



सत्यमेव जयते

MINUTES

of

The PNM Meeting

between

Railway Board

and

National Federation of Indian Railwaymen

held

on 19th & 20th December, 2014

**MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD AND
NFIR ON 19TH & 20TH DECEMBER, 2014**

MEMBERS PRESENT

OFFICIAL SIDE	FEDERATION (NFIR)
<p>S/Shri/Mrs.</p> <ol style="list-style-type: none"> 1. A.K. Mital, Member Staff 2. Dr. M.K. Budhalakoti, DG/RHS 3. Mahesh Mangal, AM(Tele) 4. Pankaj Jain, AM(CE) 5. Arvind Khare, AM(PU) 6. Man Singh, AM(Elec.) 7. M. Akhtar, Adv.(Staff) 8. Dr. Anil Kumar, Adv.(Health) 9. S. Manohar, Adv.(Signal) 10. Alok Ranjan, Adv.(L&A.) 11. Sanjiv Garg, Adv.(Safety) 12. Ragini Yechury, EDE(IR) 13. Dr. S.K. Sabharwal, EDH(G) 14. Alok Kumar, EDCE(G) 15. A. Madhu Kumar Reddy, EDPM 16. Sanjay Lavania , EDF(E) 17. Robin Deka, EDPC-I 18. Neera Khuntia, EDPC-II 19. Arvind Kumar, EDE(N) 20. P.P. Sharma, EDE(G) 21. Amitabha Khare, EDE(RRB) 22. K. Mal, ED(Res.) 23. Rashmi Chowdhary, EDE(GC) 24. Shailendra Singh, EDME(Chg.) 25. K. Shankar, DE(P&A) 26. D. Mallik, DE(IR) 27. R.K. Malik, DIG(P&TS) 28. Vikram Gulati, DPC-II 29. Ambika Jain, DF(CCA) 30. P.C. Verma, JD(T&C) 	<ol style="list-style-type: none"> 1. Shri Guman Singh, President/ NFIR 2. Shri M. Raghavaiah, Genl. Secy./ NFIR 3. Shri R. P. Bhatnagar 4. Shri B.C. Sharma 5. Shri V.P.S. Rastogi 6. Shri P.S. Suryaprakasam 7. Shri Vinod Mehta 8. Shri Binod Sharma 9. Shri Praveen Kumar \$ 10. Shri Ashok Kumar Sharma 11. Shri R.C. Sahoo 12. Shri Munindra Saikia 13. Shri C.P. Singh * 14. Shri Prabhakar Andrew 15. Shri Sharif Khan Pathan 16. Shri Sekhar Das 17. Shri Taposh Mukherjee 18. Shri H.G. Dwarakanath 19. Shri Naib Singh 20. Smt. Anita Datta 21. Ms. Sunita Diman 22. Shri N.K. Mahani 23. Shri G. Mohan Rao 24. Shri B.P.Singh * 25. Shri C.P. Yadav <p style="text-align: right;">* <i>attended on 19/12/2014 only.</i> \$ <i>attended on 20/12/2014 only.</i></p>

SECTION-A: INTRODUCTION

Member(Staff) as Chairman of the meeting addressed the gathering as under:

Shri Guman Singh, President NFIR, Shri Raghaviah, General Secretary, Shri Bhatnagar, other representatives of NFIR, my colleagues from Railway Board, I extend a very hearty welcome to all of you to this meeting of PNM. We are all aware that NFIR has been playing a very significant role in maintaining harmonious relationship. Our industrial relations is one of the best and hope that this spirit of solving problems through mutual consultations and dialogue will continue. Yesterday, we had a meeting at MR's level where Mr. Raghaviah and Mr. Guman Singh were present and we had a very fruitful dialogue as regards the new policy and initiatives being taken. Hon'ble MR had tried to address the concerns of the Federations and we will see that whatever new policy initiatives are taken in view of funds constraints in no way they hurt the prospects of our employees and this will be our endeavor. We will see to it that their interests are protected while Railway's financial health also improves. I will briefly touch upon the performance of Indian Railways in the last eight to nine months. We had carried additional freight traffic to the extent of 5.24 per cent as compared to the same period of last year even though our number of passengers have gone down. The earnings are on positive side and there is marginal reduction in working expenditure. So overall financial front this year whatever has been budgeted appears to be realistic and we hope to achieve all that. On Safety front the situation is not very rosy. The number of accidents have slightly gone up mainly on account of derailments and we have to see to it that we take care of our assets our morale of the persons and the training and other aspects so that the number of accidents are contained if not reduced to last year's level.

You are aware that Hon'ble Prime Minister has launched a 'Swachh Bharat Mission' and we all have maximum number of complaints presently on cleanliness and that is one of the biggest issues and we all have to see that we do our level best so as to make the mission of "Swachh Bharat Abhiyan" a success on Indian Railways as well. On other staff issues, various measures have been taken which you are aware particularly from medical side, lot of liberalization has been given to the Railways as far as enrollment of CMPs is concerned, as far as some other matters like issue of medicines to the employees. We have said that retired employees can take upto three months requirement. So that will help employees not repeatedly coming for the same medicines. Various other measures have been taken which I

am not going into. Our performance on sports front has also been satisfactory. FDI has been bothering our Railwaymen. Yesterday, discussion has perhaps thrown lot of light on the way we are going for this aspect. As Hon'ble MR explained we are not going in for privatization, it is taking basically private capital in our system so that whatever projects we are not able to take up or wherever there are constraints we are able to work on that. I would like more time to be spent on discussion of agenda items rather than on formal speeches. So I once again welcome you to this meeting and I look forward to a very meaningful discussion and hope that many of the issues can be resolved in this conference and we continue with the dialogue which we formally keep having every now and then but this formal dialogue also, we continue to have so as to resolve maximum problems.

Thank you very much.

Shri Guman Singh, President/NFIR

The Chairperson & Member Staff, all officers of Railway Board, Dr M. Raghavaiah Garu, General Secretary/NFIR and my colleagues representing NFIR, this meeting is being held after a gap of eleven months though the agenda of this meeting was given to the Railway Board on 19/03/2014. According to the schedule, this meeting should have been convened six months before. He expressed displeasure in the avoidable delay in conducting PNM meetings and stated that Permanent Negotiating Machinery was set up with the objective to settle staff grievances at the earliest through negotiation. The permanent Negotiating Machinery is unique on Indian Railways and played a very significant role in maintaining industrial peace. Incidentally, Zonal and Divisional administrations observe the dealing of Railway Board with the Federation and follow the same footsteps. This can be verified from the fact that hardly any Zone or Division is holding PNM meeting as per schedule.

Recently, NFIR invited attention of Railway Board through letter dated 18/11/2014 that the PNM meetings are not being convened on N.Rly & N.C. Rly inspite of repeated reminders to convene the PNM meetings. The reason for not convening meeting was on the plea that the GM/NCR was holding dual charge of GM, N.Rly.

He quoted for example GM/Central Railway had dual charge of GM/Western Railway and GM/NW Railway had also dual charge of GM/Western Railway, both conducted PNM

meetings of both zones with both the unions during the periods. He urged that there is a need to pay due attention to make the PNM effective at all levels.

At this occasion of formal meeting, he apprised the Railway Board that the Working Committee of NFIR had taken decision in its meeting held on 10th December, 2014 to go on strike in support of long pending demands of railway employees and against the decision of Government to resort to 100% FDI, PPP and contractorisation on Indian Railways.

He further mentioned that on 11th December, 2014 all the constituent organization of Joint Consultative Machinery (JCM) including NFIR & AIRF have also taken decision to go on strike on common day in support of their pending demands & against the Government's decision of FDI, PPP and unilateral and unfair amendments in Labour Laws. This situation has arisen mainly because the Government has made the JCM in-effective, although the main object of Joint Consultative Machinery was to prevent situation of strike and by settling the industrial disputes through negotiations and in case of default of settlement of disputes through compulsory arbitration.

