

Introduction

Member Staff as Chairman of the Meeting, addressed the gathering as under:

Presidents of the Federations Purohit ji, Guman Singh ji, General Secretaries of the Federations Raghaviah ji and Shivgopal ji, all the members of this forum present here, my officers, colleagues and all those who are present here, I extend on my behalf, on behalf of all my officers and on behalf of the entire administration, a very hearty welcome to this meeting.

We are meeting after a long time no doubt. The last meeting was sometime in mid 2007 and since that time many big events have taken place. Very momentous occasions have come and gone. There has been all round wave of change and growth. Federations had election which happened for the first time. We had general election in our country. We had general elections in the other big democracy, the USA. New Government has come, Pay commission recommendations were received and implemented, Olympic Games were held and one of the other important events which recently took place was the economic slow down which shattered the confidence of the whole world. In all these events, we have noted that the emphasis has been on the growth and development. The organizations, the entities which followed this path of growth and progress and supported the path of growth and progress have flourished and prospered. We have very clearly seen how entities have gone down who focused on other than these cardinal principles of growth, development and progress. The other cardinal principle which has come up very clearly after these big events is the emphasis on performance, excellence and transparency. So now, we clearly know as to what has to be our path and IR is no exception. IR has also been on the same path and following the same cardinal principles. We continue to progress and strengthen these cardinal principles.

This year our earnings have been relatively less than the target though our transport performance was good. During the first four months (April- July), we have exceeded the Freight Loading Target by five million tones by loading 284 million tones, which is 14 million tonnes more than last year for the same period. This has been possible because the workers have been giving excellent output. Our Federations and all components of the representatives of the workers have been lending full support and supporting the merits all through. One thing, however, we have to keep in mind as to the trend that the Staff Cost and Pensions which was 36% of the total earning in 2007-2008 is now budgeted as 53% of the total earnings in 2009-2010. Operating ratio which was 76% in 2007-2008 is targeted for 93% in 2009-2010. So, somewhere we have to keep these things in the back of our mind while planning things and making policies.

Safety front has also been satisfactory. The number of accidents have gone down to 47 in the first four months as compared to 65 in the last year. However, up to August, 23rd we already had 12 accidents in the month of August and there has been a concern that most of these have been attributed to human failure. A special meeting of administration and both the Federations was held to deliberate on this issue. Good suggestions have come. MR has also appreciated the same. For the safety seminars, I have written to all GMs that Unions should also be associated in these seminars and there is all round safety consciousness amongst the staff. The level of safety consciousness must remain high at all times.

In the Pay Commission now almost all the recommendations have been implemented.

In the Sports, the Indian Railways got the highest award Rashtriya Khel Protsahan Puraskar. It is also a matter of great pride that in Sports, one of our employees has got Khel Ratna, one Dhronacharya Award and two Arjun Awards. We already know that in Olympic Games, our employees got laurels not only to Railway but to whole of the country. In Hindi also, we have got the highest award this year- Indira Gandhi Raj Bhasha Puraskar.

As far as the environment is concerned, our RCF unit has got prestigious Golden Peacock Award for environment management. Our Suburban Systems are improving. State of the art Suburban rakes are getting assembled and built here and put into service. Already more than 40 such rakes have been put into service in the Mumbai Suburban. These rakes employ the latest technology of GTO three phase. The GTO is being replaced by ITBM technology, which is superior to the GTO technology. Whatever technology was adopted on other parts of the globe used to come to this country quite late say 10 years later or 15 years later. Now, it is almost online, whatever technological developments take place anywhere in the world we are aware of it and try to absorb that technology fast. There is no time lag now. Everywhere there is a wave of growth and change which is better for the organization, for the staff and for everybody. High Horse Power Locos are being built by our units. High Axle Load, High Capacity Rolling Stock is being built. New types of coaches with steel are being designed. Many of our units have got ISOs. In the signaling we have adopted solid state inter locking.

For all these developments it is necessary that we impart matching training to the staff because these state of the art equipments need to be maintained efficiently. We are already addressing the training needs. We are sending our supervisors, our staff to abroad also from where we are importing this technology. So there is allround consciousness that we have to gear up to tackle all these developments. It has to be a constant endeavour and constant effort to remain in consonance with the technology upgradation.

Our employees have been doing extremely well. They have been sacrificing their comforts and there are examples that they have sacrificed their lives which is the supreme sacrifice. One of our Loco Pilots Shri Nitayanand Bohra scarified his life in saving 38 passengers in the N.F. Railway. He got the Kirti Chakra. Our RPF staff have also shown courageous acts. In the 26/11 incident, two of our RPF staff have got the President's Police Medal for gallantry which is the highest award for the force. One of them Shri Murlidhar got it posthumously who sacrificed his life saving the passengers and staff in CSTM. This year 3 President Police medals for distinguished services and 27 President police medals for meritorious service have been received by the force. Our staff is saving lives of so many passengers day in day out by preventing accidents. So their alertness is important and we will do anything for keeping this alertness high for which we have also sought the cooperation of the Federations. We are also worried about the lives of our staff at their working places. On East Coast Railway, I found that every month there were many cases of staff run over. Then we launched a drive. We had meetings with the Federations, with the officers. The staff, the supervisors, the officers was sensitized. The principal Chief Engineer personally trollied all the sections and sensitized staff, particularly Gangmen and Keymen. All the Zonal Railways have been making efforts as I have got the feedback that they have already started sensitizing the people. Still on some Railways, I find cases keep on happening. So, I need your cooperation in this noble act.

We are worried about the vacancies. We have been discussing for a long time and we have developed such mechanism which would be in the best interest of the staff. I am extremely grateful to all of you when I share these developments, progress and achievements with you here which have taken place in the recent months. The Budget which was announced by Hon'ble MR in July has further changed our thinking of staff welfare. It is giving a new direction altogether. Developing Medical, Nursing colleges and other high grade institutions and keeping seats reserved for the wards of our Railway employees is another area of staff welfare worth mentioning here. I felt extremely happy that even our lowest category staff children are receiving the highest education. This is a very positive development and the Budget gives direction that irrespective of the category of the employees, it will take care of the children and family of the employees. For staff amenities, the allotment this year is Rs. 424 crore which is 53% more than last year. Staff quarters' allotment of Rs 335crore is more by 68% as compared to last year. Indoor stadium facilities have also been announced in the Budget. We want that these path breaking announcements which have been made in the Budget, get materialised very fast. I also request the Federations for their full participation at all levels. We will be with you and will associate you in all our progress, achievements and targets. So, there is no place for a gap

between you and us and in my almost six months tenure, I found that there is absolutely no gap whatsoever.

With this, I wish all the best and I hope, this august body will deliberate in the next two days on important aspects which focus on the employees' welfare as well as which are in the interest of the organization.

Thank you.

Shri Umraomal Purohit,

Shri Purohit began by appreciating Member Staff(MS) for his detailed opening remarks and was happy to note that MS had lauded the dedication of Railway staff to their duties. He noted the emotional and sentimental attachment of MS to Railway Staff and stated that it would go a long way in boosting the morale of Railwaymen and inspiring them for their duties. He also appreciated the leadership quality of MS and expressed his belief that under his Chairmanship, DC/JCM forum would be able to be successful in achieving its goals.

Shri Purohit further stated that Indian Railways is altogether different from other Railway systems of the world. When other Railways of the world are getting bankrupt, Indian Railways is progressing. He stated that we should manage the system in a way to encash the opportunities both in freight as well as passenger segments.

Shri Purohit further appreciated MS for quoting the relationship between management and staff and stated that because of this co-operation that there had not been a single man day loss on Indian Railways despite huge 14 lacs man power.

Shri Purohit noted the various announcements, provisions and declarations of the Railway Budget and stated that he would like to take the opportunity to convey his appreciation for Hon'ble MR on behalf of Staff Side.

Shri Purohit raised the issue of holding of meetings and stated that though there might be some compulsive circumstances, this meeting was taking place after a long time. He expressed his apprehension that Railway is being treated as one of the small Departments by the Government though in past, Railways at times had taken many initiatives for which Railways had been appreciated. He quoted the example of cadre restructuring and stated that this idea was applied many times on Railways before the same was introduced by other Departments. But now for the Cadre Restructuring purpose, we had to go to the Ministry of

Finance. He stated that the situation has now been reversed and there is need that Railways should ensure that its status is restored.

Shri Purohit praised the emotional attachment of MS to the category of Gangmen, however, he stated that problems of this category is not being addressed. With the increase in number of train operations, it had become unsafe for them to ensure all the checks well in time. Because of thousands of vacancies in this category they have become overburdened and hence it is difficult for them to perform their duties. He stated that a look on the number of Gangmen killed on track gives a clear idea of their situation. He wondered that despite huge unemployment in the country, Railway are unable to fill up the vacancies. He requested that on the issue of safety categories, Board in consultation of MR should taken decision at their own. He stated that Federations are there to give all the assistance in this regard.

Shri Purohit raised the issue of Patient Care Allowance and risk allowance and stated that Ministry of Finance' instructions in this regard had been issued by the Board without consulting the Federations when it was specifically mentioned in Ministry of Finance' letter to consult the Staff Side on the issue as also was recommended by the Pay Commission in their report.

