

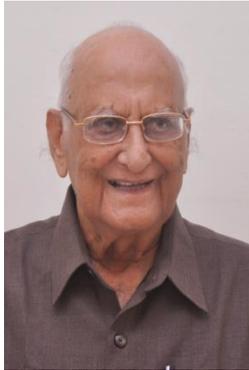
INDIAN RAILWAYMEN

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EDITORIAL

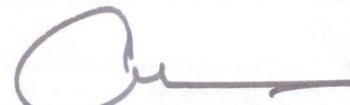
END OF AN ERA

Our beloved Com. and valiant fighter of Labour Movement, **Com. Umraomal Purohit** bid final adieu to us on 27th February, 2014 at 4.50 am. It's an universal truth that every beginning must have its end. Departure of Com. Purohit Ji is a great loss to the workers as a whole and the AIRF in particular. His most extraordinary capabilities taught me too many memorable lessons, to be relied upon later.

I met Purohit ji while persuing graduation in Lucknow when he visited the house of Late Com T.N. Bajpaiji. Later I met him when he came to Lucknow with Bro. Imhof General Secretary of ITF and Miss. Maniben Kara, President of the AIRF. The reverberation of the lecture given by him at Charbagh Railway Stadium, Lucknow in the honour of ITF leader, Bro. Emhof mesmerizes me word by word even today. There had been many memorial events throughout my union, federation, HMS and JCM association with him, which has been very educative. His sharing of experience had always given us some lesions. He was an institute who had versatile experience. His tacts and skill of negotiation will always be remembered. Late Chaubey Ji and Com. Purohit Ji were two wheels of the AIRF Chariot, who struggled hard with the Railway Ministry and Government of India and given us lot of achievements. I was fortunate enough to work with both these great leaders.

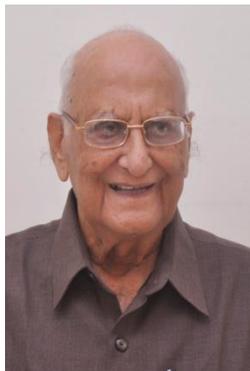
After departure of Chaubey Ji, there appeared an unfillable vacuum which was taken care by the great company of Purohit Ji, and we were able to come out of ocean of despair and disappointment. Due to his sagacious and unparalleled guidance, we were able to withstand and achieve a lot.

Today again we are in the same vacuum and darkness, but we have a path shown by him, which would take this organization with unity and support of all of us to new heights which was imagined by Purohit Ji.



(Shiva Gopal Mishra)

TRIBUTE TO A TRUE TRADE UNION LEADER – COM. UMRAOMAL PUROHIT



Com. Umraomal Purohit, doyen of the Indian Trade Union Movement, was an undisputed leader of the working class and family of 1.4 million Railwaymen for more than six decades. Com. Umraomal Purohit was one of the front rank leaders of the Hind Mazdoor Sabha(HMS), International Transport Workers' Federation (ITF) and the International Trade Union Confederation(ITUC) and served these organizations in various capacities during his lifetime.

Com Umraomal Purohit was born on 1st March, 1928, at Jodhpur, presently in the State of Rajasthan, to Smt. Bholkidevi and Shri Manmal. Com. Purohit joined Jodhpur State Railway in 1946 at the age of 18 and before that he was working as a Clerk in Criminal Court for a short duration. His desire to serve the working class and downtrodden got involved his in a strike within 15 days of his service and was dismissed and later on reinstated. He was again dismissed in 1947 for the cause of protecting the interest of workers and reinstated in 1949. After independence, all the State Railways were merged with Indian Railways and different zones were formed. After the formation of Western Railway in the year 1951, Com. Purohit got associated with Western Railway Employees' Union(WREU) and was elected as Branch Secretary at the age of 23. He was elected as Vice-President of WREU in the year 1953. Com. Purohit was elected as General Secretary of WREU in the year 1958. He served WREU as its General Secretary up to the year 2000 and since then he was its President. He was taken on deputation with WREU in 1957 and was the first full-timer on deputation with the trade union on Indian Railways. He continued on deputation from 1957 to 1986 till his retirement.

Com. Purohit contributed immensely in organizing WREU from grass-root level, building-up a dedicated cadre of youth and women, organizing Branches and Divisional set up and raising the status of WREU as one of the strongest affiliates of AIRF and HMS. Being a compassionate human being, he had a soft corner for lowest categories of Railwaymen such as Gangmen/Trackmen and it was because him that this category got innumerable benefit by way of service conditions, promotional prospectus and remuneration.

He was virulent opponent of the provisions of Rule 14(ii) of Railway Servants (Disciplinary & Appeal) Rules by virtue of Article 311(2)(G) of the Constitution of India, which empowers the Disciplinary Authority to arbitrarily remove or dismiss a railway employees from service. He fought many such cases and was successful in reinstating all the employees dismissed under Rule 14(ii) and the prominent one are those of 48 Loco Running Staff involved in LRSA illegal strike and all of them were reinstated with back-wages and continuity of service by the Hon'ble Supreme Court of India. Similarly, he got reinstated 3 Gangmen of Sawai Madhopur and 5 employees of Dahod Workshop dismissed under Rule 14(ii) through agitation and skillful negotiation with the administration. WEREU under his leadership, got all the railway employees shunted out during the 1974 strike, reinstated with full back wages by challenging the action of the administration in court of law, including the apex court.

His skillful negotiation with the Railway administration on railwaymen's demands and staff grievances was praised by one and all, which not only improved membership and finances of the organization but also catapulted him to the highest post of the trade union in national and international levels, i.e. as Secretary (Staff Side) of Joint Consultative Machinery (JCM), General Secretary of Hind Mazdoor Sabha, President of All India Railwaymen's Federation (AIRF) and International Transport Workers' Federation. His leadership took WREU to a new height and WREU today is one of the strongest affiliates of AIRF and HMS of which WREU was the founder member. After formations of new zones in 2002, he became President of NWREU.

Com. Purohit was elected as an Asstt. General Secretary of AIRF in the year 1962 and as its Working President in 1976. In 1980, in the Bikaner Convention of AIRF, Com. Purohit was elected as the President/ AIRF(membership of more than 1 million) in which post he continued till his last breath. He played a very prominent role for success of the 1960 strike of Central Govt. Employees in which 5 comrades of Dahod namely Ranjit,

Sakharam, Khaderan, Sitaram and Kripashankar became martyrs facing bullet of Gujarat Police. WREU constructed a Memorial at Dahod in their memory and observes 12th July as Martyrs Day. He also led the historical 1974 strike of Railwaymen.

Com. Purohit, a strong follower of Loknayak Jai Prakash Narayanji, greatly contributed in building-up and developing Railwaymen's Federation. Railwaymen are benefited in improving their status, working conditions and emoluments due to his skilful negotiations and organizing militant agitations including strikes. He was instrumental in introduction of Transfer Allowance, Education Allowance, National Holiday Allowance for Open Line staff, Night Duty Allowance, Group Insurance, constitution of Railway Labour Tribunal, Re-classification of Artisan staff, Cadre Restructuring etc. He will be remembered as architect of Productivity Linked Bonus (PLB). The Railwaymen will ever remember his contributions in achieving Retired Railway Employees Liberalized Health Scheme (RELHS), Introduction of Casual Leave to Workshop employees, 12 National Holidays to 1.3 million Open Line staff, not counting value of Privilege Passes for the purpose of income tax etc. Due to this consistent efforts, Safety Related Retirement Scheme (SRRS) was introduced and further modified and renamed as Liberalized Active Retirement Scheme for Guaranteed Employment to Safety Staff (LARSGESS) which benefited a large number of employees working in safety categories for getting employment to their wards. Due to the strict opposition by AIRF under his stewardship, Indian Railways were saved from the clutches of privatization and scrapping of the retrograde recommendations of the Running Allowance Committee-2002 from reducing the pay element of the running staff drastically. He was very instrumental in appointment of thousands of Act Apprentices as Substitute Group 'D' employees in Railways.

Since 1977, Com. Purohit was representing 4.5 million Central Government employees in the country as the Secretary of Joint Consultative Machinery (JCM) National Council till his last. Immediately after becoming the Secretary (Staff Side) JCM, he could achieve restoration of five installment of Dearness Allowance to Central Government employees, which was curtailed by 0.5% during Emergency period. His tireless efforts, matured leadership combined with skilful negotiations had resulted into several achievements for millions of Central Government employees in the country. At the time of implementation of the 4th Central Pay Commission (CPC), he succeeded in getting minimum benefit of Rs.100 in pay fixation. After 45 hours hard negotiation with nine Group of Ministers under the Chairmanship of Shri Indrajit Gupta, the then Home Minister and Shri Madhu Dandavate, the then Vice Chairman of the Planning Commission, as a Convener, many retrograde recommendations of the 5th CPC were rejected, Assured Career Progression Scheme was introduced for the first time, Leave Encashment during retirement was increased from 240 to 300 and the pay fixation benefit was raised from 20% to 40%, which was the highest in case of Central Government employees. He also succeeded in improving the recommendations of the 6th CPC such as fitment formula (increased from 1.74% to 1.86%); rate of increment (increased from 2.5% to 3%); grant of Transport Allowance without surrendering of Residential Card Pass; Leave Encashment while in service; Modified Assured Career Progression Scheme; placement of Group 'D' employees in GP Rs. 1800 (by in-house training irrespective of their educational qualifications) and all the Group 'D' employees got consequential benefits such as payment of arrears, seniority and retirement benefits with effect from 1.1.2006. He was instrumental in getting the service conditions and remuneration of the Railway employees and other Central Government employees improved considerably by effectively representing their cases before the successive Central Pay Commission starting from 3rd CPC, various Committees/Tribunals, various Arbitral For a and also in Joint Consultative Machinery etc. On his insistence, a separate delegation of women employees met 6th CPC members and was successful in getting various women friendly recommendations in the 6th CPC such as Child Care Leave, which was further improved later by DoP&T and Railway Board, increase of maternity leave to 180 days, etc. Due to constant persuasion of Com. Umraomalji, two additional seats were allocated exclusively for women employees in Railway Board and Zonal level Negotiation For a. He was a member of SCOVA and representing pensioners cause and his achievements in getting Dearness Relief on pension and family pension and Fixed Medical Allowance; extension of family pension to dependent parents, handicapped wards, unmarried, widow/divorced daughters will always be remembered.

