

Introduction

Two Minutes mourn was observed for noble soul of Shri Chander Shekhar Menon, Member, National Council(JCM) and Ex Member, Departmental Council(JCM) and General Secretary, Western Railway Employees Union, who passed away on 12th June, 2010 at Mumbai. He was a member of Departmental Council/JCM from AIRF. Member(Staff) as Chairman of the meeting addressed the gathering as under:-

Shri Purohit Ji, Shri Guman Singh Ji, Shri Raghavaiah Ji and Shri Mishra Ji and 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 my officers and on behalf of the entire administration a very hearty welcome to this meeting. Last meeting we held almost one year back in August, 2009 and for this year this is the first meeting of the forum. I am happy to mention that the functioning of the Railway machinery has been praised at the highest forum of the National Council/ JCM which was held in Rail Bhawan itself on 15th May, 2010 chaired by Cabinet Secretary. The manner in which the Staff Side and Management Side are conducting themselves and solving the problems tactfully and amicably are praise worthy. So, I wish and I hope that this excellent work from both sides will continue in near future and as well as in the time to come.

We have almost come out of the global crisis of slow down which engulfed the entire world almost for one year and it's a good sign and I am happy, as an Indian, that our country has taken much less time because of the robust Banking System, and other management principles we adopt. Other countries are still not fully out of the crisis. Our growth is already touching 7 % and we are seeing the same targets for the future as before the crisis. It is a very welcome sign. In line with the country's growth, our Railway's growth is equally dependent and we are progressing well and our physical growth is good.

In 2009-10, our total earnings have risen almost by 9% as compared to 2008-09 as a result of rise in goods earnings and passenger earnings.

We have gone through many important events, many important aspects of personal working and many important aspects of staff welfare. Some of these important aspects which we tackled during the last year after a lot of debate consultation and support from staff side. I must admire the manner in which the advices and consultations were given. In the last DC/JCM meeting, important issue of cadre restructuring was raised and we

have progressed a lot. CRC has been constituted. In 2009-10, 13,000 additional posts were created. Compassionate appointment powers of GMs have been enhanced. Staff Benefit Fund which used to be Rs. 350 in 2008-09 has been enhanced in the recent budget to Rs. 500 which means that we have graduated SBF of 5 crores to 50 crores and now 70 crores. The distribution has also been done in consultation with you all. The major beneficiaries of this enhancement are the Group 'D' and their families.

There was no provision for scholarship to the male child of the Group 'D' staff, which has been made at the rate of Rs. 1000 per month.

A new fund has been created for the staff in 1800 grade pay which is the Distress Fund at Rs. 50 per head which will help staff in all their difficulties and eventualities. One of the issue which I would like to mention is that while we have enhanced the allotment of the fund, we have to see that this utilization is also commensurate with the allotment because what I have found that on some Zonal Railways the utilization is not adequate e.g on Central Railway, in 2009-10, 6.6 crore were allotted and only 1.6 crores were utilized. On Eastern Railway also 6.67 crore were allotted and 1.3 crores were utilized. So now 11 crores are available on these Railways for 2010-11 and because you are the most important constituents of the SBF Committees your role will be very important for the utilization of SBF. In various forum, we have debated about the improvement in the system of ACRs and feedback. We have implemented it. From this year the ACRs will be shown to all staff and officers starting from 2009-10 and this system have also been implemented on Zonal Railways. So a very transparent and satisfied system has started. In the last JCM Meeting, a point was raised about the remaining persons who were in grade of Rs. 1800 because they were being retrained and now all the staff have been put in grade pay Rs. 1800, all training modules of the staff and supervisors have been revised in consultation with staff side and the suggestions given by staff side have been examined and incorporated where ever found feasible.

