



सत्यमेव जयते

MINUTES

of

**The Meeting of the
Departmental Council
of Railways (JCM)**

held

on 26th & 27th June, 2012

**MINUTES OF THE DC/JCM (RAILWAYS) MEETING HELD BETWEEN
RAILWAY BOARD AND STAFF SIDE ON 26TH & 27TH JUNE, 2012**

MEMBERS PRESENT

OFFICIAL SIDE	STAFF SIDE
S/Shri	AIRF
1. A.K. Vohra Member Staff	1. Shri Umraomal Purohit, President/AIRF
2. C.S. Ray IG/Admn./RPF	2. Shri S.G. Mishra, Gen. Secy./AIRF
3. R. Ramanathan AM(CE)	3. Shri K.L. Gupta
4. R. Vijaya Mohan AM(ME)	4. Shri Rakhal Das Gupta
5. M. Suresh AM(Signal)	5. Shri N. Kannaiah
6. Satya Prakash AM(T&C)	6. Shri C.A. Rajasridhar
7. A.K. Patnaik AM(Comml.)	7. Shri M.N. Bajpayee
8. P.K. Sharma AM(Staff)	8. Shri Ch. Sankar Rao
9. A.K. Maitra Adv.(Vig.)	9. Shri Subhendu Mukherjee
10. Sunil Kumar Adv.(Safety)	10. Shri J.R. Bhosale
11. A.K. Nigam Adv.(IR)	11. Shri S.K. Brahma
12. Dr. B.N. Annigeri EDH(G)	12. Shri U.C. Tyagi
13. S.K. Saxena EDEE(M)	13. Shri R.D. Yadav
14. Manoj K. Akhouri EDTT(F)	14. Shri A.M.D' Cruz
15. Alok Kumar EDCE(G)	15. Shri Mukesh Galav
16. Desh Ratan Gupta ED(L&A)-III	16. Shri Ch. Gandhi
17. Prashant Mishra EDPC-I	17. Shri H.S. Sidhu
18. R. Mukundan EDE(N)	NFIR
	1. Shri Guman Singh, President/NFIR
	2. Shri M. Raghavaiah, Gen. Secy./NFIR
	3. Shri R.P. Bhatnagar
	4. Shri K.S. Murty
	5. Shri B.C. Sharma
	6. Shri J.G. Mahurkar
	7. Shri Ram Murat
	8. Shri P.S. Suryaprakasam
	9. Shri C.M. Upadhyay

OFFICIAL SIDE**STAFF SIDE**

19. R.R. Prasad
ED(T&MPP)
 20. Anjali Goyal
EDF(E)
 21. K. Mal
EDE(Res.)
 22. Amitabha Khare
EDE(RRB)
 23. Rashmi Choudhary
EDE(GC)
 24. Neera Khuntia
EDPC-II
 25. P.P. Sharma
EDE(G)
 26. S.N. Mathur
Dir. Fin.(CCA)
 27. Vinod Kumar
Dir. ME(P)-I
 28. Ramesh Kumar
Dir.(L&A)
 29. A. Mehrotra
Dir. Safety-I
 30. Jiwa Nand
Dir. E(D&A)
 31. Sanjeev Sharma
JD(A)
 32. R.S. Khanna
JDE(N)
 33. D. Mallik
JDE(IR)
 34. M.C. Jha
JDE(LL)
 35. Madan Lal
JDE(L)
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Section – A: Introduction

Member (Staff) as Chairman of the meeting addressed the gathering as under:-

Shri Purohit Ji, Shri Guman Singh Ji, Shri Raghavaiah Ji, Mishra Ji, delegates. This particular DC/JCM attains a lot of importance because Mr. Nigam would be leaving us in another three days time and it is the most appropriate farewell for him. That is how I thought I would start. I wanted to share some information with the Federations.

First we have been able to take a decision on cadre restructuring for the gangmen, those orders should be getting issued.

Number two we have also been able to take a final decision on the 25% increase in the running allowance for the running staff. Those orders should also be materializing. We have also been able to take a decision to hire Railway doctors who are in the age group of 60 to 65 for a period of two years on contract basis. They will be entitled to Government accommodation also and this method, we believe, should help us, because we have a shortage right now of about 220 doctors. The rest will be met either with the regular doctors and also by the CMPs we have with us.

We have also opened the RELHS scheme for those of our colleagues who were unable to join when they were in service or when they were retiring and apparently there were death cases, their wives did not know or the family did not know and they were put to disadvantage. The scheme has been opened. We also are now almost at the final stage of another scheme, we call it smart scheme. All our colleagues who have retired, this will be applicable on all Zonal Railways Headquarter. It will also be applicable in all State Capitals where our employees are staying. It has also increased the number of diseases against which the smart card facility will be entitled. This means that if you have an emergency you go to a recognized hospital. The hospital, after your admission, within 24 hours will get in touch with the administration, the administration will take care of the payment issues, but the staff will get treatment. It covers trauma, it covers neuro problems, cardiac problems.

This is what I thought I will share it with you. We have been receiving lot of cooperation/ support. The Federations have all agreed on the restructuring of the Group 'C'. So that is presently under consideration with us. We hope we will be able to move forward. But I must place on record the contribution of the two Federations, we are getting very active support from both the Federations and we are able to resolve our issues very amicably.

Another issue I thought that I will discuss is the elections which we believe which we should be able to hold somewhere, around October, November or may be December. It would be through a secret ballot. We will try and work out the modalities in consultation. With the experience that we already have with Mr. Nigam and we hope to move forward in that direction.

Besides this, I thought I would also share that in the first two months of the current financial year somewhere because of the economy having some kind of a sluggish response the imports have come down, coal import is not taking place. With the result we are losing some traffic on the Western Railway, East Coast Railway in respect of coal. Then because we have changed the freight structure so some cement we are also losing as far as the earnings are concerned. But we still are doing better.

I hope with the onset of monsoon, it impairs open cast mines particularly, iron ore and coal mines, we will still be able to do better, Particularly the East Central Railway, East Coast

Railway, South Eastern Railway, Central Railway and South Central Railway which are the dominant coal running railways.

We have successfully completed, I use the word successfully, and would like to compliment the Federations and all the Zonal Railways, the CPOs and EDE(N). We have been able to complete an exam in which 82 lakh candidates were found eligible against 1.3 crore applications and about 32 lakh candidates took the exam. We conducted this exam on six Sundays. On six Railways we held the exam both morning and evening. And in other cases it was a single exam and we hope that from September onwards we would be able to start the PET and also the medical and also get the panels in position, hopefully by December. My effort is that particularly Railways like Northern, Western, South Central, Eastern, South Eastern where the earlier recruitment has not taken place we should be able to give the panel early.

Then lot of efforts have been made by the RRBs to fill in the positions of ALPs, Guards, Station Masters, JEs, Section Engineers, Technicians.

In the meantime looking at the difficulties which the staff is facing we have extended the hiring of the para medical staff by one more year. We are also in process of recruiting through a special drive through UPSC, doctors for Northeast Frontier Railway because there the shortage is quite high.

There are still issues which the Federations want. The conditions of staff quarters continue to be a cause of concern. We have very mature Federations on both sides to understand those issues and resolve the issues across the table. With these words I once again welcome you all on this day. Thank you.

Shri Umraomal Purohit, President/ AIRF

At the outset, I wish to thank you(MS) for the announcements which you made. May be some clarifications will be necessary, but still I appreciate because we all are very much worried about the financial status of the Railways.

Shri Purohit while talking on the issue of vacancies appreciated the announcement made by the MS for filling-up of vacancies within the timeframe. He said, if it happens, then financial condition of the Railways will definitely improve. Shri Purohit mentioned that, earlier the process had been very slow.