In the year 1985, Com. Purohit was elected as the General Secretary of Hind Mazdoor Sabha (HMS). He played a very important role in building and strengthening HMS. During his tenure, HMS grew from strength to

strength. He relinquished the post of HMS General Secretary in March 2012. However in his honour, HMS bestowed him the post of Chief Advisor. He played a vital role in increasing the membership of HMS by bringing into its fold millions of workers from both organized and unorganized sectors. He was a light house who guided trade union movement through the troubled times, strengthened and ensured a place for HMS in the annals of Indian trade union movement and economic history. He was a man who believed in negotiating and dialogue to ensure peaceful resolution of disputes while never compromising in struggles against injustice. He strived throughout his life to improve the lives of workers by making a difference at micro and macro-policy levels and contributed constructively to meet development challenges facing our country. **'Progress and not necessarily perfection'** was his guiding motto. All his efforts and decisions were geared towards achieving constant progress towards social justice for all workers. In these efforts he also strove relentlessly to promote trade union unity in the country. He was a firm believer in united voice and united action by trade unions in India – for which he made many efforts. His contribution in bringing all Central Trade Union Organizations (CTUOs) and Industrial Federations on one common platform resulting in strengthening the trade union movement in the country was appreciated and praised profusely by trade union leaders in India.

He was closely associated with Jai Prakash Narayan, V.V. Giri, Guruswami, Maniben Kara, Achyutrao Patwardhan, Sane Guruji, Peter Alwaris, Jagdish Ajmera, V.B. Karnik, Machu Dandavate, Surendra Mohan, Justice Sachhar, Justice Tarkunde, A.C. Sen, Dr. G.G. Parikh, Dr. Shanti Patel, Priya Gupta, S.R. Kulkarni, Manohar Kotwal, Tulsi Boda, T.C. Jain, Sanat Mehta, K.R. Prabhu Desai, K.A. Khan, F.M. Pinto, Vasant Khanolkar, S.M. Joshi, Bagaramji Tulpule, D.D. Vashisth, Jyoti Basu, Mrinaltai Gore, George Fernandes, J.P. Chaubey, G.B. Suhi, C.S. Menon and many others. He organized a grand meeting at Abu Road in respect of Shri V.V. Giri ji, who resigned from the post of Labour Minister in protest against Government of India's reluctance to implement Bank Employees' Award. For the last four decades, J.R. Bhosale, present General Secretary, WREU was very closely associated with him. During his activities, he came into contact with many Ministers and high ranking government officials.

Com. Purohit was very actively associated with the International trade union movement. He was a member of Executive Board of the erstwhile ICFTU now International Trade Unions Confederation (ITUC), which fights for democratic rights of workers, developing collective leadership for restoration of human dignity, freedom and peace. He was a great champion of ILO values and guiding force behind the Indian trade union's current campaign for ratification of ILO Conventions 87 and 98.

For more than three decades, Com. Purohit was also associated with International Transport Workers' Federation (ITF), the biggest transport workers organization in the world consisting of Railways, Road, Port & Docks, Seafarers, Civil Aviation, Tourism and Fisheries, having more than five million membership from 151 countries. He worked in different capacities including as member of its Executive Board, Management Committee and Chairperson of Railways and various Committees. He was Coordinator of ITF affiliates in India for many years. He was unanimously elected as the President of ITF in its Congress held at New Delhi on 5th November, 1998 which has further enhanced the prestige of the entire working class of the country especially railwaymen, as he was an ex-railway employee. He was the first Asian and non-European President of the ITF and he continued in that post for two consecutive terms. He represented workers in International Labour Organization, World Bank and International Monetary Fund for labour cause particularly opposing privatization all over the world. Due to his strenuous efforts, ITF started its regional office in New Delhi which was resulted in expansion of educational and other activities in the entire Asia Pacific Region. While relinquishing the post of the ITF President-ship in Durban Congress in the year 2006, ITF honoured him by presenting its Golden Badge for his outstanding contribution.

In his passing away, Indian trade union movement in general and Railway unions and HMS in particular, has lost a stalwart, a visionary, and an astute trade union leader. He was a guide, a mentor and a father figure for many trade union leaders. With his demise, an era has come to an end in the Indian Trade Union movement. Com. Umraomal purohit will always be remembered as a great humanist, democrat and committed trade union leader who always tried to bring everybody together in the common goal of strengthening trade union movement so as to give effective voice, representation and participation of workers in the decision making processes. He has devoted his

entire life to protect and promote the interest of the downtrodden and working class. He has served the working class of India whole-heartedly and selflessly till his last breath. His untiring and exemplary services to the cause of working class in India will always be an inspiration and guide to all of us in the trade union movement. Today, trade union movement in India is passing through a testing time and undoubtedly we all will miss him in our endeavours. A real tribute to Com. Umraomal Purohitji would be to carry forward his great legacy of trade union work with the same passion, commitment and zeal as he did throughout his life to safeguard the interest of workers and downtrodden.

UNIQUE AND UPRIGHT LABOUR LEADER – COM.UMRAOMAL PUROHIT

Shri Umraomal Purohit (86) veteran International Trade Union Leader, President, WREU & AIRF, Secretary, Staff Side, Joint Consultative Machinery, Chief Adviser and ex-General Secretary of Hind Mazdoor Sabha(HMS) & former President of International Transport Workers' Federation (ITF) passed away on 27th February 2014 at Mumbai after short illness. We pray that the departed soul may rest in peace and almighty grants courage to his family members and others to bear this irreparable loss.

His brief success story and achievements are given below:-

1.3.1928	Borne at Bhimji Ki Hatai, Jodhpur, Rajasthan, Mother Smt. Bholkidevi & father Shri Manmal Purohit.
1943	Appointed as a Clerk in Criminal Court at Jodhpur.
1945	Appointed as Asstt. Station Master in Railways.
1951	Elected as Secretary of Mehsana Branch of WREU
1953	Zonal Vice President of WREU.
1957	He was taken on deputation to WREU. He was the first full-timer on deputation to trade union on Indian Railways.
1958	Elected as General Secretary of WREU.
1959	Left Jodhpur and settled in Mumbai.
1960	Played pivotal role in general strike. Arrested, convicted and released.
1962	Elected as Asstt. General Secretary, All Indian Railwaymen's Federation (AIRF).
1972	Implementation of Wanchoo Committee's recommendation by placing Gangmen category from unskilled to Semi-skilled.
1973	Played main role in George Fernandes becoming President of AIRF.
1974	Played pivotal role in historic Railway strike.
1976	Elected as Working President of AIRF.
1977	Became Secretary, National Council, Joint Consultative Machinery and elected as a Member of ITF Governing Body.
1978	Played important role in Cadre Restructuring and RE-classification of Artisans which benefited lakhs of Railwaymen.
1979	Architect of Productivity Linked Bonus for Railwaymen.
1980	Elected as President of AIRF and Coordinator of ITF Indian Affiliates.
1980	Introduction of Group Insurance Scheme for Central Government employees.
1981	Implementation of Bhalla Committee's recommendations.
1983	Elected as Working Committee Member of HMS.
1983	Grant of Interim Relief to C.G. employees before constitution of the 4 CPC.
1985	Elected as General Secretary of HMS. Member of Arbitration in Dispute of Japanese Rly. T.U.
1986	Demand for inclusion of 'Right to Work' as fundamental right for the first time.
1988	Elected as Vice President of ICFTU (Asia Pacific Region).
1989	Give clarion call to defeat anti-labour government.
1990	Continuation of full Voting right to all Developing countries by paying 10% Affiliation fee.
1990	Visited Nepal along with late Surendra Mohanji and Mahendra Sharmaji for Establish T.U.M.

