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All India Railwaymen's Federation
(Estd, 1924)

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Item No.1

Sub: Appointment of High Powered Committee to review the working hours of Loco & Traffic Running Staff and other safety categories of staff – Implementation of the agreement

In the wake of strike negotiation, the following agreement was reached for reviewing working hours of Loco & Traffic Running Staff and other safety categories of staff.

“A High Power Committee with an eminent Judge of the High Court would be constituted to review the duty hours of Running Staff and other Safety Categories of Staff and other safety categories of staff.”

Despite repeated representations, the High Powered Committee as agreed to has not yet been appointed, causing serious dissatisfaction amongst the Loco & Traffic Running staff and other safety categories of staff.

Staff Side urges the Railway Board to appoint the High Powered Committee, as agreed to, without any further delay, to review working hours of Loco & Traffic Running Staff and other Safety Categories of Staff.

Item No.2

Sub: Rates of Running Allowance for Loco & Traffic Running Staff

The Railway Board vide their letter No.E(P&A)II-2005/RS-34 dated 26.12.2008 have revised the rates of Running Allowance in favour of Loco & Traffic Running Staff as under:-

S. No.	Category	Pay Band plus Grade Pay	Rates of Kilometrage Allowance (per 100 kms) (in Rs.)	Rates of ALK (per 160 kms) (in Rs.)
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Loco Running Staff

1.	Loco Pilot(Mail/Express)	9300-34800	4200	170.00	272.00
2.	Loco Pilot(Passenger)/ Motorman	9300-34800	4200	169.00	270.00
3.	Loco Pilot(Goods)	9300-34800	4200	168.00	269.00
4.	Loco Pilot(Shunting) Gr. I	9300-34800	4200	130.00	208.00
5.	Loco Pilot(Shunting) Gr. II	5200-20200	2400	126.00	202.00
6.	Sr. FM-1, Sr. Asstt. Loco Pilot(Diesel/Elect.)	5200-20200	2400	126.00 81.00(shunting)	202.00
7.	FM-1, Asstt. Loco Pilot (Diesel/Elect.)	5200-20200	1900	121.00 78.00(shunting)	194.00
8.	Sr. Second Fireman	5200-20200	1900	121.00 78.00(shunting)	194.00
9.	Second Fireman	5200-20200	1800	102.00 61.00(shunting)	163.00

Traffic Running Staff

1.	Mail/Express Guard	9300-34800	4200	154.00	246.00
2.	Passenger Guard	9300-34800	4200	153.00	245.00
3.	Sr. Goods Guard	9300-34800	4200	152.00	243.00
4.	Goods Guard	5200-20200	2800	151.00	242.00
5.	Sr. Asstt. Guard/ Sr. Brakesman	5200-20200	2400	90.00	144.00
6.	Asstt. Guard/Brakesman	5200-20200	1900	86.00	138.00

These rates fall far below the rates what they should get. For determining the rates of Running Allowance, Pass. Driver/Guard is taken as a reference grade. Thus, the formula for deciding the rate of Kilometrage Allowance is as under:-

Passenger Driver/Guard

Rate of KMA for Passenger Driver/Guards	=	30% of the mean of Passenger Driver/Guard + 20 days TA for ordinary class of cities	x 100
		Average Passenger KMs per month of Passenger Driver/Guard	

The rates of Running Allowance to be decided w.e.f. 1.1.2006 and 1.9.2008 as a result of revision of basic pay and revision of T.A. rates respectively.

Hence, it is demanded that the rates of Running Allowance, both for Loco & Traffic Running Staff should be revised from 01.01.2006 as follows and all arrears due be paid from that date.

S. No.	Category	Pay Band plus Grade Pay	Rates of Kilometrage Allowance (per 100 kms) (in Rs.)	Rates of ALK (per 160 kms) (in Rs.)
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Loco Running Staff

1.	Loco Pilot (Mail/Express)	9300-34800	4200	215	344
2.	Loco Pilot (Pass.)/ M/man	9300-34800	4200	214	342
3.	Loco Pilot(Goods)	9300-34800	4200	213	341
4.	Loco Pilot(Shunting) Gr. I	9300-34800	4200	165	264
5.	Loco Pilot(Shunting) Gr. II	5200-20200	2400	160	256
6.	Sr. FM-1, Sr. Asstt. Loco Pilot(Diesel/Elect.)	5200-20200	2400	160	256
7.	FM-1, Asstt. Loco Pilot (Diesel/Elect.)	5200-20200	1900	154	246
8.	Sr. Second Fireman	5200-20200	1900	154	246
9.	Second Fireman	5200-20200	1800	131	210

Traffic Running Staff

1.	Mail/Express Guard	9300-34800	4200	205	328
2.	Passenger Guard	9300-34800	4200	204	326
3.	Sr. Goods Guard	9300-34800	4200	204	326
4.	Goods Guard	5200-20200	2800	203	325
5.	Sr. Asstt. Guard/ Sr. Brakesman	5200-20200	2400	120	192
6.	Asstt. Guard/Brakesman	5200-20200	1900	116	186

Further, rates of Running Allowance should be increased as under from 01.09.2008 taking into account the revision of rates of Travelling Allowance.

