been arrived at by merging the grade pay with Pay in pay band.
3. All of the existing levels have been subsumed in the new structure – summarized in a "Pay Matrix".
4. No new level has been introduced nor has any existing level been dispensed with.
5. The rate of annual increment is being retained at 3%.
6. The new pay structure has been devised in the form of a pay matrix to provide complete transparency regarding pay progression.
7. The pay matrix comprises two dimensions. It has a "horizontal range" in which each level corresponds to a 'functional role in the hierarchy' and has been assigned the numbers 1, 2, and 3 and so on till 18. The "vertical range" for each level denotes 'pay progression' within that level.

III. Pay Fixation in New Pay Structure (Example)

1. Normal fixation: An employee is in GP 4200, drawing pay of ₹20,000 in PB-2. The Basic Pay is ₹24,200 (20,000+4200). After multiplying by 2.57, the amount fetched viz., ₹62,194 would be located in Level 6 pay would be fixed in Level 6 at ₹62,200.

SUMMARY OF 7TH CPC REPORT Continued on page 10
(See Page-19 for proposed "Pay Matrix" by 7th CPC)

See Editorial on Page 2 – IS IT A HIKE OR A FARCE?

See Highlights of Memorandum by IRTSA – Page 14-16

**IRTSA WISHES VERY HAPPY & PROSPEROUS
NEW YEAR 2016
TO ALL RAIL ENGINEERS & THEIR FAMILIES**

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial

7thCPC PAY HIKE - IS IT A HIKE OR A FARCE ? THE CAUSE IS HIDDEN THE EFFECT IS VISIBLE TO ALL

7th CPC has submitted its report to the Government and the additional expenditure projected by the PAY Commission is of 1.02 lakh rupees. As outsiders many of the country men started crying hoarse that the Govt. employees are taking away lions' share of its income.

Out of the projected 1.02 lakh hike, just above 1/4th is going to be borne by Indian Railways within its own budget; centre has to bear 1/4th towards pension, 1/4th towards allowances and only 1/4th towards Pay. Govt. need to borne only Rs.27,750 crores towards increase in pay. Allowances need not be taken as higher expenditure since they are part of compensation towards inflation and expenditure incurred in discharge of official duties.

7th CPC itself observed that financial impact on account of increase in pay, allowances & pension will be 23.55%. Increase on account of Pay & DA (excluding other allowances) will be to the tune of 16%. At present, without implementing 7thCPCReport, Year on year increase in the expenditure in both pay and pension has averaged about 11% of the Central Expenditure. Thus real increase on account of increase in pay, all allowances & pension will be only 12.55% (23.55% – 11% = 12.55%). Real increase on account of Pay & DA will be only 5% (16% - 11% = 5%).

IS THERE A REAL INCREASE IN TAKE HOME PAY?

Real increase in minimum wage between 6th CPC & recommended 7th CPC scales will be Rs.2250. Employees' contribution to National Pension scheme will increase from Rs.700 to Rs.1800 and for CGEGIS it will increase from present Rs.30 to Rs.1500. Therefore increase in real wage (take home pay) of Rs.2250 will be eaten away by Rs.900 increased contribution for NPS plus Rs.1500 for CGEGIS. Net take home pay will have a negative growth of Rs.320 (Rs.1100 + Rs.1470 – Rs.2250 = Rs. – 320) as illustrated in the table below:

DECREASE IN TAKE HOME PAY IN MINIMUM SALARY FROM 6 TH TO 7 TH CPC		
1	6 th CPC Minimum Basic Pay	Rs. 7000
2	DA @ 125%	Rs. 8750
3	Pay + DA	Rs. 15750
4	Recommended 7 th CPC Minimum Basic Pay	Rs. 18000
5	Increase in real wage (4 – 3)	Rs. 2250
6	Higher deduction for CGEGIS (as recommended by 7 th CPC) & NPS	Rs. 2570
7	Difference in take home pay	Rs. -320

WILL THERE BE ANY ADDITIONAL EXPENDITURE DUE TO PAY HIKE RECOMMENDED BY 7TH CPC?

Government will take back into its treasury Rs. 6500 crores from increased monthly contribution towards CGEGIS and another Rs.2500 crores towards employees' contribution for NPS from 11 lakh employees appointed after 1.1.2004. After reducing Rs.9000 crore from Rs.27,750 crore (projected increase in pay), net additional expense towards Pay will be around Rs.18,750 crores only. Even this additional expenditure is not true.

Total Expenditure on Pay & Allowance in FY 2012-13 was Rs.1,29,599 crore. If it is indexed by 11% increase year on year, in the FY 2015-16 even without implementing-

- 7th CPC recommendations increase on account of Pay & Allowances will be around Rs.19,500 crore. Therefore Government is not going to have any additional expenditure on account of Pay increase after the implementation of 7th CPC Report as per its recommendations.

For 2012-13, revenues foregone through various concessions to various sections are estimated at a total of Rs.5,73,627 crore which was 10 per cent higher than the total fiscal deficit of the Central Government, financial experts say, concessions must be given to have accelerated economic growth. Government employees are exposed to negative growth in their real wage – but who cares?

TECHNICAL SUPERVISORS WORKING ON RAILWAYS BETRAYED

Need for higher Pay scales for Technical Supervisors in Indian Railways has been grossly ignored by 7th CPC. Higher Recruitment Qualifications, Training, Job Requirements, onerous Nature of Duties, and increase in their Responsibilities due to modernization and introduction of high speed trains, relativity against other non-technical cadres like Accounts etc. has not been considered at all.

Railways had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) as recorded in item-3 of Minutes of the Departmental Anomalies Committee (Railways) held on 01.06.2010. *"It was brought out in the discussion that Technical Supervisors have superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. They are also given induction training after recruitment for 18 months period which is very much longer compared to other categories...."*

Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and held several meetings for implementing the decision. Railway Board had agreed with the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.

In all the departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group 'B' Gazetted.

Financial Commissioner Railway Board had already given concurrence for the proposal of other Board Members to upgrade the posts of Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed to by Railway Board.

Commitment given by CRB to the two Federations in Departmental Council has not been implemented. In the meeting with both the Federations held on 07.04.2014, official side headed by CRB agreed for upgradation of posts from Group 'C' to Group 'B' and it was recorded that the matter has already been referred to MOF / DoPT, MS and FC will pursue Secretary, MOF & DoPT to resolve the matter urgently even though there was no need for such reference.

Railway Board hasn't disclosed the commitment given to Staff Side on higher pay for Technical Supervisors & classification of posts to 7th CPC. Infact the Board has, not only completely ignored the category, even more than that, ignored the interest of Indian Railways.



ER. M. SHANMUGAM PRESIDENT IRTSA ADDRESSING THE CGB & GOLDEN JUBILEE CONFERENCE

IRTSA contributes its might for improving the performance of Indian Railways. In 50 years of its journey IRTSA has many achievements to its credit and still some more demands have to be achieved - especially Higher Grade Pay, Group 'B' (Gaz) status, good career progression and incentive to Open Line Engineers & staff, he said. He also said that some time the category receives raw deal from the Administration even for small issues.

Sri.S.K. Bansal Ex-CRSE NR & Ex-President IRPOF was the Chief Guest for the opening session. He recalled his association with Er. Harchandan Singh from 1965. He said that when struggle is made with conviction & commitment, nothing can stop, what we deserve to get and everyone should fight for common cause rather than individual agenda. He also said that in its fight & persuasion IRTSA should take the cooperation IRPOF.

GENERAL SECRETARY'S REPORT: Er. Harchandan Singh General Secretary IRTSA submitted his report for the year 2014-15. He paid rich tributes to all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause all these years and sacrificed a lot with conviction and dedication. and faced victimization especially during the 1974 strike.

He mentioned about State of Economy, Inflation, undue delay in submission of 7th CPC, denial of interim relief & DA merger, proposed strike by constituent of JCM, privatization, FDI in Railways, Fare revision, adverse recommendations of Dr. Debroy Committee, unfilled vacancies in safety categories, denial of just demands of Technical Supervisors / Rail Engineers, memorandum submitted to 7th CPC, oral evidence given by IRTSA to 7th CPC, status of court cases filed by IRTSA at Chennai & Chandigarh, adverse working conditions, need for recognition of IRTSA & challenges of outsourcing & FDI etc.



Er. Harchandan Singh General Secretary IRTSA presenting his Report to the CGB & Golden Jubilee Conference with Er. K. V. Ramesh Sr. JGS

He announced that in commemoration of Golden Jubilee of IRTSA, a new publication is being released under the title "**Foot Prints of IRTSA – Glimpses of 50 years of Struggle & Achievements of IRTSA**"- compiled by Er.K.V. Ramesh Sr. JGS IRTSA. It gives a glimpse into the history of IRTSA and its proper documentation. He thanked President, working presidents and all his colleagues in CEC for extending their support throughout the year. Er.K.V. Ramesh Sr.JGS IRTSA assisted the GS in presentation of his report. (Please see complete Report of GS on IRTSA Web www.irtsa.net)

Statement of Accounts of CEC IRTSA: Er.O.N. Purohit, Central Treasurer IRTSA submitted statement of accounts for the year 2014. GS report and accounts were approved by the CGB unanimously.

Er. Darshan Lal Working President IRTSA praised the contribution made by all predecessors of IRTSA who have sacrificed for the betterment of the category. He urged upon all Rail Engineers to unitedly fight for the rights.

Er.L.N. Pathak Advisor IRTSA expressed his happiness to be with team IRTSA on its Golden Jubilee celebration and appreciated hard work done by IRTSA ICF Zone to make the conference a grand success. He cherished his golden memories with founder General Secretary Harchandan Singh right from 1965 and also said that possibly he may be the only union leader in India to serve in an organisation for 50 years most part of it as General Secretary. Sri.R. Ramamurthy General Secretary AIOBC ICF unit wished the conference all success.

Zonal Secretaries' Report: Er.V.B. Naryanan Zonal Secretary ICF, Er. Ashok Chowdhury CLW, Er. N.V. Ramanamurthy Zonal Secretary SC.Rly, Er.R.B. Singh Zonal Secretary W.Rly & C.Rly, Er. Jaya Kumar Zonal Secretary RWF, Er.R.K.Pandey Zonal Secretary NE. Rly, Er.M. Bhatnagar Zonal Secretary RCF & DMW, Er.P.K. Shukla, Zonal Secretary N.R, Er.V.P. Abdul Salam Zonal Secretary S.Rly, Er. Vinod Kumar Zonal Secretary SWR, Er.O.N. Purohit, Zonal Secretary NWR, Er. Mohanty E.Rly and some other CEC members presented their reports of activities in their Zones and at the local levels.

Technical Seminar: Sri. Ashok K Agarwal General Manager ICF graced the Technical Seminar as Chief Guest. Sri. Abhay K Khanna Former General Manager ICF, Sri. V.R. Subramanian Former CPO ICF and Sri.S.K.Bansal graced the open session as Guests of Honour. HODs & officers of ICF also graced the session. Boys of ICF Silver Jubilee Higher Secondary School performed beautiful dance with IRTSA theme song. A well-made documentary "*Golden Memoires*" on history of IRTSA was presented. The documentary recalled the events from 1965 including the speeches of Er. Harchandan Singh & Er.M.Shanmugam and glimpses of historic moments over the years.