1992	Introduction of INSITU promotion on Indian Rly. particularly benefited to Motorman category.
1993	Laid foundation for historical Central Labour Movement.
1993	Arbitration delegation on Dispute of South Korean ITF unions.
1995	Retired Railway Employees Liberalized Health Scheme (RELHS) introduced.
1996	Payment of Productivity Linked Bonus to all Group 'D' & 'C' and Non-Gazetted Group 'B' Rly. employees
1997	Constitution of Fast Track Committee for improvement of pay scale of the running staff.
1997	Running Allowance 30% and 55% continued and same percentage counted on 198% D.A. in case of retirement between 1.1.1996 and 30.9.1996 resulted in enhancement of pension and retirement benefits to the running staff.
1998	He was elected as President of International Transport Workers' Federation (ITF). He was the first Asian and Non-European Trade Union Leader to get this honour.
1999	Represented labour cause in World Bank, ILO and IMF against privatization.
1999	Introduction of Assured Career Progress Scheme for Central Govt. employees effective from 1.10.99
2000	Elected as President of WREU.
2002	Re-elected as President of ITF.
2002	Elected as President of NWREU.
2002	Stalled implementation of Rakesh Mohan Committee recommendations for privatization of Indian Rlys.
2003	Implementation of Cadre Restructuring on Railways.
2003	Fought for Right to Strike to Central Govt. employees after Supreme Court's observation in State of Tamil Nadu case that government employees have no moral, legal and constitutional right to strike. The issue was raised before the 39 th Indian Labour Conference as also before Supreme Court for revision.
2003	Agitation against counting of value of Privilege & Complimentary Passes of all Rly. employees/officials for income tax purpose. Consequently, the proposal was dropped by Finance Ministry.
2003	Introduction of Safety Related Retirement Scheme (SRRS).
2004	Scrapped retrograde recommendations of Running Allowance Committee-2002 drastically reducing pay element of the running staff from 55 to 30% for retirement benefits and from 30% to 10% for service benefits.
2006	Solicitor General of India suggested the demand of Purohitji that Arbitration Award be regretted by negative resolution and meet only keeping on floor of Parliament.
2006	In Durban Congress of ITF, he relinquished the President-ship of ITF. He was honoured with Golden Badge.
2007	AIRF victory in Secret Ballot Election for recognition of union on Indian Railways.
2008	Implementation of the 6 th CPC with improved fixation formula 1.86% and 3% yearly increment against Pay Commission's recommendation of 1.74% and 2.5% respectively and placing of all Group 'D' staff in GP Rs. 1800 with all benefits.
2008	Introduction of Modified Assured Career Progression Scheme.
2012	Grant of one additional increment on 1 st January 2006 for C.G. employees those who drawn annual increment between February to June prior to 2006.
2012	Relinquished the post of General Secretary of HMS.
2012	HMS bestowed him as Chief Advisor.
2012	Implementation of Trackmen Committee's recommendation.
2013	Appointed as a member of High Powered Committee for deciding recognition status of the Trade Unions in Air India.
2013	Government's announcement of constitution of 7 th CPC.
Comrade Umraomal Purohit, staunch follower of Jay Prakash Narayan Ji, was Trustee of Maniben Kara Institute, Solar Trust Foundation, Seafarer's Welfare Fund and Managing Trustee of Maniben Kara Foundation.	

He was virulent opponent of the provisions of Rule 14(ii) of DAR, which empowers the Disciplinary Authority to arbitrarily remove or dismiss a railway employee from service. He fought many such cases and was successful in reinstating all the employees dismissed under Rule 14(ii) and reinstated with full back wages either by agitations and negotiations or through court of law.

27.02.2014 | Breathed his last.

Condolence meeting to pay homage to veteran trade union leader Com. Umraomal Purohit, 11.3.2014 at 15.00 hrs., Mavlankar Auditorium, New Delhi by Hind Mazdoor Sabha

Com. Umraomal Purohit, veteran Trade Union leader of International repute, Chief Advisor and Ex. General Secretary of Hind Mazdoor Sabha, President, All India Railwaymen's Federation, 1st Asian and Non-European President of International Transport Workers' Federation, Secretary, Workers Side NC-JCM, Government of India, Vice President of All India Defence Employees Federation passed away on 27.2.2014 at the age of 86 years. Hind Mazdoor Sabha is organized a condolence meeting on 11.3.2014 at 15.00 hrs. at Mavlankar Auditorium, New Delhi to pay homage to the departed soul.

Representatives from International Labour Organization, International Confederation of Trade Unions and other International and National Trade Unions, National Federations, Ministry of Labour and Employment, GOI, Ministry of Railways, Railway Board, Senior Political leaders, Educational, Social, Non-governmental organizations attended the meeting.

LETTER FROM GENERAL SECRETARY/AIRF TO THE PRIME MINISTER, GOVERNMENT OF INDIA

Sub: Settlement of long pending genuine demands of the Railwaymen and Central Government employees

All India Railwaymen's Federation, which was established in the year 1924, prior to independence, has served not only the Railwaymen and the rail users but also brought laurels to the Government with its dedicated service.

While thanking you for approving constitution of VII CPC, we request your good-self to order for merger of full DA with Basic Pay for all purposes as an immediate measure. We also request you to implement recommendations of VII CPC w.e.f. 1.1.2014 as the Dearness Allowance will cross 100% w.e.f. 1.1.2014.

On implementation of VI CPC, large-scale anomalies have occurred while deciding wages for large number of employees working in various categories. To remove the anomalies, Government of India has appointed National Anomalies Committee and departmental Anomalies Committee in all the Central Government departments.

However, in spite of several rounds of discussions in the National Anomalies Committee meetings, led by the Secretary DoP&T and the team of the Secretaries of various departments, including Railways, no headway could be achieved in removing the anomalies except in case of one or two items.

Anomalies that have arisen out of implementation of Modified assured Career Progression Scheme also not addressed by the Government of India till date.

Ministry of Railways and Recognized Federations discussed the anomalies in the Departmental Anomalies Committee and submitted unanimous recommendations to DoP&T and Ministry of Finance to settle Departmental Anomalies as per their suggestions, but the DoP&T and the Ministry of Finance have paid deaf ear and all the anomalies of the Railway employees still remain unresolved.

All India Railwaymen's Federation in its 88th Annual Conference, held at Visakhapatnam from 18-20 December, 2012, passed 38 Point Charter of Demands and submitted the same to Ministry of Railways for immediate discussion and settlement of the same. Though several rounds of discussions with the Railway Board took place, but unfortunately no agreement on these demands could be reached.

A Special General Council Meeting was held at New Delhi on 13.9.2013, which discussed the demands threadbare and directed the General Secretary of AIRF to conduct various protest meetings and also to prepare the Railwaymen for Strike Ballot. In spite of several protest meetings, demonstrations and Memoranda to Railway Board, Railway Board did not bother to settle these charter of demands. Finally, All India Railwaymen's Federation in its 89th Annual Convention, held at Patna from 22-24 November, 2013 with heavy heart decided to conduct Strike Ballot on 20th and 21st December 2013 on all the Zonal Railways. Nearly 96.73% members voted in favour of strike on 36 Charter of Demands of the AIRF.

We reiterate that the All India Railwaymen's Federation has a long history of resolving the demands through peaceful negotiations through PNM For a and JCM at Departmental and National levels. Peaceful industrial relations on Indian Railways during the last four decades is an indicator to AIRF's commitment to negotiated settlement.

It is unfortunate that, the negotiations failed at all the levels and the Federation (AIRF) has been compelled to take a strike decision, as Ministry of Railways could not settle the demands due to non-cooperation of Ministry of Finance.

As a last resort, we request your intervention to avoid indefinite strike and to maintain peaceful industrial relations on the Railways.

You are also requested to direct Hon'ble Minister of Finance and Hon'ble Minister of Railways to call for negotiations to settle the just and legitimate demands of the Railwaymen and other Central Govt. employees.

We do hope, your kind intervention shall help in settling of long pending demands of the Railway-men in particular and the Central Govt. employees in general as also to avoid indefinite strike.

**LETTER TO SECRETARY(STAFF SIDE) NATIONAL COUNCIL(JCM) FROM
GENERAL SECRETARY/AIRF**

**Sub: Exemption of Transport Allowance from the purview of Income Tax – Enhancement of
exemption limit from Rs. 800 to 3200 plus D.A. thereon.**

Railway Board vide their letter No. F(X)I-2012/23/4 dated 10.10.2012 (Copy enclosed), addressed to Director (Budget), Ministry of Finance, Central Board of Direct Taxes, North Block, New Delhi, have recommended enhancement in the ceiling of exemption of Transport Allowance from the purview of Income Tax from Rs. 800 to Rs. 3200 plus D.A. thereon.

Transport Allowance was introduced with the concept of providing financial support to the Central Govt. Employees who incurred considerable amount expenditure for their day to day travel from their residence to the work place. This had materialized based on the recommendations of the V CPC which introduced Transport Allowance in 3 slabs at the rate of Rs. 100, Rs. 400 and Rs. 800, based on the classification of the cities/towns under the Urban

Agglomeration. A rational decision was taken to equate such allowance on par with normal Travelling/Daily Allowance and these amounts have also been exempted from computation of Annual income and exempted from Income Tax purview vide the Income Tax (Eight Amendment) Rules 1995 notified vide F.No. 142/9/95-TPL dated 7.7.1995.

The VI CPC, while reviewing the system of granting of Transport Allowance, has recommended to enhance the quantum from Rs. 100 to Rs. 800, Rs. 400 to Rs. 1600 and Rs. 800 to Rs. 3200, based on Pay Band 1 to 4, withdrawing CCA element. Obviously, the Pay Commission was of the view that such allowance should be considered as a part of compensation to meet the travel expenses. It was also recommended to provide the coverage of DA to Transport Allowance as per the increase in the Consumer Price Index.