Shri Purohit said, particularly in medical department there is a crisis of paramedical staff and doctors. There are orders to recruit them on temporary basis, but for that also, after a stipulated period the zones are requesting the Railway Board to extend the period. Our demand is, the tenure of the CMP doctors as well as paramedical staff should be extended very liberally to provide medical services to Railway employees and their families. Shri Purohit stated that the recommendations of the Health Department for the extension of period of CMP doctors from 7-10 years has not yet been accepted by the Railway Board, and that needs immediate implementation. Shri Purohit further added that the CMP doctors and paramedical staff have gained experience. I am just not able to understand the logic, why their period cannot be extended.

There are Metropolitan Cities like Mumbai where opportunities are available they can still on, but where they want to stay back, they should be given opportunity.

So far other vacancies, I want to tell you that, you are recruiting the people, but at the same time, in most of the cases they are lesser than the number of posts fallen vacant.

The second thing which I wanted to talk is horrible condition of the Railway Colonies. There may be financial constraint, but earlier, Railway Colonies were better than other colonies. Now Railway quarters are in a very bad condition. It is also surprising that the houses 100 years old are still in good condition but those which were built 15 years back are almost finished and declared unfit. This all is happening because of poor quality of construction as well as maintenance. Old colonies should be given some priority and they should get more funds. I think we should understand the problem and think about the quality also.

In a place like Mumbai, if you are giving two bedrooms, it is considered good. I think we should always be careful of quality with quantity. Over-aged quarters where we have to put large amount of money for their maintenance, it is better to demolish them and rebuilt new house and colonies. Special Funds were created in the Corporate Welfare Plan. We do not know how it has benefited the Railway employees living in the Railway Colonies. GMs and Chief Engineers are complaining that they do not have money and that is why maintenance of the colonies and quarters is suffering.

Shri Purohit stated that, I must thank you that the smell of elections have started coming. I must want to tell you that there was lot of pressure on Mamataji, but she told us that I am not going to surrender under any pressure and will not recognize any more unions and she did not do that. But during the tenure of our friend Shri Nitish Kumar, he was so pressured that he had given recognition to the unions of the party in power. Forced with that, we had to file Writ Petition in the Madras High Court where we got orders of the Ministry of Railways, for recognizing new unions without any verification, scrapped and the orders of the court that the Railways should recognize the unions only after due verification. So we have paved the way with the direction of the court for recognition of the unions through secret ballot. If Railway Board moves with that direction ahead, we have no objection. But last time it was the first occasion. This time it is not abrupt. At least you know, inside and outside what is to be done. Every aspect should be examined thoroughly. Lot of improvement is needed. You are telling the months November/ December and dates will be declared later, but till now, neither Election Committee has been formed nor nothing has been done. But then, at the moment, rules of the game are to be decided and strictly followed. There had been some deficiencies last time those need to be rectified this time.

You have been telling us on many issues, but after that, either it is not done or takes months together. So whatsoever is ok, that should be implemented within a stipulated time.

Shri Guman Singh, President/ NFIR

President, NFIR welcome Sh. A.K. Vohra, Chairman, Departmental Council and Member Staff, Railway Board on the occasion of chairing the first meeting of Departmental Council of this year. He assured on behalf of the NFIR for extending full cooperation in running the railways efficiently. It will also be expected from the Railway Board for early redressal of staff grievances. He thanked the Chair person for giving information about the orders issued by Railway Board during last few months in staff matters and performance of Indian Railways.

The President, NFIR drew attention of Chairman, Departmental Council on the following issues:-

- Number of meetings of Departmental Anomaly Committee were held and decisions were taken unanimously but those decisions still remain on paper. The Railway Board must take effective steps to get those orders decisions implemented.

- High Power Committee was constituted to review the hours of employment regulations in respect of running staff and other safety categories. The NFIR had submitted an exhaustive memorandum to the committee and expecting early recommendations. But the currency of the committee has been extended by one year, although affected staffs are eager to get recommendations early.
- An assurance was given to the NFIR on 5th April, 2012 that the orders to enhance the Kilometrage allowance of running by 25% would be issued within a day or two w.e.f. 1.1.2011 but the assurance has not been fulfilled. The issue is very sensitive, as such, immediate orders are needed to be issued.
- A Joint Committee was constituted to study their career growth and other matters related to trackman category. The committee had submitted its report about a year back but the recommendations have not yet been implemented which is causing discontentment amongst the trackman category.
- The medically decategorized running staff are denied retiral benefits by adding 55% of pay when they seek retirement at the time when alternative job is offered to them, on the plea that they were paid salary to achieve their gain for utilization during their being on supernumerary posts.
- The medically decategorized running staff is absorbed on alternative post carrying the same grade pay, although they are entitled for higher grade pay of stationary posts i.e. by adding 30% pay element on grade pay of running category.
- Large number of railway employees are not getting treatment from railway hospitals /dispensaries as at number of places vacancies exist due to non-availability of doctors. He expected that the General Managers of zonal railways should be asked to fill up the vacancies by engaging doctors on contract basis till proper incumbents are made available by UPSC.
- SMs/ASMs are compelled to attend work of PRS in addition to their main duties of train operation as number of PRSs are opened without providing man power. This situation is causing threat to the railway safety and harassment to the SMs/ASMs. It was requested that immediate steps should be taken to stop forcing the SMs/ASMs to attend PRS work.
- The Enquiry-cum-reservation clerk performs counter duty for six hours without respite. Yet their duty period on counter has been revised to 8 hours which is absolutely incorrect as after completion of counter duty 2 hours are required to get free from responsibilities of work which he attended on counter.
- The condition of staff quarter still remains deplorable because of no maintenance.
- Large number of railway quarters have been demolished because those were unsafe for living but funds are not allotted for replacement.
- Time & again it was raised that the references made by zonal railways to Railway Board are not replied.
- The ex-gratia payment to retired railway employees was revised by Railway Board in the year 2005 but the ex-gratia payment to widows has not been revised. The eligible widows are at the fag end of their life, as such, immediate action is absolutely necessary.

The items, which are kept for separate discussions, should be discussed at the earliest to achieve finalization.

Shri Shiva Gopal Mishra, General Secretary/ AIRF

The Chairman, Shri Purohit Ji, Shri Raghavaiah Ji, other officers of the Railway Board and members of the Staff Side, we are happy that the DC/JCM Meeting is being held, Shri Mishra stated at the outset.

In the beginning, he expressed satisfaction that it was a matter of satisfaction for all that, on account of DC/JCM Meeting, an opportunity has been given to get together on the retirement of Shri A.K. Nigam, Adviser(IR). He further stated that he has remained always with the Staff Side and has perfectly worked as Adviser(IR), Railway Board and played a vital role as a coordinating between the Federations and the Railway Board as also helped a lot in maintaining industrial harmony on the Railways by helping a lot in solving a number of issues, some of which were quite critical also.

The General Secretary AIRF further stated that in democracy, elections are a normal phenomenon and are inevitable at a fixed interval and asserted the same should be conducted on the Railways in time to assess the strength of contesting unions. He, therefore, demanded that timeframe should be fixed for the elections, to be held for the recognition of the unions through secret ballot as both the Federations are demanding for the same. He expressed his hope that the secret ballot elections would be held in a congenial atmosphere.

Expressing his serious concern on the CRC and payment of Running Allowance arrears as also age of superannuation of doctors, Shri Mishra told that a lot is being heard about early solution of these issues, but nothing concrete has taken place as yet. Shri Mishra also stated that we are badly perturbed because the Railwaymen down the line are totally unhappy due to non-settlement of their long pending genuine demands.

Talking about Smart Card to the RELHS beneficiaries and their families, he stated that a pilot project was launched in Delhi area and some other places in the country. A number of beneficiaries was getting treatment under this scheme without any hindrance, but this facility is yet to be streamlined and to be provided to all the RELHS beneficiaries who opt for the same.

Shri Mishra was critic of the Negotiating Fora of Ministry of Railways which have become virtually non-functional and Ministry of Finance and DoP&T are being involved unnecessarily by the Railway Board in each and every issue. Such type of working of Negotiating Fora, if continued, would certainly erode the peaceful industrial relations prevailing on the Indian Railways.