Releasing the "Glimpses of 50 years of Struggle & Achievements of IRTSA" – Compiled by Er. KV Ramesh (Minutes of 50th CGB of IRTSA Continued on page ... 4)

MINUTES OF 50TH CGB OF IRTSA continued from Page - 1

A power point presentation on the topic "Enhancing performance & Safety on Indian Railways" was presented by Er. K.V.Ramesh. He suggested for introduction of 2 to 4 private cabins in each AC 2 tier, AC 3 tier & Sleeper classes – with light weight Alluminium doors and nominal additional Fare which can earn additional revenue of Rs.550 crores annually for the Railways. Presentation also highlighted need to manufacture Aluminum Car body by PUs of IR. Suggestions for optimum utilization of infrastructure available in PUs and Workshops of Railways were also presented by Er. K.V.Ramesh.

Address by Chief Guest & Guests of honour:

Sri.V.R.Subramanian Former CPO ICF in his address appreciated social sense and awareness of IRTSA. He thanked the organizers for inviting him for the Golden Jubilee celebration of IRTSA and shared his memories in attending Silver Jubilee conference of IRTSA 25 years back. He expressed his confidence that Engineers of IR have the potential to manufacture High Speed trains at one tenth the cost of imported coaches. Sri.Abhay K Khanna Former General Manager ICF congratulated ICF for commencement of new LHB unit. He appreciated the effort made by ICF to surpass the annual target above 2000 coaches, which was not even thought of three years back. He lauded IRTSA saying that apart from flagging the issues of their category, IRTSA always comes up with many suggestions to improve the performance of ICF and Railways and during his tenure as GM ICF IRTSA worked as common friend to administration & workmen. He specially appreciated two staff council members of IRTSA for their positive role in the staff council and maintaining good industrial harmony.

Sri.Ashok K Agarwal General Manager ICF in his chief guest address expressed his extreme happiness to be with IRTSA members on the occasion of 50th Annual Conference & General Body Meeting of Indian Railways Technical Supervisors Association (IRTSA) at ICF.



Staff to the Management at the right time. Thus, they play the most constructive role in the healthy growth of the organisation. He appreciated the role of IRTSA in technical inputs for productivity improvements and suggestions given by IRTSA to enhance the outturn to 2000 coaches per annum. Apart from this, IRTSA's role in flagging the issues of Technical Supervisors related to their pay, career, allowances etc is highly appreciable and its endeavour in conducting technical seminars for improving the performance of Railways is commendable. He said that suggestions given by Er. K.V. Ramesh were very useful, feasibility of implementation will be studied by the Administration in consultation with RDSO.

On the occasion of Golden Jubilee, the GM said "All of you will be having fond memories of your past 50 years, having reached this landmark, a moment of glory & grace. To establish an organization and keep it operational for 50 years is not a small endeavor! This has been possible because, everyone worked together continuously for the

growth of this association." GM ICF concluded with good wishes for the members of IRTSA and their family members.

Second Day First session: Com.S.G. Mishra General Secretary AIRF was the Chief Guest for the session and members of ICFLU/AIRF including its General



Secretary Sri. Mohandass graced the session.

Session started with felicitation of Com.S.G.Mishra who then felicitated Er.S.Munusamy, President IRTSA, S.Rly Zone who was

retiring from Railway service on 31st October 2015. While wishing Munusamy he recalled his qualities of fighting spirit and a person who always wants a change.

Com.S.G.Mishra expressed his zeal to be with IRTSA and said that when Er Harchandan Singh invited him for the Golden Jubilee Conference he could not skip it in spite of some other urgent engagements. Com. S.G. Mishra commended on the vital role of IRTSA during the strike. IRTSA created history in participating in the strike and in many places IRTSA office bearers led the strike. There was heavy victimization after the strike and many office bearers of IRTSA including Er. Harchandan Singh were jailed, he



recollected. IRTSA had to come over the onslaught of Government after a lot of sacrifices and as such, on the celebration of 50 years S.G.Mishra said that he salutes IRTSA.

Com.S.G. Mishra added that Dr. Bibek Debroy Committees' recommendation will be a road map for privatization agenda of Government, first target will be the Production Units of Railways, afterwards arm of privatization will engulf workshops & open line. He assured that Federations will not allow massive privatization in Railways. He assured the members of IRTSA that Federations are making their fullest efforts to change the pathetic working conditions, pay, classification & avenue of promotions of Technical Supervisors. He further said that demands of Technical Supervisors before 7th CPC by the Federation was made after intensive consultation with Er. M. Shanmugam and Er. Harchandan Singh and with the help of large data supplied by Er. K.V. Ramesh. He specifically thanked M. Shanmugam to make him part of mega event of Golden Jubilee Conference of IRTSA and wished all the best for all the participants.

Resolutions of Demands & Line of Action:

Resolutions of demands were moved by Er. K.V. Ramesh and were unanimously adopted as per copy attached, after incorporating some proposals of Members. CGB authorised the President and the General Secretary IRTSA to decide the Line of Action on Pursuance of Demands after the release of Report of Seventh CPC and issue necessary directive thereon. A Meeting of CEC may also be held early after the release of Report of Seventh CPC – to consider the Report and decide further Line of Action thereon.

(50th CGB of IRTSA Continued on page 5)

Minutes of 50th CGB of IRTSA (continued from Page-1)

Organisational Resolutions: CGB unanimously adopted Organisational Resolutions on the following main points - as per copy attached herewith:

- i) Observance of Golden Jubilee & 50th Foundation Day of IRTSA by all Units & Sub-Units on 27th Nov. 2015
- ii) Raising of Struggle-cum-Legal funds for fighting the Court Cases (for Group B & Grade Pay) upto the highest Court if required and to fight against anomalies caused by the CPC.
- iii) Financial Transparency and Account Keeping of all funds of Association at all levels.
- iv) Membership Drive to be completed by 31st December this year and upto 31st March every year.
- v) Organisational Elections to be completed by 31st March every year at Unit/Zonal & Sub-Unit levels.

Election to the new body: Election for new CEC for the year 2015-16 was conducted under the chairmanship of Ers Francis V. Mohan assisted by M.S.V.R. Pandian, Kushal Kumar and K.V. Ramesh. M. Shanmugam, Harchandan Singh and O.N. Purohit were elected as Central President, General Secretary and Treasurer respectively. *List of CEC elected is placed on IRTSA Website & page 16-18 of this issue.*

Concluding session: Final session was graced by Dr. M. Raghavaiah General Secretary NFIR as the chief guest. Sri. Suryaprakasam General Secretary SRES, Com. Elangovan Working President DREU, Sh Janakiraman General Secretary DREU, Sri. M.K. Sukumar President ICF MS, Sri. R. Gurunathan General Secretary ICFMS, Com. Krishnakumar UWU/ICF, Joint Secretary Staff Council RWF, Indrasekar Staff Council Member RWF, Ravicahandran President AIOBC S.Rly, Sri. Arokya Samy & Sri. Masilamani President & Secretary of RPF Association, Sri. Lakshmi Narashiman President Anna Thozhi Sangam, Sri. Muralikrishnan SC/ST Association/S.Rly and office bearers of other unions & Associations participated.

“FDI IN RAILWAYS - BIBEK DEBROY REPORT - Myth and Reality”



A Book written by Com. Elangovan working president DREU was released by Dr.M. Raghavaiah.



Com. Janakiraman General Secretary DREU in his address complimented IRTSA for completion of 50 years, a great achievement for middle management association without official recognition. Fighting spirit,

commitment to cause of the category, readiness for action to reach the target, etc remain basic quality of IRTSA. He thanked IRTSA for extending supporting hands to other unions not only in trade union activities but also for social causes. General Secretary DREU also lambasted the recommendations of Dr. Debroy Committee report and called for united fight against it.

Er.M. Shanmugam Central President IRTSA recalled his association with NFIR & AIRF and great service done by its leaders. Speaking on ICF issues he asked Administration to take decisions magnanimously on staff related matters.

Er. Harchandan Singh General Secretary IRTSA explained about best of relations with both the federations & its leaders. He recalled the cherished & fond memories of long association with the Rail Engineers all over India as well as with the leaders of AIRF both the Federations over the last 50 years - right from the inception of IRTSA.

He explained that IRTSA strongly believed that the struggle of Technical Supervisors cannot be fought in isolation from the rest of the working class as the Railway administration had never treated the Technical Supervisors as part of the middle management cadre- as apparent from unjust denial of Group B to them. He expressed his anguish over non settlement of some of important demands of IRTSA particularly Group 'B' (Gaz) status, despite the fact that Railway Board had made formal decision on this issue many years ago and many commitments given by CRB & Board Members to IRTSA as well as to the Federations.

Dr. M.Raghavaiah General Secretary NFIR in his address said that the motivation & pulling capacity of



IRTSA made him to participate in 50th All India Annual Conference of IRTSA hosted by ICF Zone headed by M. Shanmugam. GS NFIR complimented General Secretary & President IRTSA for leading IRTSA

with many worthy achievements with strong cadre behind them. NFIR produced results for betterment of Technical Supervisors on many issues, Miabhoy Tribunal awards, more higher grade posts through Cadre restructuring exercise, bonus for all SSEs, etc are some of the issues attended to by NFIR with sincerity he said. GS NFIR added that all issues raised by IRTSA are attended by NFIR on top priority and he is always ready & happy to respond to M. Shanmugam, Harchandan Singh and K.V. Ramesh. He cautioned the delegates from all over India that Government has no genuineness in addressing the issues of working class particularly of Government Employees. He expressed regret for not being able to produce result in some of the issues pertaining to Technical Supervisors particularly on Group 'B' demand, in spite of assurance given by CRB and Railway Board members, Board is evading from making its decision to reality. GS NFIR felicitated Er. Munusamy President IRTSA S.Rly and Sri. A.K. Balram of ICF who played vital role in the struggle.

Grand Orchestra: The conference concluded with electrifying performance by Music troop "Eswari Audios" led by leading veteran film singer Kalaimamani Smt. L.R. Eswari and a vote of thanks to all Guests and participants as well as to the hosts.

**PLEASE VISIT OUR WEBSITE
WWW.IRTSA.NET FOR
GENERAL SECRETARY'S REPORT,
RESOLUTIONS OF DEMANDS &
ORGANIZATIONAL RESOLUTIONS OF CGB**

SPIRITED PROCESSION BY RAIL ENGINEERS FROM ALL OVER INDIAN RAILWAYS



ZONAL SECRETARIES & CEC MEMBERS PRESENTED THE ACTIVITIES AT THEIR ZONES



IRTSA THEME SONG ELECTRIFIED THE DELEGATES



IRTSA UNITS & SUB-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)

GLIMPSES OF IRTSA GOLDEN JUBILEE CONFERENCE HOSTED BY ICF ZONE



IRTSA REGISTERS ITS STRONG PROTEST TO RAILWAY MINISTER ON THE RECOMMENDATIONS OF 7TH CPC APPEAL TO RAILWAY MINISTER TO TAKE IMMEDIATE REMEDIAL MEASURES

22.11.2015: IRTSA delegates led by Er. Ramesh Kumar Pandey Zonal Secretary NE. Rly met Sri. Suresh Prabhu Hon'ble Minister for Railways at Gorakhpur today during Ministers visit.

R.K. Pandey has explained unreasonably low pay level recommended for Technical Supervisors equating them with the categories working under them – in spite of their higher Recruitment Qualifications, Training, Job Requirements, onerous Nature of Duties, and increase in their Responsibilities due to modernization and introduction of high speed trains.

