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TEAM IRTSA VISITS NEW DELHI

Hectic schedule in meeting Additional Secretary DoE, CRB, DG(HR), AM (HR) & (Staff) Members of Parliament, General Secretaries of Federations and other important officers at Finance Ministry and Railway Board.

Headed by M.Shanmugam, Central President, K.V.Ramesh General Secretary IRTSA and G.Shantharaman, Advisor camped New Delhi from 7th to 9th February 2024 with strong belief for intensive persuasion of important demands specific to the category and important general demands.

Meeting with Smt. Parama Sen, Additional Secretary, DoE, Ministry of Finance.



Team IRTSA with Smt. Parama Sen Add Secy DoE

8th Feb: Team IRTSA impressed upon Additional Secretary that ban imposed on Railways for creation of posts for new assets will hamper Railway safety & efficiency. DoE delegated power to Railways only to create revenue posts in the category of crew. IRTSA demanded that Railways should be permitted to create posts in the category of Technical Supervisors having direct role in safety and punctuality of train operation. Specific case of ICF on the proposal of GM ICF for creation of SSEs posts in level-8 to be utilized in the manufacturing activities of "Vande Bharat" trainsets was briefed to her. 50% upgradation from level-7 to level-8 granted w.e.f. 01.12.2022 has not removed the stagnation among the SSEs, only 100% upgradation may bring some relief to the stagnated seniors. Additional Secretary taken the arguments placed by IRTSA and assured for positive decision when the proposal put up to DoE. Sri.Manthan Deputy Secretary, DoE was also present during the meeting. Earlier Team IRTSA met officials of Department of Expenditure and discussed about general issues pertaining to Central Government Employees.

IRTSA Meeting with Smt. Jaya Varma Sinha, CRB & CEO, Railway Board.



8th Feb: Team IRTSA requested for removal of ban on creation of posts particularly in the categories of Technical Supervisors and Technicians. Proposal sent by GM ICF for creation of SSE posts in level-8 for the activities of "Vande Bharat" train sets need to be approved immediately, IRTSA requested to CRB. Injustice being done to meritorious Technical Supervisors in Group-B promotion made unfit citing high standard vision condition which is not applicable in their working as Technical Supervisors and as Group-B officers in Production Units. CRB agreed to consider positively all the issues raised.

IRTSA Meeting with Smt. S. Roopa Member Finance Railway Board along with Dr. M. Raghavaiah GS NFIR.



Team IRTSA headed by Dr. M. Raghavaiah GS NFIR met Smt. S. Roopa Member Finance. Demand of removal of ban on creation posts in Railways and approval for GM ICF's proposal for creation of SSE posts in level-8 were raised to Member Finance and she agreed to consider them positively.

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

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**Discrimination in the career growth of Technical Supervisors / Rail Engineers in IR.**

For Technical Supervisors / Rail Engineers career growth or avenue of promotions are important factors for personal and professional development. Opportunities for promotions allow individual Technical Supervisors / Rail Engineers to continuously improve their skills, knowledge, and abilities in order to stay fit to deliver duties and responsibilities in efficient train operations. Career growth provides financial advantages by opening up opportunities for higher paying positions as well as status. Importantly, promotions lead to increased job satisfaction as individuals feel a sense of achievement and fulfilment when they see progress in their careers. Overall, career growth particularly to gazette cadre is essential for long term success and satisfaction for Technical Supervisors / Rail Engineers and for the organization to have efficient employees.

JE/SSE, CMA/CMS and DMS/CDMS recruited in level-6/level-7 witnessed substantial increase in duties and responsibilities over the years. Less than 1% of them reach Group-B level and only a small fraction thereof reach Group-A level – due to very meagre number of Posts in Group A & B vis-à-vis Group C and non-implementation of DoPTs orders regarding Classification of Posts – issued after the last five Pay Commissions on the Railways. Large majority of Technical Supervisors / Rail Engineers do not get any promotion to Group-B except in a very few cases and that too at the fag end of their careers. Even after acquiring long years of experience and expertise they remain and mostly retire in the Supervisory cadre itself.

While there is a strong need to increase number of Group-B posts in the technical departments of Railways, it is pertinent to mention that, number of Group-‘B’ (Gaz.) posts (promotional avenue for JE & SSE) in the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores had witnessed negative growth. It was reduced from 4274 to 2900 between the year 2009 and 2021. Thus strength of Group-‘B’ (Gaz.) posts in these technical departments were reduced by 32% in a period of twelve years.

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

Further worst is, loco Pilots in the Grade Pay of Rs.4200 are being equated with the SSE in the Grade Pay of Rs.4600 for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota). For the purpose of LDCE (30%) Running Staff in the Grade Pay of Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200. For the Technical Supervisors, this discriminatory principle of Railway Board's order RBE No.92/2015 greatly diminished the existing slender avenues for promotion.

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IRTSA ICF & S.Rly celebrates Pongal Festival and hosted grand farewell to Sri.B.G.Mallya GM ICF on his superannuation

19th January: IRTSA ICF & Southern Railway zones celebrated Pongal festival and hosted grand farewell party at AWTI auditorium ICF to Sri.B.G.Mallya, General Manager ICF superannuated from Railway service on 31st January 2024. Sri.Harish PCEE, Sri.Madhusudhana Rao CAO, Sri.Mohan Raja PCPO ICF, officers of ICF, trade union office bearers of ICF and members of IRTSA participated in large number. Sri.B.G.Mallya and Mrs.Mallya were felicitated on the occasion.



General Manger ICF distributed trophy to winner and runner up for the IRTSA cricket tournament.



On the last day of his Railway Service after relinquishing his office Sri.B.G.Mallya was given warm and grand send off by members of IRTSA and staff of ICF, video of the final sendoff went viral on social media.◆

All Zones / sub-units are requested to deposit membership subscription, Struggle fund, donations, etc. in IRTSA central account Name: IRTSA, Account No: 10083429358, IFSC: SBIN0050540, State Bank of India, RCF, Hussainpur, Kapurthala. (Branch Code-50540) and inform Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044)

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Meeting with Shri.Naveen Gulati DG (HR)

In the brief meeting held with Shri. Naveen Gulati, Director General (HR) the issues of ban of creation of posts, GM ICF proposal for creation of SSE posts in level-8, removal of high standard vision condition for the selection to Group-B in Production Units and staff issues pertaining to HRMS were highlighted.



CP & GS IRTSA with Sri.Naveen Gulati DG (HR)

Meeting with Smt. Booma Additional Member (HR) & (staff)



Team IRTSA with Smt.Booma AM (HR) & Staff

7th Feb: Team IRTSA held detailed discussion with Additional Member on the subjects of cadre restructuring exercise, creation of SSE posts in level-8 at ICF and removal of high standard vision condition for the selection to Group-B in Production Units. Additional Member responded positively for the demands of creation of SSE level-8 for ICF and removal of high vision standard for the selection to Group-B for Production Units.

Additional Member held detailed discussions on staff issues pertaining to HRMS module online facilities for pass/PTO, leave and Inter Railway Request Transfer. AM (HR) fully understood the problem and assured that efforts will be made settle the issues within three months.