Shri Purohit raised the issues of various allowances and stated that night duty allowance to nursing staff had been stopped. Like wise, he stated that TA to the staff car drivers had also been stopped. He stated that this is not correct as Railwaymen are subject to various Railway Acts/Rules like HOER and they can't be treated at par with other Government employees.

Shri Purohit further raised the issue of running staff and stated that arrears due on account of running allowance from 01-01-2006 had not yet been paid nor any orders had been issued in this regard. He had stated that this is a very sensitive issue and should be sorted out without any further delay.

Shri Purohit again raised the issue of safety categories and submitted that it is high time that the matter should be brought to the knowledge of Hon'ble MR.

Shri Purohit raised the issue of ad-hocism and stated that despite Board's clear orders that no ad-hocism should be done, a major loss is being caused to the retiring Railwaymen as they are not being promoted to the higher post despite the clear number of vacancies existing in the cadre.

Shri Purohit concluded by stating that on various issues, arbitrary orders are being issued by the Board without consulting the Federations causing discontentment amongst staff. He stated that this shows the diluting cooperative

relationship between the Management and Staff Side which needs to be improved.

Shri Guman Singh,

Sh. Guman Singh conveyed thanks to the Chairman, Departmental Council and the Member Staff, Railway Board for ultimately convening this meeting after a long interval of about 27 months. He stated that there had been number of events during this period, the most important development was the implementation of recommendations of 6th Central Pay Commission. In fact, the recommendations of 6th CPC gave unprecedented escalation to pay and allowances of Central Government Employees, yet discontentment is mounting amongst the employees of important categories such as Station Masters, Asstt. Loco Pilot, Technicians, Technical Supervisors, Trackman/Keyman etc. because their recruitment conditions, duties and responsibilities with difficult working conditions were not appreciated by the Pay Commission as allotted depressed pay in comparison to those whose recruitment conditions are lower, duties and responsibilities are easy and working conditions are good. Such anomalies are needed to be tackled at the earliest.

2. Anomaly Committee has already been constituted. He expected that the Railway Board will pay full attention to ensure that the meetings of this committee are convened frequently so that the anomalies are resolved early.

3. He expressed happiness on the appreciation by Hon'ble Minister for Railway for efficient services of railwaymen and additional contribution of Rs.350.00 per capita to SBF to escalate welfare activities for railwaymen.

4. The Railway Board imposed ban on promotions of all Non-gazetted staff except running staff by implementing the recommendations of 6th CPC. The promotions of such staff are held up for the last one year with the result every month large number of employees are losing benefit of higher grade posts without their fault and superannuated. The new policy which is under contemplation may be finalized at the earliest and proforma fixation may be allowed to mitigate the financial loss.

5. The large number of vacancies including higher grade posts are existing. This situation is causing great burden on the existing inadequate strength. According to him the Railway administration have no will to fill up all the vacancies as it has been observed that deliberately only 50% posts are filled through recruitment. The present hidden policy of Railway Board is needed to be withdrawn.

6. The Hon'ble Minister for Railways though announced Corporate Welfare Plan in the year 2005 to improve railway quarters and colonies on Indian Railways. There is no effect in the field of the Corporate Welfare Plan as the condition of railway quarters and colonies continued to remain deplorable as the maintenance is zero.

7. It was unanimously decided during negotiations on 20 points chartered of demand with railway board to form a high power committee to review duty hours of running staff and other operating categories. The action on the decision has already been delayed inordinately. Early action is needed.

8. The existing policy of recording Annual Confidential report is needed to be revised to ensure that the future of hard and efficient worker is not jeopardized out of vengeance.

9. There had been consensus to upgrade 15% posts of Group 'C' to Group 'B'. The Railway Board is requested to expedite implementation.

Sh. Shiva Gopal Mishra,

Referring to railway staff dying on duty, Shri Mishra stated that in any year, numbers of staff dying on duty is in multiples than the passengers dying in train accidents. It is really unfortunate that those railway employees who are sacrificing their lives for the running of trains, maintaining railway tracks, are not being paid ex-gratia, though instructions are there from the Railway Board. Shri Mishra advised that the Zonal Railway Administrations, where ex-gratia is not being paid, their administrations should be sensitized so that families in harness can get relief quickly.

Shri Mishra further stated that it is very unfortunate that earlier instructions for giving Residential Card Pass to blind railway employees, enabling them to travel in First Class, have been withdrawn by the Railway Board and demanded its immediate restoration enabling them to travel in the First Class as per their earlier entitlement.

Shri Mishra further stated that on the demand of Federation, Committee to Priorities the issues pertaining to replacement of pay structure arising out of implementation of VI CPC was formed. We know that there are some positive recommendations which have been agreed by the Railway Board, but nothing has been done. We had also raised this issue during the GMs' Conference before Hon'ble Minister for Railways but it is unfortunate that nothing substantial has

been done and there is a great discontentment in the railway staff, particularly in Asstt. Loco Pilots and Sr. Supervisors and other categories.

Shri Mishra stated that it is unfortunate that in spite of an agreement, arrived in a Committee Meeting on Mileage Allowance, they are not being paid from 01.01.2006 and demanded that the payment should be made from 01.01.2006.

Orders of the DoP&T for the payment of Education Allowance were quite clear. But it is unfortunate that the Railways have issued clarification that only two elder children will be given Education Allowance, which is depriving many of the employees whose younger children are school going. In case elder children have already completed their study, it is depriving younger children.

Shri Mishra also shown his anguish that Railway Board's tendency for implementing orders which are against the railway employees has increased because they are being implemented without consulting the Federation.

He also demanded that Education Allowance should also be paid to those employees whose wards are studying in non-recognized institutes, particularly in case of Nursery, KG and Primary.

He stated that in some of the Railways, particularly in South Western Railway, recruitment against Scouts and Guide Quota is not being done. Railway Board should issue instructions to all the Zonal Railways to fill the posts.

Shri Mishra further stated that the Railway Board have issued orders stopping Travelling Allowance of Staff Car Drivers working on the Zonal Railways. We have never come across any such orders where the person who is driving vehicle will be deprived from Travelling Allowance, but the officer/supervisor or other staff sitting in the vehicle will get Travelling Allowance. He demanded that the said orders should immediately be withdrawn.

Shri Mishra further stated that last year, in the Budget, Rs.65 crore were allotted for Patna Multi-Specialty Centre has also been notified in the Pink Book; but it is very unfortunate that this year only Rs.16 crore has been allowed to this Centre. This will be against the spirit of giving good medical and health support to the staff and therefore needs a review.

He further stated that during his tenure Dr. D.K. Das, the then DG/RHS, had piloted a project and health check-up on door-to-door medical service. The pilot project was very successful. But after that, it has not been replicated at thousands of railway stations where staff are working far away from the

Metropolitan Cities and are being deprived of from the health check-up. Mobile medical van is a noble scheme and requires to be implemented on the whole Indian Railways.

Shri Mishra further stated that we are very thankful to Hon'ble M.R. that she has very boldly accepted in the Parliament that there are 1,72,000 vacancies over the Indian Railways. She had also stated that faulty recruitments should also be reviewed. Our demand is that at least for Group 'D', selection should be restored back to its original form at the DRMs and CWMs levels and preference should be given to the wards of railway employees as has been done in the past.

Apart from this, as has been mentioned by the President AIRF also, he stressed for the review of Safety Related Voluntary Retirement Scheme, where with the liberalization in the conditions, it should also be expanded for all categories of staff.

He also demanded immediate start of Cadre Restructuring.

Shri Mishra further stated that the staff working in the IRCTC on deemed deputation have been deprived of from the benefits by both the sets. They are neither getting benefits of the Railways not the IRCTC's, whereas they are doing the same job which is being done by the direct recruits and other staff. He further demanded that those staff who are still working in the IRCTC should be treated on deputation and should be given all the benefits enjoyed by the staff working in the IRCTC.

Shri Mishra also shown his anguish on increasing workload and demanded that Railway Board's orders, according to whom, without providing infrastructure and manpower, no new trains should be added.

He further reiterated that indiscriminate surrender of posts are being made by the Zonal Railways on the instructions of the Railway Board which has been agitated AIRF altogether. Not only that, on 31.03.2009 dharnas/demonstrations were organized all over the Indian Railways. Even then Railway Board is pressurizing for surrender of post, which is against safe running of trains as well as workload on the staff is also increasing.

He also advised for the filling-up of all the vacancies of SM/ASMs from the surplus Cabinman and the Keyman should not be deployed as Gateman.

He further stated that the issue of payment of Hourly Rate of Incentive Bonus, instead of finalization in the Committee, is pending at the Railway

Board's level and demanded that it should immediately be released so that employees of the Workshop and Production Units can get benefit of it.

He further demanded that inter-railway transfers should be liberalized and power should be delegated to the GMs for inter-railway transfer.

Shri Mishra further demanded that implementation of MACP Scheme is not visible; and therefore, Railway Board should fix some effective target for its implementation.

He also demanded that superfluous non-existing Grade Pay of Rs.2000, in many categories, also needs to be abolished so that the employees can get its benefit as per their AVC.

Shri Mishra further stated that we are utter surprised that in some of the Railways Overtime is being paid on the old rates of Basic Pay, which is clear violation of HOER. On enquiry, it has come to our notice that the Railway Board have constituted some Committee and the Committee is sitting on the matter. He demanded that since it is a clear violation of HOER, Zonal Railways should be told clearly that they should make payment of Overtime, based on the VI CPC pay scales.

