MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD AND NFIR ON 30TH & 31ST JANUARY, 2014

MEMBERS PRESENT

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30. Madan Lal, DE(LL)
31. Sanjeev Sharma, JD(Accounts)
32. Suvomoy Paul JDE(G)
A very Good Morning to all of you.

Shri Guman Singhji, Shri Raghaviahji, Shri Bhatnagar, other honorable delegates from the Federation and my colleagues from Railway Board, I welcome you all to this PNM, which is my first meeting with all of you and perhaps this is the first opportunity for me to interact with all of you from the Zonal Railways.

At the outset, I would like to mention that NFIR has been playing a significant role in maintaining harmonious industrial relations climate over Indian Railways and hope this spirit will continue in years to come.

Let me briefly tell you about the performance of Indian Railways so far in this financial year. We have seen a growth of around 8.8% in freight earnings and around 18% in passenger earnings in the current financial year upto December, 2013. Overall growth in earnings has been around 12% or so. But, this is lower than the budgeted expectation of around 16%. On the other hand, our expenses have gone up. We need to increase our earnings while containing our expenses.

Post 6th Pay Commission, the cadre restructuring exercise of Group C staff has been carried out with a view to rationalize the cadres and also to provide better promotional opportunity to our Group C staff. Cadre restructuring of 52 Group C staff categories have been completed and about 1.5 lakh staff will be benefited by this exercise.

With the issue of instructions on July 03, 2013 for en bloc merger of Sr.P.Way Supervisors with JE(P.Way), about 4,500 posts of Sr.P.Way Supervisors on Indian Railways have been merged with JE(P.Way).

We have approved a cashless scheme for RELHS beneficiaries. This will be available in all CGHS and Railway empanelled private hospitals in select cities. A committee has been constituted to formulate the procedure for implementation of this scheme.

You are all aware there is shortage of doctors in the Railways, which is presently around 33%. To mitigate the situation, we have devised a scheme for engagement of retired Railway doctors on contract basis for a period of 2 years, subject to a maximum age limit of 65 years.

On recruitment front, you are all aware that in 2012–13, in Grade Pay 1800, we have recruited around 69,000 candidates and further, for 43,000 vacancies, written test has been held and these candidates are expected to be available by March or April.

On LARSGESS Scheme, certain important decisions were taken for the benefit of staff. Written examinations were dispensed with for recruitment of wards of Gangmen and the specified Safety Categories in GP 1800. Second chance in Aptitude Test was allowed to the wards of Loco Pilot as ALPs. The wards of employees in specified categories in GP 1900 shall be adjudged by Assessment Committee consisting of JAG officers at Divisional level as against SAG officers at Zonal Railways for the cycle January to June, 2014.

The issue regarding upgradation of certain percentages of Group C posts to Group B posts has been under consideration and a proposal for upgradation of 3,335 posts from apex Group C to Group B has been formulated and after approval of Minister of Railways has been forwarded to Ministry of Finance and DOP&T.
Last year, you are aware, we had sanctioned PLB of 78 days with the effort of our Minister even though as per the calculation, perhaps, it was working out to 73 days only.

On safety front, there is a decline in accidents, but then on safety front, no chances can be taken and we all have to work together to see that our safety performance improves.

On sports front also, we are doing well. Our sportsmen are bringing laurels to the country and at National level our teams have won in five sports disciplines and stood runners–up in four during January to December, 2013. Shri Dharmender Dalal, wrestler, has been honoured with Arjuna award and Shri Anil Mann with Dhyanchand award.

The biggest strength is our competent human resource capital. The Railwaymen have been traditionally our inherent strength and our industrial relations have been exemplary and we need to nurture it together. I am aware of the many issues which are bothering our Railwaymen including new Pension Scheme. We have also examined your demands. Most of the issues raised by you are beyond the competence of Railway Board and necessary references have been made to DOP&T, Ministry of Finance and other nodal Ministries. We have a positive view and we are very sensitive towards your demands and would like to come to some amicable solution on the demands which are within our competence and we will pursue other matters with the concerned nodal Ministries.

Before concluding, I would like to assure you that staff grievances will receive due attention and utmost priority. I am looking forward to a very meaningful discussion and constructive dialogue, during the course of which I am sure we will be able to resolve most of the issues. I once again welcome you to this PNM meeting and hope that the discussions will be to your satisfaction.

Thank you very much.

Shri Guman Singh, President/NFIR

On behalf of the NFIR Shri Guman Singh President NFIR welcomed Shri A.K. Mital Member Staff who was first time presiding over the meeting of Permanent Negotiating Machinery with NFIR. He gave assurance that the NFIR will continue to extend full co-operation in efficient running of railways and at the same time expect quick redressal of staff grievances at all levels.

The policy of PNM is unique system on Indian Railways for redressal of staff grievances. It has contributed a lot in maintaining industrial peace on the largest labour intensive organization the Indian Railways where the employees have to work round the clock under difficult working conditions. However, the Railway Board appears to have forgotten the importance of PNM meetings as it is being convened after a gap of eleven & half months. He desired that the schedule of meetings i.e. 2 PNM and 2 DC-JCM should be followed.

On account of inordinate delay in settling the pending issues, we have taken opinion of the railwaymen through strike ballot on 17-18 Jan 2014, whether they would like to go on strike or not. Over whelming majority of Railway employees have voted in favour of strike.

Further, he invited attention of the MS to the following issues.

- The orders of Railway Board, regarding cadre restructuring are not being implemented as Zonal Railways are unable to find matching saving by surrendering of posts.
- Every month, 30-40 letters are written to Railway Board by NFIR but even after
  reminders, hardly any letter is replied. Similar situation is prevailing in regard to
  references made by General Managers on the items raised by our affiliates at Zonal level.
- It has been observed that the letters/references which are attended after vigorous
  pursuance, receive casual dealing because abrupt replies are given by ignoring the policy
  and deviating from the facts of the case.
- The seven items which were agreed by the Railway Board, about three years ago, related to
  anomalies arose out of the recommendations of 6th CPC, are still hanging for
  issuances of orders. He stressed, the Railway Board to take early suitable action so that
  the agreed issues are implemented curbing further delay.
- During the year 2013 good number of vacancies were filled but still startling situation is
  persisting due to 2 lac vacancies still remain on IR.
- The condition of Railway quarters are continued to remain deplorable, which is causing
  resentment amongst the employees. Immediate efforts are needed to mitigate the situation
  by improving the condition of quarters to satisfactory level.
- Due to shortage of doctors, majority of Railway employees are deprived of medical
  facilities. Early remedial steps are required.
- There had been frequent incidents of Track Maintainers being run over and killed in large
  numbers while working on track besides other several accidents due to occupational
  hazards. But till now no Railway Administration has taken any action to curb such
  incidents. It is suggested to organize seminars at all levels on “Prevention of Accidents
  due to occupational hazards.” It will create awareness amongst workers about hazards
  and help in searching remedies through various suggestions which may flow from
  workers out of their practical experience.
- The seven items which were agreed by the Railway Board, about three years ago, related to
  anomalies arose out of the recommendations of 6th CPC, are still hanging for
  issuances of orders. He stressed, the Railway Board to take early suitable action so that
  the agreed issues are implemented curbing further delay.
- The NW Railway became functional Zonal Railway from 1st Oct 2002, but the then
  divisional hospital was given status of central hospital. After great difficulty the
  construction of building for central hospital was started in the year 2010 but due to
  meager allotment of funds, the construction work could not progress beyond plinth level.
  Immediate action should be taken to complete the building and adequate staff be
  provided.
- Clarification issued by the Railway Board about the LARSGESS scheme, imposing 20
  years service in safety category is against the original policy. The unreasonable condition
  should be withdrawn.
- The payment of honorarium to the cashiers of NWR for the years 2008, 2009 & 2010
  (involving total amount less than one crore) have not been paid, though on the N.
  Railway an amount of 14 cr was paid to the cashier long ago when the same policy was
  adopted on NWR also.
- The representatives of NFIR have to face difficulty in getting retiring rooms when they
  come to New Delhi for attending meetings of PNM/DC-JCM because of lack of
  communication to concerning authorities. Therefore, it was necessary to mention about
  allotment of retiring rooms in the same letter which is issued by the Railway Board.

Shri M. Raghavaiah, General Secretary/NFIR

General Secretary/NFIR, at the outset, greeted the Member Staff, Addl: Member Staff,
Executive Director/IR, other officers of Railway Board and representatives of NFIR and wished
them successful New Year-2014. Shri Raghavaiah specially greeted the Member Staff Shri A.K.
Mital on the first occasion of chairing NFIR’s PNM meeting. He further said that Shri Mital has
taken over at a critical period when Indian Railways finances are not satisfactory and equally
staff disappointment is growing leading to the path of agitation wherein NFIR was compelled to
conduct Strike Ballot on 17th and 18th January, 2014 and the result was overwhelming support for
strike decision on 65 Point Charter of Demands of NFIR.
Shri M.Raghavaiah thanked the Railway Ministry and the Railway Board for giving a few decisions in the recent past such as Cadre Restructuring in 56 cadres of Group ‘C’ benefitting over 1.5 lakh employees, merger of Senior P.Way Supervisors with JE/P.Way, Abolition of written test for appointment of wards of safety category staff in GP Rs.1800/- under LARSGESS, allowing second chance for aptitude test for wards of safety category staff for appointment under LARSGESS, and payment of P.L.Bonus equivalent to 78 days wages at the rate of Rs.3500/- p.m.

NFIR as a responsible Federation with the track record of over six decades has been working and strengthening the system at all times, has however been driven to resort to a different course of action including that of strike ballot through secret ballot.

Why Strike Ballot decision by the Federation?

General Secretary/NFIR drew attention of Member Staff to the dismal performance on various 6th CPC anomalies and aberrations. He said that in the wake of submission of 6th CPC report and consequent notification by the Government/Railway Ministry, NFIR had conveyed serious disappointment and resentment of railway employees on certain retrograde recommendations. In the Board meeting chaired by Shri K.C. Jena, then CRB when the agitated feelings were placed, the CRB had decided to constitute a Committee to prioritise issues. Accordingly, issues were prioritised and the Committee deliberated but unfortunately not a single issues was settled, while the Committee got wound up.

He further said that Departmental Anomaly Committee constituted by Railway Ministry met a few times but however, no anomaly got rectified. Though DAC’s tenure was extended from time to time, no meeting was held for nearly two years. The overall situation has been that all the 6th CPC related issues continued without any remedy even after a lapse 4 ½ years. Above all, no replies on NFIR’s letters from the Railway Board.

General Secretary/NFIR has further explained to the MS that certain proposals more importantly entry GP of Station Masters as GP Rs.4200/-, replacement of GP Rs.4600/- with GP Rs.4800/-, merger of Technician Grade II with Grade I in GP Rs.2800/-, allotment of Grade Pay Rs.4600/- to Loco Pilots (Mail/Exp). Additional Allowance to Running Staff were sent with the approval of Railway Minister to the Ministry of Finance during the year 2010 but unfortunately no follow up action taken for clearance till date. The then Railway Minister Shri Pawan Kumar Bansal has sent communication to the Finance Minister seeking clearance of Railway Ministry’s proposals but, however, there has been no encouraging reply. Apart from these, although several pending issues are within the competence of Railway Ministry, the same are procrastinated. The issues though genuine, merit for decision are continued years together without finality.

He specially appealed to the Member Staff that before time runs out the Railway Ministry should quickly take into consideration the issues which have been pending since long for the purpose of redressal through serious dialogue.