- 1) Issues on privilege pass and privilege ticket order in HRMS:
 - a) Travel by shorter route using online generated privilege pass and PTO
 - b) Crediting Privilege pass & PTO in employees account on cancellation of Trains
 - c) Reservation not permitted in trains running in same route but not having stopping at station mentioned in break journey
 - d) Change in date of travel on the reservation done using PTO
 - e) Deleting name of one member of family from pass eligible dependent list
- 2) Issues pertaining to leave in HRMS:
 - a) Display of Casual Leave (CL) account for the year 2023 at the beginning of year 2024
 - b) Partial cancellation of sanctioned leave
 - c) Display of Schedule of Powers in HRMS leave module
 - d) Display of history of leave sanctioned for every employee

- e) Choosing leave sanctioning authority
- 3) Registration for IRRT: Provision to be made in HRMS to allow registration for IRRT on exceptional / emergency situations where the condition (other than prescribed relaxation) of minimum service period shall be waived off by the competent authority.

IRTSA meetings with Members of Parliaments

Team IRTSA, M.Shanmugam Central President, K.V.Ramesh General Secretary and G.Shantharaman Adviser met many Members of Parliament at New Delhi between 7th & 9th February and requested them to forward the IRTSA memorandum to Railway Minister.



Team IRTSA with Sri. Jual Oram, MP



Team IRTSA with Sri.M.Shanmugam, MP



Team IRTSA with Dr.Akilesh Prasad Singh, MP



Team IRTSA with Sri. Kodkunnil Suresh MP

IRTSA meetings with MPs ... Continued from page-3



Team IRTSA with Sri.G.K.Vasan, MP



CP & GS IRTSA with Sri.M.Shanmugam, MP

Welcome meeting with PED (IR)



GS NFIR, CP & GS IRTSA greeting PED (IR) at Railway Board

Along with Sri.M.Raghavaiah General Secretary NFIR, M.Shanmugam Central President & K.V.Ramesh General Secretary IRTSA welcomed new Principal Executive Director (IR) Railway Board, who has taken over charge recently.

IRTSA Izat Nagar celebrates New Year 2024



Members of IRTSA Izat Nagar begin the year 2024 in a happy note by organising a get together. Majority of Technical Supervisors / Rail Engineers attended the celebrations which included mini music orchestra played by members of IRTSA. Calendar for the year 2024 was also released on the occasion.

IRTSA meeting with GS AIRF & NFIR



Team IRTSA with GS AIRF



Team IRTSA with President & GS NFIR

Team IRTSA, M.Shanmugam Central President, K.V.Ramesh General Secretary and G.Shantharaman met General Secretaries of AIRF & NFIR between 7th and 9th February at New Delhi and discussed following issues.

- 1) Creation of posts of SSEs in level-8 in ICF for manufacturing activities of "Vande Bharat Train Sets".
- 2) Cases of promotions in the pre-revised pay structure between 01.01.2006 and the date of notification of RS (RP) Rules 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade should be ignored for the purpose of financial upgradation under MACPS.
- 3) Grant of notional annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who have retired/retiring on 30th of June/31st December before drawing the same.
- 4) Medical Examination of Technical Supervisors working Production Units for promotion to the Group-B Gazetted Service. - Ishihara's Plates and Edridge's Green Lantern tests for colour vision mentioned in para-503 (2) (d) of IRMM may please be dispensed for the selection to Group-B posts in Production units and workshops.
- 5) Pay Level upgradation for Technical Supervisors. 100% upgradation of SSEs to level-8 and JEs to level-7.
- 6) Cadre Restructure – To ensure carrier progression of Technical Supervisors and to meet the present day need of supervising Railway and non-railway staff and addition of many non-technical duties.
- 7) Separate designations for the posts in level-8 and level-9.
- 8) Staff issues pertaining to HRMS module online facilities for pass/PTO, leave and Inter Railway Request Transfer.
- 9) Appeal for removal of discrimination among employees having date of birth on first of a month and being retired one day before attaining the superannuation age of 60 years against all rest of employees who are being retired on the last day of the month, they attain the age of superannuation 60 years. Employees whose date of birth is the first of a month are made to retire from service on the afternoon of the last day of the preceding month lose 50% of their Basic Pay, DA, HRA, Special pay/incentive (if eligible) for one month. Lose will be between Rs.40,000 and Rs.2,00,000. ♦

**OA No.1568/2017
IRTSA Vs UOI
at CAT Chennai demanding level-7 for
JE and level-8 for SSE is listed on 13.03.2024**

President IRTSA appeals to CRB

21st February: CP IRTSA, GS IRTSA and office bearers met CRB & CEO at ICF during her visit to ICF & SR and submitted memorandum. President IRTSA requested CRB to lift the ban on creation of posts in Technical Supervisors' category and approval for GM ICF proposal for creation of 61 SSEs posts in level-8 to be utilised in the production of "Vande Bharat" train sets. IRTSA also submitted exclusive memorandum for recruitment and creation of posts in the category of Technical Supervisors and demanded the following.

- a) All posts in the grades of JE and SSE may please be filled immediately.
- b) Zonal Railways and PUs may please be allowed to place their indent to RRBs for the posts of JE and SSE according to their requirements without Railway Board's intervention.
- c) 50% of DR quota posts in JE and SSE should be filled through GDCE process among the employees having required DR qualifications, since RRB recruitment process may consume more time to complete.
- d) 50% of existing DR quota vacancies in the grade of SSE may please be filled through promotion from the grade of JE.
- e) Adequate posts may please be created to cater new work load due to introduction of new trains, new assets, new technologies, etc.



Team IRTSA submits memorandum to Member (T&RS) during his visit to ICF

17th February: Team IRTSA submitted memorandum to Member (T&RS) Railway Board during his visit to ICF. IRTSA requested MTRS to sanction 61 posts of SSE in level-8 for ICF as proposed by GM ICF.

It was highlighted that, because no recruitment of JEs since 2018 notification & no recruitment of SSEs since 2015 notification, huge vacancies are in the Technical Supervisors category throughout Railways. Recruitment process for DR & GDCE quota need to be done immediately. Creation of posts for new assets & introduction of new trains is need to be done in realistic & scientific manner.



Memorandum for change in vision test acceptance standard for Group B selection in PUs also submitted.

K.V.Ramesh General Secretary IRTSA briefly explained the demands to MTRS.

Chairman and Member (T&RS) were given warm send off at Chennai airport on 21st and 17th evening respectively by Team IRTSA led by M.Shanmugam, Central President, IRTSA.

Team IRTSA met Smt.V.G.Booma, Additional Member (HR) & Staff



25th February: M.Shanmugam Central President along with K.V.Ramesh GS IRTSA and other office bearers met Smt.V.G.Booma during her visit to ICF and submitted memorandum on demands of IRTSA. Central President appealed for Railway Board's approval for GM ICF's proposal for 61 posts of SSE in level-8 to be utilized for "Vande Bharat" manufacturing activities and dispensation of Ishihara's Plates and Edridge's Green Lantern tests for colour vision mentioned in para-503 (2) (d) of IRMM for the selection to Group-B posts in Production units.

Central President IRTSA address mass dharana organized by JAC ICF



11th January: M.Shanmugam Central President IRTSA addressed mass hunger fast organized by JAC of ICF. Mass dharana was organized as per the direction of JFRPOS for withdrawal of National Pension Scheme (NPS) and restoration of old pension system for all employees appointed after 01.01.2004. **continued on page- 14**

Railway Board Orders

Railway Board letter No. E (MPP)/2019/03/46 (RBE No. 02/2024), dated: 09.01.2024

Sub: Revised Training Modules of Non- Gazetted Staff of Civil Engineering Department.