Our medical facilities have improved for the 64 lacs beneficiaries for both retired and serving through a chain of 125 hospitals, 586 dispensaries with total number of 13963 indoor beds, 150 super specialty hospitals who are in panel. This system is managed by more than 2500 doctors and about 54000 para medical staff along with 1000 other doctors i.e. honorary visiting specialist, senior residents, post graduates, etc. To further improve our health system more innovative steps have been taken up:-

- (a) An MOU has been signed between Ministry of Railways and Ministry of Health and welfare for setting up of OPD and approximately 500 diagnostic centres, primary level, secondary level, tertiary level and multi speciality hospitals with more than 300 beds would be open in near future.
- (b) Tele medicines centres have been started at 18 centres and many more are in progress of being started very soon. This is being done as mission item.
- (c) Metro Railway Hospital has been upgraded. A new hospital is also under construction in Metro Kolkata.
- (d) Burn unit has been sanctioned for six railway hospitals and the work are in the advance stage.

Hon'ble MR in the Budget have provided many new schemes out of which the opening of Kendriya Vidyalaya is one. We have planned 50 Kendriya Vidyalayas, 20 in 2010-11 and 30 in 2011-12 throughout the country. 50 crèches for women employees have been planned out of which 18 have already commissioned at various places. Hostels have been planned out of which 15 hostels have already been commissioned.

In sports also, our employees are working and achieving laurels and some of the examples are:-

- (i) Shri R.R Laxman of ICF has won gold medal in the recently held Common Wealth Chess Championship.
- (ii) In the USIC World Railway Table Tennis Championship, 2010 which was held in Russia, Indian Railway's men team won Gold medal and women team won Bronze medal. Shri Arpit Bhoplakar of Western Railway also won Gold medal in Men's individual category.
- (iii) I feel proud to inform that during 2009-10 Indian Railway teams participated in 42 Senior National Championships and declared winners in 26 whereas in 3 Championships they stood as runner up.

In the coming Commonwealth Games also, we have been chosen as the lead partners for the Games which is scheduled to be held in October, 2010 in Delhi. A Commonwealth Express Train was recently flagged off by Hon'ble MR which created a great enthusiasm and excitement.

We have been pursuing various PPP projects which is the requirement of the time. We have to go for these PPP projects because our ambitions are big. We want to progress very fast. We want to remain with time and

therefore the capital is required to be in use in the system from outside. Many of the PPP projects are under implementation e.g. Kachrapara Workshop for making EMUs, Dankuni project for pre-pollution equipments, Madhapur project. All these are examples of big PPP projects costing more than 2500-3000 crores. Another PPP project is CFL project linked to the Carbon Credit Earning which came very handy and was appreciated by all the employees when they got CFL lamps in replacement of the bulbs which they were using and it was free of cost. Each family residing in the railway colony was given 4 CFLs. Each CFL is costing about 150 rupees. This project is a fine example of Public Private Partnership in which the Railways are not investing even a single penny and it has benefitted the railway employees and their families. So such is the potential of the PPP projects and the benefits involved and we have to see how more PPP projects can benefit the staff and their families.

Some of the pending issues I must mention which have been under deliberations for a long time have reached almost the last stage because these are very complicated issues and involve financial implication and other implications. Such issues are:-

- (i) Pass entitlement of the employees after the 6th CPC.
- (ii) Safety related retirement scheme.
- (iii) Filling up of vacancies in Group 'C' and Group 'D'.

Both Staff Side as well as the Management Side have to work together in very close coordination to achieve the objectives before us in the minimum possible time. So, wish you the very best that this august body functions in the most efficient manner and in the most cordial atmosphere and produces the best results in the interest of both the Staff and the organization.

Thank You.

Shri Umraomal Purohit, President AIRF

Shri Umraomal Purohit thanked Member(Staff) and the Official Side for remembering Shri C.S. Menon, General Secretary WREU and stated that Shri Menon was one of the dedicated trade union leaders who devoted his whole life for the welfare of the Railwaymen and Railway Trade Union Movement. He wished best of luck to all the doctors through the DG(RHS) on the eve of Doctors' Day.

He opined that the Railway Board should consider granting of leave to CMP doctors and Paramedical staff.

Shri Purohit pointed out that there is tremendous shortage of Paramedical staff and Safaiwalas despite all efforts made by the administration and urged the Railway Board for reviewing the policies and take positive steps for getting adequate CMP doctors, Paramedical staff and Safaiwalas.

He also urged the Railway Board to issue instructions to the Zonal Railways for preparing time schedule for formation of panels so that vacancies can be filled timely.