While expressing anguish Shri Mishra stated that, even the recommendations of the Joint Committee on Trackmen are not implemented in true spirit, and added that any dilution in the recommendations of the said committee would not be acceptable to AIRF and shall not be tolerated at all, and said that the indifferent/dillydallying attitude of the Railway Board, which is highly unfair.

Shri Mishra stated that, in almost all the departments under the Government of India, Cadre Restructuring Exercise has been completed except Ministry of Railways which is quite unfortunate. He further added that the MoF and DoP&T are unnecessarily being involved in this exercise by the Railway Board, resulting in the inordinate in issuance of orders of Cadre Restructuring.

He further stated that the dues of the employees are not denied by the employer in any part of the world, as such demanded that there should be a timeframe to decide this important issue.

Shri Mishra stated that the LARSGESS has been made totally complicated, which is resulting in loss of motivation to the Railwaymen, and the main purpose of this scheme has been defeated. While demanding removal of the lacunae of the said scheme, Shri Mishra stated that there should be no written test and PET. This scheme should be treated at par with compassionate ground appointment and the same should be de-centralized, he demanded. He further opined that the Railway Board should restrict only up to making policy, and added that, until this scheme is de-centralized, it will not yield any fruitful outcome.

While expressing his anguish over non-settlement of long pending demands of the Running Staff, Shri Mishra demanded early settlement of the same.

Shri Mishra stated that the unanimous decisions of the Departmental Anomalies Committee are still hanging fire, causing serious resentment amongst the Railwaymen and demanded that the same should be resolved at the earliest.

Shri Mishra also demanded early absorption of quasi-administrative offices staff in the Railways.

Shri Mishra stated that the Railwaymen are giving their maximum to the Railways but they are not getting their dues as well as payment of OTA, TA and other allowances.

While expressing his deep concern over the poor maintenance of Railway quarters and colonies, Shri Mishra stated that the condition of Railway quarters and colonies should be improved.

While demanding opening of Railway dispensaries/health units at the Naxal affected areas, Shri Mishra stated that there should be some Special Package/Allowance for the staff working in the disturbed areas.

Shri Mishra demanded that medical services of the Railways are deteriorating day-by-day due to non-availability of proper paramedical staff and doctors, this needs to be paid special attention to sort out the matter. He also demanded that there should be a timeframe for extension of recognition of Referral Hospitals. He also demanded that the medical services are required to be augmented and streamlined to the utmost satisfaction of the Railwaymen and their families, and extending the facilities on par with CGHS beneficiaries may also be explored and introduced.

Shri Mishra stated that, as per information available, Railway Board have constituted more than 100 committees on different subjects, and further committees are set up to examine the report of a previously formed committee, as a result of which, no fruitful outcome of these numerous committees are evolved, which is highly unfair.

While requesting the Official Side that the references made by the Federation(AIRF) should be replied to in time, as late decision do not yield any fruitful result, Shri Mishra stated.

Shri Mishra stated that new posts are not being created for new activities on account of non-availability of matching value and due to shortage of staff, no new PRS Centre are being opened, and in case these are opened, the existing staff, who are already over-burdened, are being utilized to work on these locations

Talking about revision of pension, Shri Mishra demanded that option should be re-opened to pre-2006 retirees. Shri Mishra further pointed out that the wrongly calculated and deducted income tax on the arrears of VI CPC should be reimbursed to the concerned staff and some urgent solution of this problem is required to be found out as this matter is lingering for quite some time.

Drawing the attention of the Official Side on the issue of payment of TA/DA to the Staff Car Driver and other vehicle drivers he demanded that orders to this effect should be issued without further delay and similarly orders for payment of Transport Allowance to the staff working in Rayanapadu and Jamalpur Workshops are also required to be issued early.

While demanding grant of MACP benefit to Drawing & Design Staff, recruited initially as Tracer, Shri Mishra stated that the issue of merger of grade pay of PWS should be given top priority.

The issue of grade pay to *Rajbhasha* Staff should be decided early as also the issue of Stenographers should be decided in-house.

While speaking on D&AR cases, Shri Mishra stated, there a need to look into the matter to stop unnecessary harassment of the staff.

Shri Mishra also demanded early settlement of upgradation of 15% apex level Group 'C' staff.

Expressing his anguish, Shri Mishra stated that, on West Central Railway, 800 Railway employees have been implicated in false cases by the Railway Administration. He stated that there is an urgent need to ensure that no employee should be harassed unnecessarily in the name of Vigilance. He further added that, minimum penalty of "*Removal from Service*", etc. creates unnecessary fear among the Railwaymen.

Shri Mishra demanded early implementation of various Welfare Schemes, announced by the then Minister for Railways in her Rail Budget Speech.

Shri Mishra further demanded permission to Privilege Pass holders to travel in *Duronto Express Trains* on the pattern of Rajdhani Express Trains.

Talking about the anomalies in the MACP Scheme, Shri Mishra demanded that necessary clarification should be issued by the Ministry of Railways in regard to provision of grade pay in promotional hierarchy and other related issues which are still undecided, causing serious resentment among the Railwaymen.

The issue of granting increment and fitment benefit under FR 22(C) when promotions are made in the same grade was also raised by Shri Mishra demanding early settlement of the same.

Shri Mishra further demanded that in the wake of advancement of technology on Indian Railways, proper counselling of the staff must be ensured.

He further raised the issue of liberalization of New Pass Rules so as to extend its benefits to the Retired Railway employees also.

While speaking on High Powered Committee, constituted by the Railway Board to review duty hours of Running and other Safety Categories Staff, Shri Mishra stated that, if the

recommendations of this committee would not be implemented on the plea of financial crunch, AIRF is not going to tolerate it.

He raised the issue of reimbursement of Hostel Charges from the Staff Benefit Fund for the wards of the Railway employees who undergo coaching class at Kota, for which necessary instructions should be issued by the Railway Board.

He further pointed out that a large number of employees appointed in GP Rs.1800 are well educated, as such the higher grade vacancies for which they are eligible may be filled up through CDCE as one time exemption.

Shri Mishra further demanded that the ceiling limit of income for the dependent widow mother, which is presently ₹3500 p.m. for entitlement of Privilege Pass, should be raised suitably so that the widow mother is not deprived of this legitimate privilege and demanded urgent clarification to be communicate to Zonal Railways at the earliest.

He further stated that the issue of seniority of Loco Pilots having been referred by the South Western Railway Administration is pending in the Railway Board and demanded that necessary clarification be communicated to the concerned Railway without further delay.

Shri Mishra also raised the issue of opening canteens in new sheds and depots having adequate staff strength so as to provide tea, snacks, lunch etc. to the staff working in these sheds and depots.

Shri Mishra further demanded one time exemption to the Appendix Pass Accounts Staff.

Shri Mishra stated that it is very unfortunate that, on account of litigations, Diploma holder Apprentices could not be absorbed in the Railways, and demanded that they should be absorbed in the Railways early.

Shri Mishra further stated that the major issues of the Federation(AIRF), such as Running Staff related issues, Cadre Restructuring, removal of anomalies of Departmental Anomalies Committee as well as MACPS, etc. etc., should be resolved by the Railway Ministry on priority.

Shri M. Raghavaiah, General Secretary/ NFIR

At the outset Shri M.Raghavaiah, welcomed the Member Staff, Additional Member(Staff), Shri A.K. Nigam, Adviser (IR) and other Additional Members and the Advisers and other Officers of the Railway Board besides S/ Shri Umraomal Purohit and Guman Singh.