Vide Board's letter no. E (MPP) 2019/03/46 dt. 24.12.2021 (RBE no. 94/2021), revised training module of non- gazetted staff of civil engineering department was circulated to all Zonal Railways/ PUs and uploaded on railnet under heading MPP Training Circulars.

2. IRICEN has now submitted the revised training module for induction training of JE/SSE (P. Way, Works & Bridge) only for those JEs (P. Way, Works & Bridge) who are promoted from P.Way/Works/Bridge cadre, which has been reviewed in Board's office and the same has been approved by Board (Member/Infrastructure).

3. It may be noted that above revised training modules of JE/SSEs will not be applicable to direct recruits and their training will continue to be imparted as per Board's letter no. E (MPP) 2019/03/46 dt. 24.12.2021 (RBE no. 94/2021).

4. Accordingly, the revised training modules, for induction training of JE/SSE (P. Way, Works & Bridge) promoted from the cadre have been scanned and uploaded under MPP Training Circulars and can be viewed or downloaded from Railnet/Indian Railways website.

5. This disposes of NR's letter no.1-WO/Training of Non-Gazetted P Way Staff dated 05.09.2022.

Railway Board letter No. E (MPP)/2019/03/46, dated: 09.01.2024.

Sub: Revised Training Modules of Non- Gazetted Staff of Civil Engineering Department.

Vide Board's letter no. E (MPP) 2019/03/46 dt. 24.12.2021 (RBE no. 94/2021), revised training module of non- gazetted staff of civil engineering department was circulated to all Zonal Railways/ PUs and uploaded on railnet under heading MPP Training Circulars.

2. IRICEN has now submitted the revised training module for Induction & Refresher training course of Track Maintainers, which has been reviewed in Board's office and the same has been approved by Board (Member/Infrastructure).

3, Accordingly, the revised training modules for Induction & Refresher training of Track Maintainers, have been scanned and uploaded under MPP Training Circulars and can be viewed or downloaded from Railnet/Indian Railways website.

4. This disposes of NR's letter no.1-WO/Training of Non-Gazetted P Way Staff dated 05.09.2022

Railway Board letter No. E(NG)42022/PM1/36 (RBE No.5/2024), dated 16.01.2024.

Sub: Centralized Computed Based Tests (CBT) for selections/ LDCEs.

Ref: Board's letter No. E(NG)I/2018/PM1/4 dated 14.12.2018(RBE No. 196/2018).

Instructions for Objective type paper for promotional examinations for non-gazetted posts have been issued vide letter No. E(NG)I/2018/PM1/4 dated 14.12.2018 (RBE No. 196/2018) with further advice to the Railways to conduct examinations in Computer Based Test (CBT) or on pen and paper mode depending upon their preparedness. As a result, some of the Railways have already switched over to CBT mode.

It has been observed that the existing system of selection often does not follow a definite time schedule leading to delays. Both the federations have been raising the issue of delay in finalization of selections which leads to loss of

emoluments and consequent de-motivation amongst employees. In order to address the issue, a committee was constituted to study and recommend measures to obviate such eventualities of delay through adoption of centralized system of CBT, explore the feasibility of a common selection calendar for various categories over divisions, to lay down the ground rules for holding Centralized CBT and also to look at the selection process and suggest changes to expedite the selection process.

The recommendation of the committee has been examined and deliberated with all departments and federations. Board has in principle accepted the recommendation of the committee regarding selections to non-Gazetted posts to be centralized at the level of Zonal Railway with adoption of a common calendar for a zone.

In view of the aforesaid, it is advised that Zonal Railways may adopt Centralized Computer Based Test (CBT), as per their administrative convenience following a model calendar uniformly applicable for all Divisions in a Zone.

Railway Board letter No. E(GP)2022/2/4, Dated 19/02/2024

Sub.: Promotions to Group 'B' posts on Indian Railways through Centralized Computer Based Multiple Choice Objective type examination (CBT)- Special drive to fill up the Vacancies

Ref.: Board's letter no.E(GP)2022/2/4 dated 14.12.2023.

The 10% Selection through Centralised CBT for filling up the Group 'B' vacancies under the special drive scheduled for 25.02.2024 stands postponed due to administrative exigencies. Revised date of the examination shall be notified shortly.

Railway Board letter No.2023/E(LLYOTA)/23, dated:-14 .02.2024

Sub: -Payment of OTA to SS (Station Superintendent) categories of Operating Department over East Coast Railway-Regarding.

Ref: East Const Railway's DO Letter No.ECoR/HQ/Pers/IRM/PT-VI/55 dated 19.09.2022 and 20.09.2022

Please refer your Railway's letter dated 19.09.2022 and 20.09.2022 wherein a clarification as to whether Overtime Allowance to Station Superintendent (SS) in GP-4600/- working in continuous in roster duty is permissible or not, has been sought.

2. The matter has been examined in Board's office. It is pointed out that as per extant instructions as contained in Railway Servants (HOER) 2005, those Railway Servants who are employed on duty having supervisory character/role are not eligible for OTA, as they are comparatively free to adjust his hours of duty or work during such hours by the virtue of the nature of his work and position. However, it is clarified that the eligible cases for grant of OTA for such staff working on supervisory post (*Station Superintendent (SS) in GP-4600/- in the instant case*) may be examined and considered in terms of Board's letter No. E(LL) 84/FIER/1-27 dated 30.11.1984.

3. East Coast Railway is, therefore, advised to take suitable action accordingly.

Railway Board File No. PC-VII/2024/HRMS/4, dated : 15/02/2024

Sub: Opening of e-APAR window in HRMS for completion of hierarchy mapping and generation of APAR forms for the year 2023-24.

In order to ensure that APARs of non-gazetted employees of

..... continued on page-7

Railway Board orders ...continued from page-6

Indian Railways for the year 2023-24 are processed in a time bound manner, it has been decided to open the window for commencing the crucial stages such as mapping of hierarchy sets and generation of APAR forms for self appraisal in HRMS w.e.f. 19.02.2024. It is, therefore, requested to take necessary steps to ensure the commencement of activities from the said date in order to avoid any delay in further Stages such as reporting, reviewing and accepting.

2. Timeline for completion of various stages will be advised subsequently.

3. This issues with the approval of Competent Authority.

Railway Board letter No. PC-VII/2021/HRMS/ 30, dated 05.02.2024

Sub: – Correction of BOS data on HRMS Portal by 18.02.2024 and launch of MPP Module- reg.

Kindly refer to Board's letter of even number dated 23.11.2023 wherein all the field units were advised regarding the implementation of Manpower Planning sub module of Cadre Management Module of HRMS which facilitates various functionalities attached with Manpower Planning such as Vacancy bank, Surrender of Posts, Generation of MPP Memorandums etc. It was also advised that all the activities associated with Manpower Planning may only be processed through HRMS.

2. In this regard, it may be appreciated that Cadre Management Module was launched in December, 2022. Though data entry was originally envisaged to be completed by March 2023, considering the complexities involved, a flexible approach was adopted, and all the field units were granted sufficient time to complete the process.