Shri Guman Singh, further stated that in all the previous PNM & DC-JCM meetings, attention of Railway Board was invited to the following staff grievances with the hope that suitable action would be taken to redress the grievances but most of the problems have been aggravated further, such as;

- Conditions of railway staff quarters & colonies have further deteriorated because of no maintenance,
- Medical facilities to staff posted at way side stations & to track maintenance staff is almost zero. It was requested to take effective steps but unfortunately no effective action has been taken by the Administration on this important issue,
- Shortage of doctors and other para-medical staff continues to persist with the result many Railway dispensaries/Health Units are without doctors.
- Divisional Railway Hospital, Jaipur was upgraded to Central Hospital in the year 2003 but even after lapse of over eleven years neither the building nor the staff have been provided though work load has already increased in the Central Hospital. Presently, construction of building though has begun but unfortunately action does not appear to have been to initiate and create posts of adequate Railway Doctors, para-medical and other staff for the Central Hospital,

- After lot of deliberations between the Railway Board and the Federations orders were issued by the Railway Board vide letter dated 8th October 2013 for implementing cadre restructuring in Group ‘C’ categories w.e.f. 01/11/2013. President/NFIR categorically stated that the implementation of CRC as per ground reality is very very slow and has virtually stopped in majority of cases in the Zones for want of equal matching surrender. He however urged the MS that the orders of CRC be implemented without stressing on matching surrender because there will be very meager financial implications as most of the employees are already getting the higher pay under MACPS.
- He further mentioned that the Railway Board becomes party in covering the wrong decisions taken by the Zonal Railways. The role of Railway Board as a matter of fact, has to be impartial in dealing with the disputed matter referred by the Zones/PUs and proper clarification based on extant rules precedence etc be given with the aim of helping the employee.
- He reminded that in consonance to the rules in force, decision was taken to deploy staff from force in the offices of RPF but the implementation of the same has been delayed abnormally. He requested the MS to expedite action on the decision.
- In order to prevent death during the course of employment due to job hazards, railway must organize seminar to generate awareness.

Dr. M. Raghavaiah, General Secretary/NFIR

At the outset, the General Secretary/NFIR thanked the Member Staff for giving decisions in favour of Staff more particularly:-

- a) Revision of ratio of Track Maintainers as 6 : 12 : 22 : 60 in GP Rs 2800, 2400, 1900 and 1800 respectively,
- b) Addition of five more Safety categories within the scope of LARSGESS,
- c) Coverage of staff appointed as substitute and attained temporary status prior to 01/01/2004 and got regularisation subsequently under Liberalised Pension Scheme,
- d) Enhancement of GDCE Quota from 25% to 50% to be filled by RRCs,
- e) Revision of Board’s instructions for covering the staff working in GP 4600 for grant of scholarships to their wards from SBF for pursuing higher technical/scientific studies. (However the rider “precedence” be deleted),

- f) For issuing revised instructions for making eligible the safety category staff under LARSGESS who have put in a minimum of 10 years service in Safety category at the time of seeking voluntary retirement under the Scheme.
- g) Enhancement of Fixed Medical Allowance from Rs 300/- pm to Rs. 500/- pm.

Deliberating on the subject relating to the functioning of negotiating machinery and formal meetings, the General Secretary/NFIR expressed his disappointment over abnormal delays taking place in holding PNM meetings at Board's level and mentioned that the present meeting is being held after lapse of over 11 months. He specifically requested the Member Staff to see that PNM meeting is held with the NFIR periodically and is result oriented and for the said purpose, he suggested that the PNM meeting is held regularly at least from 2015 onwards. He also expressed disappointment over non-holding of regular PNM meetings at Zonal, Divisional levels and he cited the cases of Northern and North Central Railway where meetings have not been conducted since more than 1½ year.

The General Secretary/NFIR also mentioned that there has been no satisfactory follow up action on the items discussed in separate meetings at the level of CRB with full Board. In this regard, he mentioned the meeting held on 23rd August 2013 under the chairmanship of CRB and Record note of discussions issued on 2nd Sept 2013, on which no follow-up action has been taken, consequently many items continue to remain unresolved. He also mentioned about the Special meeting held by the Board under the chairmanship of CRB on 7th Feb 2014 with the Federations on some selected demands on which strike ballot was conducted. He said that while a few items have been settled, remaining large number of items have not been finalised although it was agreed to in the said meeting.

In this connection, he specifically quoted the case of stepping up of pay of Loco Inspectors wherein the full Board had agreed to grant stepping up of pay on the remaining six zones. He expressed his anguish over non-implementation of the decision and also conveyed his resentment against Board's action of pursuing the case in the Supreme Court through a Review SLP. He further said that the Review SLP was dismissed by the Apex Court on 3rd December 2014 and he urged upon the Member Staff to see that the stepping up of pay is granted to the Loco Inspectors on the remaining six Zones of the Indian Railways without loss of time.

The General Secretary/NFIR conveyed his dis-appointment on the abnormal delay, caused in settling matters at Railway Board's level, arbitrary reversal of decisions on settled issues and the negative attitude adopted by the Railway Board, coupled with Government's decision for introduction of FDI 100% in Railways, PPP, outsourcing, contractorisation, non-settlement of 65-point charter of demands of NFIR etc are the factors disturbing the minds of the Railway employees who are agitated and are pursuing united struggle which may culminate to "indefinite strike" in Railways if their demands are not conceded by the Government and the Railway Ministry. Talking on the issue relating to exemption of Railway employees from the purview NPS, the General Secretary/NFIR reminded the Member Staff/Railway Board that proper follow up action needs to be taken in continuation to the then MR's d.o. letter dated 29th March 2014 to the Finance Minister, Government of India.

He reminded that decision for united struggle was taken in NFIR's Working Committee Meeting held at New Delhi from 10th to 12th December, 2014 wherein a Resolution, in this connection, was passed. Copy of the resolution has also been made available to the Hon'ble MR, MSR, CRB and Board Members. Mr. Raghavaiah further stated that necessary communications, in this connection, have been sent to the Hon'ble Prime Minister of India and other Ministers of the Central Government of the proposed strike action.

General Secretary/NFIR mentioned that the Federation vide letter dated 29/10/2014, 10/11/2014 & 09/12/2014, has suggested various ways and means to the HLRRC, HLC.

The General Secretary/NFIR explained as to how the Yatri Ticket Suvidha Kendra (YTSK) scheme is financially unviable and also mentioned as to how it will be a source of profit to the Licensee at the cost of reputation of the Indian Railways. He requested the Railway Board to connect NFIR's letter No. II/91Part I dated 15/12/2014 wherein details have been furnished for appreciation and review. He urged the Railway Board to withdraw the Scheme and issue instructions to the Zonal Railways for creation of sufficient number of posts of Enquiry -cum-Reservation Clerks without linking with the matching surrender for opening additional counters of PRS at locations where YTSK Scheme has been introduced.

General Secretary/NFIR expressed his dis-appointment over non-finalization of following issues:-

1. Fast Track Committee: Though the Railway Board has set up a Fast Track Committee to resolve and settle 13 issues including subjects like: Engagement of Course Completed Act Apprentices, Upgradation of Apex level Group `C` posts to Group `B` Gazetted, Parity in the Pay structure of Stenographers working in the Railways, Stepping up of pay of Loco Inspectors the Committee met 3-times since its formation; unfortunately instructions on many issues have not been issued by the Railway Board so far.
2. While mentioning de-merits of the New Pension Scheme, GS/NFIR said that statement of amounts lying in the credit of the employees are not being provided leading to dis-satisfaction among the staff covered under the NPS.
He further stated that the staff have been facing all sorts of difficulties at the time of drawing loans.
3. GS/NFIR further stated that the cases brought to the notice of Railway Board by NFIR through letters for redressal are examined without application of relevant rules and linking precedences. The replies sent to the Federation are not endorsed to the Zones.

It was further pointed out to the Member Staff by the GS/NFIR that whenever instructions are issued by the Railway Board on any of NFIR's PNM item, the instructions issued do not contain reference of NFIR's PNM item or the reference letter which needs to be looked into for improvement of system.

4. Implementation of Cadre Restructuring:

Dr Raghavaiah invited attention of the Member Staff the amount of injustice done to the staff where selections/Trade tests in the base grade have been cancelled by the Zonal/Divisional Administration in the name of implementation of Cadre restructuring. GS/NFIR cited references of NFIR relating to following cases, for satisfactory redressal of the grievances of staff working in GP 1800 who get limited opportunities in their career :-

- Cancellation of the selection of Dressers from amongst erstwhile Group `D` staff, presently in GP 1800, on South Central Railway,

- Cancellation of on-going selection/ Trade Test for Technician-III on Waltair Division of East Coast Rly (NFIR's letter No. I/8/CRC/09/Vol 9 dated 19/08/2014).
- Cancellation of ongoing selections for promotion of erstwhile Group 'D' staff GP 1800 consequent to implementation of CRC w.e.f. 1/11/2013- case of TEs' selection on Jabalpur Division of WC Railway (NFIR's letter No. I/8/CRC/09/Vol.10 dated 16/2014).

In addition to above, GS/NFIR urged the Member Staff to kindly get connected references made by the Federation, cited below and issue positive directions to the concerned Zones so that the staff could avail the benefit of CRC decision.