Refusal on Classification of posts of SSE, CDMS & SR.ER(IT) as Group 'B' (gazetted) – in spite of Railway Board's decision in favour of demand on functional needs of Indian Railways.

He also briefed on the demand of recognition of IRTSA. The minister gave patient hearing and assured to look into three main demands highlighted by Zonal Secretary, NE. Railway.

Memorandums on the following main demands of IRTSA was handed over to MR

- I. Recognition of IRTSA
- II. Grant of Level 8 in new pay matrix recommended by 7th CPC to Junior Engineers (JE) on Indian Railways
- III. Level 10 in new pay matrix recommended by 7th CPC to Senior Section Engineers (SSE) on Indian Railways.
- IV. Grant of Group 'B' (Gaz) to SSE, CDMS & Sr.Er(IT)

IRTSA DLW VARANASI PROTESTS AGAINST 7TH CPC REPORT



Protest against 7th pay commission report was observed by IRTSA DLW on 7-12-15 in front of workshop gate. About 500 supervising engineers were present. The protest rally was led by IRTSA zonal President Er. Manish Kumar Srivastava and Zonal Secretary Er. Mukesh Chandra Verma.

Protesting Engineers were demanding Level-8 for JEs & Level-10 for SSEs in the pay matrix recommended by 7th CPC, Group 'B' Gazetted status to SSE, CDMS, CMS & Sr. Er/IT among other demands.

BRAVING HEAVY RAIN IRTSA ICF STAGED PROTEST AGAINST MOST DAMAGING RECOMMENDATIONS OF 7TH CPC

23rd Nov: Technical Supervisors / Supervising Engineers of ICF staged a spirited protest against most damaging recommendations of 7th CPC braving heavy rain in front of GM's office ICF. Condemning the report of 7th CPC Er.M. Shanmugam Central President IRTSA appealed to Government to modify its recommendations as done after 5th CPC particularly of SSE scale from recommended Rs.7000-11500 to Rs.7450-11500. He lambasted Railway Board for ignoring just demands of IRTSA particularly on Pay Scales & Classification of post. Anomaly created by Railway Board after the implementation of 6th CPC by equally placing the Grade Pay of JE & Senior Technician is not rectified by 7th CPC, which is a gravest mistake of the report he told. He said that IRTSA will resort to agitation if the recommendation of 7th CPC with respect to pay scales of Technical Supervisors and classifying them into Group 'B' (Gaz) and appealed to the members to get ready for strenuous fight.

While appreciating the spirit of members braving unprecedented heavy rain in Chennai, Er.K.V. Ramesh Sr.JGS IRTSA said that Railway Board has not stood by its decision taken in the departmental anomaly committee formed after 6th CPC to upgrade the Grade Pay of JE & SSE. Approval given by FC Railway Board for classifying the posts of SSE as Group 'B' & assurance given by CRB to both the Federations were not kept up by the Board and Railway Board argued against its own decision to the 7th CPC, he questioned the wisdom of Board. He also condemned the retrograde recommendations of 7th CPC in pay determination, unjust reduction in allowances, etc. Sri.R. Gurunathan GS ICFMS assured all support of NFIR to the cause of Technical Supervisors and appealed to all to participate in the protest organized by JCM & Federations.



M.T.SUJITH KUMAR WORKING PRESIDENT IRTSA S.RLY LEFT FOR HEAVEN ABODE – BUT IS WITH US IN SOUL & SPIRIT

**An intellectual think tank of IRTSA goes
down fighting cancer**



25th Nov: Sri.M.T. Sujith Kumar Working President IRTSA S.Rly, SSE/BBQ Coaching Depot Chennai passed away fighting cancer. An intellectual leader, whose contribution to the category of Technical Supervisors was unparalleled. He was very actively involved in the preparation of memorandum to 7th CPC. His contribution in formulating IRTSA's policies & decisions were commendable. A Dynamic leader took the leading role in every activity of IRTSA. Untiringly he contributed especially on the demands of open line rail engineers and improving the working condition of open line.

Members from all over India poured their condolence to the deceased family. He is survived by wife and two daughters

DEMONSTRATION BY IRTSA BBQ S.RLY
Technical Supervisors of Basin Bridge coaching depot staged lunch hour demonstration in front Sr.CDO office on 4th Nov



DEMANDS

1. Create Infrastructure as per Rly. Bd norms.
2. Fill staff vacancies as per bench mark.
3. Fill JE & SSE vacancy as per sanction.
4. Ensure infrastructure and staff at PF/MAS as per Rly. Board norms.
5. Ensure continuous supply of spares.
6. Remove non- C&W duties like RCD, Linen duties from JEs & SSEs.
7. Create separate infrastructure for LHB and Double Decker.
8. STOP pressurizing C&W engineers to violate RB norms by extending over-due POH LHB coaches at IOH shed.
9. Set up Expert committee from IIT to study effectiveness of SHIM in CBC.
10. Ensure DRY pit lines.
11. STOP burning of Garbage and plastic inside yard endangering employees with toxic fumes and arrange for clearance by lorry.

LARGE DELEGATION OF IRTSA NE.RLY MEETS ADDITIONAL MEMBER

8th Dec 2015, members of IRTSA N.E.Railway handed over Memorandums on three main demands of IRTSA to Additional Member Mechanical Engineering Railway Board Sri P.K.Agarwal during his visit to Gorakpur. Around 350 supervising Engineers gathered in front of CWM's Chamber when delegation of IRTSA including Er.R.K. Pandey Zonal Secy., Er.Dinesh Chaturvedi Sr. Vice-President, Er.A.P. Sharma, Er.Anil Kumar Singh, Er.Anil Gupta, Er.Ajay Yadav and Er.Rajeev Anand met Additional Member. He gave patient hearing and advised the delegates to submit the grievances to Scrutiny committee set up on 7th CPC Report before 18th December.

Er. Ramesh Kumar Pandey Zonal Secretary



NE.Rly explained the sufferings of Technical Supervisors from 4th CPC without recognition and inadequate pay scales granted to them by Pay Commissions. Er.Dinesh Chaturvedi Sr.Vice President explained the need to grant Group 'B' status to

senior Supervisors. Grievances on local issues were also explained to Additional Member.

"Foot Prints of IRTSA" on struggle & achievements of IRTSA released in the Golden Jubilee conference of IRTSA was also handed over to Additional Member.

CONDOLENCE MEETING FOR FLOOD VICTIMS OF CHENNAI AND DISTRIBUTION OF RELIEF MATERIALS



18th December, Members of IRTSA deeply mourned loss of life and loss of properties in Chennai and other parts of Tamilnadu, due to heavy rain and flood.

The meeting prayed for speedy recovery and restoration of normalcy in all walks of life.

IRTSA arranged relief materials for flood victims. Relief materials including

provisions for one month and house hold articles for 100 families were distributed in villages Rajapadmapurm, Jagrimngalam and Thzuvadur in Tiruvallur district on 19th Dec 2015.

SUMMARY OF 7TH CPC REPORT *Continued from page-1*

2. Fixation on upgradation (If recommended for any specific post)

Assuming that the Commission has recommended that the post be placed one level higher in GP 4600.

The Basic pay would then be ₹24,600 (20000 + 4600). Multiplying this by 2.57 would fetch ₹63,222.

This value would have to be located in the matrix in Level 7 (the upgraded level).

In the column for Level 7 ₹63,222 lies between 62200 and 64100. Accordingly, the pay will be fixed in Level 7 at ₹64,100.

LEVELS PROPOSED IN NEW PAY MATRIX

Existing Pay Bands	Existing GP	New levels
PB-1	1800	1
	1900	2
	2000	3
	2400	4
	2800	5
PB-2	3400	5A
	4200	6
	4600	7
	4800	8
	5400	9
PB-3	5400	10
	5700	10A
	6100	10B
	6100	10B
	6600	11
PB-4	7600	12
	8000	12A
	8400	12B
	8700	13
	8700	13
	8900	13A
	8900	13A
	9000	13B
10000	14	
HAG		15
HAG+		16
Apex		17
Cab. Sec.		18

IV. COMPRESSION RATIO: Commission has recommended a minimum pay of ₹18,000 at entry level in Group 'C' and ₹56,100 as entry pay at Group 'A' level. **The compression ratio is thus arrived at 1:3.12**

V. MACP: MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay matrix, the employees will move to the immediate next level in the hierarchy.

- Benchmark for MACPS enhanced from 'Good' to 'Very Good.'** Introduction of more stringent criteria such as clearing of departmental examinations or mandatory training before grant of MACP.
- Withholding of annual increments in the case of those employees who are not able to meet the benchmark either for MACP or a regular promotion within the first 20 years of their service.

VI. Pay structure could be revised periodically, at more regular intervals, say annually, without putting an undue burden on the public exchequer every ten years, as is the case now.

VII. Entry Pay

	GP	Entry Pay 6th CPC	Entry Pay 7th CPC	Increase No. of times
PB-1 5200 – 20200	1800	7000	18000	2.57
	1900	7730	19900	
	2000	8460	21700	
	2400	9910	25500	
	2800	11360	29200	
PB-2 9300 – 34800	4200	13500	35400	2.62
	4600	17140	44900	
	4800	18150	47600	
	5400	20280	53100	
PB-3 15600 – 39100	5400	21000	56100	2.67
	6600	25350	67700	
	7600	29500	78800	
PB-4 37400 – 67000	8700	46100	118500	2.57
	8900	49100	131100	2.67
	10000	53000	144200	2.72
HAG		67000	182200	2.72
HAG+		75500	205400	2.72
Apex		80000	225000	2.81
CabinetSecy		90000	250000	2.78

VIII. INDIAN RAILWAYS

- Special Train Controllers' Allowance** of ₹5,000 per month to Section Controllers and Dy. Chief Controllers. The allowance will increase by 25 percent each time DA rises by 50 percent.
- ASMs** in GP 2800 should first be upgraded to GP 4200 and then fitted in the revised Pay Matrix. The cadre will then have 60 percent posts in Level 6 and 40 percent in Level 7. The designation of ASM may be abolished
- Special Running Staff Allowance** should be raised to ₹2,250 pm for Loco Pilot Mail/Express, ₹1,125 pm to Loco Pilot Passenger/Motormen and ₹1,125 for Guard Mail/Express. In addition, Loco Pilot Goods and Sr.Passenger Guard should also be extended this allowance at the rate of ₹750 pm. This will incentivize the movement of LP Shunter-I to LP Goods. As before, Dearness Allowance will be payable on this allowance. However, it will not count for pensionary benefits.
- Commercial Staff:** Employees in GP 1900 should be upgraded to GP 2000; those in GP 2400 should be upgraded to GP 2800 and then placed in the appropriate level in the new pay matrix.
- Accounts:** In line with recommendations for organised Accounts cadres, it is further recommended that employees in GP 4800 should be upgraded, on completion of four years' service, to the existing GP 5400 (PB-2), viz., Level 9 in the pay matrix, on a non-functional basis.
- All four categories of Track Maintainers granted a risk and hardship allowance based on the Cell R3H2 (₹2,700 pm) of the Risk and Hardship Matrix.
- TECHNICAL SUPERVISORS**
 - Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP 4600 stage. Accordingly, it is suggested that Railway Board should consider enhancing the number of posts in the next higher level
 - Considering the arguments offered by the railway ministry, no change is recommended in the classification of these posts.