2. Shri Raghavaiah hailed the working of Shri A.K.Nigam as Adviser (IR), who was able to handle various tight situations with his proactive approach towards Staff Side and at the same time had given good suggestions to the Railway Board and had succeeded to a large extent in keeping healthy relations with both the Federations. One of the major achievements of Shri Nigam as Adviser (IR) as highlighted by Shri Raghavaiah was revising the entitlement of Privilege/Duty passes in favour of all categories of staff facilitating staff in Grade Pay of ₹1800/- to travel in Air conditioned 3 Tier and those in GP ₹4200/- to travel in A/C 2 Tier coach vide Railway Ministry's order dated January 6, 2011. Shri Raghavaiah further said that Shri Nigam played key role in reaching both the Federations in finalizing the Kilometerage Allowance rate in the year 2008 with tact. Though the Federations are still not satisfied with what had been granted by the Railway Board and continuing their struggle further, Shri Raghavaiah appreciated the efforts of Shri Nigam. He conveyed his good wishes to Shri Nigam and his family for leading healthy and peaceful retired life.

2.1 While thanking the Member Staff for announcing that the Secret Ballot Elections are slated to be held in November/December 2012, hike in Running Staff kilometerage rates by 25%, Shri Raghavaiah also welcomed the Member Staff's intention to speed up other important issues like Cadre Restructuring, re-appointment of Railway Doctors upto 62 years of age with certain facilities, liberalization of RELHS-97 etc.,

3.0 Shri Raghavaiah further exhorted the Railway Board about the plight and disappointment of an average worker whose real working in the field is not taken into account at the time of taking decisions at the highest level in the Ministry of Railways, which is causing mental tension to the staff.

3.1 Issue of Trackmen

Shri Raghavaiah, informed the Railway Board about the casualties which Railwaymen had suffered in the course of performance of their duties, and quoted the figure of 1624 for the period from 1st April, 2007 to 31st October 2011 as highlighted by Dr. Anil Kakodkar, Chairman/High Level Safety Review Committee. Shri Raghavaiah said that this figure is atleast three-times higher than the number of people killed in a train accident, therefore, the sacrifice made by the Railwaymen can not considered less with any standard. Further Shri Raghavaiah said that 50% of the casualties have been suffered in the category of Trackmen only.

3.2 Drawing attention on the plight of the category of Trackmen, Shri Raghavaiah stated that 94% of the Trackmen retire or die in the GP of ₹1800/- only (i.e. entry Grade Pay), but the Railway Board don't have time to implement the recommendations of the Joint Committee for career growth of the Trackmen. He said that the Joint Committee was constituted pursuant to the issue raised by the GS/NFIR in the GMs' conference held on 11th January, 2010, and Hon'ble Railway Minister's announcement. The Joint Committee met number of times and deliberated in depth and submitted its report in June, 2011. Financial Commissioner's point has also been discussed again by Joint Committee and clarified appropriately by placing signed note on 16th April, 2012, but there after there has been no progress at Railway Board level. Shri Raghavaiah inter-alia, informed that the Committee had suggested ratio of 10:20:20:50 to the Trackman as follows and requested for implementation of the recommendation.

GP 2800/-	10%
GP 2400/-	20%
GP 1900/-	20%
GP 1800/-	50%

3.3 Shri Raghavaiah explained that in view of non-finalisation of various issues by the Railway Board, the NFIR Cadre was compelled to launch mass agitation from 18th June to 22nd June as directed by NFIR Working Committee to ventilate resentment and disappointment of the employees. He still hoped that the Railway Board will resolve all pending issues.

4.0 Issues pertaining to VIth CPC

While explaining on the issue of allotment of entry GP ₹4200/- to the Station Masters and replacement of GP ₹4600 with ₹4800 in respect of various supervisory cadres, he mentioned that discussions with then Chairman, Railway Board and the then Member Staff on 9th & 10th June 2010 were held in the special meeting and consequently it was agreed by the Railway Ministry as given below: -

- Technicians Gr – II & Gr – I were agreed to be merged with GP ₹2800/-.
- Grant of GP ₹4600/- as against GP ₹4200 for the Loco Pilot Mail/Express.
- GP of ₹4600/- to be replaced with GP ₹4800/-.

More than two years have passed since the proposals have been sent to the Ministry of Finance but there is no finality, Shri Raghavaiah pointed out and further requested the Railway Board to take action for implementation of agreement.

4.1 Drawing attention of the Railway Board towards pathetic condition of staff, Shri Raghavaiah expressed deep shock and stated that today a Trackman is not interested to function as Keyman, to shoulder higher responsibility mainly because he does not get a single rupee by shouldering the responsibilities of Keyman. The situation is really alarming specially when there is a rule S 1313 (1) (a) (1) i.e. erstwhile FR22C, and the Railway Ministry does not want to implement the rule. In this connection, Shri Raghavaiah also cited following categories where staff have been made to suffer: -

• Loco Pilot (Goods) promoted as Loco Pilot (Passenger)	Same Grade Pay
• Loco Pilot (Passenger) promoted as Loco Pilot (Mail/Express)	- Do -
• Train Guard promoted as Train Guard (Mail/Express)	- Do -
• Master Craftsman promoted as JE-II	- Do -
• Matron promoted as ANO	- Do -
• Sr. P. Way Supervisor to JE (P.Way)	- Do -

4.2 Commenting on the working of Loco Pilot who normally works continuously for 7 nights and thereafter avails 30 hours rest, this is having adverse impact and whatever rest he has availed is not adequate and the unfortunate and untoward incidents have taken place in the form of accidents. Remedial measures be taken early.

4.3 Explaining the case of parity in pay structure for Rajbhasha Staff and Stenographers on Indian Railways, Shri Raghavaiah expressed deep concern stating that when Government of India and the Union Cabinet have agreed to grant parity, what is the problem with the Railway Ministry in implementing the decision. But we are negotiating in the PNM, JCM and now referring to the Ministry of Finance. It implies that the Ministry of Railways does not want to take cognizance to Cabinet's decision. He requested to see that the benefit is granted without further loss of time. He also stated that in the case of Railway Board Secretariat Stenographers, the Board has granted the revised pay structure with the approval of Hon'ble Minister for Railways.

4.4 Commenting on the negative style of working of the Railway Board, more specifically the Finance Directorate, Shri Raghavaiah cited as example an agreement reached between the Staff Side and Official Side on DC/JCM item (25/2004), wherein agreement has been ignored and arbitrary decision taken. He invited the attention of Member Staff to the minutes of Joint meeting held between the Railway Board and Federations in January and February, 2006 and requested to make course connection.

4.5 Talking on the issue of Recruitment in GP ₹1800/- and GP ₹1900/- with Matriculation qualification from open market, Shri Raghavaiah wanted to know from the Railway Board as to what signal Railway Board wanted to give with two levels of recruitment with same qualification. When we are recruiting people from open market in ₹1800/- GP with matriculation qualification, there is no need at all to induct in ₹1900/- GP with matriculation qualification again, he mentioned and urged for reviewing the policy.

5.0 Implementation of LARSGESS

On the issue of LARSGESS, Shri Raghavaiah wanted to ascertain from the Railway Board as to why different parameters were set in the letters one after another. Citing the example of letter issued by the Railway Board on 11th Sept 2010, cut off date of 30th June 2010 was fixed.

This letter is an off shoot of 2nd January, 2004 letter issued earlier by the Railway Board. Why the guidelines laid down in letter dated 02/01/2004 were not followed and why rigid conditions were imposed further? Earlier there was neither written test, nor PET for appointing wards under SRRS. Why the same policy is not continued? He also invited the attention of Member Staff to Hon'ble Minister for Railway's announcement in the Nation Seminar on Safety held on 13th July, 2003 that under Safety Related Retirement Scheme, the wards will be appointed on compassionate ground. He requested Member Staff to review the whole matter afresh.

5.1 Shri Raghavaiah has also stated that the concept of cycles (1st Cycle January to June and 2nd Cycle July to December) under LARSGESS deserves to be scrapped, facilitating safety staff to apply as and when they become eligible in terms of age and accordingly Administration can process all such applications. He further pointed out that the stipulations laid down under LARSGESS and various clarifications issued from time to time have caused serious unrest among safety category staff.