- Surrender of higher grade promotional posts in the ministerial cadre/ Mechanical Deptt, Waltair Division of East Coast Railway (NFIR's letter No. I/8/CRC/09/Vol.10 dated 20/11/2014).
- Denial of promotion to Station Masters promoted prior Cadre Restructuring on Western Railway (NFIR's letter No. I/8/CRC/09/Vol.10 dated 05/12/2014).
- Case of non-implementation of cadre restructuring in Rail Wheel Factory, Bangalore due to non-provision of adequate money value.

5. Dr. Raghavaiah while drawing attention of the Member Staff to the proposals approved consequent to the decisions taken in the DAC meetings, have not been finalised as yet and mentioned that the following proposals have been pending in the MoF for a long time or returned by raising query. He stated that special efforts needs to be made to obtain approval of Government.

- Entry GP Rs. 4200 to Station Master's category,
- Merger of Technician II & I with revised GP Rs. 2800/-,
- Provision of GP Rs. 4600/- to Loco Pilots (Mail) plus additional allowances.

6. Cases of MACP Scheme

- (a) Deliberating further the General Secretary/NFIR mentioned with pain that in the meeting held between the full Board and Federations on 7th Feb 2014, it was decided vide item no.5 that specific issues of MACPS and DAC where we have strong case for

acceptance, would be identified by the Federations and will be discussed separately with the MS & FC after the Budget Session.

Dr Raghavaiah stated that the NFIR has since provided the list of specific cases and the relevant judgements passed by various Courts including Apex Court under letters No. IV/NFIR/MACPS/09/Vol-8 dated 19/03/2014, 31/03/2014 & 03/07/2014, the said meeting has not been convened and we are approaching next budget session of 2015-16. The most disappointing part is that even the judgement of Apex Court is being implemented selectively and not to the similarly situated staff, he pointed out. This is increasing Court cases un-necessarily on the Indian Railways.

- (b) Citing the instructions issued by the Railway Board vide letter No. PC-V/2009/ACP/2 dated 12/09/2012 on MACP Scheme for Railway employees – on the treatment of employees selected under LDCE/GDCE quota selections, Dr Raghavaiah said that the clarification issued by the Railway Board is creating all-round confusion on the Indian Railways particularly in the cases where the staff have been selected & promoted against LDCE/GDCE quota but are denied financial upgradation under MACPS on the pretext that the relevant Recruitment Rules do not provide the same although LDCE/GDCE quota is part of D/R Quota.

GS/NFIR urged to issue instructions to consider the cases of staff selected against LDCE/GDCE quota as entry GP holders for the purpose of MACPS.

7. Liberalized Active Retirement Scheme for Guaranteed Employment to Safety Staff (LARSGESS)

Dr Raghavaiah brought to the notice of the Member Staff that a wrong clarification has been issued by the Railway Board to the Northern Railway vide letter No. E(NG)I-2010/PM1/19 dated 23/06/2014 wherein the categories of staff of Bridge Department on Indian Railways such as Sarang (all grades), Carpenter (all grades), Rivetter (all grades), Welder (all grades), Blacksmith (all grades) and Helpers (all grades) though performing safety duties, have not been considered as 'Safety category' staff on the untenable plea that they do not work on the Railway tracks.

GS/NFIR urged to connect NFIR's letter No. II/34/Part 11 dated 16/10/2014 addressed to the Railway Board. He requested that suitable clarification to all Zonal Railways including Northern Railway is issued early.

8. Absorption of Quasi Administrative Staff:

He mentioned about the decision taken against item no. 8 of the minutes of the meeting held between the full Board & the Federations on 07/02/2014 wherein the Railway Board had agreed as follows:-

“It was agreed that this issue would be discussed with the Federations separately.”

He stated that despite the above decision, no step has been taken by the Railway Board till now to convene the meeting.

9(a) Compassionate appointments to the widows/wards of the deceased staff of IRCA:

Compassionate appointment to the widows/wards of deceased staff of IRCA is not being considered. He mentioned that the claims of the widows/wards deserve to be considered in view of the fact that the IRCA staff, while in service, were drawing Railway Passes/PTOs, wages etc., besides living in Railway accommodation and hence the Board's view that they are not Railway employees is totally unjustified. GS/NFIR further requested the Railway Board to link the case sent under Federation's letter No. II-1A/Part 18 dated 13/01/2014 and issue instructions to Northern Railway for offering appointment to the widows of the former IRCA employees.

(c) He also mentioned case of compassionate appointment in favour of Shri Nilay Shamrao S/o late Padma S. Tekale, former Staff Nurse under CMS, Vadodara. The GS/NFIR stated that since there are enough merits in the case, the General Manager/Western Railway has made special recommendation for seeking Board's approval to offer appointment to the ward of former employee. He also said that the Federation has also written to Railway Board under letter No. II/1A/Pt. 19 dated 08/09/2014, and requested for issuing orders.

10. He requested to review the case of granting relaxation in Medical standards in the case of Shri Raju Khutwad (injured on duty) in view of the fact that similarly situated case of Northern Railway where Apex Court has quashed the Railway's order declining to post the employee as Ticket Collector due to vision in one eye (NFIR's PNM Item No. 29/2008).

11. GS/NFIR invited attention of the Railway Board to Federation's letter No. II/19/Part. II dated 6/03/2014 wherein injustice meted out to the re-deployed medically decategorised Running Staff in alternative employment was explained in detail. Dr Raghavaiah stated that as per agreement reached between the Federation and the Railway Board the pay element is required to be taken into consideration at the time of accommodating the Running Staff in the alternative posts with full benefit. These staff on opting for retirement are to be extended similar benefits with add on pay element. The GS/NFIR urged the Railway Board to reconsider and review their decision and issue positive instructions.
12. Inviting attention of the Railway Board on the issue of dual control over the category of Health Inspector in Railways (particularly on Northern Railway), the General Secretary, NFIR stated that the Federation vide its letter No. IV/NFIR/SR/2014 dated 25/11/2014 has submitted a detailed proposal justifying the need for setting up of a new Department called Public Health Department on the Indian Railways. The proposal framed by the NFIR inter-alia contains the hierarchy of the new Department at Divisional, Zonal and Railway Board's level and is feasible for implementation from the existing strength of Health Inspectors making them more accountable and responsible.

Shri R.P. Bhatnagar

1. Railway employees performing duties at remote locations and at locations where Railway Health Units have been situated at far off locations, have been facing difficulties for getting medical treatment for self and their family members due to heavy shortage of Medical Officers (Railway Doctors). Trials carried out for providing medical assistance through Mobile Medical Vans were proved successful. More Mobile Medical Vans need to be provided for providing adequate medical assistance to the Staff.
2. Supervisory Officials like SSE in all technical departments have been holding heavy Stores, the present cost of which is now in crores of rupees, requiring separate management.

NFIR demands that separate DSK should be under each SSE as it is not possible for the SSEs to take the responsibility along with the execution of technical work like maintenance of Tracks etc.

3. Federation demands that creation of new posts in all grades for maintenance of additional activities/assets/new services should be done immediately without imposing the condition of equal matching surrender to maintain already depleted strength in Safety, Technical and Running Categories of staff.
4. The condition of Railway Quarters in majority of Zones is pathetic and require heavy repairs.

NFIR demands that adequate funds need to be allocated for carrying out heavy repairs to the Railway Quarters to reduce shortage of railway accommodation.

Shri B. C. Sharma

Issues raised:-

Incorrect clarification issued by the Railway Board to GM(P)/Northern under letter no. E(NG)I-2010/PM1/19 dated 23/06/2014 pursuant to the reference made by the Zonal Railway declaring following categories of Staff of Bridge Department as 'non-safety' on the plea that they are not working on railway tracks.

- Sarang (all grades), Carpenter (all grades),
- Rivetter (all grades), Welder (all grades),
- Blacksmith (all grades) and Helper (all grades).

He stated that the Zonal Railway while making reference to the Railway Board, did not take into confidence any of the recognized Unions on the Zone and unnecessarily referred the matter to Railway Board even, though it was not desirable. On the other hand, the Railway Board did not consider the basic fact that all the Bridge staff including the categories mentioned above are required to work on all bridges and majority are located on high altitudes ranging from 100-200 feet in difficult terrain on Railway Tracks. These staff face hard living conditions where even amenities of living are not available.

As pointed out to the Railway Board by the Federation, classification of these categories needs to be restored as 'Safety'. He requested for issuing instructions to the Northern Railway duly declaring these categories as 'Safety'.

2. The age-old classification of Railway Quarters needs to be changed, keeping in view the future family size with following modification:-

- One Additional Room & Store Room attached with Toilet & Bathroom to be arranged in every Quarter of Type-I, II & III.

NFIR therefore demands that the old plan of Quarter may be reviewed and redrawn duly taking account local conditions as well.

3. It was mentioned that as per Audit Report No. 34 for the Year 2010-11 conducted by the Railways, it has been clearly stated that the irregularities as mentioned at Page No. 15 to 28 in Para 2.1.8 of the Report of Audit, have been existing for which Indian Railways have been incurring losses.