He further urged that the Railway Board should consider upward revision of the rates of Running Allowance and payment of arrears of Running Allowance effective from 1.1.2006.

Shri Purohit demanded that two Trackmen should be deployed for night patrolling, keeping in view the present law and order situation prevailing in the country and all necessary instruments including Walkie-Talkie should be provided to them.

He further demanded that a committee should be formed to go into the details of the problems faced by the Gangmen/Gatekeepers/Keymen/Gangmate in their day-to-day working.

He pointed out to Member(Staff) about the role played by the Accounts Department in halting the project sanctioned by the Railway Board on Western Railway in which a Cat Lab was sanctioned to Jagjivan Ram Hospital and lot of ancillary machineries were procured by JRH but due to adamant attitude of the Accounts Department, Cat Lab could not be materialized and warranty period of the machineries procured is already expired. He cited another case wherein engagement of Paramedical staff on contract basis against new assets is delayed due to non-cooperation of the Accounts Department, which is resulting in hardships to the patients as also Medical Department.

Shri Purohit requested for filling-up vacancies in all cadres through GDCE as a one time exemption and also requested for issuing necessary instructions for recruitment of group 'D' staff with relaxed qualification.

Shri Guman Singh, President – NFIR

He thanked Member Staff for giving information about performance of Indian Railways in various field of activities and reminding the policy letters which were issued by the Railway Board in the recent past.

He expressed happiness that Railway Board issued revised instructions for issuance of promotion orders of staff on the basis of benchmarking against the vacancies arising upto 31.12.2011.

Acute shortage of staff, due to non filling up of vacancies, presently the track maintenance gangs are working with under strength, so much so that against sanctioned strength of 12 trackman, 5-7 are physically available for track maintenance. The unmanned level crossing gates which are causing serious concern due to accidents, are being converted to manned level crossing gates for which the posts of Gateman have either not been created or in spite of creation of posts, men are not available. These L.C. Gates are manned by withdrawing Trackmen from gangs.

The position of staff strength have never been so poor in the past as it is prevailing now that about 20% posts are vacant on Indian Railways. He stressed that immediate effective steps are needed to be taken to fill up the vacancies.

Every year large number of train services are increased and enhanced besides addition of other assets but posts are not created. This style of management will be detrimental to the Indian Railways. He requested for adopting judicious dealing for providing man power for additional workload.

It has been observed that the Railway Administration is unfair in dealing with the staff matters pertaining to HOER. There are number of cases of change of classification, either denied or delayed in spite of justification after conducting factual job analysis. He requested the Railway Board for issuance of suitable directions.

He pointed out the violation of act, 'Persons with disabilities (equal opportunities, protection of rights and full participation) Act 1995', wherein it has been made obligatory on the part of administration to provide alternative job in the same pay scale and his rank must not be reduced. It has been observed that officers frequently violate the provisions of this act

by providing alternative job to the medical decategorized employees not only in the lower pay scale but humiliate them by providing post of much lower rank.

The Railway Board have constituted Anomaly committee and CRC to deal with departmental anomalies arose out of recommendations of 6th Central Pay Commission. Meetings of these committees have been conducted. He requested the Member Staff to get approval of full Board early on the recommendations of these committees.

On the recommendation of 6th CPC there has been financial upliftment of employees, yet discontentment is prevailing amongst several major important categories because of disparity in consideration of responsibilities and duties which they perform under difficult working condition. It has provoked fragmentation amongst the Railway employees. He cautioned the Railway Board to refrain from such actions which may aggravate the situation as caused due to appointment of Fast Track Committee.

The Railway Board have issued orders that the Pension Pay Order of pre- 01.1.2006 retirees should be revised. Although at some places this work has been done but most of the divisions have not yet issued the revised PPO and so suitable action is needed.

Shri Shiva Gopal Mishra, General Secretary AIRF.

Shri Shiva Gopal Mishra thanked the Chairman and stressed for creation of additional posts for additional works and filling-up of vacancies in higher grade posts, particularly in safety categories through GDCE in-house as one time measure.

While expressing concern on large number of vacancies of ALP, ASM, ESM staff, Shri Mishra requested the Railway Board to withdraw their orders to review non-essential and non-safety category posts and surrender 50% staff by 15.7.2010. He questioned the Railway Board, how they could expect productive approach by surrendering posts.