S. No.	Category	Pay Band plus Grade Pay	Rates of Kilometrage Allowance (per 100 kms) (in Rs.)	Rates of ALK (per 160 kms) (in Rs.)
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Loco Running Staff

1.	Loco Pilot(Mail/Exp.)	9300-34800	4200	307	491
2.	Loco Pilot(Passenger)/ Motorman	9300-34800	4200	306	490
3.	Loco Pilot(Goods)	9300-34800	4200	305	488
4.	Loco Pilot(Shunting) Gr. I	9300-34800	4200	236	378
5.	Loco Pilot(Shunting) Gr. II	5200-20200	2400	229	366
6.	Sr. FM-1, Sr. Asstt. Loco Pilot(Diesel/Elect.)	5200-20200	2400	229	366
7.	FM-1, Asstt. Loco Pilot (Diesel/Elect.)	5200-20200	1900	220	352
8.	Sr. Second Fireman	5200-20200	1900	220	352
9.	Second Fireman	5200-20200	1800	187	299

Traffic Running Staff

1.	Mail/Express Guard	9300-34800	4200	293	469
2.	Passenger Guard	9300-34800	4200	292	467
3.	Sr. Goods Guard	9300-34800	4200	292	467
4.	Goods Guard	5200-20200	2800	291	466
5.	Sr. Asstt. Guard/ Sr. Brakesman	5200-20200	2400	172	275
6.	Asstt. Guard/Brakesman	5200-20200	1900	166	266

The above rates have been demanded keeping into view the revised basic pay, revised T.A. rates and relativity as per the recommendations of the Running Allowance Committee, 1981 and Railway Board's letters No.E(P&A)II-97/RS-2 dated 2.4.1998 and No.E(P&A)II-98/RS-5 dated 6.5.1998 on the subject.

The relativity of the rates of Kilometrage of Mail/Exp. Drivers, Goods Drivers, Shunters, Sr. ALP and Second Fireman, Mail/Exp. Guards, Goods Guards, Sr. Brakesman/Sr. Asstt. Guard and Brakesman/Asst. Guard is maintained as per the prevailing practice on Indian Railways since 1981.

Item No.3

Sub: Grant of Children Education Allowance and Hostel Subsidy to Railway Employees

Railway Board vide their letter No. E(W)2008/ED-2/4 dated 10.06.2009 have laid down the eligibility for Children Education Allowance as follows:

“Reimbursement of Children Education Allowance is admissible for eldest two surviving children studying in schools affiliated to Board of Education”.

This is contrary to the letter and spirit of the original order issued vide Para 1(c) of Ministry of Personnel, Public Grievances and Pensions O. M. No.12011/03/2008-Estt. (Allowance) dated 02.09.2008 circulated vide Railway Board’s letter No.E(W)2008/ED-2/4 dated 01.10.2008 which reads as under:-

“Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e. for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education”.

It is clear from the above paragraph that only for class eleventh and twelfth colleges or schools need to be affiliated to Universities or Board of Education and not from Nursery Class.

It may further be mentioned that schools imparting education at Nursery level, primary level and even middle class level i.e. up to Class VI(Six) are not affiliated to any Education Board. Apart from the above, in road side railway stations even some Secondary Schools are also not affiliated to any State Education Board and students studying in those schools are appearing Secondary Examination through some other affiliated schools. The policy of the Govt. is to spread literacy and if, the restriction imposed by the Railway Board’s letter under reference, many students studying Nursery, Primary and middle School / classes are being deprived of the benefits of Educational Assistance.

It is urged that the Children Education Allowance and Hostel Subsidy may please be granted to any two children studying in schools and in respect of up to middle standard affiliation to Board of Education or from any other authority may not be insisted upon.

Item No.4

Sub: Revised entitlement of Kit Pass on transfer/retirement on the implementation of 6th CPC

Para 2(c) of Railway Board's letter No.E(W)2004 PS 5-9/1 dated 17.06.2009 provides as under:-

S. No.	Grade Pay	By Train
2(c)	Railway Servants drawing Grade Pay of Rs.2800	3000 kgs. of luggage by Goods Train plus one Motor Cycle/ Scooter by Goods Train

It may be mentioned here that present Grade Pay Rs.2800 has been allotted to the staff in erstwhile pay scale of Rs.4500-7000. The staff drawing pay of Rs.6500 and above but less than Rs.8000 were entitled to have Kit Pass facilities as under on transfer/retirement as per Railway Board's letter No.E(W)96 PS5-9/1 dated 20.06.2000.

“3000 kg. of luggage + 1 four wheeler wagon for Motor Car or one Motor Cycle/Scooter by Goods Train.”

The provision for one four wheeler wagon for Motor Car has been dropped for the future entrance. It may further be mentioned that at present no Goods Train carries Sundry Items and those can be booked by Parcel Van of Mail & Express trains only.

As such, it is urged that the facilities for transportation of Motor Car and Motor Cycle/ Scooter may be allowed in Parcel Van of Mail and Express trains and this should be extended for future entrants as well in grade Pay Rs. 2800/- with appropriate Pay Ceiling.

Item No.5

Sub: Implementation of Government's decision on the recommendations of the VI CPC - Revision of the Railway Services(Extraordinary Pension) Rules, 1993 – Constant Attendant Allowance

Vide para 2(iii) & (iv) of Railway Board's letter No.F(E)III/2009/PN1/6 dated 29.04.2009, the following condition has been attached in the matter of Constant Attendant Allowance.

- (iii) Constant Attendant Allowance shall not be payable for any period during which the pensioner is an inmate or an in-patient of a Government institution or hospital.
- (iv) Payment of Constant Attendant Allowance shall be made along with disability pension. Payment shall be made on the basis of declaration as in Annexure which shall be submitted to the Pension Disbursing Authority in May & November each year.

It will be appreciated that for 100% disabled person, Constant Attendant is badly required even when one is admitted as an indoor patient in hospital, as hospital do not provide any Attendant for any individual patient.

Further, declaration as prescribed is to be submitted in May and November every year. The same may be changed to once in a year in November when life certificate is required to be submitted for continuance of Pension.