It is urged that due action may be taken for granting exemption of Travelling Allowance ranging from Rs.800 to Rs. 3200+DA thereon from the purview of Income Tax deduction.

DA/As above.

Railway Board's letter No. F(X)I-2012/23/4 dated 10.10.2012

Sub: Exemption of Transport Allowance from the purview of Income Tax – Enhancement of exemption limit from Rs. 800 to 3200 plus D.A. thereon.

The undersigned is directed to draw the attention of the Ministry of Finance (Department of Revenue) Central Board of Direct Taxes towards Para 5.2(10)(i) at page 14 of their Circular No. 05/2011 dated 16.8.2011 wherein it has been specified that the transport allowance granted to an employee to meet his expenditure for the purpose of commuting between the place of his residence and the place of duty is exempt to the extent of Rs. 800 per month.

Representations are being received in the Ministry of Railways from various Federations of Railways. The Federations have represented that Transport Allowance was introduced with the concept of providing financial support to the Central Government Employees who incur considerable amounts for their day-to-day travel from their residence to the work place. This had materialized based on the recommendations of the V CPC which introduced Transport Allowance in 3 slabs at the rate of Rs. 100, Rs. 400 and Rs. 800, based on the classification of the cities/towns under Urban Agglomeration Act. Further, a prerequisite was introduced to allow this facility for those who stay beyond 1 km. radius from the place of work.

A decision was taken to equate such allowance on par with normal Travelling/Daily Allowance and these amounts have also been exempted from computation of annual income and exempted from the purview of Income Tax vide Income Tax (Eighth Amendment) Rules, 1995 notified vide F. No. 142/9/95-Tpl dated 7.7.1995.

The VI CPC, while reviewing the system of grant of Transport Allowance has recommended to enhance the same from Rs. 100 to Rs. 800, Rs. 400 to Rs. 1600 and Rs. 800 to Rs. 3200, for Pay Band 1 to 4 respectively. The City Compensatory Allowance was withdrawn. It was also recommended to provide the coverage of DA to Transport Allowance as per increase in the Consumer Price Index.

Ministry of Finance are therefore requested to include the request of the Railways for taking due action for enhancing exemption of Transport Allowance from the purview of Income Tax from Rs. 800 to Rs. 3200 plus DA thereon.

7th Central Pay Commission

The Union Cabinet gave its approval to the Terms of Reference of 7th Central Pay Commission(CPC) as follows:-

- (a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-
 - (i) Central Government employees-industrial and non-industrial;
 - (ii) Personnel belonging to the All India Services;
 - (iii) Personnel of the Union Territories;
 - (iv) Officers and employees of the Indian Audit and Accounts Department;
 - (v) Members of regulatory bodies (excluding the Reserve Bank of India) set up under Acts of Parliament; and
 - (vi) Officers and employees of the Supreme Court.
- (b) To examine, review, evolve and recommend changes that are desirable and feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as retirement benefits of personnel belonging to the Defence Forces, having regard to historical and traditional parities, with due emphasis on aspects unique to these personnel.
- (c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.
- (d) To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.
- (e) To review the variety of existing allowance presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.
- (f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Govt. employees appointed on and after 1.1.2004 are covered by the New Pension Scheme (NPS).

- (g) To make recommendations on the above, keeping in view.
- (i) The economic conditions in the country and need for fiscal prudence;
 - (ii) The need to ensure that adequate resources are available for developmental expenditure and welfare measures;
 - (iii) The likely impact of the recommendations on the finances of the State Govts., which usually adopt the recommendations with some modifications;
 - (iv) The prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
 - (v) The best global practices and their adaptability and relevance in Indian conditions.
- (h) To recommend the date of effect of its recommendations on all the above.

The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalized.

The decision will result in the benefit of improved pay and allowances as well as rationalization of the pay structure in case of Central Govt. employees and other employees included in the scope of the 7th Central Pay Commission.

Background

Central Pay Commissions are periodically constituted to go into various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees and to make recommendations on the changes required.

MINUTES OF THE MEETING HELD BY BOARD WITH FEDERATIONS ON 7.2.2014

The following issues were discussed:-

- (1) **New Pension Scheme** - Federations opposed parallel existence of two sets of Pension Schemes for Railwaymen. They brought out that the New Pension Scheme has not been made applicable to the Defence Forces as well as the Para-military forces under MHA. They further brought out that the working of the Railwaymen is totally different than that of other Ministries of the Government of India. The NPS is causing great amount of discontentment amongst some 4.5 lakhs railway employees, who have joined the Railways after 1.1.2004. So, this needs to be withdrawn.

From the Official Side, it was agreed that a letter would be written from the MR to the Finance Minister. Necessary material/justification may also be furnished by the Federations for the proposed reference, so as to jointly draft a letter within a week. Federations agreed to this.

(2) **LARSGESS**

- (a) **Inclusion of additional categories as demanded by the Federations** - After discussions that the 5 (five) categories, viz. Electrical Power Staff, Track Machine staff, Bridge staff, TRD, and PWI Khalasis working on track, also impact Safety on the Railways, it was agreed to include these categories in LARSGESS.
- (b) **Quarter retention by wards of railway employees appointed under LARSGESS** - After discussions, it was agreed that quarters occupied by the employees taking VRS under the LARSGESS Scheme may be allowed retention of accommodation in the name of only those wards who are eligible for the same type of accommodation, and for others, the wards may be considered for a fresh allotment as per their entitlement on out of turn basis.
- (c) Federations desired that stipulation of 20 years service in the safety post for LARSGESS entitlement to be reviewed. It was agreed to reexamine it.

- (3) **Upgradation of apex level Group 'C' posts to Group 'B'** - Matter has already been referred to MoF/DoP&T.

MS and FC will pursue with Secretary, Ministry of Finance and DoP&T to resolve the matter urgently.

- (4) **Career Progression of Trackmen Percentage distribution of posts of Track Maintainer** - It was agreed that the percentage distribution of posts in the ratio of 6:12:22:60 as per minutes of the separate meeting held on 27.9.2013 would be implemented for which matching surrender would not necessarily be from the Trackmen cadre only. Further, improvement in cadre structure could be considered after reasonable period of residency has elapsed. However, the matching surrender shall be needed.
- (5) **MACP anomalies** - Specific issues of MACP and DAC where we have strong case for acceptance, would be identified by the Federations and will be discussed separately with MS and FC after the Budget Session.

Thereafter, the issues would be taken up by FC and MS in meetings with Secretaries of DoP&T and MoF.

- (b) Federations expressed disappointment over the wrong clarification issued vide Board's letter No.PC-V/2009/ACP/2 dated 13.12.2012 (RBE No. 142/2012) for denying the benefit of MACPs to the staff and urged upon the Railway Board to cancel the said clarification. A copy of the letter dated 13.12.2012 was given by Federation for taking action. CRB and MS agreed to look into the matter.
- (6) **Running Staff issues** - On the pending issues of running staff, it was agreed to form a Joint Committee where both Federations will be involved, which will deliberate on various running staff issues. The Committee will function in a time bound manner.
As regards the issue of Loco Inspectors, the 6 (six) zones viz. Central, South Central, WCR, ECoR, NWR and NE Railway may also implement without delay.
- (7) **Cadre Restructuring – Implementation difficulty** - It was decided that this issue would be discussed in a meeting of CPOs and FA&CAOs so as to expedite implementation.
- (8) **Absorption of Quasi Administrative Staff** - It was agreed that this issue would be discussed with the Federations separately.
- (9) **Poor Maintenance of Railway Colonies** - Federations brought out in great detail that there is an urgent need to improve the state of Railway Colonies.
It was agreed to provide funds for their up-keep in the next Budget.

- (10) **Better Health Care** - The Federations brought out the need to have better medical facilities for Railwaymen. They suggested that Mobile Medical Vans be made available so that staff can avail medical facility in remote/roadside stations. Staff Side also demanded that period of CMP should be increased from 8 to 10 years and hospital should be provided with specialists. It was agreed to look into the same.
- (11) For the other issues raised by the Federations, it was agreed to constitute a Fast Track Committee in association with both the General Secretaries so that those issues can also be resolved in a time bound manner.

MINUTES OF THE MEETING HELD ON 4.2.2014 WITH THE REPRESENTATIVES OF STAFF SIDE, NATIONAL COUNCIL (JCM) ON PENSIONARY MATTERS UNDER THE CHAIRMANSHIP OF SECRETARY (PENSION, AR&PG), IN LOK NAYAK BHAWAN, NEW DELHI

Secretary (Pension, AR&PG) chaired a meeting with the representatives of Staff Side, NC/JCM on 4.2.2014 to discuss various issues relating to pension and other retirement benefits.

Secretary (Pension & AR&PG) welcomed the participants and appreciated the contributions of the pensioners and the JCM towards welfare of the pensioners.

2. The meeting started with a discussion on the Action Taken Report on the minutes of the meeting held on 28.5.2013.

- (i) **Ex-gratia payment to SRPF/CPF beneficiaries who retired other than on superannuation, i.e. voluntary retirement and medical invalidation cases.**

It was decided that with the issue of necessary instructions vide DoP&PW OM No. 41/26/2010-P&PW(E) dated 25/26 June, 2013 and Ministry of Railways letter No. 2012/F(E)-III/4 dated 15.7.2013, the matter may be treated as closed. Copies of the orders were distributed during the meeting.