Though other Central Government employees are getting benefit of LTC for travelling on duty with the new entitlement, the issue of entitlement of passes to Railway employees is still pending with the Railway Board which is creating lots of anxiety not only in the Railwaymen but also in their families. He demanded that fresh orders on the entitlement of passes should be issued immediately.

He stated that despite best efforts, large number of medical reimbursement cases are still pending at the Railway Board's level and demanded their immediate disposal.

It has come to our notice that many of the staff who have been provided uniform are not paid Washing Allowance. He demanded that the staff who have been provided uniform should be paid Washing Allowance.

Shri Mishra further stated that it has come to our notice that the A/C Staff working on various trains are being harassed and victimized by the GRP and RPF. Sometimes they are being detained from long trains. Some cases of Southern Railway come to our notice where some A/C Staff who were deputed to work on Chennai bound trains from New Delhi were detained at Bhopal by the GRP and could only be released after some consideration.

Shri Mishra stated that the A/C staff is neither having sufficient place in the coach and they are being forced to loiter on the platform because they are not being provided any rest room facility.

He also demanded that the income ceiling of Rs.3308/- p.m. for grant of privilege of Passes/PTOs to the dependent relatives needs revision.

Shri Mishra further demanded that RITES report on GIS needs transparent discussion with the organized labour before its trial run.

Shri Mishra further stated that it is most unfortunate that Group 'D' staff, recruited against compassionate ground, are still being given Grade Pay of Rs.1400, whereas according to him, Matriculate wards should directly be given Grade Pay of Rs.1800 and others who have been appointed in Grade Pay of Rs.1400 should also be upgraded to Grade Pay Rs.1800 after six months training. It is not being done. Therefore, Railway Board should issue necessary instructions so that wards of the railway employees getting appointed against compassionate ground should not be deprived of this benefit.

With the modifications in the wage structure, appointment of WIT has become irrelevant and therefore it is suggested that instead of making WIT, 1% of salary can be reduced instead of 3%.

Shri M. Raghavaiah,

Shri M. Raghavaiah, General Secretary, NFIR at the outset thanked the Member Staff for complementing the Railway Employees for their excellent performance. He also thanked the Member Staff for assuring to have transparency with the Staff Side on all the important issues.

Reacting on the observation of Member Staff that the staff costs to the tune of 53% of earnings, Mr. Raghavaiah said that in the years 1997 and 1998 there was similar impact on Railways finances consequent upon the implementation of pay scales of V CPC and in spite of negative trend at that point of time, the Indian Railways have regained its financial strength and proved that it is robust infrastructure. It was possible due to the dedicated performance of workforce and he expressed confidence that all sections of employees would continue to work for improving the efficiency of the Indian Railways.

Shri Raghavaiah has expressed gratitude to the Hon'ble Railway Minister for the decision to establish Medical & Nursing Colleges facilitating opportunities to

the wards of employees and allocation of funds to SBF to assist Girls students of staff, particularly Group 'D'.

On the Safety initiatives Mr. Raghavaiah assured that steps will be taken to enhance the safety consciousness level of employees. He thanked the Member Staff for holding Safety Meeting with both the Federations on 25.8.2009 and expressed the confidence that the Affiliated Unions at various levels will launch campaign as this subject is very vital and various strategies involving staff of safety/operational categories will be followed to achieve better results. He requested Member staff to advise Zonal Railways, PUs to extend assistance treating this as a joint effort.

Shri Raghavaiah has supported the views expressed by Shri Umraomal Purohit and pointed out that the Railway Board should cultivate positive approach for attempting to resolve the issues to the satisfaction of staff instead of creating hurdles. He further said that without taking into account the complex nature of working of Railwaymen and the difficult conditions of work, blindly adopting the MOF/DOPT guidelines to the disadvantage of staff and arbitrary decisions are generating avoidable tension and resentment in the field. He emphasized the need to take note of this for making corrective steps.

Touching upon various issues, Mr. Raghavaiah has brought out the following:

- a) Internal Committee to prioritize 6th CPC related issues and take further steps:- No much progress is made. The staff are disappointed.
- b) Serious discontentment prevailing in the categories of Asstt. Loco Pilot, ESM, S.M., Sr. Supervisors, Loco Inspectors etc., due to allotment of lower grade pay.
- c) Parity in Pay structure and Grade Pay is yet to be granted to the Railway Stenographers and Rajbhasha staff in spite of Government's acceptance of 6th CPC Recommendations. This issue was raised by staff side at all fora including that of internal committee. Member staff should intervene and see parity decision of the Government is implemented for clearing doubts if any, discussions may be held with both the Federations.
- d) Trackmen, Sr. Trackmen, Keymen, are greatly frustrated as they are subjected to injustice by the successive pay commissions. There is no career growth for these categories as over 95% retire in the lowest grade pay.
- e) Technicians & Technical Supervisors are agitated and extremely unhappy over allotment of lower Grade Pay.
- f) While Running Allowances were revised, the revision was not given effective from 1.1.2006 and in comparison with increased T.A.,

the Running Allowance rates are less. This situation has disappointed the Running Staff.

g) In the Loco Pilot category those Pilots promoted and shouldering higher responsibilities are not given higher Grade Pay.

h) Staff hitherto eligible for N.H.A. now became ineligible.

i) Modified Assured Career Progression Scheme has created number of problems which are needed to be dealt through su-moto action by the Railway Board.

j) The recent orders of Railway Board for stepping up of pay of Loco Inspectors has not rectified the aberrations. In depth review needs to be done without delay.

k) A serious anomaly has arisen wherein seniors and seniors in higher grades are drawing less pay than their juniors who are in lower grade pay. This needs to be addressed without waiting for anomaly committee.

l) Of late, it is noticed that the Administration's approach is negative, unhelpful and arbitrary. In this connection some examples are cited below:-

i) Closure of PRS counters in spite of an agreement at Board's level with the Federations for conducting Job Analysis at certain centers in association with the Federations and thereafter to review the counter working hours.

ii) Outsourcing of activities without prior consultations.

iii) Hospital Patient Care Allowance being discontinued.

iv) The problems of Departmental Catering staff on deemed deputation continued unresolved in spite of meetings. Promotions posts surrendered and where vacancies existed, the promotions are not granted. Re-deployment issue not settled in some zones.

v) Construction Organization staff – Pension denied in violation of extant provisions. Discussion at Board level has not yielded result and rules continued to be flouted.

vi) The Agreement reached with the Federations during February, 2006 for constituting High Powered Committee to review the Duty Hours of Running Staff and other Safety categories is yet to be implemented.

vii) The agreement reached for up-gradation from Group 'C' to Group 'B' Gazetted not implemented.

viii) Counting Total Temporary Status service of Casual Labour for reckoning as qualifying service, although agreed by Board, not approved by DOPT and no action is taken to convince DOPT.

- ix) The Overtime Allowance to the Train Supdts. in Southern Railway is not paid in spite of Railway Board's orders allowing the payment.
- x) The new interpretation on payment of Children Education Allowance has led to resentment among the staff who have purchased various education related equipments etc., prior to May, 2009.
- xi) Transport Allowance being denied to the Rayanpadu Workshops staff on the plea that workmen train is provided. This is causing serious concern. Staff are agitated over continued apathy on the part of the Administration.
- xii) The compassionate Appointment cases are not being dealt with compassion. An example of P. Khaja, Shunting Driver, GTL of SCR is cited wherein G.M. had approved appointment to his Ward who passed SSC & ITI and recommended to Railway Board. The case is pending with Railway Board since last 5 years.
- xiii) The conditions of Running Rooms and Rest Houses are very much unsatisfactory.
- xiv) Revision of various Allowances – orders yet to be issued.
- xv) There is urgent need for constituting cadre Restructuring Committee for revising the percentages of various categories of staff. Board should not delay the matter any longer.
- xvi) Physiotherapist Cadre – Up-gradation orders issued by the Railway Board on 30.11.2006 yet to be implemented.
- xvii) Safety categories vacancies not filled leading to heavy stress and strain on the staff.

Concluding Shri Raghavaiah assured the M.S. of staff side support for improving the performance of the Railways. He at the same time wanted the Railway Board to respond quickly and positively on the issues raised by the Federations which may contribute for healthy industrial relations. He specially requested the Member staff to arrange to look into the issues raised and see that they are sorted out at the earliest.

Sh.Rakhal Das Gupta

Shri Rakhal Das Gupta stated that this meeting is being held after a gap of 27 months and also a long gap after the agenda was submitted. Even then, out of 80 pending items, orders, partial/fully, have been issued on 18 items only and balance 71 items remained unresolved.

Shri Das Gupta pointed out that the Group 'D' Staff Promotion Committee was appointed on the demand placed before this August House. The Committee was

appointed under the chairmanship of Shri M.Z. Ansari, Ex. General Manager, Western Railway. The report of the Committee has already been submitted. But no action has been taken on the report. He requested that the report of the Committee should be discussed with the Staff Side to complete finality.