Hence, it is urged that the issue may be considered sympathetically so that the physically challenged persons get due justice.

Item No.6

Sub: Treatment of the period of absence from duty in favour of organ donors

Organ donation is one of the noblest of humanitarian deeds and those who receive the donated organs get new leases of lives. Organ donors do so out of compassion and not for any personal gain. However, when Government employees, including Railwaymen donate organs or blood they are given concession of Special Casual Leave of one day.

This concession of one day Special Casual Leave may be enough in the case of blood donation when donors do not need long periods of time for recovery. In the case of donation of kidney, liver etc. this one day Special Casual Leave is far too inadequate. These involve major surgeries and stitching and the person concerned had to stay in hospital for 7-10 days for healing as well as removal of stitches. Full physical fitness and ability to return back to normal work takes about a month. These aspects need to be considered when deciding the case of donors of kidney, liver etc.

It is requested that Special Leave of minimum one month may please be sanctioned in favour of donors of such organs. This will encourage more and more employees to donate organs like kidney, liver etc. which would benefit many needy patients.

Item No.7

Sub: Maintenance and preparation of Annual Performance Appraisal Reports - Communication of all entries for fairness and transparency in public administration

Ministry of Personnel, Public Grievances and Pensions(Department of Personnel & Training) vide O.M. 21011/1/2005-Estt(A)(Pt.II) dated 14.05.2009 have issued instructions modifying nomenclature of Annual Confidential Report as Annual Performance Appraisal Reports and procedure **there for(this word needs to be verify).**

It is urged that the same may be adopted in the Railways and the ACR be modified as Annual Performance Appraisal Report with all other changes as envisaged in the orders of the Ministry of Pension & Pensioners Welfare's OM of 14.05.2009.

Item No.8

Sub: Eligibility for 1st Class/AC-2 Tier and AC 3 Tier Passes

Consequent upon introduction of VI CPC pay scales, staff of all departments other than the Railways, in Grade Pay Rs.4200 and above, are having eligibility of First Class/AC 2 Tier Passes.

It would be appropriate to mention that the VI CPC vide para 4.2.42 has recommended as under:-

“In any case in the revised scheme of pay scales, all the allowances and facilities will be governed by grade pay.”

Hence, it is urged that the Railwaymen in Grade Pay of Rs.4200 and above be issued First Class/AC 2 Tier Passes and those who are in Grade Pay Rs.2400 and 2800 be issued AC 3 Tier Passes.

Item No.9

Sub: Stationary equivalent pay scale for Running Staff - Allotment of comparable grades

The Railway Board vide their letter No.E(NG)I-98/PM2/8 dated 01.10.99 have allotted comparable grades for running staff as follows:-

M&E Driver, Sr. Shunter, Passenger, Sr. Passenger, Motorman, Sr. Motorman; M&E Guard, Sr. Passenger Guard in scale	Rs.6500-10500
Goods Driver, Sr. Shunter, Passenger Guard, Sr. Goods Guard	Rs.5500-9000
Shunter, Sr. Asstt. Guard, Sr. DAD/EA/1 st Fire man	Rs.5000-8000
Asstt. Guard, DAD/EA/1 st Fire man	Rs.4000-6000

It is urged that comparable grade pay for Running Staff in the stationary posts be considered and instructions issued.

Item No.10

Sub: Penalty of “withholding of increment” prior to introduction of revised pay scales of VI CPC - Modification sought for

Representations are being received from the employees who were awarded penalty of **“withholding of increments”** in the pre-revised scales by the Disciplinary/Reviewing Authority at the time of imposing penalty, which eventually continued in the revised pay scales as well and these need to be reviewed for mitigating the hardships faced by the Railwaymen.

At the time of imposition of penalty of **“withholding of increment”** for specific period (in pre-revised scale), the amount to be reduced, is fixed on the basis of rate of increment then prevailing. However, due to introduction of revised pay from 01.01.2006, the amount of increment has increased considerably, which could not be envisaged at the time of imposing of penalty.

Railway Board’s letter No.E(D&A) 78/RG.6 /17 dated 29.07.1978 *inter-alia* states:-

“Since the Appellate/Reviewing Authority while considering the Appellate/Review Petition can take into consideration the financial loss that would be sustained by the employee whose increment has been withheld in the authorized scale on re-fixation in the revised scales of pay and accordingly reduce or modify the penalty imposed, the staff on whom the penalty of withholding if increment has been imposed in the authorized scale, on re-fixation in the revised scales of pay may be submit their Appeal/Review Petition, if any by 31.12.1978.”

It is, therefore, suggested to modify and reduce the period of penalty in such a way so that an employee is not subjected to loss of amount more than what has been anticipated at the time of imposition of penalty in the pre-revised scale to meet the end of justice.

The Board are requested to issue similar instructions for those whose punishment of **“withholding of increment”** commences in V CPC scales and ends in VI CPC scales.

Item No.11

Sub: Rates of Stipend to Trainees/Apprentices on the Railways

The Railway Board vide their letter No.PC-V/2008/PS/1(Stipend) dated 15.12.2008 have revised the rates of stipend to the Trainees/Apprentices. But while doing so, orders have been given effect from **01.09.2008 instead of 01.01.2006**.

Trainees in different categories were hitherto drawing Stipend as Pay + Dearness Pay along with corresponding Dearness Allowance. VI CPC pay structure has been arrived at by a multiplying factor of 1.86. Fitment compensation provided by the VI CPC is that the grade pay is arrived at by calculating @ 40% of maximum of pre-revised scale.

It is urged that the rates of Stipends in favour of different categories of Trainees / Apprentices be made effective from 01.01.2006.