Continued on page ... 11

SUMMARY OF 7TH CPC REPORT*Continued from page-10***iii. Pay structure for Technical Supervisors:**

Junior Engineers Existing Pay 13500-34800+GP 4200
Proposed Revised Pay 35400-113400

Sr. Section Engineer Exst. Pay 17-140-34800+GP 4600
Proposed Revised Pay 44900-142400

8. Chemical and Metallurgical Assistants upgraded to GP 4600, Chemical and Metallurgical Superintendents to GP 4800, and Assistant Chemist and Metallurgist to GP 5400 (PB-2)

9. The Commission observes that this is a fit case for harmonization and recommends GP 4600 for Dieticians in Railway. The promotional posts of Senior Dietician (present GP 4600) and Assistant Diabetic Officer (present GP 4800) will also be upgraded to GP 4800 and GP 5400 (PB-2) respectively.

10. The Commission recommends that the post of Junior Radiographer (GP 2000) be merged with Radiographers and placed in GP 2800.

IX. ALLOWANCES

Separate object head for budgeting and accounting should be used to record the expenditure on allowances.

Nature of Allowance	Factor recommended by 7 th CPC
Allowances that are paid in fixed amount not indexed with DA	2.25
Allowances that are paid in fixed amount indexed partially with DA	1.5
Allowances that are paid in fixed amount indexed fully with DA	No change
Allowances that are paid in percentage of Basic Pay	0.8

1. National Holiday Allowance

For first two holidays working in a year – Rs.384

For 3 to 5 holidays working in a year – Rs.477

For 6 to 8 holidays working in a year – Rs.630

The rate of allowance will further increase by 25 percent each time DA rises by 50 percent.

2. HRA rationalized to 24 percent, 16 percent and 8 percent of the Basic Pay for Class X, Y and Z cities respectively. HRA will be revised to 27 percent, 18 percent and 9 percent when DA crosses 50 percent, and further revised to 30 percent, 20 percent and 10 percent when DA crosses 100 percent.

Add-ons like NPA, MSP, etc. should not be included while working out HRA.

3. Breakdown Allowance—Ministry of Railways has referred this allowance to the Commission for consideration. In the Commission's view, responding to emergencies is part of the duties of any government servant. Hence, granting a separate allowance for this purpose does not appear justified.

4. Training Allowance: In the National/Central Training Academies and Institutes for Group 'A' officers – 24% of basic pay In other Training Establishments – 24% of basic pay. The allowance will be payable to an eligible employee for a maximum period of five years only during the entire career, for which period the Deputation (Duty) Allowance will not be granted. Beyond five years, Training Allowance will not be granted, but Deputation (Duty) Allowance will be admissible.

5. Allowances related to Travel**Daily Allowance****a. Reimbursement of staying accommodation charges**

Level	Ceiling for Reimbursement Rs. / Day
14 and above	Rs. 7500
12 and 13	Rs. 4500
9 to 11	Rs. 2250
6 to 8	Rs. 750
5 and below	Rs. 450

i. For levels 8 and below, the amount of claim (up to the ceiling) may be paid without production of vouchers against self-certified claim only.

ii. The ceiling for reimbursement will further rise by 25 percent whenever DA increases by 50 percent.

iii. For stay in Class 'X' cities, the ceiling for all employees up to Level 8 would be ₹1,000 per day, but it will only be in the form of reimbursement upon production of vouchers.

b. Reimbursement of travelling charges

Level	Ceiling for Reimbursement
14 and above	AC Taxi charges up to 50 km
12 and 13	Non-AC Taxi charges up to 50 km
9 to 11	Rs. 338 per day
6 to 8	Rs. 225 per day
5 and below	Rs. 113 per day

i. There will be no separate reimbursement of food bills.

ii. Instead, the lump sum amount payable will be as per Table below and, depending on the length of absence from headquarters,

Level	Lump Sum Amount Rs. / Day
14 and above	Rs. 1200
12 and 13	Rs. 1000
9 to 11	Rs. 900
6 to 8	Rs. 800
5 and below	Rs. 500

Timing restrictions

Length of absence	Amount Payable
If the absence from headquarters is < 6 hours	30% of Lump sum amount
If the absence from headquarters is 6-12 hours	70% of Lump sum amount
If the absence from headquarters is >12 hours	1000% of Lump sum amount

Absence from Head Quarter will be reckoned from midnight to midnight & will be calculated on per day basis.

All the above provisions will apply to Railway personnel also.

5. Leave Travel Concession (LTC)

- Railway employees (and employees whose spouses are Railway servants) are made eligible
- No hometown LTC will be admissible to Railway employees, only "All India" LTC will be granted once in four years.
- For the grant of LTC, all passes for the current year will have to be surrendered.
- If the employee has already availed of a pass in any year, then LTC will not be allowed in that year.
- If both spouses are Railway servants, then surrender of passes of any one of them will suffice. For the purposes of this allowance, in that Calendar year.

6. TA on Transfer & TA for Retiring Employees should be paid at the rate of 80 percent of last month's Basic Pay. However, for transfer to and from the island territories of Andaman, Nicobar and Lakshadweep, CTG may continue to be paid at the rate of 100 percent of last month's Basic Pay.

Continued on page ... 12

SUMMARY OF 7TH CPC REPORT
(Continued from page-11)

7. Transport Allowance

Pay Level	Higher TPTA Cities	Other Plac.es
9 and above	7200 + DA	3600 + DA
3 to 8	3600 + DA	1800 + DA
1 and 2	1350 + DA	900 + Da

8. Travelling Allowance: It is suggested that Indian Railways reconsider its position regarding air travel to its employees, in light of the possible savings in terms of cost and man-hours, particularly after the pay revision as recommended by the Commission. The fact that additional seats will be released in trains for the public will be an added advantage.

9. Children Education Allowance

Component	Recommended rate	Remarks
CEA (Rs. Pm)	1500 X 1.5 = 2250	Whenever DA increases by 50%, CEA shall increase by 25%
Hostel Subsidy (Rs. Pm)	4500 X 1.5 = 6750	Whenever DA increases by 50%, CEA shall increase by 25%

- a) Reimbursement should be done just once a year, after completion of the financial year
- b) A certificate from the head of institution where the ward of government employee studies should be sufficient for this purpose.
- c) The certificate should confirm that the child studied in the school during the previous academic year. The amount of expenditure mentioned, or the ceiling as mentioned in the table above, whichever is lower, shall be paid to the employee.

10. Dearness Allowance: Commission recommends continuance of the existing formula and methodology for calculating the Dearness Allowance.

11. Family Planning Allowance abolished.

12. Night Duty Allowance

- a) The present formulation of weightage of 10 minutes for every hour of duty performed between the hours of 22:00 and 06:00 may be continued;
- b) The present prescribed hourly rate of NDA equal to (BP+DA)/200 may be continued;
- c) This amount of NDA should, however, be worked out separately for each employee. With the computerization of pay rolls, working out the amount of NDA Automatically for each employee every month will not entail any difficulty. The existing formulation for giving same rate of NDA for all employees with a particular GP should be abolished.
- d) This formulation will extend to all employees across all ministries/departments who were already in receipt of Night Duty Allowance.
- e) A certificate should be given by the supervisor concerned that Night Duty is essential.

13. Over Time Allowance

OTA should be abolished (except for operational staff and industrial employees who are governed by statutory provisions), at the same time it is also recommended that in case the government decides to continue with OTA for those categories of staff for which it is not a statutory requirement, then the rates of OTA for such staff should be increased by 50 percent from their current levels.

14. PCO Allowance

SSE in Level 7	6% of Basic Pay
Non-Supervisory staff and Jr.Engineers up to level 6	12% Basic Pay

X. INTEREST BEARING ADVANCES

PC Advance: Rs.50,000 or actual price of PC - May be allowed maximum five times in the entire service.

HBA: 34 times Basic Pay or 25 Lakhs or Anticipated price of house, whichever is least - The requirement of minimum 10 years of continuous service to avail of HBA should be reduced to 5 years. If both spouses are govt servants, HBA should be admissible to both separately. Existing employees who have already taken Home Loans from banks and other financial institutions should be allowed to migrate to this scheme.

XI. HOLIDAYS AND LEAVE

- a) CCL should be granted at 100 percent of the salary for the first 365 days, but at 80 percent of the salary for the next 365 days.
- b) Extension of CCL to single male parents recommended

XII. CGEGIS

Group	Existing		7 th CPC	
	Monthly Deduction	Insurance Amount	Monthly Deduction	Insurance Amount
A	120	120000	5000	5000000
B	60	60000	2500	2500000
C	30	30000	1500	1500000

XIII. PENSION

1. Pension calculation

1st Method: For all employees who retired prior to 01.01.2016 shall first be fixed in the Pay Matrix being recommended by this Commission, on the basis of the Pay Band and Grade Pay at which they retired, at the minimum of the corresponding level in the matrix.

This amount shall be raised, to arrive at the notional pay of the retiree, by adding the number of increments he/she had earned in that level while in service, at the rate of 3 percent. Fifty percent of the total amount so arrived at shall be the revised pension.

Second Method: The second calculation of pension, as had been fixed at the time of implementation of the VI CPC recommendations, shall be multiplied by 2.57 to arrive at an alternate value for the revised pension.

Pensioners may be given the option of choosing whichever formulation is beneficial to them

2. Gratuity: Enhancement in ceiling of gratuity from the existing ₹10 lakh to ₹20 lakh from 01.01.2016

3. Death gratuity:

Length of Service	Rate of Death Gratuity
Less than one year	2 times of monthly emoluments
One year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	20 times of monthly emoluments
20 years or more	Half month of emoluments for every complete six monthly period of qualifying service subject to a maximum of 33 times of emoluments

3. Issue of Family Pension In Case of Death of the Subscriber in NPS- Notification of a scheme by government for provision of additional relief in case of Death of NPS Subscriber, consequent to exit from NPS.

GLIMPSES OF IRTSA AGITATION AGAINST RETROGRADE RECOMMENDATIONS OF 7TH CPC



SUBSCRIBERS! "VOICE OF RAIL ENGINEERS" - SEND SUBSCRIPTION FOR VRE @ RS.80 PA TO MANAGER VRE, K.V. RAMESH, G3 – LIKITH HOMES, 3, LAKSHMANAN NAGAR WEST STREET, PERAVALLUR, CHENNAI-600082. OR DEPOSIT YOUR SUBSCRIPTION IN CURRENT ACCOUNT NO: 00090200003440, INDIAN OVERSEAS BANK, AYANAVARAM, CHENNAI-23

IR TSA SUBMITS MEMORANDUM TO EMPOWERED COMMITTEE ON 7TH CPC

Aggrieved by extremely adverse & unjust Report of the Seventh Pay Commission, IR TSA appealed to Empowered Committee on 7th CPC to suitably modify the recommendations of the Pay Commission:

HIGHLIGHTS OF MEMO TO EMPOWERED COMMITTEE

1.1 PAY LEVEL OF TECHNICAL SUPERVISORS

7th CPC initially observed that Technical Supervisors on Indian Railways play a vital role in the safe and efficient running of trains, but the Pay Level 6 & 7 recommended for this vital category are not commensurate with their duties, responsibilities, accountabilities and job requirements. Pay Level of 8 for JE and 10 for SSE have been demanded with full justification – including Recruitment Qualifications, higher job requirements and decisions made in Departmental Anomalies committee to upgrade these posts to Grade Pay of Rs.4600 and Rs.4800 respectively..