Shri Das Gupta pointed out that on the wake of strike negotiation in 2006, an agreement was reached to appoint a High Powered Committee with an eminent judge. But the said Committee has not yet been appointed. He also pointed out that the Running Staff are being compelled to work more than 10 hours from "Signing On" to Signing Off". Jeopardizing safety of the travelling public as also own safety, classification of duty hours is being changed from "Continuous" to "E.I." without holding any valid job analysis. Even meetings for six monthly review of 10 hour duty of Running Staff between Zonal Railway Administration and the Union are not been conducted.

Reacting on the speech of Member Staff in respect of operating ratio, Shri Das Gupta said that this time arrears of VI CPC covers 32 months. 40% arrears has been paid during 2008-09. this covers additional pay for 13 months. He stated that the operating ratio is always went up after implementation of report of the CPCs. For example, operating ratio of 1998-99 went up to 93.3 and gradually it has been come down to 75.9 during 2007-08.

Shri Das Gupta expressed the gratitude to the Chairman for lauding the role of late N.N. Bora, Loco Pilot, Lumding, N.F. Railway. He pointed out that in that particular month of May 2008, 13 railwaymen and railway contractor's workers were killed in Lumding-Badarpore Section. He said that Shri Sanjoy Lama, S.E.(P. Way), Rangapara, N.F. Railway, was abducted by terrorist outfits on 8.8.2009. However, he could be rescued only on yesterday, i.e. on 26th August, 2009. He said that N.F. Railwaymen are determined to run railway system despite the cases of extortion, abduction and killings. He mentioned that everything is not fine in N.F. Railway. There has been strained industrial relations prevailing in N.F. Railway and requested the Member Staff to intervene in the matter for removal of impasse.

Shri Das Gupta pointed out that it is a paradox that the staff on promotion are fixed at lower pay than fresh recruits. As per the rules, staff promoted or recruited on same date, the promotee remain senior.

Shri Das Gupta expressed serious concern on the surrender of group 'C' and 'D' posts on thumb rule. Violating provision of Contract Labour(Regulation & Abolition) Act, 1970, manned posts are also being surrendered, contracting out the work.

Shri Das Gupta mentioned that the rates of allowance in lieu of running room facility to the Running staff, Trip Allowance for working in high speed trains, Breakdown Allowance, scheme for immediate relief to the families of railway servants died in harness have not been revised.

He also urged upon the Railway Board to initiate the matter of Income Tax exemption to the Running staff as the matter was always initiated by the Railway Board earlier also.

Shri Das Gupta mentioned that since Grade Pay Rs.1800 is treated as Group 'C', the G.I.S. deduction should be increased from Rs.15 to 30 p.m.

He also mentioned that there is confusion in some Railways as to whether orders for promotion from group 'D' to group 'C' would be continued. He mentioned that the staff in Grade Pay Rs.1800 should be promoted to Rs.1800 and 2000, as such there should be no confusion and the matter needs to be clarified to the zonal railways.

Shri Das Gupta mentioned that number of clarifications sought by the Railways in the matter of implementation of report of VI CPC; but hardly they are replied.

Shri Das Gupta mentioned that since inception gang strength formula is circulated by the Engineering Directorate. This time also the same has been circulated by the Engineering Directorate but the same has not been given cognizance by the Personnel and Accounts Branch.

Shri Das Gupta mentioned that the yardstick for S&T Staff could not be finalized by the Railway Board even after lapse of years. He also stated that the S&T Staff classified as "Continuous" are being called upon almost daily to attend to signal failure.

Shri Das Gupta mentioned that the pass to widow mother is being denied raising the question of dependency. He stated that widow mother should be allowed to be included in the Privilege Pass without insisting dependency.

Shri Das Gupta stated that the orders for the retention of quarters in Rangia Division of N.F. Railway have not yet been issued. He also stated that large number of quarters in some stations are lying vacant, occupied by the rank outsiders. These surplus quarters should be allotted to the Railwaymen who were transferred from the same place to other station.

Shri Das Gupta pointed out that there is large number of vacancies of doctors all over. In this connection, he mentioned that at New Bongaigaon Hospital, N.F. Railway, out of 10 doctors, only 5 doctors have been posted and the staff are not getting due attention.

He requested the DG(RHS) to accord his approval for the treatment in Lower Assam Hospital and Research Centre, Bongaigaon as referral hospital.

Shri Gupta mentioned that large number of medical reimbursement cases are lying pending at all levels including Railway Board's level. He urged upon the DG/RHS to take some urgent steps in the matter.

Shri Gupta mentioned that group 'D' staff those who have retired or died in harness between 01.01.2009 and 30.08.2008 and afterwards be allowed placement in Grade Pay Rs.1800.

Shri Gupta mentioned that the selection of group 'B' in Accounts Department of East Central Railway has been cancelled without showing any reason. The same may be restored.

Shri Gupta mentioned that the issue of pass entitlement has not yet been resolved although many months have passed. He requested that the matter should be resolved early.

Shri Gupta mentioned that to infuse new blood, Railway Ministry may consider appointment of the wards of the Railwaymen, if seek voluntary retirement. This will give immense satisfaction to the railwaymen in general and the Railway also will be benefited by infusing new blood.

Shri R.P. Bhatnagar

Running Rooms, Rest Rooms, Quarters maintenance is very unsatisfactory. Beds are not available for Running staff at some places. More congestion due to more trains. Doctors shortage is very heavy. Workmen Trains should not come in the way of granting RCP Transport Allowance facility may be granted covering extended suburban sections. Mobile Medical facility is required to be provided all over the Railways. Medical Expenses claims are being rejected due to the stipulation "emergency" in the Board's letter. This needs to be modified for mitigating the sufferings of staff. Lateral induction of Trackmen not allowed and the extant policy should be reviewed. Gangmen run over cases are on the increase. Impartial investigation and remedial measures should be taken. Running staff links are tightened leading to dissatisfaction. Arbitrary surrender of posts, outsourcing of activities resorted to without reaching consensus.

Shri J. R. Bhosale

Shri Bhosale raised the issue of educational facilities to the Gangmen and stated that because of lack of educational facilities at road side stations they are not able to provide proper education to their children resulting in their ward's inability to fulfil the minimum educational qualification with respect to their appointment on compassionate ground. He quoted the example of Rajkot Division on Western Railway. The wards of 32 Gangmen are not even class 8th pass and therefore not eligible for compassionate ground appointment. A reference from Western Railway Administration had also been made on the issue which is pending at the Board level. He requested Board to have sympathetic view on the issue.

Shri Bhosale further raised the issue of uniform to Gangmen and stated that after the stoppage of supply of hunter shoes, orders had been issued to pay Rs. 450 to Gangmen on this account whereas market price of these shoes is at least Rs. 1200. He requested Board to enhance this amount. Regarding raincoat, he stated that specifications prescribed needs to be reviewed as the same is not comfortable to wear while on work.

Shri Bhosale further stated that a study should be done to find out reasons for run over of Gangmen with a purpose to minimize the same.

Shri Bhosale raised the issue of running staff and stated that this category is getting medically decategorised in large number reason being lack of proper rest and long working hours. He requested for another study to have some corrective measures on the issue. He also requested to fill up the vacancies in this category.

Shri Bhosale pointed out that medically decategorized persons are not getting same wage as before due to their decategorization, till their redeployment. He had stated that as per provision of IREM, person should be given the same service benefits and therefore some clarification should be sent to the Railways in this regard. He also stated that while fixing pay of running staff to stationary post in case of medical decategorisation after 1.01.2006, grade pay should also be enhanced by 30% .

Regarding medical provision, Shri Bhosale requested DG(RHS) to improve regular medical facilities to the railwaymen. He further stated that some of the private hospitals which have been recognized do not have proper medical facilities. Regarding emergency provision, he stated that it is for Doctors who should decide the emergency status and not the accounts department people.

Shri K.S. Murty

Filling up of handicapped vacancies not done. Filling up of LDCE quota vacancies – Action not taken. Non-creation of Ticket Checkers, ECRCS – Staff overburdened.

P.R. Menon/AIRF

Shri Menon stated that large number of paramedical staff selected are not joining Railways because rate of payment have not been decided. He stated that a reference from Central Railway is also pending at Board level.

Shri Menon raised the matter of introduction of new trains and stated that there should be some directives from Board regarding crew links for these trains.

Shri B.C. Sharma

Training period of 3 years for Trainee Technicians III needs to be curtailed. 'X' Class cities (Delhi area) – Staff side letters be considered for review. Transport Allowance not being allowed. Promotion in August, 2006 – Anomaly. VI CPC anomaly in the cases of promotions made during the period January 2006 onwards needs to be rectified.

Shri K.L.Gupta

Shri Gupta requested that new Railway Pass Rules should be issued at the earliest.

Shri. Gupta raised the issue of Gangmen and stated that this category has become overburdened and there is an urgent need to fill up the existing vacancies.

Shri Gupta pointed out the issue of promotion of 15% Group 'C' posts to Group 'B' and stated that the issue is pending since long and should be finalized at the earliest.

Shri J.G. Mahurkar

Thanked the Railway Board for issuing orders for payment of 60% Arrears of 6th Pay Commission. But the orders of the Finance Ministry are to pay the arrears in cash. But in the orders issued by Railway Board, the word "cash payment" is missing. He requested the M.S. to issue instructions for cash because large number

of employees taking salary in cash even now and not by cheques.