3. Since the completion of data entry process is affecting finalization of various functionalities attached with the Cadre Management Module, it has been decided by the competent authority that the entire process of Data Entry and correction of BOS data may be completed invariably by 18th February, 2024 and thereafter the data entered in BOS will be frozen and editing facility will no longer be available.

4. It may also be noted that w.e.f. 19th February, 2024 onwards, all the functionalities associated with Manpower Planning Module shall only be done through MPP Module of HRMS and any manual process attached with the same may please be stopped. With effect from 18.02.2024, if any change in BOS data is required, the same will only be possible through MPP module of HRMS (Surrender, creation, redeployment, redistribution, transfer of posts, crew review etc.).

5. This issues with the concurrence of MPP Directorate of Railway Board and approval of Competent Authority.

IRTSA CLW Z releases Calendar for the year 2024



Er. Ashok Chowdhery Zonal Secretary IRTSA CLW released IRTSA Calendar for the year 2024

Railway Board letter No. PC-VI/2023/Misc./03 (Part), dated 09.02.2024.

Sub: Grant of notional increment (as due on 1st July/1st January) for the pensionary benefits to those employees who had retired on 30th of June before drawing the same -Clarification reg.

A large number of cases had been filed by the retired employees of Indian Railways & also by the retired employees of other Ministries/ Departments of Union of India who had retired on 30th of June/31st of December of a year seeking the benefit of notional increment (as due on 1st July/ 1st January of the retirement year) for the purpose of pensionary benefits.

2. In one such case viz. Civil Appeal No. 2471 of 2023 arising out of SLP (C) No. 6185 of 2020 {The Director (Admn. and HR) KPTCL & Ors Vs C.P.Mundinamani & Ors}, Hon'ble Supreme Court had decided the issue of notional increment on merits and interpreted the law involved vide their judgements dated 1 1.04.2023 inter-aha granting the benefit of notional increment to the applicants. Subsequently, the SLP (C) No. 4722/2021 (Union of India & Ors Vs M. Siddaraj) was also dismissed relying on their above judgement.

3. Consequent to Hon'ble Apex Court's aforesaid judgements, a number of contempt petitions have been filed before various courts of Jaw seeking early compliance of orders pronounced by the said Hon'ble Court/ Tribunal whereby benefit of notional increment was granted in favour of the applicants. Considering the huge ramifications & financial implications involved, the matter was again referred to the nodal department on the issue i.e. Department of Personnel & Training (DOP&T) to advise the further course of action to be adopted such cases.

4. As of now, based on the advice tendered by DoP&T, the benefit of notional increment is being granted strictly on personam basis, only in contempt cases. However, it is understood that multiple contempt petitions are being filed before various Courts/ Tribunals across all Indian Railways. On each such occasion, the Railway had to refer the case to Board 's office seeking concurrence before implementing the orders where i n there always remained certain uncertainty in ensuring timely compliance of the directions. Of late, it has been observed that the number of contempt cases has increased and many field units have raised concern as monitoring these cases on case to case basis has become difficult It.

5. Taking into account of these factors and also to avoid any embarrassing situation to senior officials impleaded as contemnors in such contempt cases, all Zonal Railways/PUs are hereby advised to implement the orders pronounced by various courts of law granting the benefit of notional increment in letter & spirit without referring the same to Board 's office, **strictly on personam basis, only in those cases where a contempt petition has been filed by the petitioner subject to any administrative directions received from DOP&T and fulfilment of the condition that the petitioner(s) had completed 12 months of service on the date of retirement on superannuation since the date of accrual of last annual increment.**

It is reiterated that the aforesaid benefit of notional increment shall only be restricted to contempt cases. In other cases, the matter may be referred to Board 's office invariably for further clarification which will be issued separately on receipt of necessary guidelines from DoP&T.

GS IRTSA addresses Mass Dharanas against privatisation in Railways and scraping NPS & extending OPS to all employees

K.V.Ramesh GS/IRTSA addressed mass dharanas organised by JAC ICF in front of ICF GM's office on 11th Jan, SRES at MMC complex on 12th Jan and DREU on 30th Jan at MMC complex Southern Railway. He explained threats being faced by Railway employees due to massive privatisation in Indian Railways and unguaranteed NPS.

Massive privatisation in Indian Railways should not be allowed

As per the latest statistics available total sanctioned strength of Central Government employees is 39.8 lakh. In that only 30.1 lakh posts are filled leaving 24.2% posts vacant. Indian Railways and Postal department are having the share of 36.1% and 5.5% of total staff strength. These two departments meet all the staff expenses through their own revenue without burdening the central government's revenue. Defence staff constitutes 12.5% of total staff strength and expenses done on this account is for national security which can not be compromised. Ministry of Home affairs constitutes 28.8% of total staff strength, majority of them are central para military & police forces, which is important for maintenance law & order and internal security. Hence, expenses towards central government employees should not be considered only as expenditure.

Indian Railways while increasing its train operations in terms of passenger & freight traffic and increases production in its Production Units, Railways is not in a position to create new posts particularly in the category of Technicians & Technical Supervisors. All the powers of creation of posts are concentrated at Ministry of Finance, which will cripple the activities of Railways and other departments as well. ICF producing more than 3200 coaches per year including production of "Vande Bharat" train sets is not allowed to create any posts in its Technical Departments. There are only around 100 helpers (15% of sanctioned strength) available on roll in three divisions Shell, Furnishing and LHB. There are around 2200 Technicians posts vacant in ICF. ICF's proposal for creation of 61 SSE posts in level-8 for utilising in production activities of "Vande Bharat" train sets is pending with Railway Board. Blanket ban on creation of posts imposed by Finance Ministry is affecting the performance quantitatively and qualitatively at all levels. More importantly existing staff are put under tremendous pressure because of non-availability of sufficient staff. Indiscriminate outsourcing to make up the staff shortage adversely affect the quality and quantity.

"Vande Bharat Train Sets" brings new experience in passenger traffic in India at the cheapest cost of Rs.104.35 crores for 16 coach formation. Successfully proved ingenious design, production, testing, commissioning & operation by ICF. Same design & technology can be adopted for VB sleeper variant by suitable changes in interiors. Other variants in Vande Bharat platform Vande Metro expected to bring down the cost of metro coaches and Gati Shakti Train for faster freight transport will accelerate e-freight movement. New, Amrit Bharat, push-pull express train will cater the need of non-AC faster intercity travels. All these new initiations are turned as adversity for ICF.

Government's decision for complete outsourcing of 200 sleeper Vande Bharat Train sets to manufacture and maintenance thereafter for 35 years is a major concern and

it is considered as move for closer of production & maintenance activities by Railway. As per the contract 120 sleeper VB train sets will be manufactured at Marathwada Rail Coach Factory (MRCF) Lathur by Rail Vikas Nigam Ltd (RVNL) and Russian TMH & LES. 80 Sleeper VB train sets at Integral Coach Factory (ICF) Chennai by Titagarh Rail Systems Ltd and Bharat Heavy Electricals Ltd consortium. Maintenance by private manufacturers at six to eight Government depots situated in Delhi, Mumbai, Kolkata, Hyderabad, Bengaluru, Jodhpur, etc. Total cost of manufacturing cum maintenance contracts estimated to be over Rs.58,000 crore. This will take away roughly 65,000 thousand permanent railway jobs. Private companies will engage employees for low wages without any social security.