He further stated that while the Government of India, has been trying its best to bring in FDI but no authority in the Government or in the Railway Ministry is keen to rectify the above deficiencies which have been continuing till now, unchecked, since 2005 with the result the Indian Railways has been losing crores of Rupees.

In the past few years Audit also had been highlighting various irregularities in containers by CONCOR and losses on account of Non-revision of Haulage Charges, under load train, Non-recovery of Haulage Charges in respect of Containers and Non-levy of charges on the actual distance but no action seems to have been taken. He further said that the Rates of Handling Charges fixed by Railways were less than even the Base Class Rates; causing huge losses to the Indian Railways due to wrong planning. NFIR therefore demands that the Base Rate and other to be recovered from CONCOR may be revised with reference to operational cost and remaining charges discrepancies may be set right from CONCOR and other Containers Operators.

4. NFIR has referred the case of Northern Railway regarding the 2nd chance to the Wards of the Railway Employees and LARSGESS Scheme for the year 2011 (2nd Cycle), 2012 (1st & 2nd Cycle) & 2013 (1st Cycle), due to delayed implementations of the Cycles

which was completed on 13-05-2014 by Northern Railway. About 156 Wards of Railway Employees had been placed on the Panel of ALP under LARSGESS Scheme, unfortunately about 38 Wards of the Railway Employee, who had qualified written test and Viva, were failed in the Aptitude Test but were denied 2nd chance. NFIR has already requested to Railway Board that due to administrative reasons, these Cycles were completed in 2014. NFIR's letters dated 16/10/2014 and 11/11/2014 may be connected. 2nd Chance of Aptitude Test need to be allowed to the 38 Wards of Railway Employees to clear the Test.

5. It was also mentioned that whenever DA goes above 50% as per the 6th Pay Commission recommendations approved by the Government of India, 25% of Allowance has to be increased with effect from January of every year & July of every year. Railway Board has been taking 3-4 months period in implementing Government's orders to enhance various Allowances. Due to this, the Railway Staff who have been performing duties on moving Trains are facing difficulties for claiming the increased Travelling Allowances. This problem needs to be addressed properly.

SECTION-B: MINUTES

DG/RHS

25/2012: Periodical Medical Examination - Relaxation for Loco Pilots and Guards declared with TYPE-II Diabetes – Reg.

It was agreed to allow appeals from employees decategorised in the last two years immediately prior to the date of issue of initial order allowing relaxation i.e. cases decided within a period of two years prior to the issue of Railway Board's Letter No.2008/H/5/18 dated 20.05.2011.

44/2012: Retired Employees Liberalised Health Scheme (RELHS)-97) - Extension of scope to those retiring with less than 20 years service

Official Side stated that the proposal to consider the demand in case of normal superannuation cases has not been agreed to by Finance Dte. Federation strongly conveyed their discontentment as this was agreed to do so in the last PNM meeting. After consulting EDF(E) in the matter it was agreed to reconsider to cover those retired employees who joined late but retired at the normal superannuation age.

This will be processed in a month's time.

59/2012: Eligibility for accommodation in the Railway Hospitals/ Recognised Hospitals-Non observance of laid down instructions – Staff facing hardship – review urgent

Necessary instructions have been issued to Zonal Railways vide Board's letter No.2011/H-1/11/90/SCR/ Accommodation Criteria dated 25.08.2014.

(CLOSED)

7/2014: Recognition of corporate hospitals for referral facility for treatment of railway employees (serving & retired)

It was explained to the Federation that Railway Board has already given freedom to CMDs to inspect corporate hospitals and send the proposals for the recognition so that the best of healthcare services can be given to Railway patients at the time of need.

However, representatives of the Federation mentioned about reference from NF Railway and difficulties being faced in RWF, ICF etc. It was agreed to look into those cases for the needful action.

20/2014 (iii): Railway Hospital within the premises of the Coach Factory at Rae Bareli with required facilities of specialist & Super Specialties to attend to Health Problems of the staff and their family members yet to be established.

CMS(SAG) has already joined at RCF, Rae Bareli. He can engage specialist on HVS basis or can call on case to case basis. There is no specialist cadre of IRMS. On availability of specialist from UPSC they can be posted.

AM(Tele)

7/2013: Joint Procedure Order (JPO) for use of CUG/ Personal Mobile Telephones by Loco Pilots/ Assistant Loco Pilots/ Motormen and Guards – Review – urged

Missed Call Alert Facility is a premium service provided by Airtel to its subscribers. Any CUG user can opt for this facility and no separate instructions are required to be issued for this purpose.

(CLOSED)

EDPM

19/2013: Reservation for Tatkal by paying difference of Fare on passes/ PTOs

The matter was re-examined but it has not been found feasible to agree to the request.

(CLOSED)

13/2011: Provision of cooking facilities at Rest Rooms meant for Ticket Checking Staff

It was explained that there is no pending policy issue on which a dispute exist now. Improvement to TTEs rest houses has been taken with zonal railways with D.O. letter from CRB and MT. Further, the matter has also been followed up in CCM Conferences. Improvement and Maintenance of TTEs rest houses are continuous and ongoing process. Further the status report on TTE Rest Room over Zonal Railways and at Delhi, Mughalsarai and Lok Manya Tilak Terminus furnished to the Federation. After detailed deliberation it was agreed to send a further reference from Board (MT) highlighting the complaints made by the Federation on this PNM Item.

29/2014: Ticket Checking Squads – Change of nomenclature

Position advised by Official Side is enclosed as **Annexure-A**.

AM(Elect.)

25/2011: Problems encountered by A.C. Escorting staff due to deterioration in working conditions.

A separate meeting with Board (ML & MM) is yet to be held. It was stated by the Official Side that due to non availability of a regular MM, the meeting cannot be held immediately. Federation requested for holding this meeting very soon. It was agreed to fix the meeting date early.

24/2013: Urgent need for construction of a new Running Room at Mumbai Central – Western Railway.

The Federation's representatives conveyed their utmost concern on this issue as due to lack of facility, the running staff are sometime required to wait for four to five hours for accommodation in the running room at Mumbai Central, Western Railway. They conveyed that this is a serious problem and needs immediate attention. The issue was discussed threadbare and it was decided to look into the matter and take quick action.

AM(CE)

3/2012: Career Progression and improvement of working conditions of Trackmen in the Railways – Implementation of the Report of the Joint Committee

Federation demanded implementation status on Board's letters dated 17.08.2012 & 01.04.2014 in a month's time. This was agreed to.

AM(Signal)

14/2010: Upgradation of posts commensurating with the increased work load and responsibilities – ESM Category – S&T Department.

Another separate meeting with AM(Signal) is to be held.

Adv.(Bridge)

30/2014: Adverse working conditions faced by Bridge Staff on Northern Railway – remedial measures urged.

It was explained to the Federation that while it is true that bridge staff have to stay at remote/ far off locations as per requirement of bridge sites where all the facilities cannot be provided. However, proper tent facility with electricity provision through generators and water supply through hand pump/submersible pump is being provided. As per prescribed duty roster of staff, weekly rest is given to the staff working in Bridge Organization. There is no provision of over time allowance in Bridge Organization of Northern Railway. The staff deputed on duty beyond duty hours is given compensatory rest in lieu of over time. Traveling Allowance (TA), is also paid to the staff as per the extant rules. For medical emergency, first Aid Box is provided at the site. Further a vehicle is always kept at site so that in case of emergency, medical treatment may be given to the staff by sending them to the nearest hospital/medical facility.

Federation however expressed their reservations on the issue of overtime allowance and in the matter of eligibility of Bridge Staff under LARSGESS. It was agreed to examine these issues further.

AM(PU)

38/2012: Hard working conditions and excessive duty hours- Loco Inspectors category

A separate meeting with Board (ML &MM) is yet to be held. It was stated by the Official Side that due to non availability of a regular MM, the meeting cannot be held immediately. Federation requested for holding this meeting soon.

6/2013: Need for air-conditioning Running Rooms and Loco Cabs.

It was explained by the Official Side that so far as air-conditioning of Loco Cabs is concerned, 20 locos have been air-conditioned by now and from February, 2015 onwards, new locos which will be manufactured by DLW will have provision for ACs. As regards AC in running rooms, it was advised that this has not been agreed to by Board. Federation however insisted on air-conditioning of Running Rooms at places where the temperature is abnormal beyond 42^o.

6/2011: Incentive Bonus under Group Incentive Scheme to the Chemical and Metallurgical Superintendent (Grade Pay ₹4600/-) in Rail Wheel Factory (RWF), Yelahanka

Official Side advised that as was agreed in the last meeting, a new Committee with a Staff Council Member has been formed.