Western Railway recruited 7000 candidates about three years back by forming Railway Recruitment Cell headed by C.P.O. to fill up vacancies of Group 'D' categories. There are vacancies of 2000 Gangmen in Western Railway now. The M.S. is requested to make the Railway Recruitment Cell functional to fill up vacancies of Group 'D' staff on Western Railway.

The Railway Colonies on Western Railway are very old. Because of poor maintenance, the condition of colonies is extremely bad. The Works Branch is not maintaining the colonies because the posts of Plumbers, Masons and Carpenters have been surrendered. Khalasis also have been surrendered. The Railway Board is now depending only on Zonal Contractors for maintenance of Colonies. But on W.Rly., 50% Zonal Contracts have not been awarded. Even in the remaining 50% cases, the Zonal Contractors are not working well. The Quarters at way side stations are in worst condition because no contractor is going to way side stations. The railway Board is requested to look into this serious problem. The Contractors also are not coming forward to work in Railways.

There is acute shortage of Ticket Checking staff because posts are not being created despite full justification by the Hqrs. Office of Western Railway.

Because there is inadequate staff, the coaches are going unmanned from RTM and ADI Divisions. The General checking is also much loss for the same reason. L; The Railway Board's instructions for accepting creation of 50% posts is also not coming through. The Western Railway should suitably be instructed in this connection.

Shri U.C Tyagi

Shri Tyagi stated that many corrections slips had been issued with respect to existing IREM and IREC and there is a need to re-print the same.

Shri Tyagi further stated that on N.W Railway the existing hospital had been designated as Central Hospital but no extra Doctors had since been provided. Also posts vacated by retired Doctors had not yet been filled up. After designation as Central Hospital large number of referral cases are coming to the hospital but most of the Doctors are busy in administrative work resulting in problem for patients.

Shri Tyagi stressed the need for a system for renewal of contract of referral hospitals as at times, their existing contracts are got expired before renewal of the same causing problems to the patients getting treatment in such hospitals.

Shri Tyagi stated that in many cases promotional avenue are lost for some categories because the upper age limit is expired. He requested that a new selection procedure this upper age limit should be enhanced by 5 years.

Keeping in view the enhancing targets of Railways year by year Shri Tyagi requested that existing vacancies in gross and particularly of running staff should be filled up on priority basis.

Shri P. S. Suryaprakasham

Shri Suryaprakasham stated that for the purpose of safe running of trains, emphasis is being laid on technical improvement but e-learning concept is still on paper. He requested to ensure supply of computers to all major stations and all crew booking points and alsoto provide railnet connections to carry out work. He had stated that the same will benefit drivers and station masters who can know latest position by clicking computers. He requested that guidelines should be issued in this regard to all the Railways from Board.

Sh. Mukesh Galav

Shri Mukesh Galav demanded that necessary clarification should be issued from the Railway Board that the payment of Stitching Charges of uniform should be made in the same month with salary.

He stated that in West Central Railway, there is great dissatisfaction amongst Group `D` staff due to supply of different size shoes. He demanded that instead of supplying unmatched shoes, cash payment should be made for purchasing shoes.

In Loco Sheds Itarsi, Tughlakabad and Katni, loco holding has increased and staff working is very less. Proposals for creation of posts has been sent by the General Manager, West Central Railway. Since WCR is a new zone, matching value for the same is not available with the Divisions and Headquarters. Hence Railway Board are requested to create posts in shed at its own level.

Shri Ram Murat

The Trip Allowance to Shuntman working on Coal Pilot is being paid @ Rs.15/-. I is now reduced to Rs.5/- for other trip whereas shunting Driver working on the same Pilot being paid equal Kilometerage for each trips in Dhanbad Division of ECR. Hence Shuntman should also be paid @ Rs.15/- and the same be enhanced in the light of 6 CPC recommendations.

Payment of Honorarium to Cashiers working in ECR due since April 2006 & onwards pending with Railway Board.

Less fixation of salary of staff whose incremental date is in between February to June than their juniors having incremental date in the month of January. This requires rectification.

Amendment in P.Way Manual needed for re-classification of Level Crossing Gate:- There is no provision to count two wheelers viz. Scooters/Motor Cycle for the purpose of TVU which is basic norms for classification of Gates. Hence Amendment in P.Way Manual is required.

Provision of digital hand:- There is no provision for digital hand facility in Medical Manual and the Artificial hand provided to Shri Ram Ashish Mahato, working under CPO/ECR, HJP is not functioning properly. This needs to be considered in the light of ECR's proposal.

Sh. M.N. Bajpayee

Shri Bajpayee stated that in East Central Railway, there is a panel of around 800 vacancies which should be cleared and the vacancies should be filled at an early date.

He stated that the catering services of the Railways have been outsourced which is not fair. This practice should be stopped.

He stated that letter had gone for the absorption of commission vendors in the Railways, but the E.C. Railway Administration has denied their absorption in Sonapur Division, quoting judgment of the Supreme Court in the matter of Secretary, State of Karnataka and Others Versus Uma Devi. He demanded absorption of commission vendors in the Railways.

He demanded that full-time Stenographers and Peons should be provided in the Zonal and Divisional PREM Offices of the unions, otherwise payment of honorarium should be made to the unions.

He stated that since 17-18.08.2008, PNM Meeting has not taken place. This forum should be made regular and effective.

Creation of posts against new trains and assets are not being done in E.C. Railway. Such as Electrical, Mechanical, Signal, Engineering and Traffic.

Rs.65 crore was sanctioned in the 2nd revised estimate of Super Specialty-cum-Central Hospital of E.C. Railway at Patna, which was figured in the Pink Book. But this time, the amount has been reduced to Rs.16 crore. This should be corrected.

Shri Munin Saikia

Railway Board issued letter on 23rd Sept., 2008 restricting all promotions into or from the merged grades. Before 23rd September, 2008, many selections were held, results were published and some panels were partly implemented taking anticipated vacancies e.g. From the Panel, out of 10 posts 5 posts were filled up before 23rd Sept., 2008 and others were waiting for promotion. But suddenly the orders came from Board and then whole system is ceased. This needs review to allow those partly implemented panel be implemented fully.

In Bachelor's case for compassionate appointment the candidate should have been eligible for passes on NF Railway. Other documents like Ration Card is not considered in NF Railway for the purpose of defining as dependent. So Board should issue instructions clarifying the circulars.

In the year 1998 Board issued letter to abolish Asstt. Draftsman. But in N.F. Railway after 1998 also recruitment was done. According to Board's policy, 50% posts to be up-graded and 50% to be surrendered. But Zonal Railway had surrendered higher grade posts. Till date seven (7) ADMs are in the zone. So Board should issue guidelines to up-grade those seven ADM posts.

On NF Railway, due to shortage of Engineering Gatemen, the Trackmen are issued competency certificate and utilized as Gatemen. Trackmen's duty hrs. is 8 hours, whereas the Gateman's duty is 12 hrs. So Trackmen utilized as Gatemen should be given O.T.A.

Nursing School of Guwahati to be up-graded to Nursing College because 7 Nursing Colleges were announced by Railway Minister in which Guwahati be added.

Shortage of Doctors in N.F. Railway. Action be taken to provide Doctors.

Shri R. D. Yadav

Shri Yadav raised the issue of vacancies in Engineering Department of North Central Railway Headquarters office and stated that though number of officers has increased, the number of clerical staff has reduced and 8 more staff are going to retire in near future. This is creating a very unhealthy atmosphere and requires Board's intervention.

Shri Yadav raised the issue of fixation of pension of running staff and stated that though for the staff retired before 31.03.2004 their pay element for pension purpose has been calculated by giving 30% benefit but persons retired after 31.03.2004 have not been given 30% benefit resulting in loss of Rs. 1500 per month. He further stated that the matter was raised in the Zonal PNM but it was stated that matter could be referred to running allowance committee. The fate of the same is still not known.

Shri Yadav further stated that since the mail/express trains have not clearly been divided between NWR and WCR, the same is causing problem to staff of NWR. GM/WCR should be instructed for clear division of trains.

Shri Yadav raised the issue of formation of advisory committees and stated that committees like safety committee, running room committee etc, have not been formed on NCR despite lapse of 6 years on the plea that necessary circulars are not available from Board office.

Shri C.M. Upadhyaya

Yard employees of Wagon Workshop should be given Incentive Bonus under CLW pattern Incentive Scheme as this is providing service shops like Millwright shop and Electric Shop. Material Collectors should also be given Incentive Bonus as given to all employees in Shop Floor.

Railway Employees are getting 2 Seats only in A.C. Chair Car on one pass in Jan Shatabdi Express. It should be given to all persons mentioned in Pass.

Guards category be provided Grade Pay of Rs.4600/-.

Coal operated furnace should be changed with LPG furnace to comply the environment provision of Factories Act.

Sh. Ch. Sankara Rao

On S.C. Railway, in new divisions, Guntur and Nanded, retention of quarters at the old stations have not been extended like new zones, resulting in recovery of penal rent from the retired employees who have suffered on this account. Board are requested to extend the date on par with new zones

In Nanded Division of S.C. Railway, surplus stock of Purna Loco Shed were permitted to retain their railway quarters. But the Audit has objected and Railway

started deduction of penal rent from the employees. The Board are requested to issue orders duly waiving penal rent and orders for retention of quarters.