5.2 Shri Raghavaiah further stated that the most appropriate method for implementing the LARSGESS should be as mentioned below: -

- If the ward of the employee and the Railway employee both fulfill the criteria such applications be registered. Date of application may be cut off date.
- The process of recruitment of ward and the retirement may be completed in next three months or so.

He further stated as follows: -

- With lots of changes in the Scheme in 2012, what will be the fate of employees and their wards who had opted for the benefit in 2010 & 2011.
- There was no PET in the Railway Board's first letter dated 2nd January, 2004. The PET was introduced subsequently. Then Gangman's son collapsed on the ground during the PET at Ratlam. Later PET was dispensed with but some Zonal Railways continued PET and failed the candidates.
- Many failed in PET, leading to frustration among staff.

Zonal Railways are also facing further problems. Helper (C&W) in GP 1800 is a safety category post but when helper is promoted as Technician (C&W) he is not considered under safety category post holder, mainly on the plea that the category is not included in the list of safety category posts in GP ₹1900/- in Board's letter. Zones are reluctant to touch.

6.0 Implementation of MACPS

Taking up the issue of implementation of MACP Scheme, Shri Raghavaiah counted series of cases where interpretation of the instructions laid down by the DoP&T had all along been against the Railway employees. The categories of such staff are listed below for review: -

- IT Cadre
- SSE (Drawing)
- Accounts Cadre like CG – I
- Technical Supervisors of all Departments.
- Pharmacist
- JE/SE/SSE (operations); DC/Traction staff
- Technicians of all Departments
- Sr. P Way Supervisors.
- SE/SSE recruited directly & holding Graduate Engineering Degree

– C & M.A. staff.

He urged the Railway Board to settle the issues of Cadre Restructuring, MACPS Anomalies, matters of LARSGESS under the powers of the Minister for Railways.

7.0 Working hours of Nursing Staff

Further Shri Raghavaiah brought to the notice of the Railway Board the issue (DC/JCM item) of fixing working hours and periodic rest of Nursing Staff employed in Railway Hospitals. He, however, said that though the item is not included in the present agenda, but a separate meeting between the Board (MS) and both the Federations is necessary for resolving the demand. In this connection, he invited the attention of Railway Board to the fact that the Ministry of Health & Family Welfare had fixed working hours and periodic rest based on O.M. issued in the year 1999 by the DoP&T. Shri Raghavaiah, however, insisted for adopting the same for implementation over Railway Hospitals on the analogy that the same had been adopted by the nodal ministry i.e. Ministry of Health and Family Welfare and hoped that the separate meeting with the Member Staff would be fixed soon.

8.0 Enforcement of Food Security & Standard Act

Shri Raghavaiah was surprised to mention that though there is huge shortage of Railway Doctors, yet the Railway Board while enforcing Food Security and Standard Act, have nominated Railway Doctors to look after food security work. The nomination of Railway Doctors is not in accordance with the provisions of the Act. He, however, insisted that the job under the Act can be accomplished by Health Inspectors who are already engaged with the job of prevention of Food Adulteration. He suggested that Health Inspectors be entrusted with the jobs relating to Food Security and Standard Act. He requested that NFIR's letters to Railway Board on this subject be connected and action taken.

9.0 Problems being faced by the staff of R.W.P./Bela, Chapra

Shri Raghavaiah, brought to the notice of Railway Board the unimaginable and unbearable conditions the employees working in Rail Wheel Plant, Bela Chapra have been facing. Their plight is that they do not have no drinking water, no shelter to sleep/no quarter, no conveyance and no health unit. The employees are so desperate that they wanted to tool down but have been persuaded not to resort to this type of action, he said. He also said that there have been two references to the Railway Board (MM) by the NFIR highlighting grievances as the staff are working at place where nothing is available to them.

10.0 Medical decategorisation & alternative employment

The issue Medical Decategorisation and Alternative Employment on Medical Grounds (AEMG) was also brought to the notice of the Railway Board by Shri Raghavaiah and it was informed that some Zonal Railways have failed to understand properly the instructions issued by the Health and Establishment Directorates of Railway Board. He requested that comprehensive instructions in this regard need to be issued by the Railway Board.

11.0 Instructions issued under HOER

Shri Raghavaiah while concluding mentioned that the Railway Board in the year 2005 issued modified instructions on HOER making amendment in the Railway Servants (Hours of Work & Period of Rest) Rules 2005 without consultations. This is highly irregular and he requested for reviewing the same.

Shri Raghavaiah expressed hope that the issues raised will be dealt for satisfactory finalisation and at the same time assured Federation's continued support for improving the efficiency of Indian Railways.

Shri Rakhal Das Gupta

1. At the outset Shri Rakhal Das Gupta paid a glowing tribute to the services rendered by Shri A. K. Nigam, Adviser(IR) for betterment of industrial relation in the Indian Railways. He expects that the retired life of Shri Nigam will be gainful used for the development of the society.
2. He said that since the secret ballot for determination of representative character of the union is scheduled to be held by November/December, 2012, transfer of the staff, including staff in sensitive categories, be stayed up to the end of the election.
3. He said that the number of unresolved items is increasing day-by-day, and in the present meeting 90 items are outstanding. He requested that machineries be augmented for resolving the grievances at the earliest.
4. Shri Das Gupta said that during the year 2010–2011, the Railways had undertaken an amount of Rs.15713.51 crores as social obligation. The AIRF through its massive “Protest March to Parliament” on 28th March, 2012 has demanded that the general exchequer should grant subsidy to meet the social obligation that the Railways is undertaking. In this connection, he cited an example where the government has granted subsidy of Rs.45,500 crores to the Indian Oil Corporation during the year 2011–2012. He also said that the Railwaymen did not leave any stone unturned to improve the working of the Railways. In this connection, he cited that during last 11 years between 2000–2001 and 2010–2011, there has been increase of passenger KM by 114.11%; Net Tonne KM 100.31%, whereas staff strength has been decreased by 14.05%.

He said that the vacancies of over 2 lakh should be filled up so that extra workload thrust upon the Railwaymen could be minimized.

5. Shri Das Gupta cited that there is acute shortage of doctors and paramedical staff. The paramedical staff appointed have not been granted any sort of leave. They have no service condition. They have no scope for absorption and their service conditions are worst than casual labours. Because of these reasons, contract doctors and contract paramedical staff are not staying in the Railways. As an example he cited that in Katihar Hospital, N.F. Railway, 17 contract Nursing Sisters left the job during March to June, 2012. He cited that in Central Hospital, N.F. Railway, there is no regular Orthopedic and E&T Doctor. Shri Das Gupta suggested that there should be separate recruitment of Doctors for N.F. Railway and recruitment at DMO level should be resorted so that specialists could be available in Railway Hospitals.
6. Shri Das Gupta raised the following unresolved grievances of the Running Staff.
 - (i) Payment of arrear of Running Allowance on Pay Element of 30% from 01.01.2006.
 - (ii) Revision of rates of Running Allowance from 01.09.2008 on the basis of revision of rates of TA.
 - (iii) Additional Allowance to all other categories of Running Staff.
 - (iv) Fixation of Pay on promotion by granting 3% increment at least.
 - (v) Cadre Restructuring of Running Staff.

(vi) Enhancement of rates of Running Allowance by 25% from 01.11.2011.