I. CADRE RESTRUCTURING

(a) He expressed his disappointment over dilution of CRC agreements and reduction of percentages in the case of Technical Supervisors, CMT, ministerial staff etc., and urged upon the Board to maintain sanctity of the agreement.

(b) He conveyed his disappointment over non-implementation of agreement relating to career growth of Track Maintainers. He pointed out that the ratio of 6:12:22:60 in GP Rs.2800/-, 2400/-, 1900/- & 1800/- respectively although agreed on 27th September, 2013 in the meeting held with Board (MS, FC), orders have not been issued so far.
(c) He further said that where the incumbents have already been given financial upgradation under MACPS and when they get same grade pay through cadre restructuring there is no financial implication at all, but however the Zonal Railways are ignoring this fact and proceeding to surrender posts causing resentment among staff.

(d) General Secretary/NFIR further said that on certain Zonal Railways work charged posts are operated continuously for open line activities which are perennial in nature and these work charged posts are not taken as part of cadre strength for implementing cadre restructuring orders, consequently staff are denied benefit of promotion. He further said that the Zonal Railways should have converted these posts as “regular” in terms of extant policy. The failure to convert the posts should not result into denial of promotion opportunities to the staff. He specially requested the Railway Board to issue suitable clarificatory instructions to the GMs etc.

(e) The General Secretary/NFIR said that implementation of CRC may take long time, thus regular vacancies existed as on 01/11/2013 may not get filled as the selections were abandoned/cancelled. In order to overcome this situation proforma benefit should be allowed with effect from 01/11/2013 for those who were empanelled and promoted later on. In this connection, GS/NFIR cited earlier decisions of Railway Board (RBE 18/2006 & 74/2006) in this regard for Board’s appreciation.

(f) General Secretary also said that in the past on 7-8 Zonal Railways, the CRC benefit was given to Technician cadre duly taking account the number of Khalasi Helper in pay scale Rs.3050-4590/- w.e.f. 01/11/2003. However, vide Board’s order dated 08/10/2013, these posts in Diesel/Electric Loco Sheds and EMU Sheds in GP Rs.1900/- are kept separate. This is causing serious problem in Diesel/Electric Loco Sheds/EMU Sheds and staff resentment growing. He, therefore, requested the Railway board to issue orders to add Helper Khalasi of GP Rs.1900/- of Diesel/Electric Loco Shed/EMU Sheds as part of the strength of Technician cadre for implementing restructuring to remove confusion and avoid litigation.

II. INJUSTICE DONE TO NFIR

The General Secretary highlighted the following for Railway Board’s appreciation:-

(a) Participation number in NC/JCM & DC/JCM Fora

Railway Board has not acted judiciously in granting due participation of NFIR representatives after 2007 secret ballot elections and again consequent to April, 2013 secret ballot elections despite a number of letters, even though recognition was accorded having fulfilled the norms laid down by the Secret Ballot Election Committee. On the other hand, arbitrary decisions were taken without any valid grounds. General Secretary brought to the notice of Member Staff that a special meeting was held with the then MS and requested the MS to review for ensuring justice. Minutes of the meeting may be perused and irregular decision rectified.

(b) Non-provision of Office Accommodation, Notice Boards, Non-supply of Copies of important letters & policy circulars to NFIR Unions

GS/NFIR felt sad to convey that minimum facilities of office accommodation, notice boards, communication facilities, endorsing copies of important letters & policy decisions to NFIR Unions on five Zones are not being extended inspite of discussion and consequent assurance by the Railway Board. He requested MS to solve the matters.

III. Agreements reached but not implemented

The General Secretary/NFIR brought to the notice of Member Staff following cases where agreements had reached long ago but the decisions taken were not implemented:-
(i) PNM/NFIR Item No.10/1993: Norms for creation of the posts of ESMs, JE/SSEs (Sig) circulated vide letter No.94/E&R/1700/9(Pt.) dated 27/04/2005
(iv) PNM/NFIR Item No.29/2008: Relaxation in medical standard in terms of para 523 (ii) of IRMM-2000 in favour of Shri Raju Khutwad (injured on duty) for promotion as Ticket Collector.
(v) PNM/NFIR Item No.30/2008: Benefit of cadre restructuring to the ministerial staff working in Time Office, CLW, w.e.f. 10/05/1998.

IV. Shri Raghavaiah drew attention of Member Staff on the pending issues of Running Staff which were conveyed to the Railway Board (ML&MM) vide NFIR’s letter No.IV/RSAC/Conf./IV dated 07/01/2013 and dated 02/12/2013. Unfortunately, no meeting, as demanded by the Federation has been convened so far. He requested to look into the previous discussions for quick action through a separate meeting.

V. GS/NFIR urged upon the Member Staff to kindly peruse NFIR’s PNM item No.28/2012 wherein benefit of upgradation to all P.Way Supervisors in the 5th CPC scale of Rs.5000-8000/- w.e.f. 01/11/2003 was demanded. Shri Raghavaiah stated that the denial of upgradation w.e.f. 01/11/2003 in scale Rs.5000-8000 is totally unjustified. He further said that the plea taken by the Railway Board that the category of Sr.P.Way Supervisor has been merged with JE/P.Way in GP Rs.4200, is not relevant as the issue related to ensuring justice at par with other supervisors.

VI. On the issue of absorption of Quasi-Administrative Staff against vacancies in GP Rs.1800/- as raised by the Federation under DC/JCM item No.27/2006, the General Secretary/NFIR urged the Member Staff to restore policy formulated by the Railway Board in the year 1973 & 1977 in consultation with the Federations. Pending consideration of the issue, those on roll may be screened for absorption against safety posts.

VII. Drew attention of the Member Staff on the issue of counting of full service rendered by the temporary status casual labour for pensionary benefits as included NFIR’s agenda under item No.3/2013.

VIII. GS/NFIR raised the issue of rectification of anomaly arisen in the course of implementation of MACP Scheme in the category Sr.SO (Accounts), included in the PNM agenda under item no.15/2013, and reminded the Railway Board that based on merits of the case, Railway Ministry had referred the matter to the DoP&T. Shri Raghavaiah further stated that the DoP&T has since advised the Railway Board to rectify the error in the cadre structure and settle the matter. He expected that the Railway Board would now take speedy action and see that benefit is extended to seniors who are supervising juniors.

IX. Shri Raghavaiah brought to the notice of Member Staff the case of Accounts Staff pertaining to revision of pay scales w.e.f. 01/01/1996. He further said that since the SLP & the Review Applications filed in the Apex Court have since been rejected, there is sufficient merit in the claims of staff. GS/NFIR urged the Railway Board to issue instructions for payment of arrears without further delay.
X. Promotion Policy

The General Secretary/NFIR highlighted following cases where action needs to be taken early:-

(a) The currency of revised classification and mode of filling up of non-gazetted posts in Group ‘C’ extended upto 30/06/2014 vide letter No. E(NG)l-2008/PM1/15/Vol.III dated 03/01/2014 is not serving the purpose. Its usage is impracticable as anticipated vacancies for 15 months need to be taken for drawing panels, therefore, extension needs to be given at least upto 31/03/2015. Reference of NFIR bearing letter No.II/6/Pt.5 dated 15/01/2014 may be connected.

(b) Promotion of staff in the same Pay Band and Grade Pay shouldering higher responsibilities.

NFIR vide letter No.I/2/Pt.II dated 04/10/2013 brought to the notice of Railway Board that vide OM No. 10/02/2011-EIII/A dated 7th January 2013, the Ministry of Finance (Deptt. of Expenditure) has since allowed promotion in the same pay band and grade pay shouldering higher responsibilities under Rule 13(i) of CCS(RP)/RS(RP) Rules 2008. Therefore, there should be no difficulty for the Railway Board to issue orders in respect of remaining categories listed in Federation’s letter dated 04/10/2013.

(c) GS/NFIR invited attention of the Railway Board to Federation’s letter No.II/2/Pt.VI dated 12/11/2013 containing proposal for enhancing promotion quota from 20% to 50% in the category of Technician-III in the Diesel/Electric Loco/EMU Sheds. It was explained that there is need to increase the promotion quota for ensuring equitable justice.

XI. Shri Raghavaiah conveyed to the Member Staff the untoward situation faced on South Central Railway where the erstwhile Group ‘D’ staff in GP Rs.1800/- while working during the period from 05/09/2008 to the date of completion of training/before completion of training the staff have either retired or died in harness. He said that NFIR’s letter No.II/8(1) dated 12/11/2013 containing South Central Railway case sent to Railway Board vide letter No.P(R)531/1 dated 08/03/2013 may be connected for granting benefit to staff in GP Rs.1800/-.

XII. Shri Raghavaiah while inviting attention of the Member Staff on deterioration of Negotiating fora of PNM and JCM (DC) highlighted the following facts for appreciation:-

i. Only five PNM meetings were held at the level of Railway Board during January 2008 to December 2013 as against 12.

ii. Likewise only four meetings of DC/JCM were held against 12 between January, 2008 to December, 2013.

XIII. NFIR’s LETTERS

a) GS/NFIR said that in the last 6 months period over 150 letters were sent by the Federation to the Railway Ministry (including CRB, FC, MS and other Members) on various staff matters seeking redressal of issues but however there has been no satisfactory response and equally no reply.

b) The GS/NFIR apprised Member Staff of the fact that the Federation took initiative and sent a list of 73 pending PNM items for discussion and finalisation vide letter No.NFIR/PNM/103 dated 11/11/2013, General Secretary expressed disappointment that the Railway Board has not taken steps in reconciling the position and communicating the progress.

He urged the Railway Board to take immediate measures to settle PNM items.
XIV. RELHS contribution:

General Secretary/NFIR said that the Railway Board did not consider the grievance of staff when husband and wife both are Railway employees but based on Railway Board’s letter No. 2011/H/28/1/RELHS/Court Case dated 31/05/2012 both are required to pay/deposit a month’s salary at the time of superannuation. He expressed disappointment that the Railway Board vide letter No. 2011/H/28/1/RELHS/Court Case dated 27/11/2012 have replied in negative to the Federation without examining logic explained in NFIR’s letter dated 14/07/2012.

Shri Raghavaiah urged the MS to re-look into NFIR’s demand and decide on merits.

XV. Transfer of sanitation and cleaning related activities at Railway Stations to Commercial Department on Northern Railway – Shifting of staff of Medical Department to Commercial Department.

The General Secretary/NFIR invited attention of the Member Staff to an arbitrary decision taken by the General Manager/Northern Railway for transferring sanitation and cleaning related activities at Railway Stations from Medical Department to Commercial Department along with staff without consulting the recognised unions, leading deep sense of resentment and frustration among staff. Federation has reported the matter to the Member Staff vide its letter No.III/URMU/Pt. dated 25/06/2013, 08/08/2013 & 18/12/2013, Railway Board have failed to issue instructions to the Zonal Railway to have dialogue with the unions before taking a major policy decision.

Shri Raghavaiah urged the Member Staff to keep the decision in abeyance and hold elaborate discussions with the Federations.

XVI. Grant of parity to the Stenographers working on Zonal Railways/ Production Units & field offices with the Stenographers of RBSSS. Shri M. Raghavaiah while inviting the attention of Member Staff on the issue of granting parity to the Stenographers working in field offices and Zones/Production Units with the Stenographers of RBSSS expressed disappointment that the commitment made by the Board in the meetings held with NFIR on 23/08/2013 and again on 25/10/2013 have not been fulfilled. He said that there is deep sense of disappointment and frustration among Stenographers category on the Railways.