Item No.12

Sub: Disclosure of marks secured by the candidates in the Written Test held for Selection/LDCE for promotion

The Railway Board vide their letter No.E(GP)2008/2/27 dated 24.3.2009 have issued instructions that in Selection/LDCE for promotion to group 'B', the total marks secured by all the candidates who appear for viva-voce after qualifying in written examination and the marks secured in written test in case of remaining candidates may be notified after finalization of group 'B' panel.

It is urged that similar procedure may be adopted for Selection/LDCE for promotion within group 'C' as well as in the system of selection for promotion from erstwhile group 'D' to 'C'.

Item No.13

Sub: Problems of the Station Masters

The post of Station Master is a popular icon most often associated with the Railway system. This important category is responsible for receipt and despatch of trains on the stations, overall supervision and coordination of work between the staff of different departments on the station(para 83.124 of the report of the V CPC).

Minimum qualification for ASM was enhanced to Degree from the year 1982.

The following is the selection procedure:-

- Written Test
- Psychological Test
- Medical Test with A-2 vision
- Initial training of about six months including online training

Operating

- General and Subsidiary Rules(G&SR)
- Operating Manual
- Accident Manual
- Block Manual

Commercial

- Booking, Goods, Luggage and parcels and other commercial works.

Accounts

- Personal and Medical

OHE Training

- Safety Training, Customer Care Training

After successful completion of training, he is posted at the station and works independently during his 8/12 hours duty. While working independently at the station, he also works as in-charge of the station in his shift; so he should be known as “**Station Master**” instead of Asstt. Station Master.

While working at the station, his duty includes:-

- (i) Safe and punctual train working;
- (ii) Commercial work such as booking parcel and luggage, goods, etc.
- (iii) Establishment work and staff welfare.

- (iv) Stores management.
- (v) Inspections and their compliance
- (vi) Safety
- (vii) Medical work
- (viii) Co-ordination with other departments, viz. S&T, Engineering, Mechanical, OHE, Electrical and also GRP/RPF.
- (ix) Operating Public Address System(PAS), public dealings and guidelines to the passengers/customers.
- (x) Cleanliness of station and its surroundings.
- (xi) Upkeep of 37 registers of operating and in all 130 registers are to be maintained.
- (xii) Other duties at the time of abnormal working like public agitation, unusual occurrence, etc.

Besides the above, he also attends Periodical Medical Examination, Refresher Course regularly without fail and attends safety seminars and meetings.

Station Master/Asstt. Station Master is the link between his staff and the administration. Asstt. Yard Master, Commercial Clerks, Cabin Staff, Yard and Shunting Staff and others work under him. He also supervises and co-ordinates their work like a Manager of a team. He has been entrusted with safe and efficient operation of train, handling of traffic and rendering of satisfactory service to the public.

As after recommendations of the VI CPC, Railway Ministry has created a combined cadre which consists of the YM, SM and TI. Therefore, there is a need to evolve one recruitment grade for this cadre.

Loco Pilots and Guards while at the station are under the control of the Station Master and they shall obey his orders. Loco Pilots and Guards are having higher scales of pay than the Station Master. It will not be possible to command over them and to ensure safety discipline as well as productivity. In this connection, comparative grade structure before 01.01.1973 is attached herewith.

The concept of the Supervisor and supervised has been derived from the verdict of the Hon'ble Court in the case of Running Allowance, where a negated judgment was pronounced on the ground that the Railways have pleaded that the SM/ASM are supervisors and hence not eligible for Running Allowance and hence this category is accepted as supervisory one. The principle of **“Supervisors to be placed above supervised”** is to be adopted in the pay scale of the Station Master.

Recommendations of the COMs of various Zonal Railways for improvement of pay scales and working/service conditions are given as under:-

S. No.	Railway	Recommendations for pay scales
1.	COM-ECR	Recruitment grade Rs.9300-34800, Grade Pay Rs.4200 + 30% Safety Allow.
2.	COM-CR	Initial grade Rs.9300-34800 Grade Pay Rs.4200
3.	COM-WR	Initial grade Rs.9300-34800 Grade Pay Rs.4200
4.	COM-ECoR	Initial grade Rs.9300-34800 Grade Pay Rs.4200
5.	COM-WCR	Present grade seems to be grossly inadequate and it is strongly recommended that the Asstt. Station Master cadre should be treated at par with Running Staff as both categories play similar role in train operation.
6.	COM-NR	30% Hardship Allowance and 10% Risk Allowance inclusive of Basic Pay + D.A.
7.	COM-SER	Initial grade Rs.5200-20200, Grade Pay Rs.3600 and Special Allowance as an incentive should be provided.
8.	COM-SECR	To adopt principle of Supervisor to be placed above the supervised in pay scales of Station Master.

Recommendations to improve working and service conditions

- Posting of additional Asstt. Station Master at Central Panel Station.
- Vacancies should not be allowed in the cadre so that staff get leave in time without inconvenience.
- Attached toilet facilities with ASM Office, resting facilities for LR/RG with cooking facility or Cooking Allowance.
- SM/ASM are the Brand Ambassadors of the Railways image for public. The Railways should provide them better Chamber/Rooms with good furniture, etc. to boost their morale and image of the Railways.
- Cost free meals and accommodation at the Training Centres and Safety Camps in addition to normal D.A. (one of the recommendations made by the RSRC)

Station Master never remains Assistant Station Master as in the case of Assistant Loco Pilot, where Assistant Loco Pilot has to work under Loco Pilot, but the Assistant Station Master has to work independently in his shift duties. After completion of prescribed training when he is posted at a station, he may be a junior to his senior but not an Assistant because in whatsoever shift he works, he works independently and remains responsible always towards his duties of train working. As such, to designate him while appointing Assistant Station Master is not justified so his designation should be **Station Master** and not **Assistant Station Master** at the time of appointment.