(Action: Ministry of Railways and DoP&PW)

- (ii) **Abnormal delay in the issue of revised PPO to Pre-2006 retirees, pensioners/family pensioners.**

(a) **CPAO** informed that as on date approximately 65,000 cases were pending for revision. The cases were pending on account of missing information and documentary evidence of date of birth/death etc. Secretary (P), requested the Staff Side to extend all possible assistance to fill in the gaps in information. Cases may be published in Pensioners Magazines. CPAO should segregate cases Ministry wise and category wise. Ministries/Departments having more than 100 pending cases may be called for meeting by CPAO and DoP&PW.

(b) **Ministry of Railways** informed that as on date approximately 90,000 PPOs are left for revision. Secretary (Pension) appreciated the efforts made by Ministry of Railways in revision of PPOs, as over 90% cases have been disposed of till date. He also advised the Railways to explore the possibility of making a centralized portal for the Pensioners and to provide extra manpower wherever there is shortage. Bi-monthly meetings may be convened at the Railway Board with all

zones are a monthly progress report be sent to DoP&PW. JCM members were requested to send details of cases where family pension has not been revised since 1986 as stated by them.

Target date -30th September, 2014

- (c) **Ministry of Defence** - It was informed revised PPOs have been issued for 10.5 lakh out of 18.7 lakh cases. These included cases of Defence Civilians. Bifurcation of figures of the Ex-servicemen and Defence Civilians may be made available to this Department.

Target dated - 30th September, 2014 - (Action: CPAO, Ministry of Railways, Ministry of Defence and DoP&PW)

- (iii) **Fixation of Revised Pension (1/3rd of commuted portion of pension) in respect of Government servant who had drawn lump sum payment on absorption – revision by multiplying pre revised 1/3rd pension by a factor of 2.26.**

It was informed that the orders have been issued vide OM No. 4/30/2010-P&PW(D) dated 11.7.2013 for revision of 1/3rd restored pension by multiplying the pre-revised 1/3rd restored pension by a factor of 2.26, if it is more beneficial than the revised restored 1/3rd pension arrived at in terms of DoP&PW's OM dated 15.9.2008. The matter may therefore be treated as closed.

- (iv) **Commutation of Pension (a) Revision of old/new commutation table and (b) Restoration of commutation period to be reduced from 15 to 12 years.**

As regards(a) - It was informed to the Staff Side that the Govt. has requested IRDA to undertake a study on the new commutation.

As regard(b)- The Govt. has not agreed to the reduction of commutation period from 15 to 12 years. This matter may be therefore be closed.

3. Equitable Gratuity under Rule 50 of Pension Rules. Slabs are too wide leading to disparity.

The JCM (Staff Side) had stated that the slab for 5 years to 20 years of service was too wide leading to inequities and should be broken up into two separate slabs for service upto 11 years and upto 20 years.

The meeting was informed that the Department of Expenditure vide ID note dated 9.12.2013 have said that no recommendations have been made by the 5th & 6th Pay Commissions in this regard. Therefore, the proposal of revision of slabs cannot be agreed to.

However, in view of the concern expressed by the JCM members, Secretary (Pension) directed that the matter be taken up once again with the Department of Expenditure

NEWS FROM AFFILIATES

WREU – Dahod

Celebration of 109th Birth Anniversary of Late Maniben Kara.

Women Committee of WREU (E&M) Branch, Dahod have observed 109th Birth Anniversary of late Padmashree smt. Maniben Kara on 13th February, 2014.

On this occasion, under the leadership of Com.Mrs. P.S. Harsh, convener of WREU (M&M) Branch, Dahod, Com.C.J. Singh and Com. Manjula Chaudhary, large number of WREU activists got together at the main porch of main hospital and distributed hand towels and dettol soaps of indoor patients of male and female wards.

Opening of distribution of hand towels and detool soaps was one by respected Dr. Rakesh Kumar,CMS. Dahod and then after WREU activists distributed the same.

During the programme, Com. Ms. Alka Agnihotri, convener women committee WREU W/S Branch, Dahod with Com. Hemant Gupta, Com. Sunil Mehta, Com. Hemant Verma, Com. Harshole from WREU station branch were also present.

In the end of programme, Com. Mrs. P.S. Harsh thanks to all the activists and also appreciated the spirit of all.

NFRMU

10th Biennial Conference of NFRMU

The 10th Biennial and 56th Annual Conference of NFRMU held at Rangiya from 10 – 12 February, 2014 voiced to prepare for a countrywide Railway Strike. About 5,000 delegates and visitors from all over the N.F. Railway attended the conference. A colourful procession was taken out on 19th February at 11.00 hrs. where thousands of delegates and visitors joined to parade across the Railway colonies.

The inaugural session was held at Rangiya Brickfield Railway colony which was named after Sahityarathi Rasaraj Lakshminath Bezbarua Nagar on 10th February at 3 P.M. The conference was inaugurated by Sri Shiva Gopal Mishra, General Secretary, AIRF and was presided over by Sri Ramani Barman, President of the Union.

Shri Shiva Gopal Mishra, General Secretary/AIRF in his inaugural speech stated about the achievements of the Federation and the task ahead like filling up of the existing vacancies, creation of posts in commensurate with the increased work load and introduction of new Trains, to ensure safety to the traveling public, sorting out of the problems of the Railwaymen and expressed his confidence that with the untiring efforts of devoted members like NFRMU and other affiliated Unions the Federation will surely success in resolving the grievances of Railwaymen. He also mentioned that to achieve 36 point charter of demands AIRF affiliates already conducted Strike Ballot throughout the Indian Railways and Railwaymen also gave their mandate in favour of Strike. He further mentioned that on 7th February full board meeting was held at New Delhi and Railway Ministry agreed to send a joint proposal with justification to Finance Ministry why old pension scheme should continue for all the railwaymen. Shri Mishra further stated that the General Council meeting of AIRF will be held at Kota on 17th February to review the entire situation on strike issue and will take decision. Shri Mishra gave a clarion call to all the railwaymen to unite under the umbrella of AIRF to fight against the anti labour Govern-ment and also to prepare for ensuing strike.

Shri Harbhajan Singh Siddhu, General Secretary/HMS and AGS/AIRF in his speech mentioned that AIRF and NFRMU fighting tooth and nail for the upliftment of social and financial condition of the Indian Railwaymen. He further mentioned that the price of all essential commodities specially the food articles have been on the increase without any proportion. There is no attempt from the Govt. to arrest the price rise. Abnormal increase in the price of food articles has been biting the common people hard.

Shri Siddhu mentioned that the contribution of Public Sector Undertakings in the matter of economic stability and development, providing employment opportunities are worth mentioning but there is constant attack on their stability by disinvestment of their share and allowing Foreign Direct Investment. PPP is not a panacea. It is not "Public Private Participation" infact is "Privatization of Public Property" in the name of PPP. Public properties are being handed over to the Private Players to allow the private sectors to mint money.

Shri Rakhal Das Gupta, General Secretary/NFRMU spoke in details about the problems of Railwaymen working in N.F. Railway, demanded for improvement of Eastern and N.E. Region and also to complete all the Railway Projects with time bound programme. Shri Dasgupta strongly demanded to scrap New Pension Scheme.

A colourful Souvenir was inaugurated by the Chief Guest Shri R.S. Viridi, General Manager/N.F. Railway. A cultural programme was also held on 10th February at 18.00 hrs.

Delegate Session was held on 11-12 February, 2014. Shri Rakhal Das Gupta, General Secretary submitted Secretary Report to the delegates. The Report covered Price Rise, Unemployment, filling up of vacant posts, NPS, issue of Trackman, Artisan, Running staff etc. improvement of Eastern & N.E. Region and various National and International issues including Economic Problems of the Country.

Four resolutions on Development of N.E. Region, Socio Economic condition of the country, Racial Discrimination and attack on North East Youths and Charter of Demands were adopted unanimously.

The Conference concluded with great enthusiasm. The conference elected S/Shri Ramani Barman as the President, Shri Rakhal Das Gupta as General Secretary and shri M.R. Sarkar as Treasurer.

INTERNATIONAL WOMEN'S DAY

The International Women's Day (IWD) 2014, was celebrated by affiliates of AIRF. The IWD was celebrated to secure the women's right and to increase the active participation of more and more women in the Trade Union Movement.

When the whole Nation was hit by the sad demise of our Great Leader Com. Umraomal Purohi, the IWD was suppose to be the first mournful gathering. The right way to gave tribute to the legend was to follow his words "**Let us create a situation of perfect equality where neither celebration of women's day nor men's day require.... Neither more nor less this is possible only if we begin it from our own home, workplace and society.**" He was a charismatic leader, who was firm with his words of EQUALITY and therefore was able to acquire the place for the women in decision making fora right from Railway Board level to the Division level. We are truly committed to fulfill his dream of equal world.

Various activities were organized at different parts of India, (Delhi, Patna, Mumbai, Nagpur, Chennai, Kolkata, Nagpur, Allahabad, Hyderabad, Pune, Jhansi, Lucknow, Moradabad) viz. seminars on women empowerment, Health check-up camps and also several campaigns were conducted on various subjects such as "**Raise your voice against KANYA BHRUN HATYA**", "**Violence and harassments against women**", "**know your rights and fight for it**", wherein social activists were invited to raise the issues and to blow the fire smolder of empowerment in the hearts of women.