51/2012: Review of Group Incentive Scheme at Carriage Repair Shop Tirupati, South Central Railway-Sanction of staff strength at 120R

Federation was advised that their letter dated 14.04.2012 forwarded to South Central Railway on 30.07.2013 for information and necessary action and thereafter a reminder has also been sent on 02.12.2014. It was agreed that this issue will be settled by the local recognized Union.

(CLOSED)

19/2013: Grievances of the Railway employees working in Rail Wheel Plant, Bela, Chappa

Federation will check the position and get back, if necessary.

2/2014: Problems faced by Train Guards in the course of performing duties - due to adverse working conditions-reg.

Official Side mentioned that Guard's brake van in coaching trains are attached as SLR/SLRD/SRD Coaches or Power Car in EOG trains.

During Primary/Secondary or Other end Examination of trains, the condition of amenities in these coaches is being checked by maintenance staff and the repairs are attended without fail. Any problems reported by Guards are also attended during maintenance.

However, the Zonal Railways have been advised vide Board's letter dated 11.12.2014 that maintenance of coaches including Brake Vans (SLRs) should be done strictly as per Maintenance Manual to avoid any complaint. Copy of the reference given to Federation during meeting.

Federation has complained that the condition of Goods Brake Vans is very much unsatisfactory and urged upon the Board to see that improvement are made.

EDV(E)

8/2012: Periodical Transfers – Policy on rotation of officials working in sensitive posts.

It was agreed to hold a separate meeting on this issue and prior to that, CVC's instructions in the matter to be given to Federation.

Adv.(L&A)

11/2014: Entitlement of various types of residential accommodation based on the revised Pay Scales recommended by 6th CPC

Official Side explained that there are 1.86 lakh Type-II quarters available against 3.85 lakh staff entitled to Type-II quarters, so there is deficit of 2 lakhs quarters at present. This deficit will further increase by more than 2 lakh staff in GP ₹1800 if the demand of the Federation is to be accepted. So what is required is construction of more Type-II quarters and allocation of more funds for the same. Federation's suggestion of merger of existing two Type-I quarters for conversion into Type-II quarter will be examined.

EDF(E)

4/2011: Denial of TA/DA to the Staff Car Drivers in the Railways

Federation demanded a joint meeting with Federations which was agreed to.

15/2011: Introduction of New Pension Scheme – Application of old Pension Scheme in the case of those inducted prior to 01-01-2004 and attained temporary status

Necessary instructions have been issued vide Board's letter No.2012/F(E) III/1(1)/2 dt. 29.10.2014

(CLOSED)

4/2013: Emoluments to be reckoned for grant of retirement/death benefits of staff working in Construction Organisations etc., on Indian Railways

Official Side stated that the demand for extending the benefit of Board's letter dated 09.06.2011 to employees of Construction Organisations who had retired/died prior to 19.08.2010, consequent to the discussion in PNM, was considered by Board, keeping in view all the extant rules and regulations and it is stated that the demand of the Federation is not considered feasible for acceptance.

The Federation expressed their resentment on this issue and said that the Codal provisions need to be respected and by following the same, past cases to be covered.

After detailed discussion, it was agreed to put up the file to Board (MS & FC) for consideration. Federation also suggested to arrange meeting with MS & FC.

8/2014: Simplification of rules/procedure on withdrawals from Provident Fund by Railway employees

Official Side explained that for withdrawal from Provident Fund, there is no necessity for submission of affidavit and self declaration is sufficient. Federation mentioned about difficulties being faced on Northern Railway. It was agreed to issue a letter to NR.

(CLOSED)

EDPC-I

18/2004: Revision of special allowance to the Accounts staff for passing Appendix II and III examination with effect from 1.1.96.

&

9/2012: Qualification pay to Accounts staff on passing Appendix III (IREM) Examination – Rectification of anomaly.

This will be discussed by the Federation with Adviser(Finance).

8/2008: Fixation of pay to the staff posted from one project to the other.

Instructions have been re-iterated vide Board's letter dated 20.11.2014.

(CLOSED)

13/2010: Payment of Transport Allowance to Railway Employees working at Ghaziabad, Faridabad, Gurgaon and Noida which are classified at par with Delhi as 'X'.

Discussed and closed.

(CLOSED)

1/2011: Grant of Financial Upgradation under MACPS to the staff who are in the same Grade Pay for more than 20 Years.

This issue is to be included in the separate meeting with MS and FC.

5/2011: Categories exempted from the period of officiating – Revision of Daily Officiating Allowance.

Matter is under consideration and will be finalised within a month's time.

8/2011: Reckoning of Additional Allowance as pay for all purposes including computation of Retirement Benefits - Running Staff.

The Staff Side requested to withdraw the reference on Running allowances sent to 7th CPC as the Federation raised certain objections to the contents thereof. The Official Side explained to the Federation that on reckoning of Additional Allowance for the purpose of computation of retirement benefits, the Ministry of Finance have already been consulted and they have not agreed to the demand.

Further, it was explained to the Staff Side that on persistent demand by the Ministry of Railways, the Ministry of Finance agreed for allowing benefit of promotional pay fixation in specific situations of promotion in the same pay band/grade pay concerning running staff.

In the last meeting held on 19.05.2014 between Railway Board and Staff Side, it was decided to refer the issue of additional allowance to 7th CPC with the recommendations. Accordingly, a reference on this specific issue, along with other Running Allowance matters, has been made to 7th CPC. Federation wanted copies of the same for perusal and discuss further.

9/2011: Application of Safety Related Retirement Scheme (LARSGESS) to the Loco Pilots drafted to work as Crew Controllers.

Official Side stated that this matter was put up to Board who decided to discuss the issue in Fast Track Committee.

16/2011: Abolition of Pay Scale and Introduction of upgraded Pay Scale with revised designation – Senior Section Engineers (Drawing) – Clarification on entry Grade Pay.

&

16/2013: Non-grant of benefit under MACP Scheme to the Stock Verifiers working in Zonal Railways/Production Units.

&

17/2013: Grant of financial upgradation under MACP Scheme – Wrongful clarification issued by the Railway Board.

On the Federation's request, the issue is to be discussed in a separate meeting with Board (FC and MS).

22/2011: Grant of Transport Allowance to the employees availing the facility of Workmen Trains.

Official Side mentioned that wherever an employee is availing Government Transport, Transport Allowance is not allowed. However, a doubt was raised as to whether the train facility between Guntur –Vijaywada being availed by the Railway employees is called 'Workmen's Special' and exclusively used by the railway employees or it is used by general public also. If this train is called other than 'Workmen's Special' and used by general public also, Transport Allowance to the concerned employees can be considered.

1-B/2012: VIth CPC Recommendation – Allowances to staff.

The Ministry of Health & Family Welfare informed on 22.09.2014 that they have referred the proposal for doubling of the rates of Special Allowance admissible to Nurses working in Operation Theatres/ICU to Dept. Of Expenditure for their concurrence. The final decision in the matter is still awaited.

7/2012: Payment of Allowance to the Running Staff working Duronto Express Trains.

Official Side advised that matter is still in process in consultation with the Coaching Dte. This will be expedited.

22/2012: Grant of Incentive to the Accounts Stock Verifiers who have been posted from the cadre of Junior Accounts Assistant on passing Appendix – IV- A (IREM) Examination.

Under consideration.

26/2012: Pay fixation of V CPC Pay Scale – Injustice to the Senior batch of directly recruited Apprentice Mechanics of I.C.F., Perambur – Rectification – Requested.

In light of the papers submitted by the Federation, ICF has been advised vide Board's letter No.PC-V/99/I/6/8, dated 02.04.2014 to examine the matter.

(CLOSED)

34/2012:Revision of Special Pay granted to Trolleyman working in Engineering and S&T Departments.

Discussed and closed.

(CLOSED)

40/2012: Admissibility of House Rent Allowance in the event of non-acceptance or surrender of Railway residential accommodation.

It was explained by the Official Side that wherever there is a house earmarked, the employee cannot be allowed HRA. In case of any quarter not fit for occupation or sub-standard quarter and so certified by the Engineering Department, the employee is entitled to HRA. After discussion with the Federation, it was decided to issue a clarification after reviewing the matter.

45-A/2012: Problems faced in the implementation process of LARSGESS-Discontentment among safety staff.

Instructions in respect of following the recruitment cycles have been reiterated vide Board's letter dated 27.06.2014.

(CLOSED)

56/2012: Counting of service of D-2 khalasis in CLW for extending benefits of financial upgradation under MACP Scheme – reg.

This will be discussed in a separate meeting with EDPC-I.

58/2012: Grant of PCO Allowance to the Drawing staff (Jig & Tool) working in Parel Workshop/Western Railway.