After getting direct access to approved design, infrastructure, inspection & commissioning, free electricity, compressed air, water, ICF men power, etc and grant of Rs.70 crore for purchase of machines etc, cost of private companies remains high at range between Rs.120 to 140 crore per 16 coach train set. Whereas ICF can do it in much lesser cost of Rs.104.35 crore. Work force will end up in the hands of private exposed to exploitation.

This massive privatization is part of implementing the agenda of 'National Rail Plan' (NRP) and 'National Monetisation Pipeline' (NMP). As per the objectives of NPR, Indian Railways infrastructure "Below the rail" and signaling will be owned by Railways. Infrastructure "Above the rail" i.e rolling stocks, Railway Stations, etc will be owned by private. As per NRP Government is planning to monetize / disinvest Railways asset worth of 1.5 lakh crore.

Even though it seems there is slow down in implementation of privatisation in Railways in the recent time, Government is solidly on its path in achieving its aims & objectives of complete privatisation of manufacturing and maintenance of rolling stocks and train operations. This dangerous decision by Government must be opposed unitedly by all employees whatever category they belong, wherever they work and whatever union / Association they belong.



NPS doesn't give social security – Employees demand of defined pension (old pension) system for all employees should be accepted by Government

Law says that, pension is a deferred wage not a bounty and it has been established by various courts on so many occasions. Supreme Court five members' bench in its judgement on 17.12.1982 conferred this by provision of 309 and 148 of the constitution.

Central Pay Commissions are formed by Central Government in every 10 years to study and recommend pay, dearness allowance, allowances, pension, dearness relief, retirement benefits, etc for all Central Government Employees.

..... continued on page-9

GS IRTSA address Continued from page-8

5th CPC while fixing the pay scales and other benefits recommended for continuance of guaranteed old pension scheme. 6th & 7th CPCs were not given the terms of reference to study about "NPS" even though NPS was implemented from 01.01.2004.



Dr. Gayathri Committee constituted by 6th CPC to study about the terminal benefits of Central Government employees submitted that, projected pension costs are not alarmingly high, given the expected robust growth of the economy.

Staff side submitted its concern to the Government and demanded scrapping of NPS. Staff side expressed that NPS discriminate two sets of Government employees, uncertainty regarding the actual value of their future pension, market risk for the accumulated fund, less effective take home pay because of mandatory contribution, etc.

Even though NPS was not part of terms of reference for 7th CPC, it recommended constituting high level committee to review the implementation of NPS and its benefits. Government constituted a committee under the Chairmanship of Secretary (Pension). The committee including staff side representatives discussed the issue and submitted its recommendations. But so far recommendations of the committee are not made known to staff side by Government. From 01.04.2019 Government contribution was increased to 14% from 10%.

Experience on NPS for the past 19 years fully demonstrated that NPS implemented by Government unilaterally has deprived social security and old age security.

	No of NPS Subscribers in lakh	NPS asset Rs. in crore
Central Government	23.86	2,55,207.38
State Government	60.72	4,39,494.10
Corporate	16.63	1,14,871.58
All Citizen Model	28.40	41,302.53
NPS Lite*	41.77	4,877.71
APY	453.42	26,113.66
Total	624.81	8,81,866.97

As on March 2023 there are 6.25 crore NPS subscribers available and asset under management under NPS is Rs. 8.81 lakh crore as per the split up given in the table. Number of central and state governments NPS subscriber employees are 94.58 lakh and the asset value of these subscribers is Rs. 6.95 lakh crore. Huge value of this asset will be attracting many private financial companies to earn huge profit out of it, sidelining the social security for retired employees at their old age. Luxury of availability of Rs. 8.81 lakh crore fund under single management will be a major financial resource, that Government and other lobbies will resist strongly to take the decision of withdrawing NPS and implementing OPS. ♦

Memorandums submitted by IRTSA

Sub: Appeal for removal of discrimination among employees having date of birth on first of a month and being retired one day before attaining the superannuation age of 60 years as against all rest of employees who are being retired on the last day of the month, they attain the age of superannuation 60 years.

Ref: 1) DoPT O.M. No DOPT-1669894287310, dated 01.12.2022.

2) Railway Board Master Circular No.35 (No.E(P&A)I-2019/RT-10, dated 09.09.2019.

1) We would like to bring to your notice on injustice done to one section of Central Government employees made to retire/retiring one day earlier before attaining the age of superannuation. Employees whose date of birth is the first of a month are made to retire from service on the afternoon of the last day of the preceding month.

2) All these employees lose 50% of their Basic Pay, DA, HRA, Special pay/incentive (if eligible) for one month. Lose will be between Rs.40,000 and Rs.2,00,000.

3) Following DoPT's principle on Retirement age, Railways framed its retirement rules. F.R. 56-(a) says that, "except as otherwise provided in this Rule, or any other Rule or order for the time being in force, every Railway servant shall retire from service on the afternoon of the last day of the month in which he attains the age of sixty years. **Provided that a Railway servant whose date of birth is the first of a month shall retire from service on the afternoon of the last day of the preceding month on attaining the age of sixty years**".

4) 3rd CPC in para 15 of Chapter-60 recommended that "We would further recommend, that the retirement of Government employees should take effect from the afternoon of the last day of the month in which the employee concerned attains the age of superannuation instead of the afternoon of the actual date of his superannuation. This would simplify accounting work in regard to the calculations of pay and allowances, average emoluments, qualifying service, etc. which would help in the speedy settlement of pension claims".

5) 3rd CPC has not given any recommendations on Government/Railway employees whose date of birth is the first of a month and shall retire from service on the afternoon of the last day of the preceding month on attaining the age of superannuation.

6) Employees having the date of birth on first of the month are retired/retiring one day before attaining the age of 60 years, while those having date of birth on any day from the second day of the month onwards, are retired/retiring on the last day of the month in which they have their date of birth. This is discriminatory & as such Pension Rules need to be amended in the interest of natural justice and providing for the retirement at the age 60. This also violates Article 39 of the Constitution of India which provides for equal pay for equal work.

7) Necessary action may please be initiated to remove the discrimination so that every Central Government employee should retire from service on the afternoon of the last day of the month in which /she attains the age of superannuation sixty years. ♦

Memorandums submitted by IRTSA

Sub: Grant of notional annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who have retired/retiring on 30th of June/31st December before drawing the same.

Ref: 1) Hon'ble Supreme Court Judgement dt 11.04.2023 in Civil Appeal No. 2471 of 2023.
2) DoPT O.M.No. F. No. 1453545/2021-Estt (Pay-I), dated 24.06.2021.
3) Railway Board O.M.No. PC-VI/2020/Misc./01, dated: 21.04.2023
4) Railway Board letter No. PC-VI/2020/CC/13, dated: 20.06.2023.

1) We bring the issue of grant of notional annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who had retired (retiring) on 30th of June/31st December before drawing the same. This issue is lingering on for some time despite many court judgements including Supreme Court in favour.

2) The Division Bench of the High Court of Karnataka at Bengaluru has directed the appellants KARNATAKA POWER TRANSMISSION CORPORATION LIMITED-KPTCL to grant one annual increment which the original writ petitioners earned on the last day of their service for rendering their services preceding one year from the date of retirement with good behaviour and efficiently.