7. Shri Das Gupta said that the Cadre Restructuring Committee has been appointed in the year 2009. Up till date only one order in respect of Asstt. Loco Pilot has been issued and no other order is issued although decision for the same has already been arrived at. This has caused serious resentment amongst various categories of staff.
8. Shri Das Gupta pointed out that in the Departmental Anomalies Committee it was agreed that Artisan Gr. II will be merged with Artisan Gr. I in Grade Pay Rs. 2800, Rs. 4800 Grade Pay for all categories of staff etc. But they are resting with the Ministry of Finance.
9. Shri Das Gupta also demanded for implementation of the report of Trackmen Committee in toto.
10. Shri Das Gupta said that number of anomalies in respect of MACP are yet to be resolved, causing, frustration amongst the Railwaymen.
11. Shri Das Gupta pointed out that orders on LARSGESS, issued in the year 2010, have not been acted upon at all. In respect of appointment of the wards of staff in Grade Pay Rs.1900, Cabinman in Grade Pay Rs. 1900 are not been allowed to have the facility as Leverman cadre only has been mentioned. He pointed out that Leverman Gr. I and Cabinman Gr. II both are in Grade Pay Rs.1900 and they belong to common seniority and common promotional avenue. The agreed decision of adopting same procedure for appointment of the wards of staff in Grade Pay Rs.1900 as that of Grade Pay Rs.1800 has not been implemented. He also said that the date of annual increment is 1st July, whereas, as per LARSGESS, one is to quit service either on 31st December or 30th June. Thus in both the cases such staff are deprived of annual increment, causing irreparable loss in their pension and gratuity. He cited that as per DoPT's order annual increment can be granted for working a period of six months and as such either the annual increment may be granted or date for leaving in service may be shifted to 31st January and 31st July so that one can get his annual increment before Voluntary Retirement.
12. Shri Das Gupta also cited that the word "exceptional circumstances" embedded in the order for appointment of non-Matriculation under LARSGESS has caused serious confusion, causing refusal of non-Matriculation wards for appointment under LARSGESS. This may be suitably amended.
13. Shri Das Gupta mentioned that outsider Cancer Patient has been allowed free travel in AC – 3 Tire. The Railwaymen or their family suffering from Cancer may be allowed AC 3 Tier Passes when they have to travel for treatment or periodical checkup to a referral hospital.
14. Shri Das Gupta said that considering the acute shortage of Supervisory Staff in Accounts Department in N.F. Railway, GM/N.F. Railway has requested Railway Board to allow N.F. Railway to conduct separate Appendix–III Examination. This may be favourably considered.
15. Shri Das Gupta cited that Hon'ble Supreme Court has upheld the judgment of Hon'ble Patna High Court in the matter of calculation of 100% service of Casual Labour for the purpose of pensionary and other benefit instead of 50%. The same should be implemented in letter and spirit.

16. Shri Das Gupta pointed out that the Railway Minister in his Budget Speech has announced that Medical Colleges would be set up at Guwahati and Dibrugarh and medical facilities would be extended to parents, but this assurance are yet to be implemented.
17. Shri Das Gupta pointed out that Kendriya Vidyalay as a Railway Project may be set up in remote localities to facilitate admission of Railwaymen's children. He also requested to set up Railway Vidyalaya, Pravdan Board.

Shri R.P. Bhatnagar

Shri R.P. Bhatnagar has shown his concern about the poor medical treatment given to the staff. No. of health units do not have the facility of medical doctors as the employee is entitled for free medical treatment. If the doctors are not there, they should be permitted to take private treatment and the money spent should be reimbursed. Supply of medicines are very irregular which should be made regular. He has also suggested that more and more mobile medical vans should be introduced in the system for the benefit of staff living in farthest areas and remote places.

Shri Bhatnagar had also pointed out that the repairs and maintenance of quarters are not being carried out properly due to lack of funds and due to the casual response of the administration. Staff is being put to lot of trouble and facing hardship because of improper maintenance of staff quarters and colonies.

Shri R.P. Bhatnagar has pointed that the Trackmen Committee has already submitted it's report long back but so far it has not been published. The Trackmen are very much discontented and as such the report should be issued without any further delay.

The work of Cadre Restructuring Committee has been stopped and as such there is great dissatisfaction in the employees. The work of Cadre Restructuring Committee should be finished without any delay.

Surrendering of posts are being done on an adhoc basis. No planning has been done in advance. The posts should be first examined whether it is actually required and then only further action be taken. As a matter of fact, the standard Yard Stick should be adopted scientifically as the maintenance of the assets in the railways cannot be done on adhoc basis which may be counter productive and may result in to unsafe working.

Shri J.R. Bhosale

- 1) On the issue of fixation of pay of the Running Staff Instructor on 1.1.2006, reference is pending with Railway Board since 2009.
- 2) Counting of 55% in case of medically decategorised staff taking voluntary retirement before they are absorbed in stationary posts – reference is pending with Railway Board.
- 3) Benefit of ALK or 30% pay fixation denied to medically decategorised running staff utilized as TLC/CCC.
- 4) Exemption of PET to candidates under LARSGESS prior to July 2011 calendar not permitted in all pending cases. Board should consider and issue necessary instructions for extending the benefit of PET exemption in all pending cases on issue of Board's letter of 17.5.2012.

- 5) Inclusion of OHE staff in safety category and extend them the benefit of LARSGESS.
- 6) Extending the benefit of option under re-opened RELHS to family pensioners.

Shri J.G. Mahurkar

- a) Sickly employees who cannot walk, talk, properly breath and eat are offered alternative jobs on Medically Decategorization. They are in fact not fit to perform any duty, but however, they are kept on Rolls and wages paid. A good number of cases are noticed on Western Railway. Although Doctors admit that these staff are not fit for any job, they do not like to take risk for invalidating such staff due to fear of Vigilance case.

He requested that suitable guidelines be issued by Railway Board for medically invalidating such staff and allow them to retire while their wards be considered for Compassionate ground appointment.

- b) No cooking facilities are provided for the Ticket Checking staff at Rest Rooms. This is an agreed item, but however the decision has not been implemented till date.
- c) Due to shortage of Ticket Checking staff the Coaches on trains are unmanned. Additional posts though justified as per Board's norms, no action is taken for creation.
- d) LARSGESS
In some divisions the process of LARSGESS as on 30/06/2010 has not been done. Problems exist in almost all Divisions. The PET should be dispensed with for the past cases also and appointment under LARSGESS be considered duly adopting the Compassionate appointment policy.

SECTION – B: MINUTES

DG/RHS

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

Matter is under consideration in consultation with Finance Dte.

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

Under consideration. Efforts are being made to persuade the Hospital to agree for CGHS rates.

AM(CE)

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

Staff Side requested for a copy of the report of the Committee constituted subsequent to the discussion with Board(ME) on 23.3.2011. Further discussion to be held thereafter. It was agreed to give copy of CTEs Committee Report and thereafter convene a meeting with AM(CE).

11/2012: Treatment of the cadre of the Cook as a regular cadre in the Track Machine Organisation vis-a-vis extending the benefit of restructuring.

It was agreed that the position regarding number of posts of cook in Track Machine Organisation and the number of staff actually working there against in all the 16 zones to be furnished to the Staff Side.

15/2012: Implementation of the report of the Committee on Trackmen.

Staff Side insisted that the recommendations of the Committee on Trackmen which comprised of representatives from Official Side as well as Staff Side should be implemented in toto and no deviation will be accepted. Official Side told that the sentiments of Staff Side will be put forth and the issue will be processed further.

AM(Signal)

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

Official Side explained that after detailed review, Board has issued revised Norms/yardstick for non-gazetted categories of Signalling staff (Group C & D) on 16.08.2010. The revised Norms/yardstick issued need to be implemented and feedback obtained from Railways regarding posts created as per these norms/yards before any further review is considered necessary.

Staff side however expressed serious disappointment against zero progress and specially urged for quick action. Separate meeting with ML to be arranged.

Adv. Elect. (G)

9/2011: Scale of electrical fittings for staff quarters – Provision for installing air-conditioners in residential quarters

It was discussed that ACs are a necessity in certain climate. Attempts may be made to provide for AC point in the residential staff quarters (type III) in a phased manner firstly at those staff quarters where direct metering connections are available.

AM(ME)/EDME(Tr.)

24/2011: Provision of accommodation to Trackmen in Accident Relief Train.