Shri R.K. Sinha

Appraised the serious discontentment prevailing among various categories of staff due to allotment of depressed pay, pay fixation resulting juniors in the lower grade drawing higher pay than the seniors who are in higher grade. He requested that Railway Board machinery should be activated for taking quick action on aberrations, anomalies of not only Vith CPC related Grade Pay and allowances but also other issues represented by Federations from time to time. He complimented Member Staff for saying good words about the performance of Railway Staff and requested to be more positive towards solving the staff grievances.

Sh. Ch. Gandhi

Shri Gandhi stated that the tie-up with L.V. Prasad Eye Hospital, Bhubaneswar, is pending in Railway Board Office. He demanded to clear it.

He demanded filling-up of vacancies of doctors and Health Inspectors over the East Coast Railway.

He stated that in East Coast Railway, there is serious shortage of tools and spare parts at ELS, DLS and C&W Depots.

He stated that 10,000 group 'D' vacancies should be filled-up immediately. A panel of 5,200 group 'D' posts should be released immediately.

He demanded fixation of Matrons in Grade Pay Rs.5400 over the East Coast Railway.

Retention of quarters at Khurda Road for the staff transferred to Bhubaneswar and at Titlagarh Jn. for the staff transferred from Kantabanji(Sambalpur division) powers to be delegated to General Manger of the Railway.

Lease amount for retention of accommodation to be enhanced for the staff of East Coast Railway at Bhubaneswar and Sambalpur.

Sh. A.M.D'cruz

He demanded for filling up of vacancies on South Western Railway. Notice was issued two years back for filling up of vacancies. Necessary orders should be reiterated. Sports quota & Scouts quota of Group-D vacancies should also be filled in. Instructions to be issued to the Zonal Railway

He demanded for 10-hours duty to be implemented strictly for Running staff. Zonal / Divisional level meetings to be conducted regularly.

Uniform of standard quality cloth should be supplied to the Railwaymen

In the Railways sub-standard medicines are being supplied. Quality medicines should be supplied.

On South Western Railway, doctors who are posted since 25 years are still not transferred. They are creating lot of problems, since they are long standing at one place. Therefore demanded that periodical transfer is required.

He demanded for creation of posts for new assets without matching surrender in Mechanical, S&T and Electrical departments.

He stated that 5-year service condition for inter-railway transfer should be removed, where options are called for new units / divisions / zones

Demanded for supply of uniform to Saloon Attendant and suggested White colour shirt-pant uniform to them instead of Khaki uniform.

Crew link should be maintained and working hours of the running staff should be reduced bringing them under "Intensive" classification.

DG/RHS

17/2005: Remittance of basic pension for opting to Retired Employees Liberalised Health Scheme.

It was agreed that the matter will be further reviewed.

18/2005: Recognition of referral hospitals and for the treatment of Railway employees

Necessary orders issued.

(Closed)

18/2006: Revision of diet charges and basis for fixation of the same.

Staff Side suggested that 20% overhead expenses may not be included in Diet charges. It was decided that Staff Side's views will be examined.

15/2007: Medical fitness of Railway employees with Intra Ocular Lens (IOL) –Amendment to Para 512 (10) of IRMM 2000.

Staff Side was advised that further orders issued on 25th March'2009 already has the necessary provision.

Staff Side suggested that retrospective effect to the orders be considered as was already done in A-2 categories. It was stated by official side that specific cases may be dealt on merits.

(Closed)

11/2009: Extension of facility of semi-private room in favour of patients of kidney transplantation, liver and critical renal failure disease.

Since the provision of semi –private room for isolation in favour of Railways patients of Kidney and Liver Transplant when referred to and admitted in Railway recognised private hospitals is not uniformly indicated in the MoUs, a three member committee has been constituted to formulate guidelines regarding essentiality and duration of isolation required for such patients.

12/2009 : Recognition of hospitals and tie-ups for Neuro surgery patients on Central Railway.

The matter is under process. Staff Side requested that this may be expedited.

13/2009: Extending coverage of RELHS to medically invalidated employees.

Staff Side was advised that the eligibility criteria of 20 years service for joining RELHS is not applicable for medically decategorised/invalidated employees who opt for retirement.

Staff Side wanted that copy of the instructions be given.

(Closed)

24/2009: Reimbursement of medical expenses – Review of procedure for claims disposal.

Staff Side was told that this issue was discussed between AIRF and DG/RHS in a separate meeting on 07.07.2009 with reference to PNM/AIRF Item No.55/2006 and 18/2008, when it was decided that:-

1. A clarificatory order will be issued by Health Directorate that the cases of “Emergency” cited in Para-I of Board’s letter No. 2005/H/6-4/Policy-II dated 31-01-2007 are only as few examples. So, emergency can be on account of other circumstances as well which will be determined by the Authorised Railway Medical Officer and the Emergency certified will be in a nature of speaking order.
2. Para-I(b) of Board’s letter No. 2005/H/6-4/Policy-II dated 31-01-2007 need to be suitably modified so that objections from Accounts Department as stated by the Staff Side can be avoided. The amendment will, however, be done in consultation with the Finance Directorate, as the order was issued with Finance Directorate’s concurrence.
3. Awareness Programme/ Counselling of CMSs/CMDs, etc., to be held to bring down the number of pending cases. In addition, recognized trade unions, in cooperation with Medical and Accounts and General Administration, shall make efforts to increase awareness (amongst Railway employees) about guidelines governing reimbursement of medical expenses. Staff Side expressed concern over the unsympathetic attitude on re-imburement claims and urged for suitable modification of extant instructions. It was decided to sort out the matter.

Minutes of the above mentioned separate meeting has since been finalised and further necessary action will be taken accordingly.

25/2009: Pre-medical Examination- Relaxation for Loco Pilots declared with Type II Diabetes.

A committee was set up which has already submitted its report. Appropriate decision will be taken.

Adv. (T&C)

7/2004: Handing over the Departmental Catering units to private parties through IRCTC – staff problems

&

24/2004: Arbitrary handing-over of Catering establishment along with the staff to the IRCTC.

After discussion, it was agreed that all the issues be examined in detail and further discussed separately for quick finalisation.

Adv.ME(W)

40/2001: Arbitrary reduction of incentives bonus to SEs and SSEs – withdrawal of Board’s decision –urged.

&

2/2005: Extension of Incentive Scheme in left-out shops/sections in Railway workshops/Production Units covered under CLW type Incentive Scheme.

&

10/2005: Arbitrary change in the Mechanical Code.

These items were discussed with Member Mechanical on 24.09.2009.

4/2007:Upward revision on hourly rate of incentive bonus to workshops employees on merger of 50% dearness allowance with basic pay.

The Staff Side was told that necessary orders are being issued shortly. It was agreed that the draft order will be shared with the Staff Side.

AM(CE)

46/2003: Additional workload on Keyman-Correction slip No.58 and 73 – Para 170(6) of IRPWM.

Issue will be discussed in a separate meeting with Board (ME).

AM(Signal)

17/2009: Arbitrary cancellation of norms for non-gazetted categories of Signalling Staff (Group ‘C’ & ‘D’) – S&T Department.

Staff Side was told that a Committee has been constituted to review the existing yardsticks. Committee’s report will be expedited.

AM(Electrical)

4/2009: Provision of ACs in the UTS machine offices on the suburban section.

After deliberation, it was agreed that papers will be put up to Board (MT and ML) for a policy decision.

AM(Commercial)

15/2006: Manning of Rajdhani features super fast trains by Train Superintendents.

This issue will again be discussed separately with Board (MT).

5/2009: Reservation in the trains for Running Staff.

Necessary instructions will be issued for solving the problem.

Adviser(L&A)

28/97: Yardstick for staff under Junior Engineer/ Section Engineer (Works).

A sub-committee comprising of officers CE(Works)/WR, CPDE/NWR and CE(Works), Southern Railway has been nominated to examine and submit its report on the subject. Official Side assured that the yardsticks will be framed quickly.

27/2004: Construction of Zonal Headquarters office of North Western Railway at Jaipur.

Discussed.

(Closed)

14/2009: Corporate Welfare Plan.

Instructions have been issued to all Railways that

- (i) No new proposal for construction of Type I quarters be processed by Railways and
- (ii) In respect of already sanctioned works of Type I quarters, where tenders have not yet been awarded only Type II quarters should be constructed in place of Type I quarters.

Staff Side requested for a separate meeting on CWP with Board (ME).

ED(Accounts)

18/2007: Formation of IT Cadre – Promotion opportunities to staff.

Detailed position would be obtained from the Zonal Railways/Production Units as regards the status of implementation of policy on IT cadre issued vide Board's letters dated 17.11.2004, 16.11.2006 and 12.06.2008.

Staff Side demanded in those cases of staff already working in EDP Centres or those who were repatriated in spite of Board's instructions should be allowed to be absorbed in I.T. Cadre on the basis of their option.

EDF(E)

4/2004: Revision of P.P.O. (Pension Payment Order) of retired Accounts staff consequent upon issue of Railway Board's orders contained in their letters No.PC-V/98/1/11/23 dt 07.03.2003 and PC-V/97/1/11/14 dt. 25.06.200.