XVII. Absorption of catering staff in departmental catering in railways

GS/NFIR brought to the notice of MS that the catering staff of railways since absorbed in IRCTC have not been paid settlement dues despite series of communications sent by NFIR to Railway Board. He further said likewise railway catering staff repatriated back to railways consequent to implementation of new catering policy, have not been extended promotional benefits on some Zones as a result there is lot of frustration among staff. He specially mentioned that the Departmental Catering Staff absorbed in IRCTC are yet to be transferred back to Railways inspite of decision in the joint meeting and requested MS to finalise this pending issue.

While concluding his opening address, General Secretary/NFIR assured the Railway Board (MS) that NFIR Cadre shall at all times work for improving the efficiency, safety standards and productivity of Indian Railways as hitherto. He, at the same time, expressed confidence that the issues which are pending since long as well as issues brought in the opening address will be dealt with by the Railway Board with positive frame of mind for creating better satisfaction among the railway employees for conveying message that the administration is sincere in resolving staff issues.
Shri R.P. Bhatnagar, Working President/NFIR

Shri R.P. Bhatnagar brought out the following issues requiring immediate intervention which have adversely been affecting the working conditions of the employees and equally the overall efficiency of the system:

- Condition of railway quarters is worst for want of repairs and maintenance. The Zonal/Divisional Administration always complain about paucity of funds. Sufficient funds need to be allocated to all the zones for proper maintenance of railway quarters.
- Similarly Rest Rooms/Running Rooms are not being maintained properly with the result running staff & ticket checking staff have been facing difficulties in performing their duties. The issue needs to be taken up in a time bound manner with continuous monitoring at the level of Railway Board to avoid staff complaints.
- Non-implementation of yardstick in respect of S&T staff for creation of posts. He further said that since Railway Board has already finalised and circulated the norms long ago, these are not being implemented and the existing staff are over burdened. He urged the Member Staff to give the matter urgent personal attention for implementation of norms as this is directly related to safety.
- He brought to the notice of Member Staff the issue relating to lack of medical treatment facilities to the Railway employees & RELHS beneficiaries due to shortage of adequate number of Specialists/Super Specialists in the Railway Hospitals. He urged the Member Staff to appoint more doctors in the Railway Hospitals to wipe out shortage. He further said that doctors from other Central/State Government agencies may be requisitioned on deputation to fill large number of existing vacancies.
- Railway Board should issue immediate instructions for reducing the working hours of running staff to eight hours inclusive of signing on and signing off.
- While expressing disappointment on outsourcing, he urged the MS not to ‘outsource’ activities relating to safety as safety related activities can only be performed by railway staff.

Shri J.G. Mahurkar

1. Appointment of wards under LARSGESS

When the wards of eligible Railwaymen are appointed in Railway on the condition of Voluntary Retirement of the employee, the quarters should be regularised in favour of the wards of the safety category employees appointed or given appropriate alternate accommodation to save the family from hardships on the pattern of compassionate appointees.

2. Providing Pacemaker to employees suffering from Cardiac problems

There are 3 to 4 cases on Western Railway where Pacemakers are not being provided because of shortage of funds. This is risky because if the heart functioning is only 20% there are chances of the patient collapsing if Pacemaker is not provided timely.

3. Acute shortage of Type-III and Type-IV quarters in Mumbai Division
Since CWM/PL is Pool incharge, whenever new quarters are built, some Type-III and Type-IV quarters should be earmarked for the staff of PL Workshop Pool to avoid sufferings of staff.

4. Acute shortage of Guards, Commercial staff on Western Railway

Due to acute shortage, staff is not being allowed to avail normal rest and leave, besides large number of employees waiting for inter railway transfer. Immediate measures need to be taken to make available incumbents.

5. Appointment of widows/daughters in clerical cadres on Western Railway is not being considered because the instructions issued by Railway Board are very stringent. Railway Board should consider relaxing norms at least to offer appointment to the qualified widows/daughters of deceased employees in clerical cadre after judging their performance. It is not considered desirable that educated young daughters or the widows work as Technicians in depots in technical field. Immediate steps need to be taken to remedy the situation.

6. The Railway Board have recently issued instructions that running staff cannot be considered as running staff when they are de-categorised and as such they can not avail the benefit of 55% pay element for pension and settlement dues. This is absolutely wrong because if one Court has given a decision, the same decision cannot be applied to more than one lakh running staff. If this provision is withdrawn, nobody would like to work in the running category in which they have to live and work against the nature as far as duty is concerned.

Shri R.K. Sinha

On Zonal Railways as per decision of NFIR, the affiliates conducted strike ballot on 17th & 18th January, 2014. The Railway employees voted in favour of strike on the 65 Charter of Demands of NFIR.

The stage has now come that the Railway Board should come forward to resolve the issues in the interest of Nation, Indian Railways and Railway employees.

Shri B.C. Sharma

1. Payment of Rs. 900/= per annum to Track-Maintainers towards the cost of two pairs of shoes may be paid through the salary bill of Trackmen once a year.
2. For the staff of Bridge-W/Shop, 3-Weeks-Roster like Track Machine staff with one week Rest may be introduced in favour of Bridge Workshop staff.
3. Loco Running and Traffic running staff, such as LP, ALP, and Guards on MB, LKO, DLI, UMB, FZR, divisional headquarters and also in Rly. Board are being utilized in offices on non-running duties. These staff need to be repatriated to perform running duties.
4. The instructions of Railway Board on the entitlement of accommodation based on Revised Pay-band and Grade-Pay, circulated vide Rly. Boards letter no:- 2008/1-MB/10/16 dated 27-01-2011 need to be modified as under as lowest pay structure these days is PB-1+GP Rs.1800/=-.

Staff with G. Pay 1800 to 2400 Type-II
(Instead of More than 1800 G. Pay)
Type-I Railway Quarter, earlier allotted to erstwhile Group ‘D’ staff need to be improved and upgraded to Type-II to meet with the demand.

5. The rates of honorarium to “PREM-GROUP” members at Zonal and Divl. Level Secretariat-assistance of Steno are grossly insufficient. NFIR requests to revise the rates based on the daily-Wages-rates circulated by Ministry of Labour, so that the PREM Group members could utilize the man power for the welfare of railway employees and to improve efficiency.

6. The N. Rly. Administration is denying the facilities to URMU as per entitlement at Divl. Level and Zonal Level, but are extended to other Union and are not giving equal treatment in resolving staff-grievances. No POM, DOM, PREM etc., requiring participation of URMU are being convened as a result there is deep sense of resentment and frustration.

7. Commission Vendors had been working on the Indian Railways for a long time. They had been involved in generating earnings for the Railway even at the verge of their retirement age of 60 years. Unfortunately, no benefit such as DCRG, PF & Gratuity are being paid to them. They devote their whole-life for the service of Railways but without any benefit.

**Shri R.P. Singh**

Shri R. P. Singh raised following issues for consideration and issuing suitable instructions:-

1. (a) Extension of medical treatment facilities to Railway employees and RELHS beneficiaries on the pattern of CGHS.

1. (b) Non-availability of facilities of Central Hospital of Zonal Railway

At the time of formation of North Central Railway with Headquarter at Allahabad, Railway Board had decided to convert the existing Divisional hospital into Central Hospital at Allahabad. There is resentment among railway employees against inaction on the part of Railway Board and demanded for making available necessary infrastructure and doctors in the Hospital at Allahabad.

2. Non-availability of adequate staff in S&T Department:

On NC Railway, the strength of employees has not increased in comparison to the increase in the no. of trains/services as a result workload has increased manifold on JEs/SSEs who are over-burdened. To overcome the problem, following steps need to be taken:

- Duty roster be implemented for ESMs,
- The no. of posts of JE/SSEs (Sig) should be increased by implementing norms for creation of posts, Staff working beyond duty hours should be paid OT.

3. Non-payment of Dearness Relief to pensioners:

Dearness Allowance is announced by the Government twice a year. First announcement is generally made at the end of March and the 2nd announcement is made at the end of September or beginning of October. The employees retiring in the month from January to March and July to September are paid settlement due taking into account then existing DA rates. This should be remedied.
4. **LARSGESS:**

(i) A case of gross injustice caused to an employee of NC Railway whose son has deliberately been deprived of employment under LARSGESS. In this case, the employee had submitted application for voluntary retirement in 2010 and in lieu seeking appointment of his son under LARSGESS. The administration took undue excessive time in processing the case and sent son of the employee for medical examination only in 2013 by which time the employee has crossed the age of 57 years.

Most unfortunate part is that the son of the employee was declared colour-blind and unfit during medical examination. Inordinate delay caused by NC Railway deliberately in getting timely completion of medical examination process of the 1st ward of the employee has made 2nd son of the employee ineligible. Since the employee is retiring in 2014, NCRES urges waiver of delay and consider 2nd ward for appointment under the scheme.

(ii) On some Divisions of NC Railway, wards of safety category employees who do not possess 10th Pass educational qualification are denied employment under LARSGESS, in contravention of Railway Board’s instructions for which suitable clarification need to be issued.

(iii) Temporary status service may be counted in full for the purpose of application of LARSGESS.

5. **Non-grant of compassionate ground appointment on NC Railway:**

On NC Railway, compassionate appointments to the lone ward left behind after the death of father and mother (one of whom was railway employee) is being denied on the ground that there is none to be looked after. This is against the basic principle of offering CG appointment of one death- one appointment.

Suitable instructions need to be issued by the Railway Board to consider such cases for offering appointment.

**Shri V.P.S. Rastogi**

The following issues were brought to the notice of Member Staff:-

1. As per Railway Board L.No. E(NG).2008/PM/15 dated 03/09/2009, 15% posts of Staff & Welfare Inspector were required to be filled by RRB as one time measure. Every year, extension is being granted with the result large no. of vacancies in Welfare Inspector cadre have accumulated. Since RRB candidates are not forthcoming it is requested that RRB quota should be done away with and all vacant posts may be filled from departmental candidates by normal LDCE selection.

2. Complimentary pass may be granted to the wards of deceased employees and the spouses drawing pension.

3. PNM item No. 25/2012 – Re-medical examination of Running Staff having type II diabetes should be reviewed and past cases be considered.

4. Shortage of specialist Doctors in Railways- The Doctors through UPSC are recruited as AMO on Railways and they resign on account of meagre pay offered to by Railway. It is requested that the Specialist and Super Specialist Doctors may be recruited as DMO so that they
remain in Railway service. For doctors recruited through UPSC and having Super Specialist qualification, a separate seniority can be maintained so that they do not affect the seniority of serving Doctors.

**Shri Suryaprakasam**

1. Violation of policy in promotion/posting of AC Shunters in Chennai Division.

   While promoting Shunter the LM 16/TR 11 certificate is mandatory as per Railway Board letter No.F(MPP)/2012/3/19 dated 22.04.2013 but on Chennai Division Sr.ALP are being promoted as Shunter in gross violation of Railway Board’s instructions which is causing serious resentment among the staff and is also unsafe for running train services.

2. Regularisation of 530 substitutes and induction of Course Completed Act Apprentices.

   Though Madras High Court gave judgment under the Writ Petition No.8821/2007 on 06/08/2013 in favour of regularising substitutes the same has not been implemented. In so far as induction of Course Completed Act Apprentices is concerned since part of judgement is against railway rules, Southern Railway in consultation with the Railway Board was supposed to file SLP, the same has not been filed before the Apex Court despite being pointed out by General Secretary/NFIR vide letter No.II/94 dated 08/02/2014 to the ED (T&MPP).

   It is requested that suitable instructions may be given to CPO/Southern Railway to approach Apex Court.

3. Unsafe working conditions in Southern Railway due to frequent untowards incidents at Velacherry EMU Depot, AC Loco/Royapuram Depot etc..