Shri Mishra stated that we are unable to understand the definition of non-safety/non-essential posts because for the creation of even a post of Peon lot of justification is required.

He further stated that the Railways is running with more than two lakh vacancies. For efficient running of the Railways, sufficient posts and infrastructure should be created. Till proper manpower is given, no new trains should be introduced.

While demanding for the introduction of old system of recruitment in group 'D' Shri Mishra stated that at least power for recruitment of group 'D' and Substitutes should be delegated to DRMs/CWMs so that the posts in Grade Pay Rs.1800 can be filled.

He stated that Trade Test of Artisan Staff should be replaced with Benchmark system. This system should also be extended to Technicians also so that they could feel that they are also a part of Railway system.

Shri Mishra stated that the Zonal Railways are violating HOER. He demanded to stop this practice.

He also requested the Railway Board to issue instructions to Zonal Railways not to change classification from **“Continuous” to “Essential Intermittent”** without factual job analysis.

He stated that the orders issued for providing accommodation to AC Coach Attendant are not being implemented properly by the Zonal Railways; particularly by Northern Railway; with the result they are forced to loiter on platforms of Delhi and New Delhi railway stations.

In the matter of Staff Benefit Fund he thanked Hon'ble MR, who agreed to the proposal of the Federation for increasing SBF from Rs.350 to Rs.500.

Shri Mishra stated that surplus staff are forced to join on bottom seniority. They must be absorbed according to their qualification.

He stated that there is large number of vacancies of paramedical staff. There is an urgent need of filling of the vacancies.

He stated that hospitals like NRCH are without sanitation staff. He also requested the Railway Board to fill the vacancies of the doctors.

He thanked the Chairman for delegating powers to the General Managers in the matter of compassionate ground appointment up to GP

Rs.4200, but requested that ifs and buts added in the letter should be removed and full powers should be delegated to the GMs.

He stated that the amount of staff amenities has been enhanced up to rupees 5 lakh and the power of the DRMs to rupees 10 lakh. Adviser(IR) informed that it has been enhanced up to rupees 20 lakh for the GMs and orders to this effect will be issued shortly. Shri Mishra stated that rupees 20 lakh to the GMs will be insufficient. This amount should be allotted to the DRMs.

Shri Mishra further stated that since there is much anxiety in the matter of entitlement of Privilege Passes, it should be finalized early.

He also demanded to allow Privilege/Complimentary Passes in Duroto Express trains.

He stated that at least two Patrolmen should be posted for patrolling of Railway track. They should be equipped with CUG Phone/Walkie-Talkie so that human being can be saved.

He demanded that the duty hours of Running Staff and Safety Categories staff should be reduced by setting up a High Power Committee.

Shri Mishra mentioned that in spite of raising the issue in various fora as well as Railway Board's Safety Review Meeting with the Hon'ble Minister for Railways, General Managers' Conference, nothing visible has been done for the recruitment of wards of Railway employees in GP Rs.1800 nor Safety Related Retirement Scheme has been implemented.

Shri Mishra stated that orders for promotion from group `C' to group `B' have also been issued, creating lots of frustration in the mind of senior most Supervisors.

Shri Mishra expressed dissatisfaction on arbitrarily closing of items from DC-JCM/PNM Fora.

He requested the Railway Board to withdraw the instructions issued by the Railway Board in connection with patent hearing of the Unrecognized Unions/Associations because it is used to create lot of confusion.

Shri Mishra demanded removal of three-year service condition in the matter of inter-railway transfer of group `D` staff and five-year service condition in the case of group `C` staff.

He demanded absorption of all quasi-administrative staff, those who were on roll up to 2006, in the Railways without imposing any condition. He also demanded relaxation in upper age limit for the absorption of these staff in the Railways.

He expressed dissatisfaction on dilapidated conditions of the Railway quarters. He also expressed anguish on the sanitation of Railway Colonies.

He also demanded rate of KMA to the Running Staff and its arrears w.e.f. 1.1.2006.

He further demanded payment of Washing Allowance to all those staff who are getting uniform.

He expressed anguish over freezing of vacancies by the Railway Board.