1.2 UPGRADATION OF 33% POSTS OF SSE AS PRINCIPLE SSE & PLACING THEM IN LEVEL-11

7thCPC, accepted that there is stagnation at the stage of Grade Pay Rs.4600 (SSE) but it failed to consider the demand for upgrading the Posts of SSE incharge to a higher grade as Principal SSE. There is lack of avenues of promotion (even for the Graduate Engineers entrant in GP 4600) since only 0.4% chances are available to them for their promotion. Great degree of confusion in work hierarchy and order of command due to inverted pyramid structure of cadre on account of non upgrading of posts of SSE to Group B.

Historically, pay scales of apex grade of Technical Supervisors were higher than Group 'B' & 'A' officers by the 3rd& 4th CPC. As such, 33% posts of SSE should be upgraded as Principal SSE.

1.3 Similarly placed Rail Engineers who have same recruitment qualifications as those of Technical Supervisors i.e. DMS, CMA & JE/ placed in level-8 of pay matrix and CDMS, CMS & Sr. Er/IT placed in level-10 of pay matrix of 7th CPC.

2. COMMON FITMENT FACTOR NEEDS TO BE HIKED

Fixation Benefit needs to be at least 40%. Multiple Factor may please be fixed at least (Pay+DA) + 40% of Pay + DA, i.e. 3.15 times of 6th CPC basic pay.

2.2. EQUAL PAY RISE FOR PB-1, PB-2 & PB 3 AT PAR WITH PB 4 & HIGHER GRADES Pay of the Posts which have been given a lower Pay rise by 7th CPCs – including those in PB 1, PB 2 & PB 3 may please be given an equitable rise of 2.81 in higher Levels instead of 2.57, 2.62 and 2.67 respectively at lower levels.

3. INCREMENT: a) Rate of annual increment should be equal to 5% of basic pay. This is necessary to provide adequate motivation, incentive and additional emoluments to meet additional liabilities, as well as to compensate for the improved efficiency on account of experience etc. Pay matrix may please be revised keeping annual increment as 5% of basic pay.

b) two increments may please be granted on promotion and financial up-gradation under MACPS

4. CLASSIFICATION OF POSTS OF SENIOR TECHNICAL SUPERVISORS - SSE, CMS, CDMS & SR. ENGR. (IT) IN GROUP 'B' (GAZETTED) - as per the recommendations of all previous Pay Commissions and DoPT's order thereafter and as per recorded views of Rly Board agreeing for classification of posts in Group 'B'.

5. ELIMINATION OF STAGNATION OF GRADUATE ENGINEERS RECRUITED AS SSE, CMS & CDMS & Promotion of serving Engineering Graduates SSEs/CMS/CDMS to Group 'A' officers Cadre against 50% posts of in IRES & SCRA.

6. ALLOWANCES

S. No.	Nature of Allowance	Factor recommended by 7 th CPC	Factor proposed by IR TSA
1	Allowances that are paid in fixed amount not indexed with DA	2.25	3.15
2	Allowances that are paid in fixed amount indexed partially with DA	1.5	1.6
3	Allowances that are paid in fixed amount indexed fully with DA	No change	1.4
4	Allowances that are paid in percentage of BP	0.8	1

6.2. Breakdown Allowance: Breakdown allowance should be continued in Railways and it may please be paid equal to overtime calculation on hours worked for restoration of traffic/operations.

6.3. NH Allowance: National Holiday Allowance should be paid at least equal to one day wages. It should be paid for working on holidays including Sundays if the employees are not given compensatory rest.

6.4. PCO Allowance: Incentive system followed in Indian Railways is unique for its system & within Railway Budget. Hence 7th CPC's recommendations on PCO Allowance may please be ignored and the same be continued to be paid at the existing rates of 15% & 7.5% of new basic pay respectively. PCO Allowance may please be extended to CMT, Stores, Design & Drawing and other left out areas.

6.5. Teaching Allowance: To attract more talented teaching faculties, teaching allowance should be paid @ 30% as proposed by Railway Board sometimes back. Eligibility for maximum period of 5 years recommended by 7th CPC should be ignored since many of Railway training institutes are having 8 year tenure for teaching faculties.

6.6. Risk & Hardship Allowance: Risk & hardship allowance should be extended to sheds, depots and open line staff & Technical Supervisors as per medium & low risk factors of Risk & hardship Matrix recommended by 7th CPC.

6.7. Fixed Medical Allowance: Considering the high cost of medical treatment in old age FMA should be raised from the present level of Rs.500 pm to Rs.2000 pm and it should be paid to all the retired employees without any restriction.

6.8. Internet Allowance, Mobile Phone Allowance: Most Railways employees are using their individual mobile and / or internet to perform the official duty. All the non-supervisory employees may please be granted Rs.500 and Technical Supervisors may please be granted Rs.1000 as communication allowance. Or all supervisors may please be provided with CUG connections with free talk time of Rs.1000 per month.

6.9. Night Duty Allowance : Formulation of weightage of 10 minutes for every hour of duty performed between 22.00 and 6.00 hours may please be changed to 20 minutes for every hour of duty performed between 18.00 and 6.00 hours in view of hazards of work during Night Shift.

Continued on page - 15

HIGHLIGHTS OF MEMO BY IRTSA TO EMPOWERED COMMITTEE (Continued from page-14)

7.1. BENCHMARK PROPOSED BY 7TH CPC FOR MACPS: Unfair benchmark of "very good" proposed by the 7th CPC for the purpose of financial upgradation under MACPS may kindly be withdrawn and the same may be maintained as "Good".

7.2. FINANCIAL UPGRADATION UNDER MACPS AFTER EVERY 8 YEARS & IN CADRE HIERARCHY:

Financial up-gradation under MACPS after 10, 20 & 30th years is in any case very inadequate and may kindly be provided after maximum of 8 years of service at each Level in the Cadre hierarchy.

8. CGEGIS - Central Government Employees Group insurance Scheme

A one crore cover for 30 year old male did cost around Rs.30,000 in 2008, but one would be able to get the same cover today for around Rs.8000. But 7th CPC has made its recommendations exactly opposite to the trend in the market, instead of passing on the benefit to employees, 7th CPC recommended for taking away even meager benefit extended in the form of contribution to CGEGIS.

Group	Recommended by 7 th CPC		Proposed by IRTSA (Based on Premium of LIC)	
	Monthly Deduction	Insurance Amount	Monthly Deduction	Insurance Amount
A	5000	5000000	2000	5000000
B	2500	2500000	1000	2500000
C	1500	1500000	500	1500000

9. PENSION & RELATED BENEFITS

9.1. Withdrawal of National Pension System/New Pension Scheme (NPS): and Restoration of existing Pension & GPF for those appointed after 1.1.2004. Refund of contributions to NPS with Interest thereon

9.2. Increase in the rate of Additional Pension and Family Pension to the old pensioners:

9.3 Additional Pension / Family Pension may please be paid at following rates- in view of gradual increase in the expenditure on Medical treatment and health care in old age:

- a) 10% additional Pension/Family Pension after 65 years
- b) 20% Additional Pension/Family Pension after 70 years
- c) 30% additional Pension/Family Pension after 75 years
- d) 50% additional Pension/Family Pension after 80 years
- e) 70% additional Pension/Family Pension after 85 years
- f) 100% additional Pension/Family Pension after 90 years

NEWLY ELECTED OFFICE BEARERS OF IRTSA S&T WORKSHOP, PODANUR, S.RLY

- President** : Er.Sivasamy.N
- Vice President:** Er. Srinivasan.T & Er. Mathiazhagan.A
- Secretary** : Er. Krishnan.K
- Treasurer** : Er. Anandakrishnan.N
- Auditor** : Er. Arumairaj.O.N

Joint Secretaries:

Er.Suresh K.R, Er.Venkataramanan.G & Er.Sukumaran

Asst Secretaries:

Er.Ranganathan, Er.Dinesh Kumar, Er. Kripash.P, Er.Sabu Alex.K.C, Er.Jacob Vargheese, Er.Udayakumar.T.A, & Er.Lakshmi.K

Org Secretaries:

Er.Radhakrishnan.N, Er.Mahalingam.R & Er.Joseph Manickarayan.T

Executive Members

Er.Keerthivasan, Er.Parameswaran.S, Er.Jayakumar.R, Er.Unikrishnan.M, Er.Pravinkumar.P, Er.Sebastin Daniel, Er.Jobi Issac, Er.Audhi Gandhi, Er.Jees C & Er.Jose Amit Kumar.

Advisors: Er. Md. Alias Bapputy, Er. Gireesh V.V, Er. Sridharan.R, Er. Ramkumar

UPDATE ON COURT CASES FILED BY IRTSA

HIGHER GP TO JE & SSE OA NO 706/2013 AT CAT CHENNAI

Arguments started on 29th Oct & continued on 19th, 26th and 27th Nov 2015.

Government council asked for time to get the orders from finance ministry on the up-gradation proposal sent by Railway Ministry.

CAT Bench agreed and posted next argument on 20th January 2016.

GROUP 'B' GAZETTED FOR SSE, CMS, CDMS & SR. ER(IT) OA No 211/PB/2014 IN CAT CHANDIGARH ARGUMENT TO START ON 12th Jan 2016

THE PAYMENT OF BONUS ACT, 1965 & PLB TO RAILWAYMEN

PAYMENT OF BONUS ACT, 1965 & AMENDMENTS THEREOF

- Minimum bonus 8.33% of the salary/wage of an employee.
- Maximum bonus including productivity linked bonus shall not exceed 20% of the salary/wage of an employee.

Previous amendment of 2007 was notified on 13 December 2007 and made effective from 1st April, 2006.