   The Press and TV Media have been criticising Southern Railway Administration quite frequently for the untowards incidents which have been taking place on the zone at short intervals. Congenial atmosphere needs to be ensured with the support of railway employees of EMU Car Sheds and Depot.

4. Delay in filling up of safety category vacancies. As many as 1846 vacancies in the safety categories have been existing which need to be filled quickly.

5. Violation of policy in the periodical transfer of Commercial Clerks, Station Masters, Ticket Checking staff and Personnel Branch Clerks

   Though time and again Federation/SRES has been highlighting the violation of Railway Board policy by Southern Railway, there has been no action which is resulting into resentment among the staff. Request transfer priority register is not being followed in letter and spirit. Ticket Checking Squad staff who have completed targets have not been allowed to continue in the Squad whereas staff who failed to meet the target and performed below the desired level have been allowed to continue in the squad.

**Shri Vinod Mehta**

1. Inadequate Sanctioned Strength vis-a-vis shortage in on roll strength on NW Railway.

   (a) On North Western Railway the sanctioned strength in Signal, Electric, Mechanical and Ticket Checking Staff is only half of the yardstick/norms fixed by Railway Board. This is
causing excessive work load on the existing staff who are forced to work under lot of pressure and mental stress.

Immediate steps need to be taken to create sufficient no. of posts as per yardstick and to place incumbents to improve working conditions.

(b) Since the year 2002, creation of new posts has not been carried out in Ticket Checking Cadre whereas a number of new trains have been introduced. On North Western Railway a minimum of 1500 posts were required to be created till March 2013 unfortunately Railway Board has given sanction to create only 115 posts which is not even 8% of the requirement and is inadequate.

As a special case, a minimum of 1000-1200 posts may be created for operation on NW Railway to avoid loss of railway revenue.

(c) Inspite of the orders issued by Chairman/Railway Board there is no improvement in the Rest Rooms of Ticket Checking staff and no Cooking facilities have been provided.

   This is causing deep sense of resentment among staff.

2. Induction of staff

   Railway Board had issued instructions in the past for intake upto 10% of the sanctioned strength unfortunately NW Railway have failed to adhere to create posts at the percentage required.

3. Non-upgradation in the category of Track Maintainers

   Railway Board about 8 months ago had issued orders for upgradation in the category of Track Maintainers. No action has been taken on NW Railway with regard to implementation of Railway Board’s orders.

4. Non-payment of arrears to cashiers

   A period of over 4 years has passed but payment of arrears to cashiers payable as a result of implementation of 6th CPC recommendation has not been made and the staff are greatly frustrated.

5. Track Maintainers working in Grade Pay 1800/- are not allowed to sign in the attendance register. At present highly qualified persons are joining Railways but the age-old policy is causing deep sense of frustration among staff. Suitable instructions need to be issued to all Zones.

6. Payment of Night Duty Allowance

   There is computerised programme to charge DA with pay consequent to announcement by the Government of India vis-a-vis Railway Ministry. Similar programme needs to be developed for payment of Night Duty Allowance on N.W. Railway. Instructions may be given to CRIS to develop suitable software for convenience of staff.
7. (a) Condition of Railway Quarters

On North Western Railway the condition of Railway quarters, specially at road side stations, is very poor. NW Railway Administration despite knowing the poor condition of quarters have been allotting the same quarters to the employees without repair and maintenance due to paucity of funds.

Proper funds need to be allocated for repair and maintenance of railway quarters on NW Railway.

(b) As per Sixth Pay Commission report, staff working in GP Rs 1800/- have been classified as Gr ‘C’. Based on Railway Board’s instructions these staff have been made eligible for allotment of Type II Quarters. Railways have already stopped construction of new Type-I Quarters. The Railway Board while permitting allotment of Type II quarters in favour of Railway employees working in GP Rs 1800/- should also direct Railways to get repaired and upgraded Type I quarters to Type-II, to avoid shortage of staff quarters and to remove hardships faced by the staff.

Shri R.G. Kabar

1. The issue of incorrect denial of benefit for placement in the category of Sr.P.Way Supervisors in respect of staff expired/medically incapacitated in between the period from the date of issue of instructions by the Railway Board till date of implementation by the respective divisional administration was raised. It was contended that the denial of benefit of placement of staff who expired/medically incapacitated is discriminatory. It was demanded that the benefit should be extended to the employees who during the period had expired or medically incapacitated, on the pattern of staff retired/resigned to maintain parity and to avoid grievance.

2. Another item seeking extension to exercising option permitted by the Railway Board under letter No.PC-VI/2011/IC/1 dated 12/09/2013 extending benefit of fixation of pay under Rule 1313 (FR-22C) (I) (a) (i)-RII was mentioned. It was stated that under para 4.1 of the letter, a period of three months has been prescribed from the date of issue of Board’s letter for exercising option. This period had since expired, while on some divisions of Western Railway the instructions were circulated very late, as a result a large number of staff could not submit their option in time.

It was, therefore, demanded that further extension of atleast three months may be granted for the staff who could not exercise option earlier.

Shri Binod Sharma

(i) Track Maintainers:

Today the minimum recruitment qualification is Matriculation/Xth standard and good number of boys are joining Railways through RRC in various categories in Group ‘C’. Unfortunately Track Maintainers who are also railway employees have not been allowed to put their signature in the attendance sheet. This is causing lot of humiliation and at the same time is an act to de-recognise the educational qualification of qualified staff and is contrary to literacy mission programme of the Government of India. NFIR once again urges the Railway Board (MS) to issue instructions to allow Track Maintainers to put their signature in the attendance sheet as this will enhance their devotion and motivation.
(ii) Condition of Railway colonies and quarters:

Condition of Railway colonies and quarters have been very bad. Railways are neither able to repair and maintain existing quarters nor able to provide quarters to the enrolled employees.

(iii) Railway Hospitals/Health Units:

Railway Hospitals and Health Units are not providing satisfactory service to Railway Employees. It is requested that condition of Railway colonies, Railway quarters, Railway Hospitals/Health Units etc may be taken care and deficiencies removed on priority.

Shri Praveen Kumar

Creation of adequate posts of various categories for USBRL section as per yard stick

USBRL section of Northern Railway, Firozpur Division covers Udhampur-Katra-Banihal-Quazigund-Baramula section, out of which, Quazigund-Baramula section was commissioned in three phases i.e. Anantnag-Mazhom (Oct-2008), Baramula-Mazhom (Feb-2009), Anantnag-Quazigund (Oct-2009). Further, Quazigund-Banihal section was commissioned in May-2013. Now, Udhampur-Katra section is going to be commissioned shortly and only section Katra-Quazigund is left for future commissioning.

For operation & maintenance of USBRL section, proposals for creation of posts were processed by all the departments as per the prescribed yard sticks. However, Northern Railway vide its letter No. KQ/C-II/Staff dated 20.09.2006 sought creation of 2326 posts of staff for phase-I. Out of these posts, Railway Board vide its letter No. E(MPP)/2006/1/88 dated 5.12.06 have decided to create 1892 posts and advised GM/NR that balance posts of Phase-I i.e. 434 posts will have to be arranged by the Northern Railway from their vacancy bank. Further, Northern Railway vide its memo No. 13/AII Deptt./FZR/2007 dated 30.03.2007, sanctioned only 1545 posts for Phase-I. Hence, only 1545 posts were sanctioned out of 2326 posts sanctioned against Phase-I thereafter no posts have been ordered for creation for subsequent phases. It is painful to point out that keeping aside all the norms & yard sticks framed by the Railway Board, the whole section except Katra-Quazigund has been commissioned to be manned only with 1545 posts which is a big threat to safe operation of trains in the valley. It is, therefore, requested that the whole matter may be examined thoroughly for provision of :-

a. Adequate posts as per the prescribed yard sticks may be sanctioned for USBRL section.

b. Provision of adequate railway quarters may be ensured for the staff posted on USBRL section.

c. Uninterrupted supply of clean drinking water may be ensured.

Shri C.P. Singh

Implementation of MACPS

The issue of implementation of MACP Scheme in terms of para 28 of illustrations as given in Board’s letter No.PC-V/2009/ACP dated 10/06/2009, the benefit of 2nd financial upgradation is applicable from the date of 1st regular promotion i.e. after 5 years or 8 years etc., (i.e. 5 years or 8 years + 10 + 10 years) or completion of further 10 years of service i.e. 5 or 8 years + 10 + 10), was raised and it was reported that these instructions are not being followed in
letter and spirit on the Lucknow Division and Workshops. It was demanded that the instructions
may be reiterated and irregular decisions nullified.

Shortage of Doctors in Northern Railway specially at Divisional Hospital, Lucknow

There is acute shortage of Doctors, particularly in respect of Specialized Doctors. It was
suggested that the Board may seek exemption from UPSC for the recruitment of Doctors and
take further action for recruitment of doctors at the level of Railway Board itself.

Unauthorized occupation/encroachment of Railway property/land by outsiders in major cities
like Delhi, LKO etc.,

It was pointed out that the Railway property/land and even Railway Quarters are being
encroached/occupied by outsiders in major cities like Delhi & LKO. In Delhi Railway land along
SSB, Railway Colony, DKZ Railway and other colonies including land along railway lines is
encroached/occupied by land mafia and other anti-social elements resulting in loss of railway
revenue, worth crores of rupees but railway is not taking any concrete step on this issue. The
communication sent to GM/Northern Railway has not yielded any positive action.

Shri Munindra Saikia

1. Income ceiling limit of dependent relatives

As per advance correction slip no 67 to the railway servants (Pass) Rules 1986, circulated
vide Railway Board letter No.E(W)/97/PS-5-1/&71 dated 31/08/2009 the income ceiling
limit for the purpose of consideration of dependent relative is Rs.3500/- and dearness
relief thereon or 15% of the basic pay of the railway servant whichever is more. The said
ceiling limit is unjustified due to the fact that, at the old age the widows need sufficiently
higher medical attention and a handsum amount of the pension is spent on her own
treatment. Therefore the income ceiling limit should be enhanced to a minimum of
Rs.10,000/-. 

2. FS (Final settlement) disbursement in other than normal retirement (ONR) cases

There is no target date for disbursement of FS dues and pension in ONR cases like
LARSGESS, Voluntary Retirement on medically incapacitation and death cases. In view
of the target for normal retirement cases, the administration is putting significant effort
to dispose FS dues as per target. Though ONR cases are arising out of pathetic situation,
but the FS disbursement is delayed. It is therefore requested to fix a target of one month
from the date of retirement under LARSGESS and medical incapacitation for
disbursement of final settlement dues and pension.

3. Delegation of power to General Managers in regard to engagement of CMPs

The Zonal Railways have been empowered to engage CMPs but with some restrictions.
For example, a CMP cannot be re-engaged after working in the railways for eight years.
As a result despite being competent and efficient the Zonal Railways cannot re-engage
the CMPs and the railways continue to running short of regular doctors. Further
especially on N.F.Railway recourse from open market in regard to engagement of CMP
in the railway are very limited. Under such circumstances, the Railway Board should
withdraw the restrictions and empower the General Managers to re-engage the CMP even
beyond their working for eight years.
4. Recognition of private hospitals

At present tie up for referral with private hospitals, the approval of Railway Board is necessary. This practice is causing problem to the railway patients in general and N.F. Railway patients in particular. Therefore the Zonal Railways should be empowered to recognise private hospitals for the purpose of tie up and referring.