The historic event of World Congress were discussed in length, the women working in Transport sector all around the world are affected by same problems, like inequality, violence, harassment, job insecurity, work-load, multi responsibilities, Discrimination etc. We also tried to consolidate our voice to support the women in **Qatar Airways**, when we realized their plight, where the women workers in Qatar Airways cannot even get married nor they can plan their family without the permission of management. In protest for such violation of Human Rights in Qatar Airways, a **Solidarity March** was processed in which large number of Railway employees showed their commitment.

On one hand women are unsafe due to violence/harassment and on the other, due to anti-labour policies, women are first and soft targeted and are overburdened with excessive workload. Unions fought for facilities to women employees, and many of privileges are achieved too, but due to anti-labour policies, women are not a in

situation to avail these privileges. Women jointly raised the voice against such policies and prepared an agenda to further discuss and to submit the same in the 7th CPC..

Number of Railway officials, social activists and senior leaders were also present to encourage the women fraternity of the Indian Railways.

With the observation of 'International Women's Day' the message of solidarity was spread amongst the women working in the Transport Sector all around the world, and their mettle was rewarded and recognized as well. Besides being a salute to the spirit of womanhood, Women's Day is a reminder of vigilance and action, required to ensure they gain and maintain equality in all aspects of life.

REFERENCES FROM AIRF TO RAILWAY BOARD

Sub: Treating move from Accounts Assistant to Accounts Stock Verifier for granting financial upgradation

As per existing provision of the IREM, the post of Accounts Stock Verifier is available to Accounts Staff as an alternative promotional avenue as per the AVC, and the movement from Accounts Assistant to Accounts Stock Verifier is to be counted for the purpose of MACPS, which is not acceptable to Accounts Staff.

As per procedure in vogue, Accounts Assistant on being posted as Accounts Stock Verifier against successive notifications issued by the administration, he/she will continue to draw existing pay in the same scale and no re-fixation at any stage would accrue. As such, on S.C. Railway, no financial benefits have accrued to Accounts Assistant on being posted as Accounts Stock Verifier.

In this connection, it is opined that movement from Account Stock Verifier should not be treated as promotion for following reasons:-

1. There is no change in Pay Band PB-2 (Rs. Rs. 9300-34800 + GP Rs. 4200) for these posts.
2. Fixation under FR – 22 is not allowed from Accounts Stock Verifier.
3. As per Board's letter No. PC-IV/92/NCNC/JLM/4 dated 24.5.1999, feeder posts and promotional posts with identical scale, where fixation under FR-22 is allowed, have been identified, which are considered as promotion as per AVC, but Accounts Assistants and Accounts Stock Verifier were not part of it. Therefore, Accounts Stock Verifier cannot be considered as an alternative promotional avenue for Accounts Assistant.
4. Further, promotion to higher stage, viz. ISA is not exclusively reserved only for Accounts Stock Verifier in other words, and Accounts Assistant as well as an Accounts Stock Verifier both are equally eligible to progress further in promotional avenues of the SSO(A)/Sr. TIA/Sr. ISA on qualifying IREM Appendix III-A Examination.
5. Special Allowance for Rs. 1000 granted to Accounts Stock Verifier for arduous jobs of Stock Verifying and is not counted for DA, HRA and any pensionary purpose. Hence, such Special Allowance granted to Accounts Stock Verifier cannot be considered as promotional benefit.
6. The posting of Accounts Assistant to Accounts Stock Verifier is on voluntary basis, irrespective of seniority and without any selection as prescribed for certain posts. Hence, it cannot be treated as promotion for those categories of staff for which there is no change in Grade Pay.

Particularly, on S.C. Railway, nowadays no Accounts Assistant is interested to volunteer for the post of Accounts Stock Verifier because of the above discouraging factors, resulting in lot of vacancies piling up of increase of workload on the existing Accounts Stock Verifiers, due to which may Accounts Stock Verifiers are opting back as Accounts Assistant.

Therefore, in order to encourage the Staff to volunteer for the post of Accounts Stock Verifier, it is very much essential to issue necessary orders, exempting movement from the post of Accounts Assistant to Accounts Stock Verifier from the purview of promotions reckoned for MACPS, as actually it is not a promotion, and also necessary modification to existing IREM provision, which suggests that Accounts Stock Verifier is a promotional post for all categories of Accounts Staff, so that posts with identical Grade Pay are excluded.

The Board are, therefore, requested to communicate necessary orders to the General Managers of the Indian Railways on the subject to avoid unrest prevailing among the Accounts Staff.

(No.AIRF/05(33) dated 4.2.2014)

Sub: Reimbursement for in-vitro fertilization for treatment of sterility – modification for Para 662 of IRMM – 2000 Vol.-1 sought for

It has been laid down that reimbursement would be admissible with the approval of the Rly. Board.

It is submitted that when the General Managers are authorize to reimburse Medical expenses up to Rs. 4 lakhs, the power for reimbursement of expenses for above purpose may also please be delegated to the General Managers.

(No.AIRF/101 (43) dated 7.2.2014)

Sub: Granting of increment to the staff retiring on 31st December and 30th June under LARSGESS Scheme

In terms of the above order staff those who shall perform duty for 6 months in a year shall get annual increment. In case of staff seeking voluntary retirement under LARSGESS on 31st December perform duty for 6 months and in case of retirement under LARSGESS on 30th June such staff perform duty for 365 days.

As such those staff are entitled to get one increment, unfortunately denied the same.

Hence, it is urged that those staff may please be granted increment as they perform duty for a period of 6 months or more.

(No.AIRF/415(44) dated 7.2.2014)

Sub: Decentralization of the Power for fixing up tie-up with Referral Hospital

There has been large number of vacancies of Doctor in Railway Hospitals & Health Units of Zonal Railways and Production Units. Moreover, there has been total absence of Specialists in certain disciplines in Railway Hospitals. This has compelled the Railwaymen to seek the help of outside Specialized Hospitals the procedure of which is time consuming besides outside Hospitals, sometime do not agree with CGHS rate.

Hence, the Railway Board is requested to take following two steps in this regard.

- (i) Whenever and wherever outside Hospitals agree with CGHS rates, the Power may be vested with the General Manager to decide the issue.

- (ii) Where, however, rate of referral Hospital is higher than the CGHS rate, the same may be sanctioned by Railway Board on the recommendation of the General Manager.

(No. AIRF/101 (45) dated 7.2.2014)

Sub: Decentralization of the Power for appointment of Doctor on Contract basis.

To tide over the acute shortage of Doctor, the Procedure for appointment of Medical Practitioner (CMP) has been introduced by the Railway Board. CMP is recruited through walking interview, being conducted in the Zonal HQs. of the Railways. Appointment through this procedure also could hardly meet the requirement of Medical Practitioners. It is expected that if the appointment of CMPs are decentralized to the Divisions, more number of local candidates would be available to meet the requirement.

Hence, the Railway Board is requested to accord their approval for decentralization of the appointment of CMPs, Power for appointment being vested with the DRMs.

(No. AIRF/101 (46) dated 7.2.2014)

Sub: Filling up the posts of Para Medical staff in Zonal Railways & Production Units Hospitals & Health Units.

There has been large number of vacancies of Para Medical staff in Hospitals & Health Units of Zonal Railways and Health Units causing serious impediment in getting Medical services by the Railwaymen and their family members. To tide over the situation Para Medical staffs are being appointed on contract basis. But through this procedure also vacancies could not be filled up.

The Railway Board have put a restriction of 8 years of continuous service for continuance of the appointment of a particular Para Medical staff, beyond which one is not allowed to continue.

It is requested that the restriction of 8 years may please be dispensed with till position for fill up of vacancies through RRB improves.

(No. AIRF/101(47) dated 7.2.2014)

Sub: Notification for Amendment of Clause (2) of F.R.29.

Ref: DoP&T's O.M.No. 6.2.2013-Estt.(Pay-1) dated 10.12.2013.

DoP&T vide above Memorandum has amended rules for DAR procedure vide their O.M. under reference (copy enclose).

The Railway Board is requested to adopt the same and many orders in this connection may please be circulated for guidance of all concerned.

DA/As above.

O.M. No.6/2/2013-Estt.(Pay-I) dated 10.12.2013

Sub: Notification for Amendment of Clause (2) of F.R.29.

The undersigned is directed to say that the FR 29(2) provided that if a Government servant is reduced as a measure of penalty to a lower service, grade or post or to a lower time scale, the authority ordering the reduction may or may not specify, the period for which the reduction shall be effective. The Rule 11(vi) of the CCS(CCA) Rules, 1965 relating to this penalty was earlier amended vide the Notification No. F.11012/2/2005-Estt.(A) dated the 2nd

February, 2010. Vide the Notification No. G.S.R. 263 dated 27th October, 2013 published in the Gazette of India the FR 29(2) has now been amended, in line with the amended CCS (CCA) Rules, 1965, as follows:-

- * (2) If a Government servant is reduced as a measure of penalty to a lower service, grade or post or to a lower scale, the authority ordering the reduction shall specify –
- (a) The period for which the reduction shall be effective; and
 - (b) Whether, on restoration, the period of reduction shall operate to postpone future increments and, if so, to what extent.
- (3) The Government servant shall regain his original seniority in the higher service, grade or post on his restoration to the service, grade or post from which he was reduced.
2. All the Ministries/Departments are requested to bring the contents of the aforementioned amendment to the notice of all concerned for information and compliance.
3. Any existing provisions in Disciplinary Rules not in consonance with the above may be amended so that they are not in conflict with the Fundamental Rules.