He also demanded opening of RELHS Scheme permanently.

He ended his speech with thanks to the Chairman.

Shri M. Raghavaiah, General Secretary/NFIR

At the outset Shri M. Raghavaiah, General Secretary – NFIR thanked the Member Staff for highlighting the good performance of Indian Railways and equally the issues settled already and the remaining important issues which are also nearing solution.

He also requested the Member Staff to convey Staff Side thanks to the Cabinet Secretary for recognizing the best performance of Railways. He said due to the devotion and dedication of Rail Workforce, the Indian Railways continued to maintain increased performance inspite of economic crisis world over.

Mr. Raghavaiah has complimented the MS, for rationalizing the promotion policy through ACR Benchmarking and expressed confidence that appropriate decision will be taken by the Board much before December, 2011 so that the promotion vacancies will get filled promptly. He complimented the Railway Board for implementing CRC agreement in respect of Asstt. Loco Pilots. Shri Raghavaiah has brought out the following

points for quick redressal.

- 1) Issues relating to Anomalies discussed in the meetings and conclusions reached on 10th June, 2010 at the highest level may be got cleared at the earliest.
- 2) CRC Agreement pertaining Station Masters and other Commercial categories – Orders be issued without delay.
- 3) Revision of Allowances, more particularly Torch Cell Allowance, Special Allowance to Gatemen, Shoe Allowance to Trackmen, By-cycle Allowance, ICU Allowance etc. may be finalised and orders issued.
- 4) In the wake of Merger of Pre-revised Pay Scales and introduction of Pay Band & Grade Pay concept, designations need to be revised and avenue of promotion be also reviewed for modification. This be considered on priority.
- 5) Special care needs to be taken in the case of Cadres where single Grade Pay is existing – ECG/ EEG Technicians, Legal Cadre etc., In the case of Legal Cadre, Manchanda Committee Report be implemented.
- 6) Additional Allowances to Loco Pilots and Guards should be given effect from 1.1.2006 instead of from 1.9.2008.
- 7) In view of large number of vacancies continued unfilled, GDCE be conducted by the Administration for filling D/R quota vacancies. This be done on top priority as the situation in the field is alarming.
- 8) In the RE organization Diploma Holders are working. They were discriminated by placing them in the lower pay scale. These staff may be absorbed as JE II against D/R/ quota vacancies. Similarly placed staff were absorbed as JE II.
- 9) Large number of feeder posts (GP 1800) are vacant. Consequently system is suffering, staff over burdened and staff resentment growing. Decision needs to be taken to engage Substitutes and also re-engage former Substitutes/Casual labour.
- 10) Act Apprentices of NWR may be inducted in other Zones where there is heavy shortage of staff. In this connection, Federation's brief note to Adviser (IR) may be connected.
- 11) Creation of New posts for New Assets/Services should be ensured on priority.
- 12) On East Central Railway the Substitutes engaged with the approval of G.M. for security patrolling after conducting physical test, medical examination, verification of School Certificates were

- subsequently retrenched when it was decided to terminate the security Patrolling. These former Substitutes (mostly wards of employees) may be re-inducted for meeting the exigencies in the Railway in view of heavy shortage in ECR.
- 13) Prior consultations on proposed surrender of posts, shifting/closure of activities should be ensured by the Administration. Suitable guide lines be issued.
 - 14) A separate Committee to look into all aspects of Service/Working conditions of Trackman, Gateman & Keyman should be constituted without further delay.
 - 15) Mobile Road Medical Services should be introduced as the trials conducted are proved successful. This will facilitate Health Care to the staff and their families at their door step.
 - 16) Revision of Income Tax exemption limit for Running Staff should be got expedited with Ministry of Finance as this issue is pending for more than one year.
 - 17) Transport Allowance to staff of Rayanapadu Workshops of S.C. Railway should be allowed in view of peculiar condition. This issue was discussed by the Federations with the Board in the past and required particulars were also given to the Board.
 - 18) In the RCF, Kapurthala, selections for AWM, AMM, JE II & LDCE for Technician Gr.III were conducted and subsequently cancelled. AFM Panel was drawn irregularly and cancelled after 3-1/2 years. Ineligible candidate was empanelled and promoted to Group 'B' (Gazetted) and after 3 ½ years he was reverted. In the process eligible candidate lost the promotion benefit. A thorough investigation into all these irregularities needs to be done for rectifying the systems.
 - 19) In the Rail Wheel Factory Yelahankar, the revised Incentive Bonus rates were not given effect from 1.6.2009. The rates were also not revised as per the table indicated in the Board's letter dated 29.10.2009. NFIR has already written to Railway Board in this regard.
 - 20) Retired staff in the Grade Pay Rs. 1800/- should be granted 2 sets of Post Retirement Passes in a year.
 - 21) Upgradation orders issued by the Railway Board on 30.11.2006 for the Physiotherapists category have not been implemented by Northern Railway being a nodal railway, consequently the eligible staff have been deprived of the benefit. This was pointed out by NFIR and letters were also sent to Northern Railway as well as Railway Board. This should be sorted out and benefit of promotion given to physiotherapists with retrospective effect.