Secondly, the present Station Master Rs.5000-8000(V CPC scale) and Dy. Station Superintendent Rs.5500-9000(V CPC scale) have been given Grade Pay of Rs.4200 by the VI CPC by upgrading them to Rs.6500-10500(V CPC scale). Similarly, Station Superintendent Rs.6500-10500(V CPC) has been upgraded to Rs.7450-11500(V CPC) and after merger has been given Grade Pay of Rs.4600.

All the above points are submitted to justify that the initial grade of ASM shall be placed in PB-2(Rs.9300-34800) with Grade Pay of Rs.4200 instead of PB-1(Rs.5200-20200) with Grade Pay of Rs.2800 with the designation as **Station Master instead of Asstt. Station Master.**

So the designations should be revised as under:-

<u>Existing Designation</u>	<u>Proposed Designation</u>
Asstt. Station Master Rs.4500-7000(V CPC)	Station Master, PB-1(Rs.5200-20200), Grade Pay Rs.2800
Station Master Rs.5000-8000(V CPC)	Deputy Station Manager, PB-2(Rs.9300- 34800), Grade Pay Rs.4200
Dy. Station Supdt. Rs.5500-9000(V CPC)	Deputy Station Manager, PB-2(Rs.9300- 34800), Grade Pay Rs.4200
Station Supdt. Rs.6500-10500(V CPC)	Station Manager(Non- Gazetted), PB-2 (Rs.9300-34800), Grade Pay Rs.4600
Station Manager Rs.7450-11500(V CPC)	Station Manager(Non- Gazetted), PB-2 (Rs.9300-34800), Grade Pay Rs.4600

Staff Side urges upon the Railway Board to consider the above-mentioned facts and revise the Entry Grade Pay and Designations of the staff as proposed above.

Item No.14

Sub: Medical facilities to the staff working at the road side stations and ganghuts

The staff working at the roadside stations and Engineering ganghuts do not get any outdoor medical facilities in most of the places as they are posted far away from existing Health Unit/Hospital and train communication do not help them to come and go back within a reasonable period.

Till such time outdoor medical facilities could be ensured to them, Fixed Medical Allowance may please be extended to them so that they can take treatment from outside.

Item No.15

Sub: Conducting of Selection/Suitability test in Regional Language

The Railway Board vide their letter No.E(NG)I-2004/PM1/41 dated 4.4.2005 have allowed the candidates to write their Answer Script in the Regional Language, but the orders of the Railway Board have not been implemented in the Zonal Railways.

Presently, Railway Board have taken decision that even in the Railway Recruitment Board examinations, the candidates would be allowed to write Answer Script in Regional Language.

The Board are, therefore, urged to issue necessary orders to the Zonal Railways and Production Units for the compliance of their orders.

Item No.16

Sub: Linen Management in trains

The Railway Board vide their letter No.2009/M(C)65/6 dated 17.12.2009 have issued instructions to the General Managers of the Indian Railways that Linen Management activities, hitherto managed by different departments, should now be entrusted to Mechanical(C&W) on the Railways as a single window agency.

It is surprising to note that although the decision affects staff career and their seniority etc., no consultations have been made with the Federations. This arbitrary decision, we are afraid, would generate staff agitation. It seems, the entire activity is planned to be outsourced.

In the past years when 1st Class Coaches were run on the trains, Corridor Coach Attendants of Commercial Department functioned as 1st Class Coach Attendants. With the replacement of 1st Class Coaches with A.C. Coaches, Commercial Coach Attendants were placed under Electric Department on some Zonal Railways and they are working as A.C. Coach Attendants who are assigned with bedrolls distribution duties besides allied Commercial duties and assistance to A.C. Mechanic. Their seniority and career are yet to be decided on some Railway Zones. Board's instructions, issued vide their letter under reference, would further complicate the situation.

Staff Side fears that this decision of the Railway Board would give scope for rivalry amongst the staff of different departments at Depot level. It would be unfair to introduce new policy without deeply analyzing the implications including that of staff problems. As it is, the issues relating to Departmental Catering staff are yet to resolve and years passed.

Staff Side, therefore, urges upon the Railway Board to withdraw these instructions and convene a Special Meeting with the Federations for discussing the issue threadbare. The details relating to present system of supply of bedrolls on each Zonal Railway may be made available to the Federations.

Item No.17

Sub: Supply of branded quality cloth for the purpose of uniform to Railway employees

The Railway Board vide their letter No.E(W) 2005/UN1/3 dated 24.04.2007 have issued instructions to the General Managers etc. of the Indian Railways to ensure supply of improved quality cloth to the Railwaymen. The reality in the field is that, quality cloth is not supplied to the Railway employees, resulting in their pride gets lowered.

Railway Board should appreciate that the Railwaymen/women in uniform should appear in such a manner that dignity/image of the Railways should get enhanced.

Staff Side, therefore, suggests that branded cloth, i.e. Raymond, Vimal, etc. may be approved to be supplied to Railway employees, enabling them to use the same and appear on duty as dignified Railway staff.

Item No.18

Sub: Provision of Rest Rooms at wayside stations

Several staff belonging to safety/operational categories are required to perform duties at wayside stations as Leave Reserve/Rest Givers etc. Staff of different categories are also attending to the failures at outstations and remote places. At present, there is no place for them to take some rest while not performing duties at outstations.

In the interest of safety, all such staff are required to be provided rest facilities at outstations.