Sub: Compassionate ground appointment to the candidates having been declared medically unfit due to diabetes.

It has been represented to this federation that various Zonal Railways are rejecting compassionate ground appointments to the candidates being declared medically unfit on account of diseases like diabetes. Although, medical experts opined that diabetes is a condition where body fails to utilize ingested glucose properly. Further, there is a strong school of thought that diabetic is not suffering from a disease, but a disorder that can be managed. Diabetes has no impact on an individual's ability to do a particular job.

In a case, one Shri Abhineet Jain had applied for compassionate ground appointment to the Director General, RDSO, Manak Nagar, Lucknow, after death of his mother (died on 3.7.2011) Smt. Rashmi Jain, Ex. JE/Wagon Directorate. Shri Abhineet Jain had become an orphan child as his father had already died before his mother passed away.

Shri Jain was considered for the post of Jr. Clerk in Accounts Department under DG/RDSO, but was declared medically unfit vide CMS/RDSO/LKO's, Medical Memo No. 227821 dated 24.11.2012. Shri Jain appealed for compassionate ground appointment, requesting the DG/RDSO/LKO to consider his appeal on relaxed medical standard, but he has been formally told by the Railway Administration, that having been declared medically unfit due to diabetes, he cannot be considered for compassionate ground appointment.

Since, diabetes does not affect individual's performance, it would be in the fitness of the things, that compassionate ground appointment in such cases may be ordered, so that the spirit of compassionate ground appointment be met.

(No. AIRF/226 (51) dated 11.2.2014)

Sub: New Pension Scheme.

It was agreed in the Joint Meeting, held on 7.2.2014 with full Board that, necessary material/justification may also be furnished by the Federations for proposed, reference to be sent to Hon'ble Finance Minister from the

Hon'ble Minister for Railways. Accordingly, we are sending herewith a detailed justification for taking necessary action in the matter.

DA/As above.

Notes on New Pension Scheme (NPS)

1. Discriminatory treatment between two sets of Railway employees, viz. one appointed before 1.1.2004 and the others appointed on 1.1.2004 and thereafter.
2. Although the contribution is defined, the benefit has not been defined.
3. **Extract from Railway Safety Review Committee, 1998** – vide para 2.1.1 and para 2.1.2, the committee has recommended that, **the working in the Railways is more closely allied to the Armed Forces than the sometimes lacks Civilian Forms.** As such, Railwaymen cannot be bracketed with other Central Government employees for the purpose of social benefit.

Para 2.1.1 During the colonial period, the Railways was conceived and operated as an auxiliary wing of the Army, primarily because it provided the transport muscle that enabled rapid movement of troops across the Indian sub-continent. There was, however, another less visible but important reason for the close linkage with the Army. The colonizers realized that the Railways, by virtue of its complex nature, required a high degree of discipline and efficiency to be able to perform its role as the prime transport mode. This, in turn, meant a system of working more closely allied to the Armed Forces than the sometimes lax civilian forms. Thus, historically, Indian Railways (IR) has functioned differently from other Government institutions.

Para 2.1.2 “...It is not only unrealistic but also dangerous to treat the Railways and its problems on par with other Government departments which has unfortunately been the case during the past five decades...”

4. Committee on Railway Safety was appointed by the Ministry of Railways under the chairmanship of Dr. Anil Kakodkar. Para 2.3 of the report is cited below:-

	<u>Killed</u>	<u>Injured</u>
Railwaymen	1,600	8,700
Passenger/Public (Unmanned Level Crossing)	1,019 723	2,118 690

It would be seen that number of Railwaymen killed and injured, while on duty the period 2007-08 to October, 2011, was much more than passenger and public killed during the year.

5. Railwaymen are the second line of Defence. During Chinese aggression in the year 1962 there was massive exodus of civil population near in Arunachal Pradesh and North Bank of Brahmaputra, currency notes were burnt at the order of Dy. Commissioner, Tezpur (Sonitpur), the jail birds were freed, but the Railwaymen did not leave their duty post. In this connection, extract from Special Gazette published by the Railway Board during Railway Week, 1963 is given below.

“On the night of 20/21 November, 1962 following the exodus of Civil Population from Rangapra North in the wake of reported Chinese advance, Shri Rakhil Das Banerjee bravely struck to this post

in the station, displaying an extra ordinary sense of duty and great courage, he ensured safe custody of Railway Cash amounting of Rs. 26 lakhs”.

Similarly, when Pakistan attacked India during 1965, the Railwaymen at the Western Sector saved lives of thousands and thousands of people by sacrificing their own lives while bomb was exploded on oil tankers (Railway Wagon Tanker) (This News was appeared in the Railwaymen of 1965, may be 1966), they parted the effected wagons from the rest, but in the effort, a good number of Railwaymen burnt alive.

Braving insurgency, Railwaymen continued to maintain the service in North Eastern Region,, Naxal infested areas in Jharkhand, Madhya Pradesh, Orissa, Andhra Pradesh etc.

In May 2008, Shri N.N. Bora, Loco Pilot of Lumding, N.F. Railway saved lives of many persons at the cost of his own life and he was awarded ‘**KIRTI CHAKRA**’. The incident is as under.

Ón 15th May, 2008, Shri N.N. Bora, Loco Pilot, Lumding, was booked to work Security Special from Lumding. When the Special reached near Tunnel No.3 at KM 57/12 between Lumding-Badarpur Section, terrorist pumped bullets, injuring Shri N.N. Bora critically. Despite critical injury, Shri Bora’s devotion to duty and presence of mind worked, the train was pushed back to a safer place and Shri Bora succumbed to the injury. He could save lives of all his colleagues in the train, sacrificing his life”.

6. NPS is an additional financial burden in the Railways Exchequer

Indian Railways is paying Pension and Family Pension, and in addition to that, the Indian Railway is to contributing 10% of pay and 10% of Dearness Allowance to the Pension Fund (NPS). At present, the number of New Pension Holders is 4.5 lakh, taking average salary of such newly recruited persons as Rs. 20,000. At present, Railway is paying Rs. 2160 crore annually towards Pension Fund. This will go on increasing with more and more persons to be recruited vide retirement, and the amount will also be compounded because of annual increment, increase in the rates of Dearness Allowance, MACP and promotional benefits. This is the additional burden which the Railwaymen will have to bear with its compound effect from coming years to years on the Railway’s finance.

7. Effect on Industrial Relation

Gradually, the number of new recruitees on or after 1.1.2004 will take over the number of persons appointed prior to 1.1.2004 and they will compel their pre 1.1.2004 counterparts to join precipitative action to secure their (NPS holders) rightful claim of social security, i.e. Pension and Family Pension and this will leads to serious industrial unrest in the Railway Industry.

Taking all these factors into consideration, all the Railwaymen, irrespective of date of appointment, should be covered under Pension and Family Pension Scheme.

(No. AIRF/24 (C) (62) dated 13.2.2014)

Sub: Miseries being faced by the Ticket Checking Staff over the Indian Railways Railways.

As you are aware, AIRF had raised some major problems being faced by the Ticket Checking Staff over the Indian Railways vide letter No. AIRF/66 (84) dated 1.3.2013, enlisting 12 major issues with the hope that the same would receive due consideration of the Railway Board for redressal thereof. Railway Board, in response to our aforesaid letter, had furnished their comments vide letter No. 2013/TG-V/10/14 dated 27.6.2013. However, since no fruitful result could be evolved till date, the Association of Ticket Checking Staff has staged a Massive Dharna on

Jantar-Mantar today to lodge protest against the Ministry of Railway's reluctance to resolve their long-pending genuine demands which are pending for quite some time. Some of the major issues, contained in their memorandum addressed to Hon'ble Minister for railways, are appended below for your ready reference:-

- (i) To launch a National Helpdesk 24x7 with an unique number throughout the Indian Railways, so as to provide assistance regarding Passenger Complaints etc.
- (ii) To provide security arrangements for on duty Railway Staff, including Ticket Checking Staff because they are often confronted to public agitation and one Shri Sanjeeva Rao, TTE/SC Railway had lost his life in an unlawful incident.
- (iii) Filling-up of all vacant posts of Ticket Checking Staff.
- (iv) Fare hike should be devised in such a way that it takes effect prospectively, as there are unnecessary disputes between Ticket Checking Staff and the passengers while collecting the pending amount, in case the same is effective from a former date.
- (v) There should be no unlimited Waiting List of passengers on the trains to avoid unnecessary conflict between the passenger and Ticket Checking Staff.
- (vi) The target of collection for the Ticket Checking Staff should be rationalized, not to impose undue stress on them.
- (vii) Ticket Checking Staff should not be misused in other than ticket checking works, like passenger enquiry, announcement works etc.
- (viii) Minimum recruitment qualification should be enhanced to Graduation in the wake of latest technology, being adopted in ticketing system, like –e-ticket, I-ticket etc.
- (ix) Ticket Checking Staff should be provided with the facilities which are available for other Running Staff, i.e. Guard and Locomotive Crew.

