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**All India Railwaymen's Federation**  
(Estd, 1924)

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**No.AIRF/GMs Conference**

**Dated: April 3, 2013**

**The General Secretaries,  
All Affiliated Unions,**

**Dear Coms.,**

**Sub: Issues raised by the GS AIRF in General Managers' Conference held on  
3<sup>rd</sup> and 4<sup>th</sup> April, 2013 in Rail Bhawan**

**In the General Managers' Conference, which started today in Rail Bhawan, New Delhi, the General Secretary AIRF raised the following major issues before the Hon'ble Minister for Railways and Full Board.**

**While complimenting Hon'ble MR, GS AIRF thanked him for sanctioning cash award of rupees five crore for the Railwaymen for their contribution to achieve the target of 1010 MT loading. He also complimented the Railway Board for recruitment panels formed to fill-up around 1.5 lakh vacant posts in the Railways.**

**He expressed his thanks to Hon'ble Minister for Railways for writing a letter to Hon'ble Finance Minister in regard to long pending genuine demands of the Railwaymen which were already agreed to by the Railway Board. Shri Mishra further added that MR's personal intervention is needed at the Finance Minister's level to settle these issues.**

**Shri Mishra emphasized that all the activities in Indian Railways are of perennial nature, therefore, thumb rule of creation of posts on "Matching Saving" basis for manning additional trains, maintenance of new assets, tracks, signalling, rolling stock etc. should not be applied in Railways and creation of posts should be de-linked from "Matching Saving".**

**The General Secretary stated that the MR has talked about staff satisfaction, but it is unfortunate that even the issues unanimously agreed upon at Railway Board's level, are not be implemented, e.g. arrears to Running Staff has not been paid since 01.01.2006 as also their ALK has not been improved, Additional Allowance to Loco Pilots and Guards operating goods trains has not been announced in spite of the agreement, Supervisors have not been granted Grade Pay of Rs.5400 and merger**

**of Technician Grade II into Grade I has not been done, Entry Grade Pay for the ASMs, as agreed to, has not been implemented, the nomenclature of the Guard has not been changed to "Train Manager". He further added that these are a few examples of pending demands which are creating lots of dissatisfaction among the staff, and in addition to this, there are many more problems awaiting settlement.**

**"Dispensation of Written Test from the recruitment process under LARSGESS Scheme, decentralization of the recruitment at the Divisional level, recruitment of the wards of Railway employees who had applied in the year 2010 Cycle, but their cases are still pending in spite of commitment of the Railway Board that their cases would be considered, even if the wards having become over-aged and there is less than three years service left at their credit, by giving one-time exemption, are the issues which are yet to be settled despite repeated assurances by the Railway Board", the General Secretary added.**

**He expressed his serious concern over imposition of "Major Penalty" of "Removal from Service" in case of Running Staff, i.e. Loco Pilots and Asstt. Loco Pilots for Signal Passing At Danger(SPAD) Cases. He further added that the Railway Board seems to be insensitive in such cases, because some of LPs and ALPs have committed suicide because of this menace. AIRF has repeatedly raised this issue in different Fora, he added, but no concrete action seems to have been taken by the Railway Board. He emphasized that, in view of the frustration prevailing among this important frontline category staff, it would be in all appropriateness that a Joint Committee should be formed to study this issue, and the presently prescribed minimum punishment of "Removal from Service" in SPAD Cases be abolished.**

**With the consistent efforts of AIRF, a Joint Committee on Package and Career Progression for Trackmen was formed, but its unanimous recommendation for cadre restructuring of the Trackmen, Trolleyman, Gatemen in the ratio of 10%, 20%, 20%, 50% respectively in GP Rs.2800, 2400, 2000 and 1900 has been arbitrarily diluted while issuing orders by the Railway Board, which is highly unfair and AIRF demands that this recommendation should be implemented in toto.**

**While expressing anguish, the General Secretary stated that, on account of shortage of staff, extra burden is being born by the existing staff, causing stress and strain, violation of Rest Rules, Rest at Headquarters for Running Staff, Call Book being served on them before completion of rest etc.**

**He further mentioned that the recruitment qualification needs to be reviewed and it should be commensurate with the job contents, else there is every likelihood of serious discontentment among the over-qualified new recruits, because they shall feel depressed due to under-employment. He further suggested that some fast channel of promotion should be devised, particularly for newly recruited Trackmen to contain the new recruits in this vulnerable category.**