- Minimum bonus of 8.33% of (Rs. 3500/- X 12= Rs.42,000/-) is approximately Rs. 3500/-.
- 20% of above referred Rs. 42,000/- is Rs. 8,400/-. However, the limit is given as Rs. 8,300/

Details of amendments to the Payment of Bonus Act, 1965

SN	Year of Amendment	Eligibility limit	Calculation ceiling
1.	1965	Rs. 1600	Rs.750
2.	1985	Rs.2500	Rs. 1600
3.	1995	Rs. 3500	Rs. 2500
4.	2007	Rs. 10000	Rs. 3500
5.	Bill in LS Dec 2015	Rs. 21000	Rs. 7000

PRODUCTIVITY LINKED BONUS FOR RAILWAY EMPLOYEE SALIENT FEATURES OF EXISTING PLB SCHEME ON RAILWAYS

(See details on page 20)

CENTRAL EXECUTIVE COMMITTEE - IRTSA (2015-16)
Elected in the CGB Meeting of IRTSA held at ICF on 27 & 28.10.2015

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
1.	Chief Patron	Er. Siya Ram Bajpai	53, Uphar, Eldico Colony Udayan Jail Road, Lucknow-226001	9369115389
2.	Patron	Er. L.N. Pathak	2 C-68, Varindavan Yojna, Raebareilly Road, Lucknow UP – 226029	9450355643
3.	President	Er. M.Shanmugam	4, Sixth Street, TVS Nagar, Padi, Chennai – 600050.	9443140817
4.	Working President	Er. K.V.Surendranathan	1545, Nitya Flats 2 nd Floor, Ram Nagar, Anna Nagar west Ext. Chennai101.	04426564747
5.		Er. Kalyan Banarjee	A/1-42, Railvihar, Kanyapur Polytechnic road, Asansol - 713305	9434735722
6.		Er. DarshanLal	148-A, Type-IV, RCF Colony, Kapurthala, 144602	8437043089
7.	Sr. Vice President	Er. Tamil Maran	109-Venkateshwar Nagar, Kolathur, Chennai-600 099	9952020851
8.		Er. Suryanarayana Reddy	No.85 MIG, H.No6-4-376 CBI Colony, Vanastalipuram, Hyderabad-500070	9440127336
9.		Er. B. Inbanathan	8/72, Valmiki Street, East Tambaram, Chennai-600059	9003149679
10.		Er. B.D. Mishra	L-9-B, Jail Road, N. Rly Colony, Lucknow-226001	9794830808
11.		Er. Kushala Kumar	40, 13 th Cross, Ashrieed Green Graden layout, Shiridhisainagar, Munnekollala, Marathahalli Bangalore-560037	9449054893
12.		Er. Pranab Bose	St. No.-63, Qrs. No.-6B P.O.- Chittaranjan Dist. Burdwan 713331W B	8420043191
13.	Vice President	Er. Subir Roy	25/32, M.M. Rly Colony, N.M. Joshi Marg , Lower Parel, Mumbai-400013	9004441468
14.		Er.D.Somaraju	15, 19 th B cross, 3 rd stage, Yelahanka, New Town, Bangalore-560106	9108501860
15.		Er. S.K. Heera	F215 Vaishali Garden, Nagarjuna Nagar, Tarnaka, Secundrabad 500017.	9701371422
16.		Er. K. Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur, Chennai-99	9003149416
17.		Er. A. Ramakrishnan	SSE/HCR Central Workshops, S.W.Railway Ashoka Puram, Mysore South-8	9731667492
18.	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 Email - gsirtsa@yahoo.com (Ph: 01722228306)	9569631598 9316131598
19.	Central Treasurer	Er. O.N. Purohit	106, Suraj Nagar, Jodhpur-342008. onpurohit@yahoo.com	9828024476
20.	Auditor	Er. P.S. Pandey	3-W-34 KuriBhagatram Housing Board Colony, Jodhpur-342005	9001198476
21.	Sr. Jt. Genl. Secretary	Er. K.V. Ramesh	G-3 Likith Homes, 3 - Lakshman Nagar, West Street, Peravellur, Chennai-600082. rameshirtsa@yahoo.co.in , (Ph. 044-26710007)	9003149578 9444100842
22.		Er. Ashoke Chowdhury	Room No.14, Hostel No1, TTC ,CLW,Chittaranjan – 713331	9163340901
23.	Jt. Genl. Secy	Er. Rajesh Jatana	130A- Type-IV RCF Township, Kapurthala-144602	8437043118
24.	Jt. Genl. Secy	Er. Surjit Singh	120 B-Type IV, RCF Colony, Kapurthala, 144602	8437043119
25.	Jt. Genl. Secy	Er. Beerbal Singh	196/C-1, LDA Colony, Kanpur Road, Lucknow – 226012	9794830506
26.	Jt. Genl. Secy	Er. VivekShukla	65/60, Chitwapur Road, Opp.Vikas Deep Building, Lucknow-226019	8400334081
27.	Jt. Genl. Secy	Er. S.Karunakaran	1/22, IInd Street, Nerhu Nagar, Ambattur, Chennai-53	9003149358
28.	Jt. Genl. Secy	Er.T.I.Anto	72/3, East Colony, ICF, Chennai – 600038	9003149839
29.	Jt. Genl. Secy	Er. Aranga Nathan	10, Veerapathirasamy street, Nethaji Nagar Extn. Villivakkam, Chennai	8056050273
30.	Jt. Genl. Secy	Er.P.Lakshminarayanan	No.2, Vikrama Flats 40-21, Neels Garden, 2 nd Street, Perumbur, Chennai-11	9003149444
31.	Jt. Genl. Secy	Er. Raja Parbhakar	27, VII Street, 2ndCross, VaishnaviNagar, Chennai-109	9003149354
32.	Jt. Genl. Secy	Er. Subir Battacharjee	SSE/CLW, ST.No.34, QRS.No.33D, P.O.Chittaranjan, Pin-713365	9434032161
33.	Jt. Genl. Secy	Er.Brindaban Das Adhikary	St No. 61, QRS. No. D 12, P.O.-Chittaranjan, District- Burdwan, 713331.	8420043221
34.	Jt. Genl. Secy.	Er.Ramesh Chowdhary	# J, 536 A, Sector-2, KuriBhagattasani Housing Board Colony, Jodhpur-5	9001198367
35.	Jt. Genl. Secy	Er. V.Sunil Kumar	1175A, 1st Main Rd, Poompuhar Nagar, Kolathur, Chennai-99	9003160346
36.	Jt. Genl. Secy	Er. Nirmal Chandran	A-5, Sterling Lotus Appts, 11th Street, Korathur, Chennai-80	9884085065
37.	Jt. Genl. Secy	Er. V. Natarajan	25, MariappaMudaliar Lane, East Andar Street, Trichy – 620002	
38.	Jt. Genl. Secy	Er. Sivashankar G.	B-3, Susmitha Court, Plot-29, Samdhariya Colony, Kolathur, Chennai-600099	9444459309
39.	Jt. Genl. Secy	Er. Thomas John	SSE, Office of CEE, Annex Building 7 th Floor, S.Rly, Chennai-600003	
40.	Jt. Genl. Secy	Er. Antony Francis	SSE/Safety, EMU Workshop(W.Rly.), Mahalaxmi, Mumbai-400013	9004441452
41.	Jt. Genl. Secy	B. Bashkar Naidu	2-38/1-147 Guntapally Village, Near Bezavada, Krishna Dist. A.P. 521241.	9701379666
42.	Jt. Genl. Secy	Er.D. Ramakrishnamurthy	No.48, CRS Quarter, SCRLy, Settipalle, Tirupathi-517506,	9866692254
43.	Jt. Genl. Secy	Er. S.P.Srivastava	293/C, Naraiu Villa, Jagadishpuram, Basharatpur East, Gorakhpur,	794840329
44.	Jt. Genl. Secy	Er.V.Suresh	SSE/BRS, Central Workshops, S.W.RailwayAshokaPuram, MysoreSouth -8	9731667474
45.	Jt. Genl. Secy	Er. G.Srinivas	RWF, No.303D, West colony, Rly Qrtrs, Yelahanka, Bangalore-64	9449871221
46.	Jt. Genl. Secy	Er.Prabhakar R. Nalawade	A-102, Hrishikesh CHS, Dr.Govindraodalvi Rd,Dahisar-W, Mumbai-400069	9869368789
47.	Jt. Genl. Secy	Er. Thirumaran	208, Neethillam, 7 th Street, South Ext, Kattur, Trichy – 620019	9788761155
48.	Sr Org Secretary	Er. E. Ramesh	22, VV Koil Street, Kodaperi, Tambram, Chennai-600045	9003149666
49.		Er. N.V.V. Satyanarayana	SSE, Electric Loco Shed, Lallaguda, Secudrabad-500017	9701371571
50.	Org. Secretary	Er. P.K. Radhakrishnan	SSE/BRS Central Workshops, S.W.Railway, Ashoka Puram, Mysore South	9449324325
51.	Org. Secretary	Er. Dayalan	319, 2 nd A Main Road, 6 th cross, Muihyalamma Nr Gokul Ext Bangalore54	
52.	Org. Secretary	Er. Majidur Rahman	St. No.-4, Qrs. No.-15B P.O.- Chittaranjan Dist. Burdwan W B	9163340057
53.	Org. Secretary	Er. L.P. Verma	SSE/BSS, N.W.Rly W/S, Jodhpur-342003	9001198357
54.	Org. Secretary	Er. B. S. Bedi	SSE, Black Smith, N. Rly. Workshop, Amritsar-143001	9815008395
55.	Org. Secretary	Er. Kailash Yadav	LD/1458, Graham Road, N.RLY VG Colony, Alambagh, Lucknow-226005	
56.	Org. Secretary	Er. Alagarsamy	228/D Type 2 West Colony, Rail Wheel Factory, Yelahanka, Bangalore 64	9449393667
57.	Org. Secretary	Er. T.Krishnababu	2/83,A-Sivarajpet, Kovilur Road, Thirupathur, Vellore Dist, 635601	9003161466
58.	Org. Secretary	Er.S.Boominathan	Plot No.7, Adhiyamannagar, Rajiv Gandhi Street, Chennai-600082	9003149371
59.	Org. Secretary	Er.P. Bhaskaran	No.26/1,-A, R.S. Flats, South TirumalaiNagar, Villivakkam, Chennai-49	9004149463
60.	Org. Secretary	Er. Y. R. S. Benarjee	2A, Seeyalam 2 nd street Extn, Villivakkam, Chennai- 49	9884401834
61.	Org. Secretary	Er. R. Ravi	No. 1, SwamiprabhuPada, Srinagar Colony, Thirumullaivoyil, Chennai-62	8056050137
62.	Org. Secretary	Er.A. Ganesh Babu	12/12, Kamaraj Street, Ayanavaram, Chennai-600023	8056050118
63.	Org. Secretary	Er. Baldev Raj	332-A, RCF Colony, Kapurthala-144602 (Pb)	8437043510
64.	Org. Secretary	Er. Jagtar Singh	332-B, RCF Colony, Kapurthala-144602 (Pb)	