Staff Side, therefore, urges upon the Railway Board to consider the demand for provision of Rest Rooms for availing rest by Rest Giver/leave Reserve Staff etc. at outstations.

Item No.19

Sub: Upward revision of the Training Allowance to the Instructors of the Zonal Railway Training Institutes(ZRTIs) and STIs – reg.

Pursuant to recommendations of the VI CPC, the government has decided to revise Training Allowance to the Faculty Members of the Centralized Training Institutes on the Indian Railways at 30% of pay. But, the Faculty Members of the ZRTIs and STIs etc. are only allowed 15% of pay.

In this connection, Staff Side desires to bring the following facts to the notice of the Railway Board for their kind consideration:-

- (i) Prior to 1992, Training Allowance was granted at 30% of pay to all the Faculty Members of the Centralized Training Institutes as well as other Training Institutes of the Zonal Railways. Subsequently, it was brought down to 15% of pay to the Centralized Training Institutes.
- (ii) The Khanna Committee(Railway Safety Review Committee) had recommended for payment of 40% of pay as Training Allowance for all the Instructors of the Training Institutes on the Indian Railways in order to attract talented staff. But the Railway Board have, not accepted it till date.
- (iii) The Instructors of the ZRTIs/STIs are performing exemplary duties in training fresh candidates and promotee staff and upgrading their skills so as to enable them to work in the field more efficiently and ensure safety, punctuality and customer satisfaction.
- (iv) There is no logic in differentiating the Instructors of the ZRTIs/STIs and denying payment of Training Allowance at 30% of pay.
- (v) Talented staff are not inclined to opt for Instructor's job due to inadequate motivational package, as they get allowances, such as TA, OTA and NDA in their respective fields.
- (vi) Allowances, for instance DA, HRA, are uniform to all categories. As such, it would be improper to discriminate the Instructors of the ZRTIs/STIs in the matter of payment of Training Allowance.
- (vii) Efficiency of the Railways depends upon the skill level of the staff and for upgrading their skills, highly motivated Instructors are needed. For achieving this objective, Training Allowance needs to be revised to 30% of pay, i.e. at par with those Faculty Members of the Centralized Training Institutes.

Federations have already suggested this during Safety Meeting, held by the Member Staff Railway Board on 25.08.2009.

Staff Side, therefore, requests the Railway Board to consider the issue on priority for revising Training Allowance at 30% of pay to the Principals and Instructors of the Training Institutes in the Railways w.e.f. September 2008.

Item No.20

Sub: Quantum of debits to be raised in case of missing PRS Ticket/Rolls

Ref: Railway Board their letter No.2006/ACII/45/10 dated 28.07.2009

The Railway Board vide their letter referred to above have decided that the quantum of debits to be raised in case of missing PRS Ticket/Rolls should be as under:-

Situation	Quantum of Debit
Missing Ticket/Ticket Roll for which there is no accountal in the system	<ul style="list-style-type: none">• 1st AC Class full fare for 6 passengers for farthest destination in the system (i.e. pair of stations on the system with furthest distance) for each missing ticket shall be raised besides initiating departmental enquiry.• A Gazette Notification shall also be issued to all Railways regarding the loss. Sr. DCM shall personally monitor all such cases for finalization in a time bound manner and report progress to CCM periodically.• In case missing ticket/any ticket of missing roll is found to be misused/ fraudulently, used the debit raised shall be recovered from the delinquent employee/s besides ensuring D&AR action.• However, if misuse is not established, the debits shall be withdrawn.

From the above, it could be seen that unimaginable higher debit is raised without considering practical difficulties. If a cancelled ticket is missed by the Reservation Clerk, the same cannot be used by the passenger. After cancellation of ticket, name of the passenger is deleted by the system automatically and vacant berth is allotted to another passenger. Central Processing Unit(CPU) keeps record of every transaction and accountal accordingly.

Raising debit for 6 passengers in 1st AC full fare for farthest destination in the system for missing ticket is unjustified. Staff working in the PRS are seriously agitated against raising debits without any logic and rational.

Staff Side, therefore, requests the Railway Board to review their decision and withdraw the same; and the recoveries, already made, should be refunded.

Item No.21

Sub: Grant of advance increments to the Stenographers for acquiring higher speed in shorthand

Ref: Railway Board's letter No.PC-IV/88/Increment/1 dated 21.10.1989 and PC-V/2000/I/7/6/2 dated 15.03.2001

The Railway Board vide their above cited letter dated 15.03.2001 had issued orders that the rate of increment, in respect of those Railway employees who had already qualified and were in receipt of advance increments prior to 01.01.1996 in terms of provisions contained in Railway Board's letter dated 27.10.1989, referred to above, will be an amount equivalent to lowest rate of increment in the revised scale(V CPC) corresponding to the pre-revised pay scale of Rs.1200-2040(IV CPC). It was also stated in the said letter dated 15.03.2001 that the increments so granted on or after 01.01.1996 should henceforth be termed as Special Allowance.

In the light of implementation of VI CPC pay structure and grade pay w.e.f. 01.01.2006, necessity has arisen to revise the rate of increment in the form of Special Allowance to the Stenographers who are in Grade Pay of Rs.2400. The amount of Special Allowance needs to be revised equivalent to 3% or 6% of Pay + Grade Pay of the Stenographers in Grade Pay of Rs.2400 as the case may be.

Staff Side, therefore, requests the Railway Board to issue similar instructions to that of those contained in their letter dated 15.03.2001, facilitating the Stenographers to receive Special Allowance, equivalent to 3% of Pay + Grade Pay or 6% of Pay + Grade Pay respectively for having qualified in 100/120 w.p.m. speed in Shorthand Test.