**The General Secretary further stated that the under-noted issues are also not being resolved and there is inordinate delay in settlement thereof, which is a major cause of dissatisfaction among these categories of staff:-**

- **Unanimous recommendations of the Cadre Restructuring Committee and Departmental Anomalies Committee are unnecessarily getting delayed inordinately, causing frustration and resentment among the staff.**
- **Upgradation of 15% apex level Supervisory Staff to Group `B' is also hanging fire for years together despite several rounds of deliberations on this issue. This also needs to be expedited.**
- **Problems of the Running Staff, particularly their pay scale, duty hours and Hours of Rest and other working conditions need to be improved on priority because the frustration among the Running Staff is posing danger for Railway Safety.**
- **P. Way Supervisors should be merged with JE(P. Way) as has been done in the case of Mistry Supervisors of other departments with retrospective effect.**
- **Anomaly in the pay of Loco Inspectors promoted prior to 1.1.2006 and after 1.1.2006 needs to be done away with at the earliest.**
- **Absorption of quasi-administrative offices staff in the Railways is also getting delayed unnecessarily.**
- **Restoration of facilities of Privileges Passes/PTOs issued to the staff working in the Co-Operative Societies/Banks in the Railways, particularly NZRE CTC Ltd., Northern Railway, New Delhi.**
- **Early implementation of recommendations of High Powered Committee to Review Duty Hours of Running and other Safety Categories Staff.**

**Shri Mishra said that, AIRF has been demanding "Maintenance Allowance" in cash for petty repairs, maintenance, white-wash and painting etc. of the Railway quarters to the allottees. This issue should be settled early.**

**The instructions issued by the Railway Board for the engagement of Substitutes in the Railways could not yield any result, the General Secretary pointed out, and therefore, the orders need to be simplified and implemented without further delay.**

**The General Secretary also mentioned that the Sr. Supervisors should be imparted training in foreign countries wherefrom technology, rolling-stock etc. are imported so as to acquaint them properly with the technology being used therein.**

**He also pointed out that there are serious complaints about leasing of land in DCM Railway Colony(a prominent area in the heart of Delhi) to M/s Parsvnath Developers Ltd. As such, this needs to be stopped immediately.**

**Cleaning of rolling stocks and railway premises have been, by and large outsourced, as a result of which, condition of cleanliness is very bad, the General Secretary added, which is earning bad name to the Railways, and, therefore, needs to be departmentalized.**

**The Railwaymen are sacrificing their lives for safe running of trains, however, in case of any accident, the blame is always on the staff, which is highly unfair, the General Secretary added.**

**He further mentioned that the life cycle of the equipments and materials should be assessed for safety of rail operation.**

**The Pilot Project of promotion of the staff on the basis of perusal of ACR & Benchmarking, having been successful, needs to be regularized for ever”, the General Secretary stated.**

**“On account of acute shortage of doctors and paramedical staff, health services in the Railways are suffering badly, therefore, recruitment of doctors and their age of superannuation needs to be reviewed and recruitment of paramedical staff should also be done by some simplified process”, the General Secretary further stated.**

**The General Secretary demanded that the Welfare Schemes announced in the Rail Budget by the then MR should be given practical shape, for which some concrete steps should be taken.**

**If the Railway Board’s attitude in resolving the above issues continues to be indifferent, the Railwaymen shall be compelled to resort to direct trade union action, he concluded.**

No.AIRF/58(i)  
No.AIRF/SBC/2013

Dated: April 5, 2013

The General Secretaries,  
All Affiliated Unions,

Dear Coms.,

**Sub: Payment of CUG Phone bills issued to the Union Office Bearers**

In the wake of Code of Conduct having been enforced w.e.f. 18<sup>th</sup> March, 2013, i.e. the date of issue of notification by the Secret Ballot Elections Committee for conducting elections for recognition of Railway Unions, the AIRF and its affiliated unions have to adhere to the provisions therein.

I would, therefore, request you to please advise your respective General Managers that the bills for CUG Phones issued to Union Office Bearers in the capacity of union officials may be raised in favour of the union w.e.f. 18<sup>th</sup> March, 2013 onwards till completion of the said elections process, the payment of which should be made by the unions.

I have already advised Railway Board to this effect, however, you are also requested to take necessary action in the matter without fail.

With fraternal greetings!

Yours fraternally,

  
(Shiva Gopal Mishra)  
General Secretary