3) The Hon'ble Supreme is in complete agreement with the Division Bench of the Karnataka High Court which has rightly directed to grant one annual increment to the original writ petitioners (retired employees) earned on the last day of their service for rendering their services preceding one year from the date of retirement with good behaviour and efficiently.

4) The Hon'ble Supreme Court has interpreted the law involved and decided the issue of notional increment on merit through a detailed reasoned judgement in **Civil Appeal No. 2471 of 2023** dated 11.04.2023 taking into consideration all relevant judgements pronounced in various courts of law on the issue of notional increment which have been decided in favour & also against.

5) The Hon'ble Supreme Court in its judgement given the following points

- a. It would lead to arbitrariness denying a government servant the benefit of annual increment which he has already earned while rendering specified period of service with good conduct and efficiently in the last preceding year. It would be punishing a person for no fault of him.
- b. The increment can be withheld only by way of punishment or he has not performed the duty efficiently. Any interpretation which would lead to arbitrariness and/or unreasonableness should be avoided.
- c. It would tantamount to denying a government servant the annual increment which he has earned for the services he has rendered over a year subject to his good behaviour. The entitlement to receive increment therefore crystallises when the government servant completes requisite length of service with good conduct and becomes payable on the succeeding day.
- d. Any contrary view would lead to arbitrariness and unreasonableness and denying a government servant legitimate one annual increment though he is entitled to for rendering the services over a year with good behaviour and efficiently and therefore, such a narrow interpretation should be avoided.

e. The Supreme Court was in complete agreement with the view taken by the Madras High Court in the case of P.Ayyamperumal and the decisions of following High Courts

- i. The Delhi high Court in the case of Gopal Singh Vs. Union of India and Ors. (Writ Petition (C) No. 10509/2019 decided on 23.01.2020).
- ii. The Allahabad High Court in the case of Nand Vijay Singh and Ors. Vs. Union of India and Ors. (Writ A No. 13299/2020 decided on 29.06.2021).
- iii. The Madhya Pradesh High Court in the case of Yogendra Singh Bhadauria and Ors. Vs. State of Madhya Pradesh.
- iv. The Orissa High Court in the case of AFR Arun Kumar Biswal Vs. State of Odisha and Anr. (Writ Petition No. 17715/2020 decided on 30.07.2021) and
- v. the Gujarat High Court in the case of State of Gujarat Vs. Takhatsinh Udesinh Songara (Letters Patent Appeal No. 868/2021).

6) It is clear that, The Hon'ble Supreme court is in complete agreement with the Division Bench of the Karnataka High Court which has rightly directed to grant one annual increment to the original writ petitioners earned on the last day of their service for rendering their services preceding one year from the date of retirement with good behaviour and efficiently.

All the intervention applications in same issue have been allowed by Hon'ble Supreme Court and all the intervenors are entitled to get the same relief.

8) The judgements of various High Courts & Supreme Court, as cited above, are based on legal grounds quoted therein & have universal application & as such the same should be applied to all similarly placed retired/ retiring employees irrespective of the fact whether they were original applicants or intervenors or whether they had gone to court/s or not.

Keeping in view the Fundamental constitutional rights as stipulated in Article 14, 16 & 39 of Constitution of India.

9) It is therefore requested that, necessary orders may please be issued by DoPT for grant of notional annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who have retired/retiring on 30th of June/31st December before drawing the same.◆

Sub: Staff issues pertaining to HRMS module online facilities for pass/PTO, leave and Inter Railway Request Transfer.

HRMS implemented in Indian Railways with the objective to store, organise and utilise staff information. This has helped Railways to improve the efficiency, atomization of manual and repetitive work. We would like to highlight the following issues on pass/PTO, leave and inter railway request transfer in HRMS module and quick redressal of them.

1) Issues on privilege pass and privilege ticket order in HRMS

a) **Travel by shorter route using online generated privilege pass and PTO:** Pass rules allow travel by available shorter routes than the route for which the pass is issued. For example, in manual pass issuing method a longer route pass MS-MV-TPJ is eligible in shorter route MS-VRI-TPJ. In HRMS on-line pass this facility is not extended. Employees are not able to do reservation on trains running in shorter routes. **Necessary arrangements in passes issued**

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Memorandums submitted by IRTSA

..... Continued from page-10

through HRMS may please be made to make travel eligible by shorter route than the route for which the pass is issued.

b) **Crediting Privilege pass & PTO in employees account on cancellation of Trains**: On cancellation of train services, reserved tickets are cancelled automatically and refund is made in case of reservation was done using PTO. But in on-line HRMS no system is available for automatic crediting of passes/PTOs for cancelled trains. **Necessary arrangement in HRMS may please be issued for automatic crediting of pass/PTO in case of cancellation of reserved ticket due to cancellation of train.**

c) **Reservation not permitted in trains running in same route but not having stopping at station mentioned in break journey**: Break journeys at various stations are allowed in privilege passes. Employees may use or may not use the break journey facility during their travel. In HRMS generated passes, reservation is not allowed in the same route, if the train doesn't have stoppage at the station mentioned in break journey. For example, in a pass issued between MAS and CDG having break journey at BZA, NGP, JHS, GWL, NDLS and UMB reservation from MAS to NDLS is not permitted in a train that doesn't have stopping at GWL. **Necessary arrangements may please be made to enable reservations in the same route even if the train doesn't have stoppage in a station mentioned in the break journey.**

d) **Change in date of travel on the reservation done using PTO**: In the manual system, change of journey date was allowed in PTO in the same class without cancelling the ticket, i.e without paying cancellation charge. In HRMS and on-line reservation system change of date is not permitted. First employees need to cancel reservation and then they should do the reservation afresh i.e mandatorily they need to pay cancellation charge leading to taking away existing facility. **Necessary arrangements may please be made to enable change of date of travel for reservations done using PTOs as existed in manual PTO system.**

e) **Deleting name of one member of family from pass eligible dependent list**: Deletion of name of any one of the family members from pass eligibility dependent list on account of daughter getting married, son crossing age limit, etc could not be done for that family member only whose name need to be deleted. Now employees are required to delete all the names available in the dependent list, then they have to upload eligible family members' details afresh excluding the name of family member employees want to delete. This is an unwanted activity and needs to be changed. **Necessary arrangements may please be made in HRMS that deletion of any one dependent from the eligibility list shall be done simple and straight without requiring to delete all dependent names and uploading eligible names & their details afresh.**