Copy of DOP&PW's reply has been given to Staff Side. Staff Side wanted a copy of the judgement dated 23.11.2006 of the Honourable Supreme Court.

(Closed)

60/2004: Payment of Washing Allowance to Safaiwalas working at Railway Colonies in Medical Department.

&

12/2005: Payment of Washing Allowance.

During deliberations, Staff Side desired that the Washing Allowance be extended to all categories to whom uniform is allowed. Washing Allowance for Safaiwals was agreed. For other categories it will be considered.

25/2006: Payment of consolidated Monthly Conveyance Allowance to P.Way Mates, Keymen and Trackmen.

There is no recommendation of 6th CPC in this regard. However, the matter will be examined suitably.

12/2007: Grant of compassionate allowance on removal/dismissal.

Necessary instructions issued vide Board's Letter No.F(E)III/2003/PN1/5 dated 04.11.2008.

(Closed)

3/2009: Review of the rates of TA/DA consequent upon the recommendations of the VI CPC.

Discussed.

(Closed)

ED(T&MPP)

9/2004: Marks for passing examinations – safety categories Training Centres.

It was agreed that for Commercial paper, pass marking will be 50% both for Commercial and Operating Staff.

42/2004: Exemption from the purview of rightsizing of other than safety categories.

&

1/2006: Introduction of new services and creation of new assets on Indian Railways – Staff requirement.

&

2/2007: Rightsizing the Indian Railways- Downsizing staff strength.

&

1/2009: Review of sanctioned strength of staff and creating of additional posts- Arbitrary and indiscriminate surrender of posts causing hardship to the existing staff leading to all round resentment.

Staff Side requested for a meeting with Board on these issues.

15/2005: Training of staff prior to commencement of selection process.

Staff Side was told that after 6th CPC's recommendations, the concept of 'selection' has been revised which will take care of the situation.

(Closed)

7/2007: Revision of the rates of Travelling allowance being deducted from the staff trainees at the Zonal training schools during training period.

Necessary instructions already issued.

(Closed)

24/2007: Requirement of training centres for operating, Engineering and Electrical Departments on East Coast Railway.

Proposal for multi-disciplinary divisional training centre at Visakhapattanam has been included in the PWP 2008-09 at a cost of Rs. 2.5 crores.

29/2009: Grant of recognition to the Divisional training centres of the Railways and payment of Training Allowance to the Instructors.

Under examination.

16/2007: Formation on PRCL- Large scale surrender of posts – Bhavnagar Para Division on Western Railway.

Discussed.

(Closed)

EDPC-II

44/2001: Fixation of pay on promotion from Master Craftsman to Mistry – Rectification in injustice - urged.

Staff Side to furnish a few actual examples as requested in Board's letter dated 17.12.2007 and 04.01.2008.

**3/2004: Cadre restructuring of left out categories
&
28/2004: Restructuring of left over categories.**

It was decided that whatever was agreed will be implemented. Staff Side demanded that action to constitute the next Cadre Restructuring Committee for next round of cadre restructuring be taken immediately. It was agreed to the same.

54/2004: Removal of disparity in pay scales and percentage distribution of higher grade posts between Gatemen of civil Engineering and Traffic Departments.

Discussed.

(Closed)

59/2004: Cadre restructuring - multi-skilling - merger of SM/ASM+YM+TI.

Matter is sub-judice.

11/2005: Cadre Restructuring- Injustice done to Technical Supervisors.

Discussed.

(Closed)

5/2006 : Reduction of higher grade posts consequent upon implementation of cadre restructuring orders.

Official Side stated that in case of Restructuring exercise, surrender of posts should be in the lowest possible grade.

(Closed)

14/2007: Fixation of pay under Rule 1313(1)(A)(1) (Erstwhile FR-22 C) to the staff promoted to the identical scales of pay carrying higher duties and responsibilities.

This will be reviewed.

6/2009: Fixation of pay on promotion at par with Direct Recruits.

Matter referred to Ministry of Finance. The copy of the reference will be given to Staff Side and item closed thereafter.

(Closed)

7/2009: Granting of benefit of fixation of pay under Rule 1313 (FR-22(I) (a)(2) R-II, i.e. FR- 22(C) in favour of promotion of Sr. Loco Pilot (Shunting) to Loco Pilot (Goods), Sr. Loco Pilot (Goods) to Loco Pilot (Passenger), Sr. Loco Pilot (Passenger) to Loco Pilot (Mail & Express) and Sr. Guard (Goods) to Guard (Passenger), Sr. Guard (Passenger) to Guard (M&E).

Referred to Ministry of Finance. Copy of reference to MOF will be given to Staff Side.

(Closed)

26/2009: Merger of upgraded group 'D' posts in pay scale of Rs.3050-4590 (group 'C') for Diesel/Elect. Loco/EMU Sheds in Technician III cadre.

The staff side demanded that this be reviewed in the light of Sixth CPC. The matter would be considered afresh.

EDME(Tr)

21/2009: Failure in Refresher Course – Case of Asstt. Loco Pilots.

It was decided that there should be no concept of failure in refresher courses for running staff, both ALP and LP. It will be the responsibility of the training institute to impart necessary training.

A short examination will be held at the end of each week of the refresher course for running staff to test his application based knowledge in the subjects covered during the refresher course. Identified weaknesses should be overcome through special attention, preferably during the duration of the course itself. If need be, the trainee can be detained for a suitable duration by the training institute, thus obviating the need for a repeat refresher course. Instructions in this regard will be issued to the Zonal Railways.

(Closed)

EDE(RRB)

26/2007 :Introduction of objective type question in the written test held as part of selection for promotion to posts classified as ‘Selection’ – extending the provision of 50% objective type questions for selection from group ‘C’ to ‘B’ posts.

NFIR’s views on the matter are still awaited.

EDPC-I

34/99: Grant of Hospital Patient Care Allowance/Patient Care Allowance to Group-C & D employees (non-ministerial) in railway hospitals and dispensaries.

Position explained to the Staff Side. It was clarified that Hospital Patient allowance/Patient Care Allowance to eligible Railway employees will continue till the introduction of proposed Risk Insurance Scheme.

In the context of Risk Insurance Scheme, comments have been sought for from the Staff Side which are awaited.

8/2001: Special Pay to the Train Superintendents/ Deputy Train Superintendents/Stewards manning Rajdhani Express trains.

It was informed that in view the revised scenario after the 6th CPC which resulted in merger of scales of pay of Rs.5000-8000, 5500-9000 and 6500-10500 there was no justification for grant of Special Allowance to TSs of Rajdhani Trains. This position was examined and approved on file by Board.

Staff Side stressed that the staff in scale Rs. 7450-11500 should be placed as Train superintendent.

46/2001: Allotment of pay scale of Rs. 3050-4590 to Khalasis/Khalasi Helpers of Track Machine Organisation.

It was clarified that the recruitment qualifications of D/E khalasis and khalasis in TMO are different Khalasis in TMO are recruited with 8th pass qualification as against Matric/ITI of D/E khalasis. Their job profiles also differ. Hence higher scale of pay could not be granted to khalasis of TMO. Staff side, however, insisted on re-examination of the matter, since the khalasis in TMO were recruited by some Zonal Railways with higher qualifications than prescribed.

23/2002: Avenue of promotion of Shedmen, Northern Railway – Review.

It was maintained that the matter regarding higher pay scale for shedmen was examined on merits by the Departmental Anomalies Committee and was not found acceptable. Further, the cadre is restricted to one or two Railways only and a diminishing cadre.

(Closed)

56/2003: Qualification based pay scale to Prosthetic Technicians in the Artificial Limb Centre, Central Hospital, Northern Railway, New Delhi.

It was explained that direct recruitment qualification of diploma with requisite duration was not fulfilled and hence the pay scale of Rs.5000-8000 not granted to this category. The Federation, however, insisted on re-examination of the matter vis-à-vis other comparable categories.

58/2003: Allotment of pay scale Rs.7500-12000 to Occupational Therapists of Medical Department in Railways.

It was explained that the posts of OTs were isolated posts and hence no formal cadre-structure was feasible. Further, that the proposed merger of the posts of Physiotherapists and OTs (which could provide relief) was not acceptable to the Federations. It was also indicated that the scheme of ACP (now MACP) was initially envisaged keeping in view the career progression of incumbents of isolated posts. This benefit would be available to the incumbents of the posts of OTs. In this context, it was decided to ascertain the status of present incumbents of the posts.

13/2004: Entitlement of Transport Allowance to Railway employees employed at cities classified as 'A-I' and 'A'.

Staff side conceded that the allowance to certain employees of Jaipur, Nagpur and Lucknow was wrongly given at higher rates. But they insisted on no recovery and waiver of amount wrongly paid to employees. Accordingly, the issue of waiver to be re-examined.

25/2004: Denial of Allowance in lieu of Kilometerage (ALK) to the medically decategorised Drivers drafted to perform duties of Power/Crew Controller.

It was informed that a Committee comprising Adv./F, Adv/IR and EDPC examined this issue but did not consider it justified to grant ALK to medically decategorised running staff. Staff Side, however, insisted further

examination and also see that no recoveries are made as the ALK was paid by the Zonal Railways correctly in accordance with Board's letter dated 9.1.1998.