Item No.22

Sub: Provision of adequate facilities for Ticket Checking Staff in the Rest Houses on the Zonal Railways

Attention of the Railway Board is invited to the recommendations of the Committee, constituted at the Railway Board's level to examine the yardsticks for creation of posts of Ticket Checking Staff, availability of resting facilities and their improvement, etc., as also Railway Board's decision thereon for improving Rest Houses, providing adequate number of beds besides cooking facilities for Ticket Checking Staff on the Zonal Railways.

Large number of complaints have been received that due to inadequate Rest House facilities, Ticket Checking Staff are facing lots of hardship. They are waiting for beds, as present number of beds became totally insufficient. Railway Board have also issued instructions for providing cooking facilities for the Ticket Checking Staff in the Rest Houses, but unfortunately at many places, cooking facilities are not available for these staff.

In some of the Zonal Railways, the staff have to wait for the vacation of the beds and spend their time on platforms. Immediate steps are required to be taken to remove the deficiencies to avoid staff agitation.

In this connection, few specific issues are cited hereunder as example, with the hope that the Railway Board would do the needful without any loss of time:-

- (i) At many Rest Houses, inadequate number of beds are provided; leading to staff to wait for the beds.
- (ii) In some of the Zonal Railways, Rest Houses are congested.
- (iii) Replacement of linen is not being done regularly by the authorities.
- (iv) Complaints continue to be received from different Zonal Railways regarding non-provision of cooking facilities for the Ticket Checking Staff in the Rest Houses.

Staff Side, therefore, urges upon the Railway Board to obtain factual report from the Zonal Railways on the problems relating to resting facilities to the Ticket Checking Staff and see that immediate action is taken for making the Rest Houses as model ones, facilitating the Ticket Checking Staff to avail adequate rest for performing their duties with devotion.

Item No.23

Sub: Granting of recognition to Lower Assam Hospital & Research Centre, Bongaigaon, as Referral Hospital

New Bongaigaon – Bongaigaon is a big complex. New Bongaigaon Hospital is the Divisional Hospital of Rangiya Division of N.F. Railway. There is no Gynecologist in New Bongaigaon Railway Hospital. The 'Lower Assam Hospital and Research Centre, Bongaigaon', is having the facilities of Gynecologist treatment is available there. Therefore, the Chief Medical Director, N.F. Railway, Maligaon has sent a proposal to Railway Board for granting recognition to '**Lower Assam Hospital and Research Centre, Bongaigaon**', as Referral Hospital for Gynecologist treatment. In this connection, please refer to Chief Medical Director, N.F. Railway, Maligaon's letter No.184/1/NBQ(Loose) 63 dated 24.08.2009.

Staff Side urges the Railway Board to accord necessary recognition to '**Lower Assam Hospital and Research Centre, Bongaigaon**' as Referral Hospital for Gynecologist treatment.

Item No.24

Sub: Tie-up with private hospital at Kolkata and New Delhi for treatment of cardiac patients of N.F. Railway

Proper facilities for treatment of cardiac patients are neither available in Central Hospital, N.F. Railway, Maligaon, nor at Guwahati either in Government or private hospitals. The cardiac patients are being referred to Southern Railway Hospital, Perambur. Since it is a long journey, the patients are finding it difficult to undertake such long journey.

After long drawn representation of the organized labour, a team of doctors and Accounts officer was sent by the Chief Medical Director, N.F. Railway, to different hospitals at Kolkata and New Delhi, and on the recommendation of the team, the C.M.D., N.F. Railway, Maligaon, vide his letter No.H/184(Pvt. Hospital/NDLS/Kolkata) dated 14.12.2009 has sent proposal to the Railway Board for according recognition to the following hospitals as Referral Hospital for the purpose of treatment of cardiac patients:-

- (i) Peerless Hospital and B.K. Roy Research Centre, Kolkata
- (ii) B.M. Birla Heart Research Centre, Kolkata
- (iii) Rabindra Nath Tagore International Institute of Cardiac Science, Kolkata
- (iv) Batra Hospital, New Delhi

In view of serious handicap in administering medical help to cardiac patients in N.F. Railway, Staff Side urges the Railway Board to recognize the above-mentioned hospitals as Referral Hospital for cardiac treatment so that the patients can get quicker and better treatment.

Item No.25

Sub: Abnormal delay in the matter of setting-up of Medical Board, holding of the Board and acceptance of its report – harassment to the employees

After prolong treatment when patients are not declared fit for duty, they often submit application for setting-up of Medical Board to ascertain whether they are likely to be fit for duty or otherwise.

There has been abnormal delay in the matter of setting-up of Medical Board, holding of Medical Board and acceptance or otherwise of the recommendation of the Medical Board appointed for the purpose, causing harassment to the staff. They exhaust their Earn Leave and had to be remained on LWP for months together causing untold sufferings.

Hence, it is urged that some time frame should be drawn for setting-up of Medical Board, holding of Medical Board and acceptance or otherwise of the report of the Board so that the patients are relieved of their mental and economic hardship.

Item No.26

Sub: Special Duty Allowance – Exemption sought for from the purview of Income Tax

The Railway Board, in accordance with para 2(a) of Notification No.403(E) dated 24.04.2000 of the Department of Revenue, Central Board of Direct Taxes, vide their letter No.F(X)1-91/23/3 dated 13.07.2000 have granted exemption for Remote Locality Allowance or Difficult Area Allowance.

Special Duty Allowance has been granted to all groups of Central Government employees working in N.E. Region vide Finance Ministry's O.M. No.11(5)/2008-E.ii(B) dated 29.08.2008. Special Duty Allowance has been granted in consultation of both remote locality as well as difficult area.