2) Issues pertaining to leave in HRMS

a) **Display of Casual Leave (CL) account for the year 2023 at the beginning of year 2024**: At the beginning of the year 2024, eight days Casual Leave (CL) is credited to employees account and only 2024 balance is shown in HRMS. CL account for the year 2023 was appearing in the HRMS only up to 31st December 2023. There is no provision available in HRMS to display CL account of an employee for the year 2023 after 31st December 2023 i.e on 1st January 2024 and thereafter. This denied many employees from

getting post sanction of their CL on or after 1st January 2024 availed in the last working days of 2023. Any corrections or modifications for the CL availed/sanctioned in the month of December 2023 could not be done after 1st January 2024. **Necessary arrangements may please be made in the HRMS to display the CL account for the year 2023 up to attendance closing period between December 2023 and January 2024.**

b) **Partial cancellation of sanctioned leave**: No provision is available in HRMS for partial cancellation of sanctioned leave. Presently employees are cancelling already sanctioned leave, then again apply for leave afresh for the reduced period. **Necessary provisions may please be made in HRMS to enable partial cancellation of sanctioned leave.**

c) **Display of Schedule of Powers in HRMS leave module**: **Schedule of powers on maximum days various types of leave that can be sanctioned by sanctioning authorities at various levels in the administrative hierarchy should be made available in HRMS. Also, system should not allow sanction of leave beyond the limit specified in the SOP.**

d) **Display of history of leave sanctioned for every employee**: History of leave availed by every employee needs to be monitored by leave sanctioning authority to have more control and regulation on quantum / frequency of leave taken by employee working under them. It will help in reducing the number of leave availed by employee, counselling of employee, identifying pattern of leave, etc to have better administrative control. **Hence arrangements may please be made for display on history of leave availed by individual employees for the period of at least one year.**

e) **Choosing leave sanctioning authority**: While applying leave in HRMS, employee search for his sanctioning authority by name. Names of all employees having same name are being displayed, irrespective of their pay level. Authority for sanctioning of leave starts from pay level-6 only, hence appearance of names of the employees working in level-5 and below may be avoided. For employees in level-6 and above leave sanctioning authority will be at least one level above him. **Hence while searching the name of leaving sanctioning authority, names of employees/officers whose pay level are above the employee applying for leave only should appear.**

3) **Registration for IRRT**: RBE No.28/2022, dated 10.03.2022 enhanced minimum service period for IRRT to ten years from five years. The letter says General Manager may decide the applicability of enhanced period of service. HRMS portal on own request transfer doesn't allow registration of IRRT for employees who are having less service than the standard required length of service. This prevents a few employees from applying IRRT on emergency conditions like medical conditions having less year of service than required. **Necessary arrangements may please be made in HRMS to allow registration for IRRT on exceptional / emergency situations where the condition of minimum service period shall be waived off by the competent authority.◆**

Sub: Formation of 8th Central Pay Commission.

1) Pay Commissions are being constituted at regular intervals of ten years, "to examine, review, evolve and recommend changes regarding the principles that should govern the emoluments' structure including pay, allowances

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IRTSA memorandums, Continued from page-11

and other facilities/benefits, in cash or kind, as well as the specialized needs of various Departments, agencies and services, in respect of Central Government employees”.

2) 3rd, 4th and 5th CPCs recommended for constituting permanent machinery to undertake periodical review of the pay, allowances and conditions of service of the Central Government employees.

3) 6th CPC recommended for implementing its recommendations w.e.f. 01.01.2006, ten years period since the implementation of 5th CPC.

4) 7th CPC recommended that the pay matrix may be reviewed periodically without waiting for the long period of ten years. (Gist of recommendations of 3rd, 4th, 5th, 6th and 7th CPC about formation of permanent machinery / next pay commission is given in the annexure)

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

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

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

8) It is therefore requested to constitute 8th Central Pay Commission immediately to enable it to have sufficient time to give comprehensive recommendations to clear all existing anomalies and without giving room for future anomalies.◆

Sub: Grant of annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who have retired/retiring on 30th of June/31st December before drawing the same.◆

Ref: 1) Our earlier memorandum No.IRTSA/Memo/10, dated 13.01.2024.

2) Ministry of Information & Broadcasting letter No.F.N.A-56011/1/2021-BAP, dated 12.02.2024.

1) We once again draw your kind attention on the issue of grant of annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who had retired (retiring) on 30th of June/31st December before drawing the same.

2) The Hon'ble Supreme court gave judgement to grant one annual increment to the original writ petitioners earned on the last day of their service for rendering their services preceding one year from the date of retirement. The Supreme Court said all the intervention applicants are entitled to get the same relief.

3) The judgements of various High Courts & Supreme Court are based on legal grounds quoted therein & have universal application and as such the same should be applied to all similarly placed retired/ retiring employees irrespective of the fact whether they were original applicants or intervenors or whether they had gone to court/s or not.

4) Ministry of Information & Broadcasting vide letter No.F.N.A-56011/1/2021-BAP, dated 12.02.2024 in consultation with DoPT issued following orders,

a) To extend the benefit of grant of annual increment along with all consequential benefits to applicants (in legal case) and report to court.

b) To extend the benefit of grant of annual increment along with all consequential benefits to all the similarly placed employees (who retired from service a day before i.e. on 30th June / 31st December) to avoid further litigations (pending litigations and litigations that may arise in future on similar matter) causing disproportionate diversion of Government resources.

5) It is therefore once again requested that, necessary orders may please be issued by DoPT for grant of annual increment (as due on 1st July/1st January) for the pensionary benefits to those employees who have retired/retiring on 30th of June/31st December before drawing the same.◆

Sub: Closure of Railway printing presses. – Reminder appeal to review the decision.

Ref: 1) Railway Board letter No. 2017/RS/ Ptg. & Sty./AP/PP/ IR, dated 03.05.2023.

2) Eastern Railway Notification No:Ptg. & Sty. / Closure /2023, dated 17.01.2024.

3) Our earlier memorandum dated 27.01.2024.

1) We once again bring the burning issue of closure of economically viable Railway Printing Press of Eastern Railway located at Howrah that will put employees as well as Railways in detrimental situation.

2) As explained in our earlier memorandum, Railway Printing Press of Eastern Railway located at Howrah has been meeting the requirement of printing PRS tickets & UTS tickets for Eastern Railway, North Frontier Railway and Metro Rail Kolkata. This printing press is also catering the needs of printing many documents for ECR, NFR and SER.

3) This printing press was modernised with sophisticated Rotake machines and other ancillary machines and equipment. Some of the staff including officer were received training at Spain for this machine. Sufficient demands are available for printed PRS & UTS tickets across Indian Railways, even though on-line reservation and ticketing system is being utilised commonly.

4) It is learned that, closure activities of other printing presses are put on hold and dialogue is going on with staff side.

5) With availability of experienced work force numbering around 130 and modernised printing press, Railway Printing

.... **Continued on page-14**

General Secretary IRTSA addresses open line SSEs and JEs of various Railways

Chennai 29th February: K.V.Ramesh General Secretary IRTSA addressed SSEs and JEs of various Railways at Chennai.

GS IRTSA explained struggle and activities behind achieving 50% upgradation from level-7 to level-8. Introduction of two pay levels 8 & 9 in the category is good achievement, it will alleviate stagnation in the cadre to some extent, even though the upgradation has not brought relief to seniors who have already reached level-8 & 9 through MACPS. 21,000 SSEs, 510 CMS and 775 CDSM posts were upgraded from level-7 to level-8 w.e.f 01.12.2022 and NFU of 50% of these posts to level-9 on completion of 4 years in level-8. GS IRTSA briefed about many meetings held with General secretaries of both Federations, informal negotiations held with Finance Ministry & Railway Ministry officials, meetings with Railway Minister, Finance Minister, Union Finance Secretary, Special Secretary DoE, CRB and other top official. He said IRTSA took the help of 60 Members of Parliament to write to Finance Minister and Railway Minister for upgrading the pay level of SSEs. He said in future a Technical Supervisor need not to wait for 30 years to reach level-9 through MACPS, because of introduction of level 8 & 9 in the category, present JEs can reach level-9 within 15 years of service and for Graduate entrants as SSEs they will have two level-8 & 9 in the promotional hierarchy. He recalled untiring efforts of core team of IRTSA headed by M.Shanmugam Central President IRTSA in achieving the upgradation. GS IRTSA said IRTSA will continue its struggle for placing all JEs in level-7 and SSEs in level-8.

