

RECOMMENDATIONS OF THE JOINT COMMITTEE TO RESOLVE ISSUES OF PACKAGE AND CAREER PROGRESSION OF TRACKMEN

1. That in keeping with the recommendations of the 6th CPC that the “categories of Trackman/Gateman/Trolleyman in pre-revised Rs.2610-3540, Sr. Trackman/ Gateman/ Trolleyman in Rs.2650-3490 and Head Trackman/Gteman/ Trolleyman/Keyman in Rs.2750-4400 be merged into a single category” and also as the seniority is already merged, the categories of Keyman/Trackman/ Trolleyman/Gateman/Watchman in Engg. P. Way in GP Rs.1800 be merged, and given the designation of Track Maintainer Grade IV(GP Rs.1800).

Further, eligible Track Maintainers in GP Rs.1800 fulfilling the prescribed medical classification and other conditions would be deployed to man Engineering Level Crossings and would be eligible for the grant of the Special Allowance as per conditions indicated for grant of such allowance. Similarly, eligible Track Maintainers in GP Rs.1800 fulfilling prescribed conditions would be deployed to Trolleys/other P. Way functions.

2. The PW Mates in GP Rs.1900 may be re-designated as Track Maintainer Grade III(GP Rs.1900). This would be the next level of promotion for Track Maintainer Grade IV.
3. Further, in order to provide appropriate progression, two new levels be introduced, viz.:
 - (i) to GP Rs.2400 to be designated as **Track Maintainer Grade II**(GP Rs.2400)(to be filled from eligible staff from the next lower GP of Track Maintainer category based on seniority-cum-suitability) and
 - (ii) to GP Rs.2800 to be designated as **Track Maintainer Grade I**(GP Rs.2800)(to be filled from eligible staff from the next lower GP to Track Maintainer category based on selection).
4. The duties, responsibilities and functions of the Track Maintainer category should be rationalized to reflect the higher levels of technology, skills, knowledge and future requirements of Permanent Way Maintenance as well as additional responsibilities, functions and safety related aspects that are required at each level. The Permanent Way Manual/Safety Manuals would necessarily need to be revised to reflect the same.
5. Training Manuals which already provide for multi-tasking should be suitably revised to provide for the above changes.

S. No.	Category	5 th CPC Pay Scale (Rs.)	Inter Grade Distribution % of SS		Existing AVC	Minimum EQ for DR
1.	PW Mate	3050-4590	Single Grade		By Selection \$*	
2.	Keyman	2750-400	Single Grade		By Seniority-cum-suitability@*	
3.	Trackman/ Engg.	2750-2400	42	Total 100%	By seniority-cum-suitability@*	
	Gateman/ Trolleyman/	2650-	40		By Seniority-cum-suitability@*	

	Watchman	3490 2610- 3540	18		By DR#*	8 th Pass
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*Further progression to Supervisor(P. Way) Rs.4500-7000, subject to prescribed EQ and service.

Note:

- (i) #DR Inspector-wise Promotion Sub-division-wise \$Division-wise
 - (ii) Seniority of the categories of Trakman/Gatemen/Trolleyman/ Watchman is merged and progression is by seniority-cum-suitability. Suitable and eligible Trackman on completion of 3 years service with A-3 medical classification is considered for posting as Engg. Gateman and Trolleyman on option.
 - (iii) All posts of Engineering Gateman were placed in Rs.2750-4400 vide Boar's letter No.PC-III/2003/CRC/6 dated 09.10.2003 and to be filled by option from suitable eligible Trackman. Further promotion is to Keyman on the basis of combined seniority in Rs.2650-3490 as Trackman and after requisite training.
 - (iv) Gateman posted at manned Engg. Gates, identified as arduous as per laid down criteria to the extent of 50% of such cages are eligible for Special Allowance of Rs.150 pm. Medical classification of Trackman is B-1, of Trolleyman and Engg. Gateman is A-3 and of Watchman is B-2/C-1. On medical de-categorisation of Trackman/Gateman/Trolleyman, one of the categories for alternate employment is Watchman. Medical classification of Keyman/Mate is B-1.
 - (v) Minimum educational qualification was 8th pass in terms of E(NG)II/98/RR-I/107 dated 04.12.1998 with relaxation for compassionate appointments.
 - (vi) In terms of E(P&A) II/87/JCM/DC/2(PP) dated 05.06.1989, pay protection to some extent is given on transfer to other categories in lower scale of pay.
6. In addition to the regular channel, other promotional channels available to Trackman are that Trackman below 45 years of age to the extent of 10% of the annual intake of Trackman can apply for change of category to Technical and Traffic categories, i.e. Trackman in regular employment may be transferred to the Mechanical Engineering and Transportation(Power) Deptt., Traffic & Commercial Deptt. And to the works side of Engineering Deptt.

Such transfers should not, however, exceed 10% of the annual intake of Trackmen or 10% of annual intake in the relevant recruitment categories of each of these departments to which Trackmen are transferred. Such regular Trackmen who are transferred to Works Branch/Workshops/Traffic & Commercial Deptt. Will count half the length of continuous service for seniority in the new cadre in which they are absorbed.(para 179 xiii-c and XV, IREM Vol-1). Such transfers are to the direct recruitment grade of Rs.2550-3540(i.e. lower scale of pay).