Sri R.C. Sahoo

1. The staff strength in the C&W base at PUI & BBS needs to be augmented to meet with the increased workload.

2. Non-restoration of higher grade posts on KUR Division of ECo Railway

Although it was decided to restore higher grade posts in Electrical (G) Department by the Railway Board in the NFIR’s PNM meeting held on 20/21.02.2013 (PNM item No.49/2012) and instructions were issued vide letter No.E(MPP)2012/3/8 dated 21/02/2013. NFIR is disappointed to note that nearly 11 months passed but instructions of Railway Board have not been implemented by ECo Railway. Railway Board should advise GM/ECo Railway to take action for restoration of posts.

3. Review of group incentive for CRW/MCS

Railway Board vide letter No.2001/M(W)/814/43 dated 06/09/2013 have issued instructions to review the existing Group Incentive Scheme at Mancheswar Workshop. The implementation of Railway Board’s instructions is held up as 346 posts need to be created after providing equal matching surrender. Since the Workshop’s working is incentive based, all posts are required and it is not possible for workshop to offer matching surrender for the creation of new posts desperately needed to maintain output.

Railway Board may allow creation of 346 posts without matching surrender at Mancheswar Workshop.

4. Adequate funds need to be allocated to KUR Division of ECo Railway under Plan head 51 & 52 (Staff Amenity) for constructions of adequate number of staff quarters.

5. Tie up with referral hospitals

It has been the practice that contact agreements made to tie up with the referral Hospitals with Railway are not renewed/extended in time which is causing lot of hardships to the serving employees & RELHS beneficiaries and some time causes death.

Immediate instructions need to be issued to the Zones to process the cases sufficiently in advance to renew or enter into new contracts.

6. Releasing of sanctioned amount to CRW/MCS for improving out turn

An amount of Rupees 25 Crores has been sanctioned for the development of infrastructure of CRW/MCS to ensure out turn of 150 Coaches per month.

The amount was sanctioned to meet the expenditure for expansion of Workshop. As on date only 8 crores of rupees have been released and balance amount is yet to be released which is
adversely affecting the expansion and infrastructure works. It is needless to mention that out turn is fully depending upon the infrastructure to meet 150 coaches every month.

NFIR, therefore, requests to release the balance sanctioned amount early to ensure targeted out turn every month.

**Shri Ashok Sharma**

1. 12 Hours duty of Points Men in WCR is now unwarranted and need to be Reduced to 8:00 hours as traffic has increased more than 15 times.
2. A Progressive step should be taken by Railway Board to redress grievances of Railway Employees as presented by NFIR through 65 Point Charter of Demands.
3. Mobile Medical Van in WCR has been stopped. It should be started as soon as possible and the shortage of Doctors in the Zone should be given priority.
4. Employees who are Medically Unfit are not being de-categorised even though they are not fit to work. Steps should be taken without further delay.
5. Yard Stick of LIs is now outdated. ALPs should also be included while reviewing LIs yardstick.
6. P. way Supervisors are heavily over burdened. “CTE Committee“ report in this regard is still awaited for more than six years.

**Shri Praveen Bajpai**

Review of SPAD Concept:

Cases where Loco Crews/Motormen passes a Stop Signal with Danger (Red) aspect and stops his train within adequate distance (which is maximum 120 mtrs for automatic Block system & 180 mtrs for multiple aspect signalling section) without any loss to Railway Administration, shall not be treated as SPAD case as the crew makes its all out efforts showing his alertness to stop his train before the ‘Stop’ Signal.

SPAD may be defined as the case where Loco Crew/Motormen passes a Stop Signal at Danger Aspect level and its journey is continued causing loss of Railway property and or lives.

CRMS/NFIR demands that the definition of SPAD needs to be bifurcated into Signal Overshooting and Signal Passing at Danger keep in view the principle of natural justice.

Run over cases of Track Maintainers:

Run over cases involving Track Maintainers are increasing day by day on Central Railway. In Mumbai Division particularly in year 2011 (9 cases), 2012 – (5) and 2013 – (14) run over cases of Track Maintainers have been reported. Average of run over cases in Mumbai Division is one per month. On 3.11.2013 four (4 ) Track Maintainers were run over at Kalyan Patripul, which indicates deficiencies and requires improvement in the system.

Suggestions

i) Maintenance work on Track to be done during ‘Block Time’ only.
ii) If necessary and when Block is not taken speed restrictions of 15 km per hour should be imposed on working and adjacent track also.
iii) Gang strength to be increased by adequate ratio.
iv) A Committee should be set up to review the working system of Track Maintainer.
v) Physically weaker staff should not be deployed on tracks working.
vi) Look out men should be provided compulsorily as per rule at least within 100 mtr or 50 mtr as per nature of work.

vii) As per MCNTM per KM 1.25 persons at par line, 20-25 Track Maintainer per beat Gang strength and 10 turn out should be considered as 1 km.

Duties of Keymen

Keymen should be relieved of his duties of oiling, greasing of 80 numbers Elastic Rail Clips (ERC). Keymen should perform the job of patrolling only and in the spare time, if any can assist the Mate in supervising the Gang.

Raising of debit of 4 (adults) for longest distance against lost UTS Tickets or Non issued/SPL Cancelled/Cancelled Tickets:

The debit is being raised on account of missing of non-issued/spl cancelled/cancelled tickets for 4 adults in II M/E fare for the longest distance as against the actual fare accounted in the system. This is unjustifiable because the debit is being raised purely on assumption and not on the factual position.

1. The UTS tickets which are being non-issued/spl cancelled/cancelled tickets are counted into two parts. The 1st part is known as journey ticket part and the second is known as non-issued ticket part.

2. In case of the lost/missing of first part i.e. journey ticket that the debit is being raised on the actual fare which is accounted in the system. However, in the case of lost/missing second part of the ticket i.e. non-issued ticket the debit is being raised against the journey tickets for the fare of longest distance of 4 (adults) II M/Exp tickets.

In this context the Railway Board have issued orders to raise the debit relating to PRS/UTS tickets for the face value. These orders have been implemented in PRS. However, in absence of clarification (C.F. ARN No.31 of 2012) this has not been implemented for UTS tickets on Central Railway and perhaps on other zones.

NFIR would suggest that there is no requirement of generating non-issued i.e. second part of UTS tickets or debit should be raised on the face value of ticket not for the longest distance fare.

Shri P.S. Chaturvedi

1. Revision of Coal Pilot Allowance to Shuntman working in Colliery Sidings has not been finalised as yet. This matter was raised in last two PNM meeting held on 5th & 6th June, 2012 & 20th & 21st February 2013. In the last action taken statement it was mentioned that the matter was sent to F.C. but in the recent statement the item has been deleted. The issue has not been finalized yet. Necessary instructions may be issued to settle the grievance of the employees.

2. Due to multiple increase in Loco holding in the Electric loco shed, Gomoh, E.C. Railway, the additional posts are required as per norms/yardstick fixed by the Railway Board. In this connection a letter from Railway Board to the GS/NFIR was issued on dated 7/3/2013 that a do letter No. 2008/Elect.(TRS)/440/23 dated 17/12/12 was already given to GM/ECR. But till date there is no response perhaps no action has been taken by the Zonal Railway. Kindly order to create additional posts in TRS/Shed, Gomoh EC Railway early.

3. GM(P), ECR already issued letter for closing of Cadre in CRW/Harnaut on 30/9/2013. But seniority list of group ‘C’ & Group ‘D’ has not been finalised as yet. As a result the staff working at CRW/Harnaut have been deprived of promotion & Cadre restructuring. Immediate instructions need to be given to order promotion of staff.
4. After awarding MACP to directly recruited Goods Guards in Dhanbad & Mughal Sarai Divisions in East Coast Railway the same was withdrawn as per clarification date 13/12/2012 by Railway Board. Subsequently as per decision of CAT, Allahabad the MACP benefit was again restored in MAS Division. It is requested that similar action may be taken in other divisions.

**Shri G. Prabhakar Andrew**

1) Appointment of compassionate grounds for married/divorced daughters of deceased Railway employees on South Central Railway:

   It can be seen in the orders of the Railway Board that the appointments on compassionate grounds to the divorced daughters can be considered if the applicant is wholly dependent on the deceased family at the time of the death of the employee. The administration of South Central Railway cites technical condition that at the time of death of the employee, the daughter of the employee has not been divorced, thereby the appointment on compassionate ground cannot be extended. In view of the above stance taken by South Central railway, it is urged suitable instructions/clarification is issued by the Railway Board on the above issue to impart justice to the wards of railway employees.

2) Implementation of LARSGESS scheme – restriction of 20 years qualifying service in safety category:

   The Railway Board vide its order dated 11.03.2013 have indicated a minimum of 20 years of qualifying service rendered in safety categories for the employees to be eligible for seeking voluntary retirement based on the above scheme. In this connection the NFIR on 8.10.2013 has represented that the above restriction of 20 years service in safety category needs to be removed as the same is not there in the original policy. South Central Railway had written a letter to the Railway Board seeking necessary clarification, to which no response has been sent. It is requested to issue necessary orders removing the restriction of 20 years of qualifying service rendered in safety category alone.

3. Different yardsticks in implementation of LARSGESS scheme for 2010 batch:

   The written examination and the PET was conducted for the 2010 batch in the year 2012 as part of the above scheme on South Central Railway. The candidates who have passed in the written examination couldn’t make their way in PET. After representation by the NFIR the Railway Board dispensed the requirement of PET. However the Railway Board’s orders dispensing PET were not applied to the 2010 batch candidates putting them in disadvantageous position and defeated the very purpose of dispensing the PET.

   The failed candidates in PET approached the Central Administrative Tribunal (CAT) seeking justice. The CAT in its order have directed the Railway Board to consider the cases of the failed candidates in PET. In this connection, the Railway Board have instructed the administration of South Central Railway to file a writ petition in the High Court of Andhra Pradesh. The High Court has issued orders staying the CAT judgement.

   Sir, we wish to bring to your notice that the wards of 2010 batch of the above scheme on Southern Railway and South Western Railway were given appointment without conducting written examination and PET.
Similar instructions may be issued to South Central Railway to withdraw the writ petition with instructions that the administration should withdraw appeal and implement CAT’s order for granting appointment to the wards of 2010 batch thereby rendering justice.

4. Forwarding of Inter Railway request transfer applications:

As per the Railway Board orders there is no bar in the period of service while forwarding the inter railway transfer applications. However the administration of South Central Railway insists on a period of minimum two years of service for the inter railway transfer application to be forwarded to other railway.

Railway Board is requested to issue necessary instructions to South Central Railway, not to insist on two year tenure in forwarding the applications.

Shri Sharifkhan G. Pathan

The following problems of Railwaymen were highlighted:-

1. There are large number of vacancies in all the categories of Railwaymen i.e. Station Masters, Assistant Loco Pilots, Commercial Clerks, Guards, Clerical Staff, Trackmen, S&T Staff etc. Because of huge number of vacancies, Western Railway administration is not relieving the employees on inter railway transfer though the acceptance has since been communicated to the GM/W.Railway from the Railways in majority of cases. It was also mentioned that even the cases on spouse are also not being considered.

2. Railway Board’s instructions in regard to implementation for induction of Track Maintainers from Engineering Department to other Departments like Workshop, Traffic, Commercial etc against 10% quota have not been implemented since last 15 years because of shortage and the Track Maintainers continue to suffer unnecessarily.

3. The staff suffering from various diseases such as Cancer (last stage), Kidney failures, serious heart problems etc., even though bed ridden either in Divisional Hospital or in JRH, Mumbai are not declared medically incapacitated/totally unfit to facilitate appointment of the wards on compassionate ground. The employees are also denied salary due to ‘nil’ balance in leave account and the entire family starving for bread. Action remedy this is urgently needed.