Staff Side demanded that a coach should be part of ART. ARTs are required to be despatched in 20/40 (day/night) minutes of accident being announced through a hooter. The staff nominated for ART are well versed with this provision and tuned to this requirement. The concept of 'golden hour' must be observed in each accident. Any detention of ART on account of waiting for trackmen will seriously jeopardise the golden-hour response.

However, it is acknowledged that a proper coach needs to be provided for movement of trackmen and other staff. Necessary direction will be issued, in consultation with the Safety directorate, so that a passenger coach with necessary amenities is invariably attached.

4/2012: Line Box for Loco Pilot and Guard – Revision of cost – Reg.

Under consideration.

30/2012: Improvement in the conditions of the Running Rooms and Rest Houses.

Official side stated that a proposal has been moved to provide funding under Plan Head-16 instead of Plan Head-64 for improvement in the condition of Running Rooms & Rest Houses.

AM(Commercial)/ EDPM

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

It was explained to the Staff Side that GM/Western Railway has been requested to get a thorough study conducted in consultation with organised labour and to send a detailed report along with possible solution. Staff side requested for a copy of the letter written to GM/Western.

22/2010: Provision of adequate facilities for Ticket Checking Staff in the Rest Houses on the Zonal Railways.

Staff Side stressed that Joint Committee should be formed to examine the issue and that the facility for ticket checking staff should be at par with running rooms. The staff side further stated that the TTEs should be able to deposit the cash at out stations. It was agreed to examine the matter further.

8/2011: Demands of the AC staff of the Indian Railways.

Matter is under examination. Staff side stated that the issues raised in the agenda item should be considered. It was also urged to expedite provision of berth for escorting staff.

23/2012: Reservation on Railway Passes- Revised Guidelines.

It was agreed to modify the provision contained in para (iii) of Railway Board's letter No.94/TG-I/20/P/14 dated 28.8.2009 to substitute 'JAG' level officer by 'Senior Scale' officer. Necessary instructions will accordingly be issued.

EDF(X)I

26/2010: Special Duty Allowance- Exemption sought for from the purview of Income Tax.

It was advised to the Staff Side that the matter is under consideration with Ministry of Finance. Copy of letter received from Ministry of Finance, CBDT in this regard given to Staff Side.

13/2012: Refund of Income Tax deducted from the salary of Running Staff.

Official Side will first check up with Income Tax Department regarding this matter and action will be taken accordingly to redress the grievance.

24/2012: Exemption of Transport Allowance from the purview of Income Tax- Enhancement of exemption limit from ₹800 to ₹3200 plus D.A. thereon.

It was agreed to make a reference to the Ministry of Finance on this issue. Copy of reference will be given to Staff Side.

EDCE(G)

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

In terms of recommendation of Works Standards Committee, Railway Board had nominated a Sub Committee for formulating the yardstick for various categories of Staff under SSE(Works).

The nominated committee after detailed study and examination of the subject have finalised the Report of the Yardstick on the subject and report has since been received recently. It is now being processed for further examination and approval of Board.

ED/L&A-III

14/2009: Corporate Welfare Plan.

Staff Side will study the implementation report on Corporate Welfare Plan sent to them on 19.6.2012 and will get back. They also requested for a separate meeting with ME on maintenance of quarters w.r.t. less funds allotment and other issues.

3/2012: Granting of House Rent Allowance(HRA).

Matter is under examination.

9/2012: Allotment of Type II quarters in favour of staff working in Grade Pay ₹1800/-.

Entitlement of Railway employees to various types of accommodation is based on their revised pay scales recommended by the 6th CPC as has been issued vide Board's letter No.2008/LMB/10/16 dated 27.01.2011. As the local conditions vary Railway Board have not laid down any rules/instructions for uniform application of rules regarding allotment of quarters. So far as allotment of quarters/surplus quarter is concerned it is the local quarter controlling authorities/GM who have been delegated with power/authority vide Board's letter No.E(G)2002 QR1-2(Surplus) dated 28.3.2012 to allot quarters/surplus quarters as per the classification (essential and non-essential) made by the Railways and as per the local conditions prevalent in the concerned Zonal Railways. Staff side however insisted that in GP ₹1800/- Group 'C' be made eligible for allotment of Type II Quarter.

EDF(E)

12/2005: Payment of Washing Allowance.

Official Side explained that once the recommendations of the Trackmen Committee are implemented, Gangmen which involves nearly 2 lakh employees are likely to be covered with washing allowance.

29/2010: Grant of ex-gratia payment to unmarried daughters of SRPF(C) optees beyond 25 years of age.

&

29/2012: Extension of facility of ex. Gratia pension to widowed/divorced/unmarried daughter.

It was advised to the Staff Side that DOP&PW, the Nodal Department in the matter has categorically advised that unmarried daughter of CPF beneficiaries, who had retired from service prior to 1.1.1986 shall not be eligible for grant of ex-gratia beyond the age of 25 years.

(Closed)

6/2012: Increase in the rates of interest on Railway Provident Fund.

Ministry of Railways being an administrative Ministry only follows the instructions issued by Department of Economic Affairs, Ministry of Finance, the nodal Department of the Government, and therefore, cannot taken any unilateral decision in the matter.

Recently, Ministry of Finance vide their resolution F.No. 5(1)- B(PD)/2011 dated 19th March, 2012 has raised the rates of interest on Provident Fund to 8.6% per annum from 8 % w.e.f. 01.12.2011.

17/2012: Arbitrary orders denying revision of Pension and Family Pension in favour of the Pensioners who were in receipt of Compulsory Retirement Pension and Compassionate Allowance Under Rules 64 and 65 of the Railway Services (Pension) Rules, 1993.

It was advised to the Staff Side that the matter is within the purview of DOP&PW and this Ministry being the administrative Ministry is bound to follow the instructions issued by the DOP&PW.

(Closed)

20/2012: Applicability of Liberalized Pension Scheme in the case of temporary status attained substitutes in the Railways regularly absorbed after 1st January, 2004- Reg.

The matter has already been referred to Ministry of Finance vide letter No.2012/F(E)III/1(1)/2 dated 22.03.2012. Copy of letters will be given.

ED(T&MPP)

19/2010: Upward revision of the Training Allowance to the Instructors of the Zonal Railways Training Institutes (ZRTIs) and STIs – reg.

Matter is under consideration.

EDPC-II

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.

It was explained to the Staff Side that Ministry of Finance has already cleared the proposal for fixation of pay in the situation of promotion from Chief Matron to Assistant Nursing officer, MCM to JE and Senior P.Way Supervisor to JE.

In respect of running staff, the matter is under further examination in consultation with Ministry of Finance. Staff Side wanted that similarly placed cases should also be considered and fixation benefit be granted.

11/2011: Grant of parity in Grade Pay and Pay Band to the categories of Stenographers and Rajbhasha Staff.

The issue of revision of Pay structure of Rajbhasha Staff of Zonal Railways is under consideration in consultation with Ministry of Finance. The issue relating to Pay structure of Stenographers is also under examination. Both the issues are already pending with DAC(Railways). However, this will be expedited. Staff Side expressed serious disappointment over abnormal delay and urged for grant of parity at the earliest.

20/2011: Grievances of the staff of Railway Staff College, Vadodra.

Matter to be reviewed in the light of discussion held in the DC/JCM meeting.

2/2012: Fixation of pay in case of one/two promotions received during the intervening period from 01.01.2006 to 31.08.2008.

It was advised to the Staff Side that the matter has been referred to Ministry of Finance. Further it was agreed to expedite the matter.

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.

It was agreed that a positive proposal will be put up to Board for consideration after consulting the Staff Side.

EDPC-I

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

The Official Side explained that the demand has been twice disagreed by the Ministry of Finance and this item may thus be closed. Staff Side, however, insisted to discuss in the next meeting.

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

File will be put up to Board for consideration.

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

Under consideration. Staff Side expressed their serious concern over abnormal delay.

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

Matter is under consideration.

2/2010: Rates of Running Allowance for Loco & Traffic Running Staff.