29/2005: Implementation of Career advancement Scheme- Grant of selection grade in pay scale Rs.3700-5700 to the Lecturers of Railway Degree College, Secunderabad- NFIR/PNM Item No.41/96.

Staff Side to furnish certain documents in support before the matter is further examined.

16/2006: Justice to be administered to 55 Trackmen of Ajmer division, N.W. Railway.

Under examination.

5/2007: Procedure for filling up the post of Loco Inspectors.

Orders have been issued vide Railway Board's letter No. E(P&A)II-2007/RS-14 dated 26.03.2009

(Closed)

22/2007: Avenue- Qualified Accounts Assistants &

23/2007: Promotion of the Accounts Assistants the accounts department on the basis of seniority.

All organised Accounts Services follow the pattern as obtaining in CAG office. In view of decision taken earlier in response to CAT directive, it is incumbent that an identical dispensation as in CAG office be granted for non-Appendix -3 qualified AAs in Railways. In fact, the Grade pay of Rs.4800 could have been granted to Sr. AAs while implementing 6th CPC's recommendations in view of Board's decision in this matter. The matter will be processed accordingly.

29/2007: Safety Related Retirement Scheme – Drivers and Gangmen.

&

8/2009: Modification in the Safety Related Retirement Scheme- Loco Pilot and Trackman.

The mater is under review.

15/2009: Merger of Dearness Allowance equal to 50% of basic pay w.e.f. 01.04.2004-Reckoning as pay for running staff.

The instructions on this issue vide Board's letters of 24.04.2007 and 02.07.2008 were issued keeping in view the framework of policy formulated by Government of India. Staff side were informed vide Board's letter dated 02.04.2009. Staff side, however, insisted on further examination of the matter as in terms of rules the running staff were entitled for benefits and therefore subsequent decision of Board is in violation of provisions already laid down. It was agreed to review.

16/2009:Upgradation of posts from group 'C' to group 'B' gazetted on the Railways.

Matter is under consideration.

18/2009: Reckoning of Additional Allowance for the purpose of computation of retirement benefits – Classification thereof.

The issue will be thoroughly examined and put up to Board.

EDE(Res.)

7/2006: Promotion against vacant posts in the diminishing cadres-Relaxation of extant policy – Requested.

It was suggested by the staff side that a proposal be mooted out and sent to DOP&T seeking one time dispensation by permitting Railway Board to approve de-reservation in shrinking/diminishing cadres without having referred to DOP&T & NC for SC/ST.

DE(D&A)

40/2004: Amendment in the policy regarding promotion of Railway Servants against whom disciplinary proceedings/prosecution have been launched.

Copy of reference to the DOP&T and advice received from DOP&T given to Staff Side.

(Closed)

19/2006: D&AR action against staff – interference with the functioning of statutory authority.

Item will be discussed in a separate meeting with Adv.(Vigilance).

1/2007: Disposal of revision petition under Rule 24(2) and Rule 23(3) of the RS(D&A) Rules 1968- Consultation with the Railway Rates Tribunal – Reg.

Necessary provision will be retained in the RS(D&A) Rules.

(Closed)

EDE(N)

34/2004: Selection for promotion to the post of Gangmate Elimination of Viva-voce Test and introduction of Written Test.

&

13/2007: Elimination of viva-voce (Interview) in departmental selection and selection for promotion to the post of Gangmate.

Information on educational profile of keyman due for promotion as Mates have been called for from Zonal Railways. Further action will be taken thereafter.

52/2004: Transfer of employees from one seniority unit to another.

Discussed.

(Closed)

5/2005: Psychological Test in departmental selection- Review of extant instructions.

This will be discussed in a separate meeting with Adv.(Safety) and Adv.(Staff).

21/2005: Selection of Intermediate Apprentices from amongst skilled artisans for absorption as JE Grade II in scale Rs.5000-8000 in various Engg. Departments.

The Staff Side pointed out that in case of APO's selection, non-Graduate Head Clerks were permitted to appear for the selection. On the same analogy, this matter need to be re-examined.

It was agreed to re-examine this matter.

27/2006: Relaxation of extant provisions for absorption of staff working in Quasi- Administrative Offices / Organizations connected with Railways.

Details regarding quasi administrative staff available during the period June, 1997 to June 2000 will be ascertained from Zonal railways to examine this matter further.

Staff Side insisted that in as much as the decision of the Board on 03.05.2006, those who are on rolls up to June, 2006 may also be considered for absorption.

In this connection, Staff side also stated that the issue being one of the demands in the wake of strike notice and discussions held by the Board (MS, FC) in January, February, 2006, consideration is required keeping in mind the assurance given then.

3/2007: Promotion of serving non-science graduate to the post of CMS Gr.II in scale Rs. 6500-10500 and CMS Gr. I in scale Rs. 7450-11500 in the scientific organisation.

As decided in the meeting held with MM on 02.09.2008, Staff Side will come up with acceptable solution after implementation of 6th CPC recommendations.

6/2007: Employment assistance on compassionate grounds to wards of medically decategorised staff.

The matter shall be reviewed.

8/2007: Replacement of RRB quota with LDCE - Depot Material Superintendent in scale Rs. 6500-10500.

A separate meeting with the Staff Side was held by AM(Stores) on 18.08.2009. The Record Note of Discussions of which has been referred to the

Staff Side for vetting. Further action will be taken as per discussion in the meeting.

10/2007: Selection posts- Qualifying marks in written test.

Necessary instructions have been issued vide Board's Letter No.E(NG)I-2006/PM1/32 dated 07.11.2007.

(Closed)

11/2007: Denial of natural justice on representation against adverse confidential report.

The scenario has since changed. As such, the item is to be treated as closed.

(Closed)

20/2007: Selection for induction as Intermediate Apprentices in the category of JE-II scale Rs.5000-8000 –Relaxation of upper age limit.

The demand of Staff side to enhance the upper age limit to 47 years will be re-examined.

28/2007 : Appointment on compassionate ground of ward/spouse of medically decategorised staff on the Railways-Relaxation of conditions.

Additional points shall be submitted by Staff Side.

30/2007: Promotion opportunities to Mate (P.Way) to the post of Supervisor (P.Way)-Civil Engineering Department.

No modified agenda has been furnished by the Staff Side as per discussion in the last meeting. Matter discussed and treated as closed.

(Closed)

2/2009: Transfer of staff.

Instructions on periodical transfer already exists which will be reiterated. Extant instructions on retention of quarter on normal transfer shall apply.

20/2009: Procedure for holding selections to posts within group 'C' – Awarding marks for seniority and service records.

Discussed.

(Closed)

22/2009: Acceptance of Voluntary retirement request of totally incapacitated staff with less than 20 years qualifying service- Grant of compassionate appointment to the wards of such incapacitated staff and grant of pension.

The demand shall be regulated as per extant instructions which shall be circulated to all concerned. Instructions will be reiterated covering the demand.

Item may be treated as closed.

(Closed)

23/2009: Denial of ad-hoc promotion to the employees of Construction Organisation.

The case shall be discussed separately.

27/2009: Appointment on compassionate ground in the case of missing Railway employees –Case for extending limit for retention of Railway quarters.

The issue of retention of quarter beyond two years on normal rent in such circumstances is being re-examined.

28/2009: Promotion to the post of Laboratory Superintendent III – Medical Department.

It was agreed to examine the matter further.

EDE

19/2009: Inter-Railway request transfer cases-Relaxation of extant restrictions.

Discussed.

(Closed)

JDE(W)

19/2004: Allotment of eight wheeler goods wagon for use of staff on transfer/retirement.

Instructions have been issued vide Board's Letter No.E(W)2004 PS 5-9/1 dated 17.06.2009.

(Closed)

23/2005: Extension of RCP facility- Mumbai suburban zone- Central Railway.

Discussed.

(Closed)

23/2006: Staff Benefit Fund – Re-distribution of additional adhoc contribution on equitable basis

Orders issued vide Board's letter No.E(W)2009FU-1/4 dated 17.08.2009.

(Closed)

30/2009: Payment of Fuel Subsidy of NST Recognised Canteens on Mumbai Division.

Instructions issued to Central Railway vide Board's letter No.E(W)2007/CN.1/1 dated 20.08.2008.

(Closed)

JDE(IR)

3/2006: Implementation of negotiated settlement reached between the Federations (NFIR/AIRF) and Railway Board.

Discussed. Updated position will be advised to Staff Side.

12/2006: Extending the facility of cell phone to the members of the PREM Group.

Discussed. To be dealt in the PREM meeting

(Closed)

9/2009: Transfer of union office bearers.

Discussed.

(Closed)

JDE(G)

33/98: Provision of adequate percentage of leave reserve for group 'D' employees.

Meeting of the Committee was held on 27.05.2009 and the next meeting will be held shortly.

36/2004: Grant of officiating pay to the staff who shoulder higher responsibilities – Extant Rules to be amended.

Necessary instructions issued vide Board's Letter No.E(G)2005 HO1/19 dated 03.10.2007. Item closed.

(Closed)

10/2009: Retention/allotment of surplus quarters on normal rent.

Specific cases will be considered on case to case basis.

(Closed)

SECTION D – SUMMERY

	Total No. of Items	Closed	Balance
Old Items	76	23	53
Agenda Items	30	11	19
Total	106	34	72