Shri Vinod Kumar Rai

1. Recruitment made by RRC for posts carrying GP Rs.1800/-

The examination been conducted for recruitment of erstwhile Group ‘D’ category staff suffers from certain infirmities i.e. applicants are issued notices after receipt of their applications to the extent of 12.5% or 13% leaving aside rest of the candidates. It has been reported to PRKS that the candidates submit their applications duly completed in all respects. This irregularly has taken place in the last two examinations. Whereas in the examinations held earlier 97% and above candidates were called to appear. This speaks of the callousness and casual approach adopted by the RRC.

2. The dispensaries over N.E. Railway have been working with the assistance of Staff Benefit Fund in two disciplines (a) Homeopathy dispensaries (b) Ayurvedic dispensaries, while working period of homeopathic dispensary at Gorakhpur head quarters is working for 8 hrs all other such dispensaries and also Ayurvedic dispensaries have been working for 4 hrs only and accordingly payment is also made varying on the basis of the period of
work. It would therefore be in the interest of staff if all such dispensaries are allowed to work for 8 hrs and payment also made accordingly.

3. LNM railway hospital which is referral hospital and caters to the need of referred cases of all divisional hospitals has acute shortage of doctors. NE Railway administration argues that doctors do not join railways even after qualifying UPSC examinations. Railway Board may authorise GM/N.E.Railway to recruit qualified doctors by instituting screening committee of experts to make good the shortage to avoid sufferings of staff. It is also suggested that the GM/NE Railway may be authorised to recruit Contract Doctors and short term recruitment of doctors should be dispensed with. Same is the case in respect of medicines which is in short supply particularly the medicines prescribed by the doctors to different hospitals in respect of referred cases is provided with substitutes of lower potency.

4. At Gorakhpur roof leakages of quarters are not properly plugged for want of fund. Funds are required to be ensured.

5. All roads in the railway colony are in dilapidated condition which needs immediate thorough repair.

Shri H.G. Dwarakanath

(i) Inclusion of Oxy cutting Staff for payment of Group Incentives – RWF, Yelahanka

The staff working in the SPC bay, performing the works of oxy cutting, loading & unloading of the raw materials are also playing pivotal role in feeding the processed scrap to the wheel shop, unloading the blooms, metal scrap received from outside, unloading the raw materials procured by the stores.. etc. Though they are fully connected with the production, they are being denied incentive bonus. The issue came up for discussions in several meetings both at local and at Railway Board level but no positive decision has been taken so far to cover these staff for payment of Group Incentive.

These staff belong to separate seniority group viz: scaling till Senior Technician Grade and from there get stagnated without further promotion. They are the backbone of SMS and have been performing the duties which are hazardous in nature, their contribution towards production is neglected and is unnoticed.

It is requested that the issue may please be examined as these staff deserve to be covered for payment of Group incentive bonus at par with the wheel shop production staff.

(ii) Absorption of Act Apprentices as substitutes at RWF, Yelahanka

The candidates who have undergone act apprenticeship training at RWF about 90 in number have been waiting since 2008 for absorption into RWF. Administration instead of considering these act apprentices for suitable appointments at RWF, has sought RRC/SWR to supply candidates.

Since these are trained personnel action be taken for engaging them in SWR or in RWF.
Smt Shanti Singh

1. Reimbursement of higher education fee

At present, only inter level education fee reimbursement is available for children of Railway employees. Federation demands that Railways should set up its own institutions for imparting higher education/Technical education, to the wards Railway employees, with adequate financial assistance.

2. Poor condition of Railway Hospitals

The Railway Hospitals and health units lack basic infrastructure. Full strength of Doctors, Specialists, Super Specialists, modern machinery and branded medicines are not available. Whole system needs to be reviewed for visible and qualitative improvement.

3. Facilities for female railway employees

At work place basic facilities to female railway employees are not available and need to be provided. There is no proper safety for female employees. A female WLI may be posted at stations where women employees are large in number.

Ms. Niladevi. H.Zala

1. Names and phone nos. of Committee nominated for sexual harassment of women employee should be displayed at prominent places.
2. Funds allotted for women empowerment from CSBF do not reach to women in the division.
3. Child care leave should be granted liberally. It should not be treated as undue benefit.
4. Cleanliness at stations is very important. Without Safaiwala, it has not been possible to maintain cleanliness.
5. Single employee i.e. unmarried male or female should be given facility of companion in privilege pass.
6. Ladies should be exempted from periodical transfer in ECRC and booking category.
7. Senior nursing staff getting less pay than junior. Due to different grade pay stepping up could not be implemented. This needs to be addressed.
8. Auxiliary nurse midwife’s recovery done i.e. Chief Matron GP Rs 6600/- withdrawn and they are given GP Rs 5400/-, getting less pay than junior. Board may review these issues for doing justice.
9. Shortage of clerical staff – Vacancies should be got filled.
10. Dispensary peon should be made eligible for patient care allowance.
11. Light job should be given to women above age 45 years and working at road side stations.

Shri Ramesh Mishra

Following issues were mentioned

1. MACPS

Benefit of MACPS has not been provided to Track Maintainers on North Eastern Railway for which special instructions need to be issued.
2. **LARSGESS**  
(a) Under LARSGESS Scheme, benefit to Track Maintainers and other safety category staff in grade pay 1900/-, has not been provided. No selection of wards of staff in Grade Pay Rs.1900/- has been conducted so far.  
(b) Under LARSGESS Scheme, second time failed wards of employees may be extended one more chance to appear in the written examination.

3. **Working of Railway Hospitals**  
(a) Medicines supply in Divisional Hospitals of North Eastern Railway needs to be regulated.  
(b) Patients are referred to Private Hospitals by Divisional Hospitals, but facilities which should be provided are not available. It is suggested that facilities should be provided to Railway Patients by increasing specialists and resources within Railway Hospitals.  
(c) Only one cancer institute of Indian Railways is in Varanasi of North Eastern Railway, which gives treatment to patients of a large area. For last few years facility of Radiation for cancer for patients is not available due to non-posting of Radiological Safety officer.  

Radiological Safety officer need to be posted soon so that facility is available to Railway Cancer patients.

4. **ASMs** are being recruited through open market on Indian Railways, but on North Eastern Railway after training of A-2 Signaller, they were appointed as A-2 Signaller/ASM prior to 1980. In this process few A-2 Signaller had been placed in the posts of ASM. Employees, appointed as ASM early had been granted benefit of MACP and other A-2 Signaller were denied the benefit. NFIR has sent a letter to Railway Board, but no action has been taken by Railway Board. It is understood that North Eastern Railway has not responded even after about 2 years and the staff continue to suffer.

**Shri Rajesh Kumar**

(a) **LARSGESS**  

Benefits under the LARSGESS Scheme has not been extended to the Tower-Wagon Drivers. They may also be given the benefit under LARSGESS.

**SECTION B: MINUTES ON ITEMS**

**DG/RHS**

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

Federation was apprised that the matter of covering past cases has been examined in consultation with other Directorates concerned. But the proposal has not been agreed to. However, on the insistence of the Federation, it was agreed to consider 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.
37/2012: Treatment of the period of absence of Railway employees sent for PME.

Instructions already exist in Para 524 of IRMM, 2000 for treating period of absence from duty when an employee is sent for Periodical Medical Examination to an authorized medical authority. The same have been reiterated vide Board’s letter No.2013/H/5/1 (Policy) dated 10.01.2013.

(CLOSED)

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

It was agreed to consider afresh the demand in case of normal superannuation cases i.e. those retired employees who joined late but retired at the normal superannuation age.

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

It was decided to hold another meeting with the Federation to resolve the issue.

EDPM

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

Federation demanded that status report be called for from Delhi, Mughalsarai and Lokmanya Tilak Terminus and feedback given to Federation for further discussion. Federation also urged that the status report of different zones be given. After discussion, it was agreed to furnish position.


Instructions issued vide Board’s letter No.2010/Infra/22/3 dated 06.12.2012.

(CLOSED)

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

It was explained to the Federation that Tatkal Scheme is a value added service which has been introduced for full fare paying passengers only and no passenger holding concessional tickets or free pass including a Parliamentarian or a Minister is allowed to avail reservation under this scheme unless the full fare is paid for. If any relaxation is allowed, similar request will also come from other categories of passengers which will be difficult to resist. It was clearly explained that the relaxation of the Tatkal Scheme is not feasible especially in the context of adverse publicity relating to connivance of staff with touts on the cornering of Tatkal tickets. However, Federation insisted that the agenda item retained and requested that a solution be explored for facilitating travel of railway staff. It was agreed to explore possibilities.
Adviser(Signal)

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

Further action will be taken as per the Record Note of Discussions held on 18.07.2013. Federations suggested to convene another separate meeting.

Adviser Finace (Exp)


The matter regarding enhancement of Income Tax exemption limit in the case of Running Staff-reckoning of Running Allowance as pay for the purpose of deduction of Income Tax was referred to the Ministry of Finance. However, the request of the Ministry of Railways has not been agreed to by the Ministry of Finance. Reply has been received from Ministry of Finance vide O.M. No. 149/21/2013-TPL dated 21.05.2013.

Federation requested that in view of full merits in the case, another reference be made to Ministry of Finance and copy given to Federation, which was agreed to.

EDF(E)

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

Federation requested that this matter be speedily solved. A copy of the Committee’s Report given to Federation, as requested. It was agreed to expedite for finalizing the issue.


It was apprised to the Federation that a reference in this matter has been made to DOP&PW to which a reply is awaited. Federation insisted that follow up action should be taken for obtaining clearance from DOP&PW.


To be further examined by Establishment Directorate. Federation however reminded that rule provision is clear and as such a decision be given soon.

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

The demand for extending the benefit of Board’s letter dated 09.06.2011 to the employees of Construction Organizations who retired/died prior to 19.08.2010 is not feasible of acceptance. However, the demand for extending the benefit of Board’s letter dated 09.06.2011 to staff of
COFMOW has been acceded to vide Board’s Letter No.F(E)III/2007/PN1/4 Pt. dated 28.10.2013.

However, on the insistence of the Federation, the cases of employees of Construction Organizations, who retired/died prior to 19.08.2010 is to be further examined. Federation conveyed its unhappiness and demanded that the decision should be withdrawn.

**ED(T&MPP)**

*49/2012: Surrender of higher grade posts in Electrical Department in Khurda Road Division of East Coast Railway-resulting loss of promotion opportunities to staff.*

East Coast Railway has already been advised vide Board’s letter dated 21/02/2013 to follow Board’s instructions dated 23.03.2012(RBE No. 39/2012) and restore higher grade posts which are adversely impacting promotional prospects of staff. Finalised.

(CLOSED)

**EDE(GC)**


Official Side stated that as the existing system is running smoothly and there is no request from any Zonal Railway for changing the present system, the unified selection procedure for Mechanical Department should continue. Federation, however, did not agree with this view and it was agreed that the matter will be further examined in consultation with Board (MM).

Federation also contended that interests of various streams appearing for the unified selection should be protected and requested to look into the issue for ensuring equitable justice to staff of all streams.


Federation demanded that at least Senior Scale posts be allowed for this category. It was agreed to examine this demand on priority. Federation also pointed out that the item is pending since over seven years.

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

Federation demanded that a reference be made to UPSC making out a case mentioning the peculiarities and a copy given to Federation.

However, after detailed deliberation, it was agreed that the matter to be discussed separately, duly calling for data regarding the number of Ph D holders, eligible junior lecturers & NET qualified candidates among the prior lecturers of Railway School of S.C. Railway. Federation invited Board’s attention to the avenue existed in the past and take steps to restore so that the
staff may have promotion opportunity. It was also suggested that the posts be operated in Group B while insisting on qualification.