GS IRTSA briefed history of IRTSA since 1965 and narrated its activities and achievements.

First Class pass to all JEs, uniform designation of JE & SSE and bringing all JEs & SSEs of four technical departments under one umbrella of Technical Supervisory category, uniform training period of one year for all JEs & SSEs, three financial upgradations under MACPS, PLB for all SSEs and some more achievements were briefed by GS IRTSA.

He briefed about lawsuit filed by IRTSA to upgrade all JE's pay level to level-7 and SSEs to level-8 at CAT Chennai. He said Group-B (Gaz) is one of the main demands Government is denying for so many years. With granting of level-8 to the category, Group-B (Gaz) status should be granted to the category, he said.

Unjustified comparison of grades of running staff at lower level with Technical Supervisors for Group-B selection

GS IRTSA explained unjustified comparison of grades of running staff at lower level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B. He said number of Group-'B' (Gaz) posts (promotional avenue for JE & SSE) in the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores had witnessed negative growth. It was reduced from 4274 to 2900 between the year 2009 and 2021.

In Mechanical and Electrical departments of Indian Railways 903 Group-B post are operated in the year 2021-22. Only 903 Group-B posts for 43,500 Technical Supervisors + 1,47,500 running staff (loco pilots) = Total 1,91,000 posts in Group-C. Promotional opportunities are limited to the vacancies arising in 903 Group-B posts, which is 0.47% of Group-C strength of Technical Supervisors and Loco Pilots. Arising vacancies have to be divided between 70% seniority quota and 30% LDCE quota.

Loco Pilots / Running Staff in the Grade Pay of Rs.4200 in PB-2 are being equated with the SSE in the Grade Pay of Rs.4600 in PB-2 for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota). For the purpose of LDCE (30%) Running Staff in the Grade Pay of Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200. As this is highly discriminatory, Railway Board order 92/2015 should be withdrawn, GS IRTSA said.

He cited example of 70% Group-B selection was issued for eight posts of AEE in electrical department of NCR. In the main list of eligible 24 employees to appear for selection only two SSEs names were appearing. In the eligible reserve list of 99 employees no SSE name is appearing. Even though hundreds of eligible & willing SSEs available in Pay Level-7 & 8 and some of them reached level-9 through MACPS, who are all senior to loco pilots mentioned in eligible list and working in higher grades for several years, because of unjustified comparison of inter-se seniority of SSEs on entry to level-7 with Loco Pilots on entry to level-6 made the SSEs ineligible and they are not even coming under zone of consideration.

GS IRTSA appealed to all JEs & SSEs to join their hands with IRTSA to strengthen the category. He requested every one to become member of IRTSA with annual membership subscription of Rs.400.

Interacting with GS IRTSA some of the JEs asked about non availability of over time allowances to JEs in some divisions, non-implementation of 50% upgradation order in some divisions, travel eligibility in Rajdhani express AC two tier class on duty, etc.



CP IRTSA address mass dharana at ICF*..... Continued from page – 5*

Central President IRTSA explained discrimination inflicted on Central Government employees appointed after 01.01.2004 because of NPS. He said every pay commission calculate pay and allowances for Central Government employees keeping in mind that they will be eligible for pension and family pension. The security of old age pension must be available for all Central Government employees equally irrespective their date of appointment and it is duty of Government to ensure it, he said. He appreciated efforts of all trade unions and Associations of ICF for united fight against 'Agreement for Manufacturing Vande Bharat Express Train Sets by private company inside ICF' and made the Government to withdraw the arrangements for allowing private company to work inside the premises of ICF. ♦

Closure of Railway printing presses ... continued from page-12

Press of Eastern Railway can still serve for Indian Railways cost competitively. It can serve the requirements of any Zonal Railways of Indian Railways.

6) It is therefore requested to defer the decision of closure of Railway Printing Press of Eastern Railway located at Howrah. ♦

For the kind attention of CEC office bearers

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

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Discrimination in the career growth of Technical Supervisors Continued from page-2

In this scenario for Technical Supervisors will now rarely find a place in the integrated seniority list and hardly ever in the list of selected candidates for Group B.

In the new scenario of modern liberalized outsourcing and management requirements thereof, combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' need to be considered to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors / Rail Engineers on Railways.

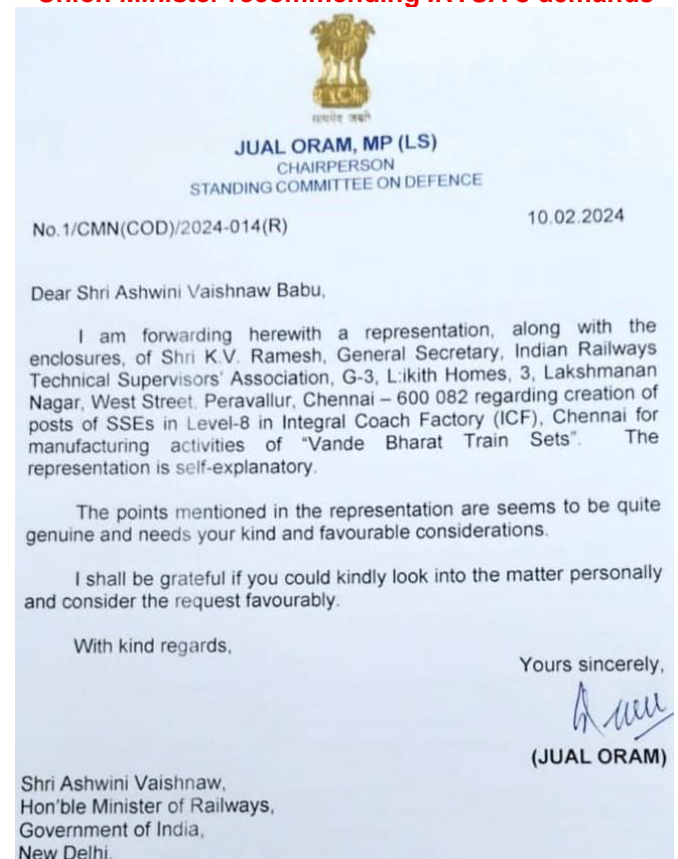
More over 01.12.2022 pay level-8 is extended to these categories and after spending 4 years of service 50% of them will be placed in level-9 by non-functional financial upgradation. When there are strong arguments available for grant of Group-B status to SSEs in level-7, Railways should not hesitate atleast to place all SSE/CMS/CDMS in level-8 to Group-B.

Before that, Indian Railways should with draw its letter No.RBE No.92/2015 and inter-se seniority should be considered at same pay levels for running staff and stationary staff including Technical Supervisors / Rail Engineers. ♦

IRTSA ICF Zone crossed enrolling 500 annual membership subscription and going strong to reach 1000 membership subscription.

All zones & sub units are requested to gear up to enroll 100% membership.

Copy of letter written by Sri.Jual Oram, MP & Former Union Minister recommending IRTSA's demands



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