CENTRAL EXECUTIVE COMMITTEE - IRTSA (2015-16) continued from page - 16

65.	Org. Secretary	Er. Harminder Singh	323-A- RCF Colony, Kapurthala-144602 (Pb)	
66.	Org. Secretary	Er. Shamin Ahmad Khan	No 86 Moharipur Bazar, Gorakhpur- 273007	9794840338
67.	Org.Secretary	Er. Girish Bhat	SSE/ Bogie, Carriage Workshop (W.Rly.), Lower Parel, Mumbai-400013	9004441526
68.	Org.Secretary	Er. DasayaNaik	19-4-5P/103, Praniitha Reddy Apartment, R.R.Reddy Colony, S.T.V.Nagar, Tirupathi-517501.	9701342243
69.	Org.Secretary	Er. Ramesh C. Mahanti	764A, Stadium Road, East Colony, Jamalpur – 811214	9771447464
70.	Org.Secretary	Er. AmalGorai	St. No.-11, Qrs. No.-2B P.O.- Chittaranjan Dist. Burdwan W B	9475316379
71.	Org.Secretary	Er. Sanjay Das	St. No.-34, Qrs. No.-12A P.O.- Chittaranjan Dist. Burdwan W B	8420043364
72.	Member CEC	Er. S.K.Jain	SSE Train Lighting, W.RLY. BG, Ahmadabad-382140	9427050203
73.	Member CEC	Er.Tapan Roy Chowdhury	St. No.-6, Qrs. No.-15B P.O.- Chittaranjan Dist. Burdwan W B	9163340255
74.	Member CEC	Er. Amit Chakraborty	St. No.-16, Qrs. No.-4A P.O.- Chittaranjan Dist. Burdwan W B	08420043428
75.	Member CEC	Er. Amit Das	St. No.-10, Qrs. No.-23B P.O.- Chittaranjan Dist. Burdwan W B	8420043264
76.	Member CEC	Er. Vishvas Makkalageri	Kanchanganga CHS LTD, Bldg.No.21/A/14, Navarenagar, Ambarnath (E)	9969188832
77.	Member CEC	Er.N.Balakrishnan	7, Adinath Nagar, Kolathur, Chennai-600099	9003149544
78.	Member CEC	Er.R.Sekar	37, 1 st main Rosd, Jayalakshmi Nagar, Thirumullaivoyil, Chennai-62	8056050146
79.	Member CEC	Er.G.Kandan	9, Naladiyar street, Sri Sakthi Nagar, Annanur, Chennai-600109	8056050162
80.	Member CEC	Er.V.P.Sundaram	5/396, AgathiarSalai, J.J.Nagar, Mugappair East, Chennai – 37	9003149646
81.	Member CEC	Er.V.Gopi	100/1, Vellar Street, Ayanavaram, Chennai-600023	9003149883
82.	Member CEC	Er. B.Sarvanan	258/1, North Colony, ICF, Chennai-600038	9003141470
83.	Member CEC	Er. V. Balakrishnan	No.1, Thirupoor Kumaran III Cross Street, Puzhal, Chennai – 600066	8056050304
84.	Member CEC	Er. Ganesan	10, Somasundram Nagar, Thiruvottiyur, Chennai-19	9941910160
85.	Member CEC	Er. Dayalan	24B, Kaveri Nagar, 2 nd Street, Kolathur, Chennai-99	
86.	Member CEC	Er. Vetrivel	3, Padasalai Street, Laksmipuram, Chromepet, Chennai-600044	9500007514
87.	Member CEC	Er. Shathivel	17/7, Muniyandikovil street, Thiruppuvanam (PO) Sivaganaga (Dt) 630611	9443930051
88.	Member CEC	Er. Pugalenth	No.951/D/Type 4 Quarter, Ponmalai, Trichy -4	
89.	Member CEC	Er. Karni Prabhakar	No.13 Thiruvalluvar Street, Chittaranjan Colony, Chennai-600082	9043127853
90.	Member CEC	Er. Yuvaraj R.	53/23 Thandavarayagramani street, Old Washermnpet, Chennai-600081	9940653277
91.	Member CEC	Er. Mukesh Sharma	19 Greater Aakash colony, Near Hartmann college Izzatnagar Bareilly-243122	9760551467
92.	Member CEC	Er. Amit Rathi	615-E, Tupe-II, RCF Colony, Kapurthala-144602	
93.	Member CEC	Er. Kamal Sharma	118-D, Type – IV (D.S), RCF Colony, Kapurthala-144602	
94.	Member CEC	Er. Armit Chaudry	SSE, Rail Coach Factory, Kapurthala Punjab144602	
95.	Member CEC	Er. G.S.Yadav	7D/17 Sector-7, VrandavanYojanaRaebareli road, Lucknow– 226025	8400334427
96.	Member CEC	Er. Nautam Singh	7D/17 Sector-7, VrandavanYojanaRaebareli road, Lucknow– 226025	8400334568
97.	Member CEC	Er. O.P.Chawdary	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	
98.	Member CEC	Er. B.P.Singh	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	
99.	Member CEC	Er. D.K.Singh	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	9794830507
100.	Member CEC	Er. Anoop Bajpai	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	
101.	Member CEC	Er. O.P. Srivastav	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	
102.	Member CEC	Er.K.K. Pavithran	SSE/HCR Central Workshops, S.W.RailwayAshokaPuram, Mysore South	9731667476
103.	Member CEC	Er. V. Amarnath Rao	SSE, Central Workshop SW. Railway, Mysore 570008	
104.	Member CEC	Er. Balakrishnan	SSE, Central Workshop SW. Railway, Mysore 570008	
105.	Member CEC	Er. Kanakaraju	SSE, Central Workshop SW. Railway, Mysore 570008	
106.	Member CEC	R. Rajendra Prasad	Rly.Qtr No.560/6, Railway officer colony, Near Rail Kalarang, Bhoiguda, secundrabad-500003	9701372634
107.	Member CEC	Er. K.Subramanian	14-138/1/1, raja Srivasa Nagar, Mirjalguda, Malkajgiri, secundrabad-500047	9493401255
108.	Member CEC	Er. Dheeraj Kumar	HNO 1-1-989 Srihardhnagar, Kazipet, Warangal	9440176085
109.	Member CEC	Er. DayanadaRao	SSE, Rail Wheel Factory, Yelahanka, Bangalore-560064	9108501865
110.	Member CEC	Er. P.G.Shivaram	SSE, Rail Wheel Factory, Yelahanka, Bangalore-560064	
111.	Member CEC	Er. Nasir Khan	No.310 A, West colony, RWF Quarters, Yelahanka, Bangalore-560064	8453677860
112.	Zonal Secy /ER	Er. Goutam Mukherjee	6/10, Gopal Chatterjee Road, P.O.Cossipore,Kolkatta-700002,	9002029641
113.	Zonal Secy /SR	Er. Abdul Salam	RC Kamalam Apts. Fl.No. A-28, III Street, Rajaji Nagar Vilivakam, Chennai-49	04426505895 9381000086
114.	Zonal Secy/SCR	Er.N.V.Ramanamurthy	No.10-365/1, SatyaRaghavendra Nagar, Malkajgiri, Hyderabad-500 047.	7799370000
115.	Zonal Secy/NER	Er. R.K. Pandey	642, Chandra Niketan, Krishna Nagar Pvt, Colony, Basharatpur, Gorakhpur – 273004	9451039298 9794840415
116.	Zonal Secy/NFR	Er. K.K. Deb	VidhanPali ,Jaljhalia, Malda-732102 (WB).	03512269556
117.	Zonal Secy/NR	Er. P.K.Shukla	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	9794830579
118.	Zonal Secy/WR	Er. R.B. Singh	SSE/Estimate, EMU Workshop(W.Rly.), Mahalaxmi, Mumbai-400013	9004441493
119.	Zonal Secy/SER	Er. E. LaxmanRao	SSE, Shop 56, SE Railway Kharagpur Workshop, Kharagpur-720301	9153647448
120.	Zonal Secy/DLW	Er. Mukesh Chand Verma	Qr.No 378/A, DLW Colony, Varanasi – 221004	9794864529
121.	Zonal Secy/CLW	Er. Sugata Dutta	SSE/CLW, Chittaranjan Locomotive Works, Chitaranjan W. Bengal	9732047217
122.	Zonal Secy /ICF	Er. V.B.Narayanan	1, Nerhu Road, Anna Nagar, Pammal, Chennai – 600075	9003149359
123.	Zonal Secy/RCF	Er. MayankBhatnagar	114-D RCF Colony, Kapurthala-144602	8437043273
124.	Zonal Secy/RWF	Er.B.Jayakumar	333/E, RWF West Colony, Yelahanka, 560064.	9449846486
125.	ZonalSecy/DMW	Er. Jaswinder Singh	234/3, Azad Nagar, Patiala –147001	9417414295
126.	ZonalSecy/NWR	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur-342008,	9828024476
127.	Zonal Secy/SWR	Er. K.L.Vinod Kumar	122, VSCHS layout, Sakthi Nagar, Sathagalli, Mysore-19	9448253319
128.	Zonal Sey/SECR	Er. DK Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)-492001	9907475771

TASK FORCE MEMBERS- IRTSA (2015-16)