Federation stated that those Railway employees who have put in a minimum of three years of non-fortuitous service in PB-2/Grade Pay Rs.4200/- are eligible for appearing in the selection to Group B Gazetted post of APO, as provided in the rules. This was, however, refuted by the Official Side who stated that three years of non-fortuitous service is required in Ministerial Cadre as per provisions in Recruitment Rules of Group ‘B’ post of APO. A copy of the Recruitment Rules will be provided to the Federation and clarification given to North Western Railway. Federation however not agreed to the official side contention and urged to peruse the extant provisions.

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.

It was explained by the Official Side that 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.

EDE(G)


It was advised that views of the AIRF in the matter still awaited. It was agreed to call for a meeting with the Federations early.

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.

Federation stated that the orders of the Board have not yet been fully implemented to the canteen staff of Kashmire Gate (Construction), Delhi. As such, further comments will be called for from Northern Railway.

41/2012: Levy of Service Tax on the Railway Tickets on AC Classes –reg.

A reminder to be issued to Ministry of Finance and copy to be given to Federation.

Necessary instructions have been issued vide Board’s letter No. E(W)2012/PNM/NFIR/5 dated 24.01.2014.

(CLOSED)

50/2012: Departmentalization of Staff Canteen functioning in the office of the General Manager(Constit./NF Railway, Maligaon and consequent absorption of staff working in the Canteen – reg.

A reference has already been made to NF Railway on 03.09.2013 and reminder sent on 12.11.2013. Federation however insisted that the decision be given in the light of GM’s recommendation.

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

The instructions issued vide Board’s Letter No.PC-VI/2009/1/RSRP/2 dated 30.04.2009 referred to in the Federation’s demand, the implementation of which is stated to have caused the grievance among the ex-servicemen re-employed on the Railways, is based on the instructions issued by DOP&T. As such, on receipt of NFIR’s letter a reference has been made to DOP&T for their comments in the matter, reply to which is awaited. Federation desired that status quo ante should be given.

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

It was agreed that the matter to be examined as a special case.

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.

Federation was advised that agreeing to this request may lead to similar requests from other set of employees. Considering financial and other implications, the request to grant first class pass to employees who were appointed during the period from 01.08.1969 to 10.11.1987 and could have reached to pay of Rs.5375/- or above in pre-revised pay scale as on 01.02.2011 and 01.03.2011 cannot be agreed to.

Federation requested that special dispensation be allowed. It was agreed to examine the same. Federation also stated that the number of such staff is not larger and hence the question of financial implications should not arise.

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

The matter is under examination. Comments have been called for from N.C. Railway.
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) – reg.

Matter is under consideration in consultation with Zonal Railways.

AM(CE)


Federation demanded a separate discussion with ME on the issue of cadre restructure and inter-grade percentage distribution of Track Maintainers. This was agreed to. Federation also insisted that the agreement reached on 27.09.2013 should be implemented early.

EDME(W)

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

Official Side advised that the issue was examined in detail by a Committee of HODs including CPO, CME & FA & CAO/RWF nominated by the General Manager. The Committee after examining the issue has recommended that there is no justification to pay full production incentive to a portion of CMS and also there is no justification to write off of the over payment of incentive already made to the staff, which has been accepted by GM/RWF.

Federation however, did not accept the contention and stated that there was no staff representative associated in the Committee. As such, it was agreed that the matter to be referred to GM/RWF for consideration of the staff member. Federation also pointed out that the incentive bonus was paid with the approval of competent authority and hence discontinuance and proposed recovery is totally unjustified.

11/2011: Incentive Bonus Rates for staff of Rail Wheel Factory (RWF), Yelahanka – Review for proper implementation of Railway Board’s orders.

Discussed. As demanded letter of Board with appropriate amendment was agreed to be endorsed to NFIR.

(CLOSED)

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

Another letter to go from Board to SC Railway to consider the demand of the Federation expeditiously.
54/2012: Review of Group Incentive Scheme at Carriage Repair Shop, Mancheswar.

Discussed. Copy of Board’s letter dated 06.09.2013 to East Coast Railway given to Federation.

(CLOSED)

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

Federation was apprised of the status of various issues as conveyed by Rail Wheel Plant/ Bela vide their letter dated 29.01.2014, copy of which given to Federation. Federation will check up the factual position at field level and convey to the Board.

EDE(N)

1/2010: Transfer of Trackmen to other department – injustice done to the Trackmen by prescribing age limit of 45 years for lateral induction – review – urged.


(CLOSED)

7/2010: Medically decategorised Asstt. Loco Pilots-Grant of alternative post in appropriate grant pay.

&

17/2012: Fixation of pay of Running Staff on Medical De-categorisation in the alternative posts in new Pay Structure.


10/2010: Promotion opportunities to serving the Diploma holders in RCF/ Kapurthala against the posts of JE (Grade Pay Rs.4200).

Federation was informed that GM has been asked vide letter No.E(NG)I-2009/PM7/2 dated 23.08.2013 to take a decision at his level. Federation wanted a separate meeting; which was agreed to be convened soon.


Information has been sought for from Railways including CORE/Allahabad, which is awaited. Federation stated that it has given details to Board.

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

Official side stated that further clarification has been sought for from Southern Railway. Federation suggested that such staff may be kept as a ‘separate block’. This is to be examined.

Discussed and closed. (CLOSED)

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.

A separate meeting is to be fixed for which the file has been moved.

2/2012: Selection procedure for promotion to selection posts – Formation of panel in the order of seniority among those secured qualifying marks.

Necessary instructions are being issued. The item may be closed thereafter.

5/2012: Educational Qualification for recruitment to the post of Physiotherapist - Amendment to IREM Provision.

Federation has replied vide letter dated 18.07.2013. Matter will be examined further connecting Federation’s reply and in consultation with Health Directorate.

13/2012: Filling up of promotion quota vacancies in the category of JE with Grade Pay Rs.4200/- PB-2 – Rs.9300-34800.

Matter is being re-examined.

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

This will be examined further after receipt of information from CORE/ALD.

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

The issue is under examination on receipt of a reference dated 1.11.2013 from West Central Railway. Federation specially requested to consider the case favourably for absorption in Group ‘C’ in view of long service rendered by Teachers.

30/2012: Denial of promotion to staff in the categories of ASM, Guard, S&T and Sr. Supervisor (P.Way) in E.C. Railway, Danapur Division.

Federation agreed that the demand has been met with subject to be closed. (CLOSED)

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

The issue is under examination in consultation with nodal departments/ Ministries of Government of India. Federation requested Board to connect its letters.
35/2012: Promotion of Railway employees – consideration of ACRs.

The matter has been duly considered and letter to All Indian Railways alongwith Advance correction Slip to amend the IREM in this regard has already been issued vide letter No. E(NG)I-2012/PM1/5 dated 30.08.2013.

(CLOSED)

36/2012: Clerical Cadre- need for lifting of freezing/ban on filling up of vacancies of Clerks against Direct Recruitment quota- ban in force over Twenty One years.

Instructions issued vide letter No.E(NG)II/91/RR-1/20 dated 29.07.2013.Federation stated that there is no mention of PNM/NFIR Item in the order. It was agreed to issue corrigendum.

45-B/2012: Recognition of Educational Qualification.

&

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

The matter is under examination in correspondence with Ministry of Human Resource Development on an earlier receipt from Diesel Loco Modernisation Works (DMW)/Patiala.

47/2012: Provison 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 issue is still under examination.

53/2012: Policy of recruitment from open market at two levels in Grade Pay Rs.1800/- and in Grade Pay Rs.1900/- in PB-1 –Review- urged.

The demand of scrapping element of direct recruitment from the categories in Pay Band-1 (Grade Pay: Rs.1900) is not feasible of acceptance owing to following reasons:-

(i) Indian Railway continues to be a labour intensive industry and younger staff is generally expected to be more comfortable in manual work and jobs in workshops, travelling jobs, yard and other field jobs:

(ii) Younger staff is more enthusiastic, works harder for better promotional prospects, has tendency to learn and has new idea:

(iii) Longer service of the staff allows better career prospects, planned deployment and tuned staff in railway culture;

(iv) Scrapping of recruitment in Grade Pay of Rs.1900/- in PB-1 and induction from open market in Grade Pay of Rs. 1800/- in PB-1 will downgrade morale of large number of young candidates aspiring for employment in the railways as Indian Railways is amongst the largest employers in the country;

(v) The logic that same educational qualification in Grade Pay Rs.1800 and Rs.1900 does not hold good as in higher post normally Graduation is the limit for various categories of posts; and

(vi) The nature of work remains the same after the implementation of recommendation of 6th CPC. Hierarchy equally remains the same except a few minor changes.
55/2012: LDCE for the post of Commercial Inspectors in PB-2, Grade Pay Rs.4200/- in Commercial Department over Zonal Railways.

Discussed and closed.  

(CLOSED)

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

Instructions issued vide letter No. E(NG)1-2010/PM1/22 dated 03.01.2014. Federation however wanted a separate meeting with MS which was agreed to.

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

It was explained by Official Side that in terms of extant instructions only 50% of the temporary status Casual labour service is treated as qualifying service for the purpose of grant of retirement benefits. This has been incorporated in Rule 31 of Railway Service (Pension) Rules, 1993.

The issue raised had already been taken up by Standing Committee in NC/JCM of item No. 12 which was considered by the Board in consultation with Ministry of Finance, but the same was not agreed to by the Ministry of Finance.

The judgement of the Hon’ble High Court as well as Hon’ble Supreme Court raised by the staff side is applicable in the case of concerned petitioner only.

As such, the demand is not feasible of acceptance. However, on the insistence of the Federation, it was agreed to look into the matter again and to be referred to MOF/DOP&T.

20/2013: Absorption of Casual Labour borne on the Live Casual Labour Register in Group ‘D’ posts on South East Central Railway.

Official Side stated that South East Central Railway have informed that there are no such ex-Casual Labour borne on Live Casual Labour Register awaiting for absorption in Group-D post. Copy of letter of SECR given to Federation who stated that they will check-up and get back.

21/2013: Correct assignment of seniority in terms of extant rule among two Office Superintends joined North Western Railway from different seniority units (from Northern and Western Railways).

It was explained to the Federation that seniority of both the employees referred to in Federation’s demand are to be decided at Zonal Railway level in the light of instructions issued vide Board’s letter No. E(NG)I/2004/TR/3 dated 16.03.2004 and para 314 of IREM Vol. 1. This has been intimated to NW Railway vide letter dated 01.08.2013. Federation will examine and discuss further.

22/2013: Denial of absorption of Quasi Administrative Staff in Group ‘D’ over West Central Railway – Mis-interpretation of Railway Board’s orders

The reference dated 29/10/2012 of West Central Railway cited by the Federation has been replied to on 23rd January, 2013 and Federation was apprised of the position on 11th February, 2013 with regard to their letter dated 07.11.2012.

(CLOSED)
25/2013: Denial of Compassionate Ground Appointment on flimsy reasons – causing hardship to the families of deceased employees.

Matter is under consideration.

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

This will be examined. Federation explained that the substitutes were engaged with the approval of General Manager and they were subjected to tests as per laid down procedures.

28/2013: Placement of employees in Grade Pay Rs.1800/- in PB-1, in Metro Railway, Kolkata.

This will be examined. Federation requested Board to connect its letters.

29/2013: Relaxation in upper age limit for transfer of Non-Technical Group ‘D’ Staff to Workshop under 40% and 10% quota respectively.