A reference in the matter has been made to Railway vide Board's letter dated 02.07.2014. Railway's reply is awaited.

5/2013: National Holiday Allowance – Upward revision of rate – urged.

Federation's reply has since been received and the matter is under examination.

8/2013: Committee to determine the quantum of pay element in Running Allowance –Withdrawal of Railway Board's arbitrary decision.

Federation desired to include this issue in the Committee formed to deliberate on Running Staff issues where ED(T&MPP) is the Convenor. Accordingly it was decided to include in the list of items to be dealt by the Committee.

13/2013: LARSGESS for the staff of Safety categories on Zonal Railways – Misinterpretation of policy decision resulting denial of opportunity to Track Maintainers (P.Way Mate).

The issue in respect of extension of the benefit of LARSGESS to Track Maintainer (P.Way Mate) was re-examined. It was, however, not found feasible to extend the benefit of LARSGESS to Track Maintainer (P.Way) as their duties are supervisory in nature.

(CLOSED)

15/2013: Rectification of MACPS anomalies – Stepping up of Pay of Senior incumbents at par with Juniors – item No.8 of the minutes of meeting held on 27/07/2012 at North Block, New Delhi.

Official Side advised that the matter has been consulted with DOP&T who have not agreed for the same. Federation, however, desired a separate meeting with AM(Staff).

19/2014: Denial of revised V CPC pay scale-Injustice meted out to Midwives on Western Railway.

It was agreed to examine the matter further. Federation has mentioned its letters in this regard for taking necessary action.

26/2014: Grant of HRA & City Allowance to the Railway employees working at Loni Railway Station on Central Railway similar to the rates payable at the rate of Pune City – reg.

The matter has been referred to the Ministry of Finance and their reply is awaited.

EDPC-II

6/2008: Cadre restructuring benefit to staff – proper implementation of Railway Board's decision

Cadre restructuring orders for all the major categories have been issued vide Board's letter No. PC-III/2013/CRC/4 dated 08.10.2013 (RBE No. 102/2013). The cadre restructuring of IT cadre is under examination of the ED's Committee constituted by Board. Further, a statement showing category-wise reasons for non-feasibility of cadre restructuring of left over categories has been sent to the Federation vide Board's letter no. PC-III/2007/FE-II/1 dated 26.05.2014.

Representatives from the Federation stated that the cadre restructuring orders are yet to be implemented in many of the Zonal Railways. They also mentioned about cadre restructuring of EDP/IT cadre on which the Official Side remarked that this is being looked into by Adv. (Accounts) and is expected to be done shortly.

(CLOSED)

15/2008: Railway Service (Revised Pay) Rules, 1986 – exercising option for fixation of pay with effect from 1.1.1986

It was agreed to look into the matter further.

2/2011: Career growth of Chemical And Metallurgical Assistant Gr.I & II recruited through RRB with the Qualification of M.Sc.(Chemistry) B.Tech. (Met. & Chemical) – Allotment of Grade Pay ₹4600/- in PB-2 ₹9300-34800

To be discussed in a separate meeting with EDPC-II.

23/2011: Grade Pay of staff in the Inspection wing of Production Control Organizations

Since there was no specific recommendation of 6th CPC for Inspection Wing of Production Control Organisation, normal replacement pay structure as recommended by the Commission is applicable. Nevertheless, certain information relevant to the issue was called for from some of the major workshops of Indian Railways.

While one of the workshops (viz Kanchrapara workshop/Eastern Railway) has not supported the contention made by NFIR, other workshops have not given any reply. Other workshops are being pursued to furnish information.

NFIR insisted that the decision of Railway Ministry, pursuant to an agreement reached in the DC/JCM meeting E(P&A)I-71PE-2/3DC dated 09.02.1979 should be honoured and GP 4200 provided to the inspection wing of PCO. The official side stated that this will be examined.

14/2012: Denial of promotion under Cadre Restructuring to the Controllers category in Danapur Division East Central Railway

Discussed and closed.

(CLOSED)

21/2012: Implementation of VIth CPC Pay Structure – Merger of pre-revised Pay Scales w.e.f. 01.01.2006 – Promotion of staff to the same Grade Pay of ₹1800/- A.C.Coach Attendant's category

This will be reviewed.

28/2012: Grant of upgradation to P.Way Supervisors in the Pay Scale of ₹5000-8000/-(pre-revised) w.e.f. 01.11.2003

Federation contended that proforma fixation w.e.f. 01.11.2003 be atleast allowed. Official Side informed that the issue had been examined and not found feasible. Further it was stated that matter is sub judice.

57/2012: Non-implementation of the benefit of cadre restricting w.e.f. 01.11.2003 on Raipur & Bilaspur Divisions of SEC Railway

Discussed and closed.

(CLOSED)

60/2012: Allotment of qualification related Grade Pay to ECG & Holter Technicians working in Railway Hospitals

The matter will be referred to VIIth Central Pay Commission. Federation requested copy of proposal be made available.

(CLOSED)

1/2014: Fixation of pay under rule 13 to those promoted to identical pay band/grade pay shouldering higher responsibilities.

It was agreed to re-examine the matter in consultation with MOF/DoP&T.

3/2014: Counting upgraded Group 'D' posts in scale ₹3050-4590 /- GP ₹1900 (PB-1) in Diesel/Electric Loco/EMU Sheds-for cadre restructuring

Federation demanded a separate meeting with MM which was agreed to.

4/2014: Restructuring of certain Group 'C' cadres – promotion benefit to the staff against vacancies existed as on 1.11.2013

Matter is under examination.

6/2014: Restructuring in Group 'C' cadres – Counting work charged posts of open line for extending promotion benefit to staff

Details regarding work-charged posts received from S.C Railway has been received and it was informed that no work charged posts are being operated for regular activities in South Central Railway. All the work charged posts operated in S.C Railway are chargeable only to specific estimates for various works.

Further, as per instructions laid down in para 2.2 of cadre restructuring orders dated 08.10.2013, cadre restructuring will not be applicable to ex-cadre & work charged posts, which will continue to be based on worth of charge. This is similar to the norms followed in the previous cadre restructurings (1993 & 2003).

On the above lines a letter has been sent to Federation on 08.07.2014. Federation however not agreed to the above position and sought full details relating to operation of work charged posts against estimates and works being executed.

15/2014: Extension of date for exercising option by the staff for pay fixation under rule S13 on promotion where feeder and promotional posts are in identical pay band and grade pay.

Official Side advised that normally a period of only one month is admissible for exercise of option in question, however in the instant case a period of three months has been

given. However, after discussions, it was agreed to re-examine the case in light of the discussion.

16/2014: Upgradation of the posts of ₹6500-10500/Vth CPC to ₹7450-11500 (Vth CPC) with appropriate pay fixation and merger of the same for placement in GP ₹4600/- (PB-2)-Implementation of Government's decision.

A detailed explanatory reply is to be given to Federation in this matter and can be discussed separately, if necessary.

18/2014: Denial of additional increments to the Nursing Staff possessing B.Sc., Degree, North West Railway

A reference has been made to NW Railway and their reply is awaited.

22/2014: Placement of erstwhile Group 'D' staff in PB-1+GP ₹1800

The matter is under examination in consultation with Ministry of Finance.

28/2014: Incorrect denial benefit of placement as of Sr.P.way supervisor to those expired/ medically decategorised between the period from date of order to the actual date of implementation of Railway Board's order.

The matter has been examined in consultation with Establishment & Finance Directorates and it has been decided that the employees who were on sanctioned cadre strength of the Track Supervisors (erstwhile P.W.Mistries/ Supervisors Permanent way) as on 22.03.2007 but expired between the period from the date of issue of Board's orders dated 22.03.2007 to the actual date of implementation of these orders, are also entitled to the fixation benefit and arrears as per Board's orders dated 22.03.2007, till the date of their death as in the case of employees who retire/resign from service during this period. Accordingly, instructions have been issued vide Board's letter No. PC-III/2014/FE-II/1 dated 01.08.2014 (RBE No. 86/2014). The issue of granting the same benefit of fixation to medically decategorised staff is still under examination for which certain details have been called for from Railways.

EDE(GC)

35/2004: Inadequate promotion opportunities for Technical Supervisors in railway printing presses

The matter of providing Group 'C' staff of Printing & Stationery Department better avenue of promotion is under examination.

1/2006: Selection for promotion from Group 'C' to 'B' posts-unilateral order of Railway Board

From the Official Side it was stated that unified selection for Group 'B' posts is desirable as Group 'A' is common. Federation stated that if the official Side contention is to be accepted, then the same should apply to all departments with uniform medical standard.

After much deliberation, it was agreed to give a re-look to the department where stream wise selection continues to be held.