1.	Er. Malik Basha	Flat No.512, Vth Block, NPL Anjali Appt. 264, MTH Road, Villivakkam-49	9003149736
2.	Er. Ganesh, CMS	A-3, Cavery Complex, 23, Rathrammal Colony, Saligrammam, Chennai – 600093	9003149607
3.	Er. Ramakrishnan	14/2, 26 th Kennedy St. Ext. Varalaxmi Nagar, GKM colony, Chennai - 82	9003149717
4.	Er. V.Nithyanandam	NO: 2/34 5th Street Rajaji Nagar Villivakkam Chennai 600049	9003149431
5.	Er. Karunkumar	G-2, Anu Arcade, No25, Moorthy Nagar, Villivakkam, Chennai-49	9005149789
6.	Er. Aribaskar	1/3, Thiruvallur Street, Senthil Nagar, Thirumullaivoyil, Chennai – 600062	8056050363
7.	Er. MehaboobBasha	1/11, Welcome Cly, Annanagar West Ext. Chennai-600101	9003149658
8.	Er. A.Seshachalam	NO:37 Govindasamy Street Perambur Chennai 600011	8056050302
9.	Er. Shankaragurunathan	6/26, 5 th Street, Nehuruji Nagar, Arakkonam, Vellore(Dt) 631003	8056050346
10.	Er. N.Balasubramanian	No15/5, George Tower, Murthy Nagar, Villivakkam, Chennai-600049	
11.	Er. YoghaSrinivas	Chennareddiyur village, Arumbakkam post, Katpadi taluk, Vellore dist – 632202	9159052450
12.	Er. Jagadish Kumar	Plot No 10, Arthi Nagar, (opp to G.K.Shetty Vivekananda Vidhyalaya) Ambattur, Chennai-600053	8056050144
13.	Er. R.Mahalingam	No.35, Main Road, Nehru Nagar, Tondiarpet, Chennai-600081	8056050230
14.	Er. Stanely Cheledurai	93A, Second Street, Madras Battai Road, Villivakkam Chennai-600049	9003149111
15.	Er. S.Sivakumar	No.64A, 19 th East cross street, Nesavaller Colony, M.K.B.Nagar, Vysarpadi, Chennai-600039	8056050367
16.	Er. Meenakshisundram	Sr. Lecturer, Supervisors Training Centre, SW.Rly, Bangalore-23	9731666415
17.	Er. B.VenkataSubbaiah	SSE, Carriage work Shop, Lallaguda, Secunderabad.500017	9391102094
18.	Er. G. Rajendra Prasad	RamnagarGuntapally Village, Near Bezavada, Krishna Dist. A.P. 521241.	9701373334
19.	Er. P.Harinath	SSE, Guntapalli wagon work shop, Guntapalli Village, Bazavada. 521241	9701379440
20.	Er. ShyamalaRao	B.Syamalarao S.S.E / Diesel locoshed, vijayawada - 520 002	9701373062
21.	Er. Tousif Khan	SSE/Elc. Carriage work shop Lalaguda, S. C. Railway Secunderabad – 500017	9701370466
22.	Er. M.M.V.G.K.Raju	18-412/1/2, Mallikarjunanagar, Malkajigiri, Hyderabad – 500047	9392100062
23.	Er. G. Subbaiah	SSE/Wheel carriage, Workshop Lalaguda, Sec-bad – 500017	9701370457
24.	Er. Narendranaidu	SSE/inspection Lalaguda work shop, S. C. Railway Secunderabad – 500017	8712790190
25.	Er. K.Rajesh	Plot. 405, Balaji Empire Apt, Behid Hyundai Show Room, Renigunta Road, Tirupati-517502	9533444642
26.	Er. Pugazhendhi	893 D Old diesel Colony, Golden Rock, Trichy –	9940779099
27.	Er. S.Sakthivelan	130, Illrd Cross D.R.Nagar, Pondy – 13. sakthiairforce@rediffmail.com	9486626907
28.	Er. M.K.Subramani	Qr NO.268, Railway Colony, Kallukuzi, Trichy – 20.	917140369
29.	Er. J. Ramesh Babu	F-1, B.K. Apartments, No. 19-North Park Street, Venkatapuram, Ambattur, Chennai-600053	9444148045
30.	Er.Viswambaran	SSE/TL, 144/F, Railway Qrts. Thampanoor, Trivandram – 695001	9746769306
31.	Er. B.K..Ramachandran	3031, Vasinavi street, Kaliammal Nagar, Thirumullaivoyal, Chennai-109	9003060420
32.	Er. P.Sakthivelu	No 17/7 17th ward Muniyandikovil Street, Thirupuvanam, Sivagangai Dist., Pin:- 630611	9443930051
33.	Er. Sunny Joseph	Mattathottathil, Vikasnagar, Muvattupuzha.P.O, Ernakulam (Dt) 686661	
34.	Er.Sridher	11, PranabSivaram Nagar, 2 nd cross Sungam Bypass Raod, Coimbatore-45	8056060827
35.	Er.Alok Kumar Gupta	1A/27/1, Gali No. 3, Laxman Park, Chandra Nagar, Delhi – 110051	9717637461
36.	Er. Pawan Kumar	SSE Railway Work Shop, Kalka (Haryana) - 133302	9417594170
37.	Er. SanjeevKohli	332 C, Railway Colony, Kalka (Haryana) - 133302	9729530630
38.	Er.Yogendra Kumar	E/1/761, Sec "H" LDA Colony, Kanpur Road, Lucknow-226012	9794830432
39.	Er. M. M. Khanna	SSE/AC/PCO # Line No.5 A,New Govind Nagar, Ramganj, Ajmer 305901	9001194551
40.	Er.Sanjay Kumar Das	ST. No. 34; Qrs. No. 12 A, P.O. Chittaranjan, Dist. Burdwan, 713365	8420043364
41.	Er.Motilal	2/1/E/1 Thackwell Road,PO-Liluah, Howrah-711204	9433122735
42.	Er. Ashok Kumar Sha	21, K.P.Kumar Street, Flat-18, Badamtala, PO-Bally, Howrah-711201	9002029613
43.	Er.Lal Sab	SSE (IM) 78,1A, Kent Road, East Colony Jamalpur-811214	9771447955
44.	Er. P.N.Mishra	09 ABC, Stadium Road, East Colony, Jamalpur – 811214	9771447494
45.	Er.B.K.Mandal	SSE ER, Nayagaon, Thakur Bai Road, Jamalpur (Dist Monghyr)811214	9771447976
46.	Er.R.C.Singh	1010C-North Mohaddipur Power House Road, Gorakpur-273012	9794840377
47.	Er. Ram Singh Yadhav	SSE/ R Repair Shop, NE Railway Workshop, Izatnagar 243122	
48.	Er. Kulwinder Singh	37A Ghuman Nagar -B, Sirhind Road PATIALA-147001	9779582087
49.	Er. Manjit Singh	511,Type -IV, DMW Colony PATIALA-147001	9779582114
50.	Er. J.S.Bawa	237-C, Azad Nagar Sirhind Road PATIALA-147001	9752592273
51.	Er. Jagdish Singh	479,Type -IV,DMW Colony PATIALA-147001	9779582171
52.	Er. N.S.Saggu	539 Type -IV ,DMW Colony PATIALA-147001	9779582121
53.	Er. Chamkaur Singh	687,Type- III, DMW Colony PATIALA-147001	9779582609
54.	Er. R.M.Parmar	17, Gayathri Park Society, Near Abilasa Cross Road, New Sama Road, Vadodra –390008	9724098324
55.	Er.U.P.Singh	Q.No.100, KawaBagh Rly Colony, Gorakhpur -273012	9794845205
56.	Er.A.K.Saha	21 K.P. Kumar street, Bally, Howrah – 711201	
57.	Er.P.K.Das Gupta	Charakdanga Road, PO.Uttardara, Hooghly-712250	
58.	Er.U.P.Singh	Q.No.100, KawaBagh Rly Colony, Gorakhpur -273012	9794845205
59.	Er. Amar Deb	SSE/Y&T, NW.Rly W/S, Jodhpur – 342003	9001198343

ADVISORY COMMITTEE (CEC) IRTSA

1	Er.G.R.LingaRao	H. No. 2-129, Avani Nagar, Malkajigiri, Hyderabad – 500047,	9912722577
2	Er.G.KrishnaRao	4-44-3, 8th Street, Hubsiguda, Hyderabad-500 007	9989653968
3	Er.K.Shanmugavel	8, 7 th Street, TNHB, Korattur, Chennai-600080	9445641771
4	Er.M.S.V.R.Pandian	175/6, Kuruinji Colony, 4 th Avenue, Annanagar, Chennai-600040	9444170903
5	Er.Balramurthy	219 Block 1, Mahaveer Springs Annexe, 17 Cross, 15 th Main Nanjunde, 5 Phase Bangalore -560078	9381002724
6	Er.L.Ravisharma	11/2, Subramaniyam Road, Perambur, Chennai-600011	9500125289
7	Er. M.Selvaraj	4, Kenaich ChettyStreet,Venkatapuram,Ambatur, Chennai-600053	9444284961
8	Er. M.Ganesan	Old17/New41, Illrd Street, Rajaji Nagar, Villivakkam, Chennai – 600099	9003149642
9	Er.Syed Azmatullah	16/1, East Colony, Integral Coach Factory, Chennai-600038	9500125414

PAY MATRIX RECOMMENDED BY 7TH CPC (FOR PB 1 TO PB 4)

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000		
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000
Entry Pay (EP)	7000	7730	8460	9910	11360	13500	17140	18150	20280	21000	25350	29500	46100	49100	53000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14
Index	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.57	2.67	2.72
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200	
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300	
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600	
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800		
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900		
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100		
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700			
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100			
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600			
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300			
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100			
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100			
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200			
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500			
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900			
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500			
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200			
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100			
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200			
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400				
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000				
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700				
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600				
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700				
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500					

GLIMPSES OF IRTSA AGITATION AGAINST RETROGRADE RECOMMENDATIONS OF 7TH CPC



IR TSA SUBMITS MEMORANDUM TO EMPOWERED COMMITTEE**MAIN DEMANDS PLACED BEFORE EMPOWERED COMMITTEE ON 7TH CPC**

- 1.1 Justified Pay level for Technical Supervisors - Pay level of 8 for JE and 10 for SSE
 1.2 Up-gradation of 33% posts of SSE as principle SSE& placing them in level-11
 1.3 Similarly placed Rail Engineers i.e. DMS, CMA & JE/ placed in level-8 of pay matrix and CDMS, CMS & Sr. Er/IT placed in level-10 of pay matrix recommended by 7th CPC.
 2. **Common fitment factor needs to be hiked** Fixation Benefit needs to be at least 40%. Common fitment Factor may please be fixed at least (Pay+DA) + 40% of Pay + DA, ie. 3.15 times of 6th CPC basic pay.
 2.2. **Equal pay rise for PB-1, PB-2 & PB 3 at par with PB 4 & higher grades**
 3. **Increment** a) Rate of annual increment should be equal to 5% of basic pay.
 b) On promotion and financial up-gradation under MACPS at least two increments may please be granted.
 4. **Classification of posts of senior Technical Supervisors - SSE, CMS, CDMS & SR. ENGR. (IT) - in Group 'B' (Gazetted)**
 5. **Elimination of stagnation of Graduate Engineers recruited as SSE, CMS & CDMS & Promotion of serving Engineering Graduates SSEs/CMS/CDMS to Group 'A' officers Cadre against 50% posts of in IRES & SCRA.**

6. ALLOWANCES

S N	Nature of Allowance	Factor recommended by 7 th CPC	Factor proposed by IRTSA
1	Allowances that are paid in fixed amount not indexed with DA	2.25	3.15
2	Allowances that are paid in fixed amount indexed partially with DA	1.5	1.6
3	Allowances that are paid in fixed amount indexed fully with DA	No change	1.4
4	Allowances that are paid in percentage of Basic Pay	0.8	1

- 6.2. **Breakdown Allowance:** Breakdown allowance should be continued in Railways and it may please be paid equal to overtime calculation on hours worked for restoration of traffic/operations.
 6.3. **NH Allowance:** National Holiday Allowance (including for Sunday working) should be equal to one day wages.
 6.4. **PCO Allowance** should be continued to be paid at the existing rates of 15% & 7.5% of new basic pay respectively. PCO Allowance may please be extended to CMT, Stores, Design & Drawing and other left out areas.
 6.5. **Teaching Allowance** should be paid @ 30% of basic pay.
 6.6. **Risk & Hardship Allowance:** Risk & hardship allowance should be extended to sheds & depots and open line staff & Technical Supervisors.
 6.7. **Fixed Medical Allowance:** FMA should be raised from the present level of Rs.500 pm to Rs.2000 pm and it should be paid to all the retired employees without any restriction.
 6.8. **Internet Allowance, Mobile Phone Allowance for all Technical Supervisors / Rail Engineers** Or all of them may please be provided with CUG connections with free talk time of Rs.1000 per month.
 6.9. **Night Duty Allowance:** 20 minutes weightage for every hour of duty performed between 18.00 and 6.00 hours.
 7.1. **BENCHMARK PROPOSED BY 7TH CPC FOR MACPS**
 Unfair benchmark of "very good" proposed by the 7th CPC for the purpose of financial upgradation under MACPS may kindly be withdrawn and the same may be maintained as "Good".
 7.2. **Financial upgradation under MACPS after every 8 years & in cadre hierarchy**
 8. **CGEGIS - Central Government Employees Group insurance Scheme:** Monthly deduction of Rs.500, Rs.1000 and Rs.2000 respectively for Group 'C' 'B' and 'A'.
 9.1. **Withdrawal of National Pension System/New Pension Scheme (NPS):** and Restoration of existing Pension & GPF for those appointed after 1.1.2004. Refund of contributions to NPS with Interest thereon at appropriate rate.
 9.2. **Increase in the rate of Additional Pension and Family Pension to the old pensioners from 65 years of age.**

BONUS ACT, 1965 & PLB TO RAILWAYMEN

- a) Output for a year is reckoned by the equated net tonne kilometres by adding together:-
 i) Total goods revenue net tonne kilometres.
 ii) Non-suburban passenger kilometres converted by a factor of 0.076.
 iii) Suburban passenger kilometres converted by a factor of 0.053.
 b) The input is taken as the non-gazetted staff strength (excluding RPF/RPSF personnel), increased by the incremental increase/decrease in capital (over average of last three years) during the year.
 C) Highest PLB amount of 78 days' wages was paid for the years 2010-11, 2011-12, 2012-13, 2013-14 & 2014-15.

d) The wage calculation ceiling prescribed (at present) for payment of PLB to the eligible non-gazetted railway employees is 3500/- p.m. The maximum amount payable per eligible railway employee is Rs. 8975 for 78 days. *(This will now change to Rs.7000 as ceiling of wages for calculation and Rs.21000 as maximum amount payable as Bonus)*
Amount paid as bonus never shown meaningful increase over last 15 years. Only between 2006-07 and 2007-08 there was a visible increase in bonus amount.
If bonus is linked with inflation at the rate of average 12% per year from 2001-02, it should have become Rs.24000 now, even without considering any productivity improvement.