The Board are requested to take necessary steps for granting exemption to the amount drawn on Special Duty Allowance by the Railway employees of N.F. Railway working in N.E. Region from the purview of the deduction under Income Tax.

Item No.27

Sub: Promotion of Appendix II-A passed candidates to the post of Jr. Accounts Asstt. in Grade Pay Rs.2800

Number of Accounts Clerks in Grade Pay Rs.1900 have been waiting for promotion to the post of Jr. Accounts Asstt. in Grade Pay Rs.2800 after passing Appendix II-A examination. This situation has arisen due to the fact that the Departmental Promotion Quota to the post of Jr. Accounts Asstt. is only 20% and balance 80% is Direct Recruitment Quota.

Presently, hardly there is any direct recruitment in the cadre of JAA, as a result of which, large number of posts of JAA have been lying vacant in most of the Railways and Production Units.

As such, the Board are requested to fill-up the post of JAA from the pass out Appendix II-A serving employees to remove the miseries.

Item No.28

Sub: Filling-up of posts in paramedical categories in group `C` on contract basis

Ref: Railway Board's letter No.E(NG)II/2004/RC-1/SC/2 dated 19.07.2005

The Railway Board vide their letter No.E(NG)II/2005/RC-4/SC/2 dated 01.02.2010 have issued orders revising monthly remuneration rates for paramedical categories who are engaged on contract basis. The revised rates are given effect from the date of issue of sanction i.e. 01.02.2010.

Staff Side would like to invite the attention of the Railway Board towards their letter dated 19.07.2005, wherein it was laid down that contract arrangements should be made against clear vacancies for maximum period of one year.

In this connection, Staff Side wants the Railway Board to appreciate that the condition of maximum period of one year is unrealistic, improper, illogical and imprudent. Such uncalled for conditions are in fact resulting in inadequate attention on the patients while paramedical staff are overburdened with additional workload. In terms of any yardstick, it can be safely stated that there is heavy shortage of staff, more particularly in the categories of Nurse, Pharmacist, Lab Staff, etc. etc. Board's letter dated 19.07.2005 has conveyed message amongst the staff that the administration is not bothered about the healthcare of the Railwaymen and their families. If an impartial review is done, it could be seen that the Board's letter dated 19.07.2005 has not remedied the problem and the vacancies continued unfilled. Staff Side also desires to point out that the long absence/sickness is also required to be taken as a vacancy to be filled by contract arrangement.

Staff Side, therefore, urges upon the Railway Board to review their instructions contained in their letter *ibid* dated 19.07.2005 and relax the condition, facilitating the Zonal Railways to resort to contract arrangements at least for a minimum period of 3 years.

Staff Side further requests the Railway Board that contract group `C` employees may also be given one set of Privilege Pass per year as a motivational package, as has been done in the case of Contract Medical Practitioners.

Item No.29

Sub: Grant of ex-gratia payment to unmarried daughters of SRPF(C) beneficiaries who had retired from service/died

The scope of Family Pension to unmarried daughters of the Railway Servants/Pensioners has been extended even after attaining the age of 25 years at par with widowed/divorced daughters vide DoP&PW's O.M. No.19/1/03(E) dated 06.09.2007.

However, the provision contained in the said O.M. is not made applicable to unmarried daughters of SRPF(C) beneficiaries, who had retired from service/died, for the purpose of grant of ex-gratia, beyond the age of 25 years. This is discriminatory. Staff Side had requested the Railway Ministry for referring the matter to the DoP&PW for sympathetic consideration. Railway Board vide their letter No.F(E)III/2003/PN1/Ex-Gr/9 dated 01.01.2010 have intimated the Federations that the DoP&PW has clarified that the benefit extended to unmarried daughters of the Central Government Servants/Pensioners, beyond the age of 25 years, vide their O.M. dated 06.09.2007, is not applicable to unmarried daughters of the CPF(SRPF(C)) beneficiaries for the purpose of grant of ex-gratia.

In this connection, the Staff Side desires to state that the subject has figured in the Action Taken Statement given by the Secretary(Pension) in a separate meeting held with the representatives of the Staff Side, NC/JCM on 08.01.2010 at Lok Nayak Bhawan, New Delhi, when the Secretary(Pension) stated that the payment of ex-gratia had already been enhanced by the Railway Ministry to the SRPF(C) retirees and as such, Railway Ministry may take a decision for extending the benefit to the surviving families also.

In view of the above, Staff Side requests the Railway Board to consider grant of ex-gratia payment to the families including unmarried daughters beyond 25 years of age of SRPF(C) retirees and necessary orders in this regard may be issued.

Item No.30

Sub: Compassionate appointment to the wards of Commission Vendors/Bearers found medically unfit for all categories

Staff Side invites the attention of the Railway Board towards their letter No.E(NG)II/2006/RC1/Gent/1 dated 07.06.2007. According to which, the ward/widow of the Commission Vendor/Bearer, who was eligible for absorption in the Railways but died before his absorption, is required to be considered for compassionate appointment as Substitute in group 'D' post.

It is, however, seen that Railway Board's letter under reference covers only death cases and not the cases of those totally medically invalidated. Families of the Commission Vendors/Bearers, who are found unfit in all categories before their absorption, are facing severe hardship for carrying out their livelihood, as they are not entitled for pensionary benefits.

In view of the above, Staff Side requests the Railway Board to issue suitable clarificatory instructions to their letter dated 07.06.2007 covering the cases of those Commission Vendors/Bearers who are found medically invalidated for all categories for compassionate appointment to their wards as Substitutes in group 'D' post.