The demand is still under consideration. Staff Side wanted the matter be expedited.

3/2011: Denial of overtime payment to the Supervisors (excluded) when called out in connection with accidents/ breakdowns.

The position of the HOER in respect of excluded categories was explained by the Official Side. Staff Side, however, insisted on holding a separate meeting.

- 4/2011: (a) Implementation of MACPS – Anomalies.
(b) Implementation of MACPS in the category of Sr. Supervisors/P.Way in PB–2 with GP ₹4200.
(c) Grant of financial upgradation to Accounts Staff under MACPs Scheme.**
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Regarding item at (b), the issue is under consideration. For other two items, position was explained by the Official Side. Staff Side suggested to separately discuss these items which was, however, agreed to.

- 14/2011: Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) with Grade Pay of ₹1800.**

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- 21/2012: Extension of Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARGESS) to Safety Categories Staff with Grade Pay of ₹1900- Reg.**
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The Official Side explained the position in detail in respect of various demands under these items. Staff Side, however, insisted on reconsideration of these demands. Staff Side expressed serious unhappiness over the PET, written test and cycles system introduced deviating the Policy directive issued on 02.01.2004 and urged for thorough review and also grant appointment to the ward of safety staff duly relaxing the conditions and reviewing past cases.

- 7/2012: Revised rates of overtime to Railway Employees – Date of Effect – Grant of Breach of Rest Allowance w.e.f. 01.01.2006 to the Running Staff.**
-

The Official Side explained that Breach of Rest Allowance is paid in terms of OT hours and the instructions for revision of rates of OT are already available. Copy will be given to Staff Side. It was however pointed out that on some Zonal Railways, Breach of Rest Allowance not paid w.e.f. 01.01.2006.

- 10/2012: VI CPC pay fixation- Serious imbalance in the pay between Loco Inspectors inducted prior to January 2006 and those joined after 1-1-2006 – Rectification.**
-

The Official Side stated that instructions for stepping up of pay of LIs post 6th CPC have already been issued vide Railway Board's letter dated 24.07.2009. The issue to be re-examined, on insistence of the Staff Side.

- 27/2012: Removal of restriction imposed by the Railway Board in the matter of sanctioning the benefit of MACPs.**
-

Position explained to Staff Side but on their insistence, it was agreed to re-examine the matter.

EDE(N)

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

&

12/2012: Absorption of the Staff working in quasi-administrative offices/organisations in the Railways – Restoration of earlier policy- Urges.

Separate discussion to be held.

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

It was agreed to consolidate the existing instructions.

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

Extant instructions have already been issued vide Board's letter No. E(NG)I/2008/PM/1/14 dated 10.6.11 stipulating that all promotion shall be done with the approval of the cadre controlling authority who is competent to issue regular promotions. The need for ad-hoc promotion should be personally approved by the cadre controlling authority of the open line before any such ad-hoc promotion is granted by construction organization. As regards case of Southern Railway, comments of the Railway have since been received and are under consideration.

In this connection attention is also invited to Board's letter No.E(NG)-II/2002/PO/IR/1 dated 26.2.2010 which speaks of no reversion to open line without reasons and this was issued in consultation with the Staff Side.

12/2011: Acceptance of Voluntary Retirement request of Medically de-categorized staff with less than 20 Years qualifying service – Grant of compassionate appointment to the wards of such staff and grant of pension.

In terms of Rule 55 (4) of Railway Service (Pension) Rules, 1993 a Railway servant may, if he considers that he is not in a fit state of health to discharge his duties, apply to the appropriate authority for retirement on invalid gratuity or pension.

Provision for appointment of ward of totally incapacitated staff on compassionate ground already exists in Board's letters No.E(NG)-II/95/RC-1/94 dated 18.01.2000 and No.E(NG)II/95/RC-1/94 dated 14.06.2006.

Staff Side stated that the staff medically decategorised and found fit only in C-I or C-II are not allowed voluntary retirement when their service is less than 20 years and compassionate appointment in those cases not allowed. Staff Side wanted to review this.

26/2011: Implementation of the recommendation of Group 'D' Staff Promotion Committee (Ansari Committee).

A separate discussion to be held.

8/2012: Induction of Trackman/Gateman/Trolleyman/ Safiwala and Store Khalasis in Workshops, Traffic Operating and Commercial Departments.

A separate meeting with ME was held on 21.06.2012. It has been decided to reduce the age from 45 to 40 for transfer to other departments. The item will be closed after issuance of instruction.

16/2012: Appointment on Compassionate grounds – Delegation of power –Reg.

Under examination.

19/2012: Arbitrary orders issued, depriving staff from their existing promotional prospect- Raising of qualification for promotion to the post of Radiographer in Grade Pay ₹2800.

Under examination.

22/2012: Filling up of posts of Junior Engineer GP ₹4200 against 25% D.P. Quota- calling of candidates for holding selection.

Staff Side will submit proposal.

28/2012: Career prospect of Safaiwala/ Jamadar.

Staff side drawn attention to CRB's observation in PREM meeting. This will be examined.

EDE(G)

17/2010: Supply of branded quality cloth for the purpose of uniform to Railway employees.

Staff Side was advised that this matter was discussed in a full Board meeting held recently. The position is now being checked up with institutions like Air India, Indian Army, etc. Staff Side was further told that a Committee has been constituted to sort out this at the earliest.

19/2011: Provision of companion in same class for Post Retirement Complementary First Class Pass holders who lost their life partner/unmarried in lieu of companion in Second/ Sleeper Class.

It was agreed to re-examine the demand of the Staff Side connecting the existing orders.

28/2011: Entitlement of Railway employees for traveling in 'Duronto' Express Trains on the pattern of Rajdhani/ Shatabdi Express Trains.

File to be put up to Competent Authority again for covering the demand of the Staff Side to allow travelling in Duronto trains on Privilege Passes on the pattern of Rajdhani/ Shatabdi trains.

1/2012: Children Education Allowance and Re-imburement of Tuition Fee.

- (a) Instructions on the subject will be reiterated. Staff Side insisted that the Education Allowance be granted to any two children.
- (b) Reference has been made to DOP&T to reconsider the policy on reimbursement of Hostel subsidy. Copy will be given to Staff Side.

5/2012: Pass facilities to the Running Staff.

Instructions in this regard have been issued vide Board's letter No.E(W)2000/PS5-1/10 dated 02.04.2012.

(Closed)

18/2012: Entitlement of Passes to Group 'D' staff (retired) and widows of Railway employees at par with Group 'C' retired staff- Reg.

This will be examined.

26/2012: Upgradation of Central Railway School and Junior College from Class XII to Graduate level.

Official Side explained that provision of educational facilities is primarily the responsibility of State Govt./ Ministry of Human Resource Development (Department of Education). However, Railways have provided educational facilities to the limited extent within the constraint of available resources purely as a measure of staff welfare to meet the needs of wards/children of Railway employees only at such places where there is a concentration of Railway employees and the educational facilities provided there at by other agencies-both Government (State/Central) and private are found inadequate or are totally absent resulting in hardship or inconvenience to them.

Educational facilities provided by the Railways are generally confined to primary/Middle and High/Higher Secondary Standards. The Railways do not normally enter into the field of college and Technical education owing to their extant policy keeping in view the far reaching administrative and financial implications.

However, on Staff Side insistence it was agreed that the issue will be re-examined.

ED(A)

14/2012: E-reconciliation – Problems being faced by the Accounts Staff.

Official side stated that schedule of the training organised on E-reconciliation programme will be provided to the staff side.

DE(D&A)

25/2012: Penalty of withholding increments imposed under V CPC scales and operated under VI CPC pay plus grade pay-reg.

Matter to be further examined with reference to earlier Pay Commission.

SECTION –C: SUMMARY

	Total Number of Items	Discussed	Closed	Balance
Old Items	92	37	1	91
Agenda Items	30	30	3	27
Total	122	67	4	118