You may appreciate that, the demand relating to provision of adequate facilities in the TTEs Running Rooms on par with other Running Staff, being a genuine grievance of the Ticket Checking Staff, a Joint Committee of the Executive Directors at Railway Board's level was also formed to study and recommend necessary improvement, which too submitted its report on 14.11.2013. It is a matter of concern that, there is no qualitative improvement in the TTEs Running Rooms, with the result that, the staff are still constrained to face acute hardship.

Non-provision of adequate Ticket Checking Staff for manning Reserved Coaches as also to check ticketless travel is not only causing undue hardship to them, but also resulting in substantial revenue loss to the Indian Railways.

Apart from the above, the other issues raised by the Association of Ticket Checking Staff may also be giving due consideration to address their grievances.

I would, therefore, request you to personally intervene in the matter and take necessary action for the redressal of genuine demands of the Ticket Checking Staff at an early date.

An urgent action on your part shall be highly appreciated.

(D.No. No. AIRF/66 (63) dated 25.2.2014)

Sub: Meeting with the CRB and MS Railway Board.
Ref.: Full Board Meeting held on 7.2.2014 with both the Federations.

In the aforesaid meeting, against **Item No.8 – absorption of quasi-administrative staff**, it was unanimously decided to hold a separate meeting between the CRB and MS Railway Board and the Federations to discuss and decide the issue.

The Board are requested to implement aforementioned decision of the full Board.

(No. AIRF/7-B (64) dated 25.2.2014)

Sub: Appointment on compassionate ground – Case of candidates detected diabetic during medical examination.

This refers to our discussion on the above subject matter during the course of opening session of the last PNM Meeting of the AIRF, held on 16.1.2014, with the Rly. Board. I write to draw your kind attention towards my D.O. letter of even number dated 12.2.2014 on the subject, wherein I had elaborated the position of a candidate, to be appointed on compassionate ground, who was detected diabetic during medical examination and denied appointment due to having been declared medical unfit due to diabetes, citing the case of Shri Abhineet Jain, s/o late Smt. Rashi Jain, Ex. JE/Wagon Directorate/RDSO/LKO, who has been denied appointment as Jr. Clerk in Accounts Deptt. under DG/RDSO/LKO because he was declared medical unfit by the CMS/RDSO/LKO, having been found diabetic.

In this connection, it would be pertinent to mention that the Hon'ble High Court of Madras in W.P. No. 21082 of 2013 and MP No.1 of 2013 of 2013, in a similar case, where General Manager Southern Rly. and others were Petitioners, had delivered judgment, upholding the judgment of CAT/Madras Bench, Chennai, which *inter-alia* had quashed the contention of the Railway administration, denying appointment on compassionate ground to a candidate detected diabetic during medical examination and considered medically unfit solely due to diabetes.

I would, therefore, request you that the candidates who are to be appointed on compassionate ground and are found having diabetic during medical examination should not be declared medically unfit merely due to diabetes, so that they are appointed as such in the interest of justice to support the family of the deceased employees.

(D.O. No.AIRF/226 (54) dated 10.3.2014)

RAILWAY BOARD ORDER'S

Sub: Streamlining of working of RRBs – Holding of common RRB examination for the ALP and Technician.

Ref.: Board's letter No. 2009/E(RRB)/25/20 dated 28.10.2009 (RRCB No. 04.2009).

Vide Board's letter under reference comprehensive orders on the streamlining of functioning of RRB were issued. This process has been under constant review and scrutiny based on the experiences of examination held against CEN of 2010, 2011 & 2012 so that the RRBs exams can be held in more efficient and cost effective manner. It has been noticed that minimum educational qualification for the two categories of ALPs & Technicians being common (i.e. ITI in the relevant trade), most of the candidates applying for these categories are common. Still, conventionally two different notifications and exams have been issued/organized for these two categories separately. This results in holding two different exams for same set of candidates on two different occasions and also if the

candidate is selected in both the exams, he joins against one category of posts leaving the other vacant. This is also one of the reasons for short Panels.

2. To streamline and standardize selection procedure and also to address the problem of short panels in critical safety categories like ALP & Technicians, Board has decided for holding a common RRB examination for the ALP and Technicians categories from 2014 onwards. For this, the following changes in the existing recruitment system are being introduced with immediate effect.

- (i) Nodal RRB/Chennai will issue a common Centralized Employment Notification on behalf of all the participating RRBs for these two categories of post viz. ALPs & Technicians.
- (ii) For the selection of ALP & Technician, a common written examination will be conducted on the same day simultaneously by all the participating RRBs in one or more sessions depending upon the numbers of candidates applying for the examination on that RRB.

3. A common structure of question papers for the written examination of the categories of ALP & Technicians should be followed/adopted as detailed under, which is in supersession of Boards letter No.2009/E(RRB)/25/20 pt. dated 5.1.2011(RRCB No. 1/2011) for these two categories :

Post	Time in Minutes	Number of Questions					
		General Awareness	Arithmetic & Reasoning	General Intelligence	General Science	Technical Ability	Total
ALP & Technician	90	20	20	15	15	30	100

4. As per the existing instructions, candidates to the tune of five times the vacancies are short listed for appearing in the Psycho-Tests for ALPs. It has now been decided that the number of candidates to be short-listed for Psycho Test may be increased to eight times of the vacancies subject to securing minimum qualifying marks prescribed for respective community in the written examination on the same lines as ASMs communicated vide Board's letter No.2013/E(RRB)/25/23 dated 8.10.2013(RRCB No. 1/2013).

5. With a view to avoid shortfall while preparing the panels, if any, the zone of stand by/waiting list is also being increased from present 30% to 50% for the above mentioned categories combined together.

6. It should be clearly brought out in all the communications to the candidates that a candidate once empanelled for any of the posts depending on his choice/merit position will not be considered for alternative appointment later if he is found medically unfit. Therefore, the candidates, in their own interest, should satisfy themselves about fulfilling the prescribed medical standards before opting for various posts.

These modifications are issued with the approval of Board and may be implemented from CEN01/2014 onwards.

(No. 2013/E(RRB)/25/28 dated 17.1.2014 (RRCB No. 01/2014))

Sub: Refresher Course in Fire Fighting to Ticket Checking Staff.

Reference this office letter No.E(MPP)2009/3/44 dated 14.10.2009 reiterating instructions in regard to training in Fire-Fighting to all the Training Centres falling within their jurisdiction.

Safety Audit Team constituted by Board, in their findings, has observed that On-Board Commercial Staff & at Stations, (TTE/TC) are not being imparted proper training in Fire-Fighting/use of fire extinguishers.

Board has taken a serious note of this and has desired that instructions should be issued to all the Zonal Training Centres under the jurisdiction of the concerned railways to give more focus on training in fire fighting/use of fire extinguishers etc. while imparting training on Disaster Management/First Aid prescribed in Refresher/promotional courses for Ticket Checking Staff/Ticket Collectors/Coach Attendant etc.

(No.E(MPP)2013/3/21 dated 21.1.2014 (RBE No. 12/2014)

Sub: Engagement of Homeopathic Doctors in the dispensaries functioning under the aegis of Staff Benefit Fund – Qualifications req.

This issue of revision of recruitment qualification for engagement of Homeopathic Doctors for the dispensaries functioning under the aegis of Staff Benefit Fund was raised in the forum of PNM/NFIR.

2. The matter has been examined in detailed in consultation with the Health Directorate of Railway Board and in partial modification of Board's letter No. E(W)89/WE 1-15 dated 3.10.1989, it has been decided that the 5 years experience shall not be a precondition for the BHMS (Bachelor of Homeopathic Medicine & Surgery) doctors after completion of internship for engagement on full time/part time basis on the Railways. However, the DHMS (Diploma in Homeopathic Medicine & Surgery) doctor should have at least 1 ½ years' working experience (the difference in time period between DHMS and BHMS including internship in the letter) for engagement on full time/part time on the Railways.

(E(W)2012/PNM/NFIR/5 dated 24.1.2014 (RBE No. 13/2014)

**COM. S.G. MISHRA ELECTED AS SECRETARY(STAFF SIDE),
NATIONAL COUNCIL(JCM)**

The Staff Side of National Council(JCM) in its meeting held on 11.3.2014 has elected **Shri Shiva Gopal Mishra**, General Secretary, All India Railwaymen's Federation (AIRF as the Secretary, Staff Side, National Council (JCM).

BOB CROW, LEADER OF THE RMT IS NO MORE

Robert Crow (13 June, 1961 – 11 March, 2014) was a British Trade Union leader who served as General Secretary of the National Union of Rail, Maritime and Transport Workers (RMT) from 2002 until his death. He was also a member of General Council of the Trade Union Congress.

Fire branch RMT union leader Bob Crow 52 died after suffering aneurysm and massive heart attack.

Passing away of Bro. Crow is a great loss, not only to the RMT but also to entire Trade Union Movement. We have lost a valiant fighter and true friend of the All India Railwaymen's Federation (AIRF).

We pray to God to give enough strength to the bereaved family and all members of the RMT and the ITF to bear this great loss, and the departed soul may rest in eternal peace.