12/2006: Regularisation of promotion of Asstt. Nursing Officers on Indian Railways

It was informed that DG/RHS has been requested to draft proposal for upgradation of the Gr. 'B' posts of Asst. Nursing Officers, if required, with functional justification, financial implication and addressing other relevant aspects.

On the instance of the Federation, it was agreed to process this matter in a time-bound manner.

14/2011: Avenue of Promotion for Junior Lecturers to the posts of Lecturers in Railway Degree College, Secunderabad

Federation was advised that the matter was taken up with UPSC under single window system for one time relaxation of five years in upper age limit for Junior Lecturer in Railway schools to enable them to apply for selection to the post of Lecturer in Railway Degree College against Direct Recruitment, if and when, such recruitment is conducted. UPSC has advised that instead of amending Recruitment rules, one time relaxation may be sought from the Appointments Branch of the Commission. Accordingly, General Manager(P)/SC Railway vide letter No.2005/E(GR)I/12/1 dated 18.11.2014 has been requested to advise the number of vacancies to be filled through Direct Recruitment as it has been decided to place an indent on UPSC.

However, the Federation invited Board's attention to the avenue that existed in the past and take steps to restore it. It was also contended that the State Government Colleges, which also follow UGC guidelines have provided an avenue to Lecturers of Junior colleges for promotion to Lecturer in Degree Colleges in the State. It was agreed to examine this angle also. Federation also suggested that if any facts are needed, the same will be given for expediting the matter.

12/2013: Selection for promotion to the Group 'B' Gazetted post of A.P.O – eligibility criteria

Official Side stated that for promotion to the post of A.P.O, Group 'C' staff with three years of non-fortuitous service in ministerial cadre is eligible. Federation however did not agree and stated that nowhere 'Ministerial Cadre' is mentioned in the orders. Official Side clarified that in the amendment to the RR issued in August, 1982, this was provided for. However, it was agreed to issue clarifactory instructions in the matter and the item may be closed thereafter.

EDE(N)

7/2010: Medically decategorized Asstt. Loco Pilots – Grant of Alternative post in appropriate grade pay

&

17/2012: Fixation of pay of running staff on medical decategorization in alternative posts in new Pay Structure.

Instructions for fixation of pay have already been issued vide Board's letter No. E(NG)I-2008/RE/3/4 dated 30.04.2013. Federation wanted their issues to be included in the Agenda of the Committee looking into the allowances of running staff.

10/2010: Promotion opportunities to serving Diploma holders in RCF/Kapurthala against the post of JE (GP ₹4200)

Board's instructions have already been provided to RCF/Kapurthala. It was reported by them that the matter is subjudice. Once the process is over in Court and there is any issue left, RCF/Kapurthala may approach Railway Board.

(CLOSED)

12/2011: Absorption of Diploma holders as JE-II – Case of Diploma Holder Progressmen working in the RE Organisation

&

24/2012: Regularization of JE-II (Drawing) in Railway Electrification/Chennai

Necessary instructions have been issued to concerned Zonal Railways vide Board's letter No. E(NG)II/2011/RC-3/3/PNM-NFIR dated 22/25.08.2014. Federation was also provided with a copy of the letter. Federation wanted that GM/RE should be written to fix up responsibility for not complying with the Railway Board's instructions.

(CLOSED)

20/2011: Redeployment of medically decategorised staff jeopardizing safe working of the system and depriving promotions of staff of the cadres

Southern Railway has not yet replied to the Board's letter despite a reminder on 25.11.2014. Federation was also provided a copy of the letter. Federation however expressed disappointment over procrastination of the issue resulting agitation on Southern Railway against posting of medically decategorised staff in safety posts of Sr. Technician, Technician II in Elect. Car Sheds depriving promotion benefit to the existing staff. It was urged to rectify the position on priority basis.

27/2011: Applicability of Rule No. 31 of Railway Service (Pension) Rules, 1993 for counting of service period paid from contingencies for calculation of gratuity on retirement

The issue relates to RWF/Bangalore. No reference has been received from RWF on this issue. The Federation provided a copy of reference made by RWF/Bangalore vide letter No. RWF/CL-1/91 Pt.IV dated 26.08.2010. This will be examined.

30/2011: Stagnation of staff in Group D posts in Accounts Department on Southern Railway – One time relaxation for promotion against DR quota vacancies of Accounts Clerks

Information has been called for by Accounts Department from Southern Railway which is still awaited. Federation wanted a meeting with FC on this issue.

5/2012: Educational Qualification for recruitment to the post of physiotherapist – Amendment to IREM provision

The issue of educational qualification in Medical Department including Physiotherapist is being examined in consolidated manner. Federation stated that the issue is pending since the past over two years and insisted decision without linking to other categories.

27/2012: Regularization of Substitute Teachers in the Railways – Implementation of Board's orders

Reply has been sent to GS/NFIR on 01.03.2014. General Manager/WCR has not recommended the case. Federation wanted AM(Staff) to intervene in the matter with the GM/WCR.

32/2012: Lack of career growth-points Man category of Operating Department in the Railways (Transferred by EDPC-II)

This issue has been examined along with the matter concerning Operating and Commercial Departments. No reply has been received from the Federation on one of the issues concerning promotion/recruitment in Guards Category. The case is under examination to be put up to Board.

33/2012: Non-recognition to the qualification acquired by the serving Railway employees through distant education.

As per the instructions of Distance Education Council, qualification in technical disciplines through distance education mode are not acceptable. Federation agreed to drop the item.

(CLOSED)

36/2012: Clerical cadre – need for lifting of freezing ban on filling up of vacancies of clerks against DR quota - Ban in force over Twenty One years

Corrigendum to the instructions contained in RBE 74/2013 have been issued on 11.07.2014. There is no ban on recruitment in ministerial categories. Federation wanted that letter should be written to all Railways asking them to fill up the vacancies of clerical staff. They also contended that Railways, instead of freezing 25% of the vacancies available at the time of issue of original instructions in 1991 are freezing by 25% of the vacancies every year which is not correct. The Federation also wanted powers for appointment in Ministerial staff on CG ground to be delegated to CPO and DRMs. Federation also provided a copy of reference No. E/227/144/Pt.VII(C) dated 22.08.2014 made by NF railway on this issue.

42/2012: Denial of proper pay scales (Vth CPC) to the Senior Typists on Railways

It was explained to the Federation that the orders of 1992 only instructed for the merger of the lowest categories of typist with the lowest category of ministerial staff and further recruitment to be done only as clerk-cum-typist. Federation mentioned that this has not been done in most of the Railways so some method has to be found out for providing proper pay scales to the typist. It was decided to make a proposal for merger of all grades between typist and ministerial staff and seek the opinion of both the Federations.

45-B/ 2012: Recognition of educational qualification

&

26/2013: Implementation of LARSGESS – recognition of educational qualification

The issues relates to the qualification of Adeeb from Jamia Urdu Aligarh. The issue has been referred to Ministry of Human Resource Development for their decision and the Railways have been apprised of the position vide E(NG)II/2003/RR-1/36/Pt.A dated 03.06.2014.

47/2012: Provision of entry qualification of Assistant Loco Pilot and allotment of higher grade pay to Loco Running Staff – Recommendation of High Level Safety Review Committee

The recommendation of the High Level Safety Committee is under submission to Board (Mechanical).

53/2012: Policy of recruitment from open market at two levels in GP 1800 and 1900 in PB-1- Review urged

Discussed.

(CLOSED)

2/2013: Career improvement of staff in the erstwhile Group D posts with GP ₹1800 (PB-I)

Letter No. E(NG)I-2010/PM1/22 dated 03.01.2014 has been issued in this regard. Request of Federation reg. a separate meeting with MS is pending.

3/2013: Counting of full service rendered by the casual labour after attaining temporary status till regularization for pensionary and retirement benefits

The issue has been referred to Ministry of Finance/DOPT vide Board's letter No. E(NG)II/2014/CL/14 dated 25.11.2014.

20/2013: Absorption of Casual Labour borne on the Live Casual Labour Register in Group D posts on SECR

In the last meeting, the staff side was informed that South East Central Railway has advised Board that there are no such casual labour borne on Live Casual Labour Register by the Railways. Copy of the letter was given to Federation. Federation agreed to close the item.

(CLOSED)

21/2013: Correct assignment of seniority in terms of extant rule among two Office Superintendents joined NWR from different seniority units (from Northern & Western Rly.)

No further reference has been received from North Western Railway on this issue. Federation agreed to close the item.

(CLOSED)

25/2013: Denial of compassionate appointment on flimsy reasons

Discussed.

(CLOSED)

27/2013: Retrenched Substitutes on East Central Railway – their induction against vacancies

Federation mentioned that GM/ECR is making reference to Member Staff on this issue. The issue will be examined when such a reference is received. Federation also wanted a meeting with MS.