DMW’s proposal received for the purpose has already been considered and as desired, relaxation has been given vide Board’s letter No. E(NG)I-2012/CFP/13 dated 10.06.2013.

(CLOSED)

EDPC – II

35/2006: Grant of benefit of fixation of pay on promotion from Senior Technician (Grade Rs.5000-8000) to JE-II Scale Rs.5000-8000.

Benefit of promotional pay fixation in certain specific situations of promotion in identical revised 6th CPC pay structure effective from 01/01/2006 has been allowed vide Railway Board’s letter No.PC-VI/2011/IC/1 dated 12/09/2013. The same includes the instant situation of promotion from Sr.Technician (PB-2 Grade Pay-Rs.4200) to Junior Engineer (PB-2 Grade Pay-Rs.4200) also.

(CLOSED)

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 08.10.13 (RBE No.102/2013). Further, the cadre restructuring of IT cadre is under examination of the ED’s Committee constituted by Board. It was agreed that this will be expedited. Federation urged that the left over categories should be dealt for providing revised percentages.


Federation pointed out that there are a few cases of NW Railway (Ajmer Division) wherein re-fixation had been permitted beyond stipulated time for submission of options for fixation of pay and that the same logic should apply to SC Railway’s case of Smt. Jeromi P. Raju, Sr.ECRC, Secunderabad. It was explained by the official side that a reference was sent to NW Railway,
requesting them to furnish the details of such cases. Reply is still awaited from the NW Railway. The issue will be examined further on receipt of information.


It was explained by official side that 5th CPC has upgraded the pay scales of CMA-II Rs.1320-2040 & CMA-I Rs.1600-2660 to Rs.5000-8000 and Rs.5500-9000 respectively duly considering the higher recruitment qualifications for these posts, vide para 89.198 of its report. Subsequently, the 6th CPC made specific recommendations for Chemical and Metallurgists vide para 7.36.91 of its report and recommended replacement pay structure of PB-2 GP-Rs.4200/-corresponding to the pre-revised pay scale of Rs.6500-10500 for categories of Chemical&Metallurgical Assistant Grade-I & Grade-II in pre-revised scale Rs.5000-8000/- & 5500-9000/- respectively duly merging the posts. The Commission has recommended revised pay structure of PB-2 GP Rs.4600/- to the posts of Lab Superintendent in the pre-revised scale Rs.6500-10500 – Rs.7450-11500/-. The above recommendations have been implemented.

In view of the above observations, it is not feasible to agree with the demand for granting upgradation of grade pay to CMA-II & CMA-I as Rs.4600/-. However, Federation insisted that keeping in view Recruitment, Qualifications of degree in Engineering, improvement in Pay Scales, may be examined. Federation also expressed its unhappiness over Board’s non-responsive approach in this case inspite of justification for solving the issue.

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

The issue is still under examination. Comments of various Work Shops of all Zonal Railways have been sought, which are awaited.

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

Federation had written a letter giving details of Controllers who were not extended the benefit of restructuring. East Central Railway has been asked to furnish the details.

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 Rs.1800/- A.C.Coach Attendant’s category.

It was explained by the official side that after the implementation of 6th CPC and as per Board’s letter No.PC-VI/2008/1/3/1 Dated.29.10.2008, regular Group ‘D’ employees (in pre-revised scales Rs.2550-3200, Rs.2610-3540, Rs.2610-4000, Rs.2650-4000) w.e.f. 1.1.2006 subject to possession of prescribed qualification/retraining. These posts (as also posts where already existing in pre-revised Rs.2750-4400 in the cadre/category) stand merged alongwith functions. Further, in cases of promotions on or after 1.1.2006, fixation of pay is to be governed by Rule 13 of RS(RP) Rules, 2008 notified vide GSR 643(E) dated 4.9.2008 which permit one increment equal to 3% of sum of pay in pay band and the existing Grade Pay in cases of promotions involving change in Grade Pay/Pay Band only. The situation is not restricted to the category of AC Coach Attendants but is available in various other categories/departments & Ministries. In
view of the rule position mentioned above, the benefit of fixation cannot be granted to AC Coach Attendants as requested by NFIR.

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

The issue of upgradation of Sr. P.Way Supervisors in the pre-revised scale Rs.5000-8000 w.e.f. 01.11.2003 has been re-examined and it was explained that the matter cannot be agreed to due to the following reasons:-

(i) As per recommendations of Cadre Restructuring Committee as accepted by Board/MR, only 17.26% posts of Supervisors P.Way of Civil Engineering Department were upgraded as JE-II w.e.f. 01.11.2003 vide Board’s Cadre restructuring orders dated 09.10.2003.

(ii) Subsequently, a committee of Sr. Officers of Railway Board set up to examine this issue, also went into the background of the case in great detail and found that upgradation of only 17.26% posts of P.Way Supervisors as JE-II was justified. Board had accepted the recommendations of the Committee. Further, with the consent of the Federations, a new category of Sr. P.Way Supervisors in pre-revised scale Rs.5000-8000 was introduced in place of P.Way Supervisor in scale Rs.4500-7000 + Rs.100 SA vide Board’s letter dated 22.03.2007. Recently, the category of Sr. P.Way Supervisor has further been merged with Junior Engineer/P.Way (Grade Pay Rs.4200) vide Board’s letter no. PC-III/2012/FE-II/2 dated 03.07.2013 (RBE No.64/2013). However, federation pointed out that upgradation of non-P.Way side Mistries had been done since 01.11.2003 and the same upgradation was required to be done for P.Way side also. Federation also pointed out that grave injustice was done to this category by denying benefit w.e.f. November, 2003 and demanded immediate justice. It was agreed to re-examine.

32/2012: Lack of career growth-points Man category of Operating Department in the Railways.

The official side stated that as per the provisions of IREM, the post in the categories of Ticket Collectors, Commercial Clerks and Office Clerks are filled up as under:

(i) 50% by direct recruitment.

(ii) 33.33% by selection from eligible Group ‘D’ staff as specified by Zonal Railways as per procedure prescribed in para-189 of IREM Vol.-I 2009.

(iii) 16.66% by promotion on merits of matriculate Group ‘D’ staff from eligible categories as specified by Zonal Railways.

Moreover, letter No.E(NG)I/2008/PMI/15 dated 03.9.2009, vide which revised classification and mode of filling up of the posts merged after the 6th CPC have been circulated, specifies for filling up of the 33.33% posts in these categories through general selection i.e. the selection is open to all employees fulfilling the eligibility conditions. Federation pointed out that the reality of the situation is that a pointsman is not made eligible for TC,CC etc. Federation stated that this will be discussed with EDE(N) separately.
57/2012: Non-implementation of the benefit of cadre restricting w.e.f. 01.11.2003 on Raipur & Bilaspur Divisions of SEC Railway-Reg.

It was explained that out of total 123 staff promoted under cadre restructuring on Bilaspur Division, 110 staff have retired or expired and 13 are still working and have got benefit of pay fixation and arrears under cadre restructuring w.e.f. 01.11.2003. On Raipur Division, total 159 staff were promoted under cadre restructuring and out of which 150 staff have retired on expired and 9 staff are still working and have got benefit of pay fixation and arrears under cadre restructuring w.e.f. 01.11.2003. During the random checking of service records of retired staff on both the Divisions, it is noticed that in most cases, fixation of pay and arrears and consequential benefits have already been given. Federation stated that the issue will be discussed separately.

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

The official side stated that existing pay structure of various Railway employees is based on the recommendations of Sixth Central Pay Commission. Further, the issues relating to pay scale generally fall in the jurisdiction of Pay Commissions, which are expert bodies for the purpose. Since Government has already decided to form a new Pay Commission, it is not feasible to form a Committee as sought for by staff side. Federation stated that the issue may be recommended to VIIth CPC for qualification related appropriate pay-scales for these categories. It was agreed to consider.

SECTION C: Lists of 38 Items which could not be discussed in the meeting due to paucity of time.

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

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

AM(T&C)

AM(ME)/EDME(Tr)
38/2012: Hard working conditions and excessive duty hours- Loco Inspectors category.

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

Adv.(vig)

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.
<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>35/2004</td>
<td>Inadequate promotion opportunities for Technical Supervisors in railway printing presses.</td>
</tr>
<tr>
<td>8/2008</td>
<td>Fixation of pay to the staff posted from one project to the other.</td>
</tr>
<tr>
<td>13/2010</td>
<td>Payment of Transport Allowance to Railway Employees working at Ghaziabad, Faridabad, Gurgaon and Noida which are classified at par with Delhi as ‘X’.</td>
</tr>
<tr>
<td>1/2011</td>
<td>Grant of Financial Upgradation under MACPS to the staff who are in the same Grade Pay for more than 20 Years.</td>
</tr>
<tr>
<td>8/2011</td>
<td>Reckoning of Additional Allowance as pay for all purposes including computation of Retirement Benefits - Running Staff.</td>
</tr>
<tr>
<td>9/2011</td>
<td>Application of Safety Related Retirement Scheme (LARSGESS) to the Loco Pilots drafted to work as Crew Controllers.</td>
</tr>
<tr>
<td>16/2011</td>
<td>Abolition of Pay Scale and Introduction of upgraded Pay Scale with revised designation – Senior Section Engineers (Drawing) – Clarification on entry Grade Pay – Reg.</td>
</tr>
<tr>
<td>22/2011</td>
<td>Grant of Transport Allowance to the employees availing the facility of Workmen Trains.</td>
</tr>
<tr>
<td>1/2012</td>
<td>VI\textsuperscript{th} CPC Recommendation – Allowances to staff.</td>
</tr>
<tr>
<td>7/2012</td>
<td>Payment of Allowance to the Running Staff working Duronto Express Trains.</td>
</tr>
<tr>
<td>10/2012</td>
<td>Stepping up of pay of Seniors – Case of Loco Running Staff posted as Instructors in the Zonal Electric Railway Training Centres.</td>
</tr>
<tr>
<td>20/2012</td>
<td>Selection for promotion to the post of Loco Inspector (Electric Traction) – Western Railway.</td>
</tr>
<tr>
<td>22/2012</td>
<td>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.</td>
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<tr>
<td>34/2012</td>
<td>Revision of Special Pay granted to Trolleyman working in Engineering and S&amp;T Departments.</td>
</tr>
<tr>
<td>40/2012</td>
<td>Admissibility of House Rent Allowance in the event of non-acceptance or surrender of Railway residential accommodation.</td>
</tr>
<tr>
<td>45-A/2012</td>
<td>Problems faced in the implementation process of LARSGESS- Discontentment among safety staff.</td>
</tr>
</tbody>
</table>
56/2012: Counting of service of D-2 khalasis in CLW for extending benefits of financial upgradation under MACP Scheme.

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


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

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).

14/2013: Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) – widening scope and improper application.

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.

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.

EDE(N) 42/2012: Denial of proper Pay Scales (vth CPC) to the Senior Typists on Railways.

EDE(G) 18/2013: Implementation of Apex Court decision - Counting of the service rendered by Commission Bearers/Vendors absorbed in Railways for pensionary benefits – from the date of engagement as Commission Bearers/Vendors, till date of absorption in Railways – Southern Railway.

EDLL(D&A) 31/2012: Application of D&A rules contained in S.No.3 of Schedule II – incorrect implementation by Disciplinary Authorities in the Divisions/Zones.

SECTION D: SUMMARY

<table>
<thead>
<tr>
<th>TOTAL NUMBER OF ITEMS</th>
<th>OLD+ NEW</th>
<th>CLOSED</th>
<th>BALANCE</th>
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<tr>
<td>114</td>
<td>84+30</td>
<td>14</td>
<td>100</td>
</tr>
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