Package and Allowances

1. Existing Facilities for Trackman:

The following items have already been provided to the Track Maintenance Staff

- (i) Supply of luminescent vests(safety jackets) – in terms of Railway Board's letter No.E(W)95.UN1-19 dated 28.08.03 and 10.03.04.
- (ii) Supply of helmets – in terms of Railway Board's letter No.E(W)95.UN1-19 dated 10.05.05.
- (iii) Issue of uniform and other accessories – in terms of Railway Board's letter No.E(W)95.UN1/19D dated 27.12.05 and 22.11.06.
- (iv) Reimbursement of cost of shoes – in terms of Railway Board's letter No. No.E(W)2005.UN1/3 dated 05.09.07.
- (v) Issue of wrist watch – in terms of Railway Board's letter No.2002/CE-1/GNS/6 dated 10.09.07 and 19.09.08.
- (vi) Special Allowance to Gateman @ Rs.300 deployed/posted to work on 50% of the gates specified as 'difficult'.
- (vii) Night Patrolling Allowance @ Rs.6 per night is admissible to Trackman.

2. In order to improve the productivity, safety and working conditions for Trackmen, the following additional recommendations are proposed:-

(A) **Allowances**

- (i) At present, Washing Allowance(for uniform) is not provided to Trackmen. In view of the nature of work of Trackmen on the field and under extremely harsh weather conditions, it is suggested that they be made eligible for Washing Allowance. However, this may be restricted to those drawing GP Rs.1900 and below.
- (ii) At present, vide Railway Board's letter No.E(W) 2005 UN 1/3 dated 5.9.07, Trackmen are given a reimbursement of Rs.450 p.a. for purchase of canvas safety shoes. The extensive walking on track and ballast/patrolling undertaken by the Trackmen in the course of their duties and the changing weather conditions in which they perform these duties, have been taken into consideration and it is suggested that two pairs of shoes may be considered to be a part of the uniform of the Trackmen and, hence, they may be reimbursed Rs.900 p.a. However, the reimbursement should be subject to actual procurement of the shoes and submission of receipt thereof and, therefore, the reimbursement should be given up to twice a year @ Rs.45 per reimbursement.

The additional financial implications would be Rs.12 crore p.a.

- (iii) **Special Allowance** to each Track Maintainer deployed for manning any of the Engg. Gates - @ Rs.300 p.m.

(B) **Working Tools**

- (i) **CUG Phone** – In the interest of better and prompt communication of directions to the Gangs working on the track, each Track Maintainer Grade-I may be given a CUG Communication/Walkie Talkie Sets. These items should be made part of T&P for each

P. Way Gang working on open line sections and maintaining of which(CUG) will be personal responsibility of Track Maintainer Grade-I.

During patrol time, one CUG phone will be available for each patrolling team, which will be kept stocked along with the other T&Ps and is not to be made available otherwise. Appropriate ceiling limit for expenditure on the phone and recurring telephone charge bills may be worked out in consultation with S&T and other concerned departments.

- (ii) It is recommended that an effort be made to constitute a team in RDSO and Indian Railway Institute for Civil Engineering(IRICEN) for **designing/standardizing improved working tools** which are more ergonomically designed and light weight without compromising effectiveness.
- (iii) **Protective Helmets** with miner's light may be considered for inclusion as a part of T&P items for night patrolman as a safety measure.
- (iv) **Mechanisation and automation** of functioning of activities of Trackmen is needed, e.g. motorized light weight push trolleys for inspection etc.

(C) Uniform

- (i) Efforts may be made to ensure that quality of uniforms being supplied is as per prescribed specifications. There should be tighter inspection mechanism for warmness of the clothing.
- (ii) Quality of Jerseys may be ensured to ensure adequate warmth to match weather conditions.
- (iii) Retro-reflective clothing should be supplied timely to each individual.

(D) Working and Living Conditions

Both Working and Living conditions of the Track Maintenance Staff are very poor. Hazardous working conditions in open line cause many unfortunate run-over cases(average one case per day on IR). Therefore, following provisions and facilities are recommended for adoption:-

- (i) **Working on track in suburbs** – Adequate mechanism may be deployed for cleaning of tracks in suburban areas, so that Track Maintainers may work properly for safety of track.
- (ii) **Protection to Gangs against accidents** – Warning System/Hooter may be developed and made part of each P. Way Gang working on open line and similar other conditions.
- (iii) **Night Patrolling** – During night patrolling, efforts may be made to ensure that team of 2 persons patrols in Extremist/Terrorist and Naxalite areas. This is also prescribed for wildlife areas, dacoits affected areas and Ghat Sections vide Para 1004(a) of IRP Way Manual.

(iv) **Accommodation**

- (a) In many places there is no provision for family accommodation for Trackmen. It is suggested that efforts may be made to provide family accommodation, where possible, at suitable stations so as to enable the staff to take care of education and health of children and family.
- (b) In locations where Trackmen are accommodated in barracks/Duty Huts and it is not possible to provide accommodation for family quarters, payment of HRA may be considered in lieu of separate family quarters.

While recommending the above package of career progression and improvement in working and living conditions of Trackmen, the Committee has taken due cognizance of various duties performed by the Trackmen and conditions of work including the working hazards faced by them.

The Committee had two options, either to consider specific allowances for a variety of situations that describe the working conditions and duty list of Trackmen or consider a significant improvement in the career progression and cadre structure of Trackmen with the understanding that this would cover compensation for diverse nature of duties and working conditions of this category of Railway staff.