28/2013: Placement of employees in GP 1800 in PB-I in Metro Railway, Kolkata

The issue is being examined by E(NG) directorate.

5/2014: Technician III posts in Diesel/Electric Loco/EMU Sheds on Indian Railways – increase of promotion quota percentage -reg

The issue has been put up for comments of Mechanical and Electrical Directorate.

10/2014: Appointment on compassionate grounds to the wards/spouse of medically decategorized Railway employees

The reference of WCR has been replied and a copy provided to the Federation. Federation wanted to discuss this issue separately with AM(Staff).

12/2014: Promotion of Pointsmen (GP 1900- PB- I) to the post of Guard (Goods) – Relaxation of 2 years Residency period -reg

This issue is under examination in consultation with South Central Railway. No reference has been received from SCR as yet.

13/2014: Delay in promotion of staff for want of service records/ACRs of staff transferred from/to other Divisions/Zones – remedial measures -urged

Board's guidelines have already been issued on 21.11.2001. Federation wanted a reiteration of guidelines to Zonal Railways by Railway Board.

17/2014: Acceptance of request of employees for change of cadre in GP ₹1800/- (PB- I)

Instructions have already been issued vide Board's letter No. E(NG)I-2013/TR/7 dated 25.07.2014 accepting the demand of the Federation.

(CLOSED)

20/2014: (i) Four increments as incentives for counting for retirement purposes not being granted

This is being examined.

21/2014: Protection of GP and seniority of medically decategorized staff working in Wagon Repair Workshop, WCR, Kota

Report from WCR has been received and is under examination.

23/2014: Filling up the posts of Dresser Gr. III/OTA Gr.III in PB-I GP 1900/-

Federation's demand for relaxation to non-matric Hospital Attendants for promotion as Dresser/OT Assistants in GP 1900 is under examination in Board. Railways have been asked to provide number of such persons. On receipt of information, decision will be taken. Federation wanted a meeting with DG/RHS on the issue.

25/2014: Filling up of vacancies of Sr. Clerk (PB-I + GP 2800) on Central Railway – Grant of one time relaxation for filling vacancies by serving Graduates

Certain clarifications have been sought from Central Railway vide Rly. Board's letter No. E(NG)I-2014/PM1/4 dated 12.3.2014 Reply from CR is still awaited. However, Board is not in favour of diverting DR quota vacancies to promotion quota in ministerial categories. Federation was requested to drop the item.

(CLOSED)

27/2014: Promotion of serving Diploma Holders as JE/Elect. Against DR quota Metro Railway, Kolkata -reg

There is a mismatch between the request of the Federation for filling up the DR quota by serving diploma-holders and Metro Railway's proposal for filling up only 25% intermediate Apprentice quota from serving diploma-holders. Metro Railway has been asked to furnish comments on the proposal of NFIR.

EDF(X)I

39/2012: Enhancement of Income Tax exemption limit in case of Running Staff reckoning of Running Allowance as pay for the purpose of deduction of Income Tax.

Another reference has been made to Ministry of Finance to reconsider the request to enhance the rebate limit on Running Allowance by 25% vide Board's letter dated 23.05.2014.

EDE(G)

28/2011: Change of Uniform Code for Diesel Loco Shed staff & payment of Washing Allowance

The item will be discussed with the Federations alongwith the draft report of the Uniform Committee. The Uniform Committee report has already been forwarded to AIRF & NFIR, comments on which are awaited from them.

29/2012: Grant of regular Pay Scales to the Canteen Staff of Kashmiri Gate (Construction), Delhi w.e.f. 22-10-1980 – Implementation of Railway Board's order dated 13-05-1983

It was decided to call for detailed comments from Northern Railway.

41/2012: levy of Service Tax on the Railway Tickets on AC Classes

Federation was told that this matter has been referred to Ministry of Finance and a reminder also issued. However, after deliberation, it was decided to withdraw the reference made to MOF as the same was not warranted.

50/2012: Departmentalization of Staff Canteen functioning in the office of the General Manager(Const.)/ N.F. Railway, Maligaon and consequent absorption of staff working in the Canteen

It was decided to send another reminder to NF Railway administration.

1/2013: Applicability of Railway Services (Revised Pay) Rules, 2008 to persons re-employed in Railway Service after retirement from Defence forces

NFIR's further reference dated 03.12.2014 (copy handed over to EDE/G during the meeting) is to be examined and necessary action taken thereon.

9/2013: Denial of complimentary passes to the widows of deceased railway employees

Position explained. Federation will get back, if necessary.

11/2013: Revised entitlement of Passes for Railway Employees – Hardship caused to certain staff who became entitled for 1st Class Pass as per old norms – Remedial action – urged

Position explained. Federation will get back, if necessary.

23/2013: Staff Canteen in NCR Head Quarters office complex – Allahabad – Staff dissatisfied of its services

Agreed. Order will be issued in next 10 days.

(CLOSED)

30/2013: Extension of retention of Railway accommodation at the previous place of posting in favour of Officers/Staff posted to new Division (Rangia Division, N.F. Railway)

Necessary instructions have been issued vide letter No.E(G) 2007 QR 1-5 dated 05.09.2014.

(CLOSED)

9/2014: Entitlement of 1st Class Privilege Passes to those staff joined on inter railway requests in lower Grade pay

It was explained to the Federation that after implementation of 6th CPC's recommendations, travel entitlements on Railway Passes have been liberalized on a large scale which has benefited a large number of employees retired or serving. This apart, at a juncture when railway is facing a huge shortfall in proportionate target for earnings under passenger segment, further liberalization in pass rules i.e. to extend 1st class pass facility to

employees who were in G.P. of ₹4200/- and had joined on own request transfer in lower grade prior to 06.01.2011, is not feasible of acceptance due to financial and other implications.

20/2014: (viii) RCF Staff have been occupying railway quarters at their previous places, currency of which is expiring. Extension may be granted till such time RCF quarters are made available to them.

Necessary instructions extending the relaxation period upto 10.09.2015 has been issued vide letter No. E(G)2014/QR1-3 dated 16.07.2014.

(CLOSED)

Section – C: SUMMARY

TOTAL NUMBER OF ITEMS DISCUSSED	CLOSED	BALANCE
121	29	92

29/2014: Ticket Checking Squads – Change of nomenclature –reg.

The Central purpose of the Headquarters ticket checking squads of Zonal Railways and the Central Ticket Checking Squad of Railway Board is to perform the role of ticket checking and to coordinate the ticket checking activities of Divisions and Zones respectively. The purpose of the Central Ticket (CTC) Squad is to function as a specialist body at the apex level to coordinate all the activities of ticket checking on zonal railways. Apart from checking tickets to prevent leakage of revenue, the CTC Squad also keeps a watch on the functioning of ticket checking machinery over zonal railways and monitoring the implementation of various policies/instructions issued by Railway Board.

Further, the Central Ticket Checking Squad under the present nomenclature has a distinct identity in the mind of ticket checking staff working in the field over zonal railways. Any change in the existing nomenclature will affect this standing of the squad and also mean a parallel set up to Vigilance Squad which would only create confusion in the field. As such, it is not feasible to accept the suggestion of Federation as to the change of name of Central Ticket Checking Squad.

As regard changing the nomenclature of Ticket Checking Squads functioning over Zonal Railways, it is stated that the Zonal Railway’s ticket checking squads are similarly performing ticket checking activities. The role of fraud detection is primarily assigned to the Vigilance Department of the Zonal Railways and the Vigilance Dte. of Railway Board. In the course of ticket checking whenever some frauds are detected, these are referred to the Vigilance Branch for investigation and further scrutiny. This, however, does not take away the primary role of checking leakage of revenue by arresting ticketless travel/irregular travel which is assigned to the ticket checking squads. Ticket checking is not an activity involving policing by stealth. It combines the twin functions of checking tickets to ensure that bonafide passengers travel with proper traveling authority and also to providing guidance to the passengers. For this reason all ticket checking staff including those in the HQs Squad and Railway Board Squad have been advised to be in proper uniform along with identity cards. It is reiterated that the role of the ticket checking squads at the Divisions, the Zones and Railway Board is to check tickets of passengers in a transparent manner without harassing them. For- this purpose, Para 919 of the Indian Railways Traffic Code (Commercial) and the Commercial Circular No. 15 of 2011 prescribe that all ticket checking staff shall wear uniform, even if they are posted in the squads of Head Quarters or Railway Board. The jobs of detecting frauds and investigation fall in domain of vigilance branch. Therefore, Zonal Railway ticket checking squads should be called the Head Quarters Ticket Checking Squads and those with the Division should be called the Divisional Ticket Checking Squads.