- 22) Supply of Wrist Watches to P.Way Mates, Keymen etc., although agreed to, but not implemented.
- 23) Revised classification for promotion vacancies – Railway Board's orders dated 3.9.2009 & 7.6.2010 not made applicable to the staff of Railway Printing Presses, I.T. Cadre etc. Due to this delay the staff are deprived of promotion since 2008. This should be expedited and orders issued.
- 24) Upward .Revision of remuneration for Homeopathic/Ayurvedic Doctors is over due. It is requested to take action for revising the emoluments.
- 25) Counting of entire Ty. Status Casual Labour service as qualifying service :- Agreement reached with the Federation in February, 2006 should be implemented by pursuing the matter with DOPT once again, duly apprising the complexities of jobs performed by the staff in maintaining Railway Tracks,. Bridges, assets for safe running of trains.
- 26) Departmental Catering Staff on deemed deputation – Those who opt to Railway should be redeployed as per their choice. Some Zones have already done accordingly.
- 27) Privilege Pass eligibility should be decided as proposed by the Federations without further delay.
- 28) Introduction of Modified Safety Related Retirement Scheme should be expedited duly covering all categories related to Safety in Grade Pay of Rs. 1800/-.
- 29) Various Committees were constituted by the Railway Ministry, some of them are related to staff, safety, productivity and reforms. Reports of the Committees be made available to the Federations.
- 30) Budget Announcement of Hon'ble MR for providing "House for all" in ten years:- Federations be apprised of progress made.
- 31) Kendriya Vidyalayas: – Proposal for establishing Central School at Nanded (S.C. Railway) be expedited and sanction communicated.
- 32) Recognition for Balniketan School, DLW, Varanasi (Presently run by Women's Welfare Organisation) may be obtained soon, facilitating payment of children education allowance to the students.

While concluding, Mr. Raghavaiah has once again complimented the Member(Staff) for reaching the Federations on important issues and working for consensus. He assured the continued support and assistance of Federations for improving the performance of the Railways and ensuring

greater customer satisfaction.

Shri Rakhal Das Gupta

Shri Rakhal Das Gupta thanked the Railway Board for holding the DC/JCM meeting. He pointed out that out of 72 issues, 9 issues have only been settled and orders issued. As many as 62 items are pending. He requested the Railway Board to gear up the machinery so that items pending since long are settled.

Shri Das Gupta pointed out that the Railway Board vide their letter No.E(MPP) 2000/1/ 11 dated 11.08.2000 had issued order for filling up of only one vacancy out of three vacancies caused due to Natural Attrition. This matter was raised by GS/AIRF in the meeting of NC/JCM held on 15.05.2010 when Secretary DoPT had informed that this particular order has since been withdrawn in the year 2009. But the Railway Board did not issue any order to this effect. He (Das Gupta) requested the Railway Board to issue necessary order in this regard.

Shri Das Gupta pointed out that Railway Board vide their letter dated 06.04.2006 had issued order that no promotional post, safety post and manned post should be surrendered. But violating this instruction posts are being surrendered on thumb rule. It was decided that the matter would be discussed between the Staff Side and the full Board. But the meeting is yet to be convened.

Shri Das Gupta pointed out that new trains are being introduced and new assets are being created but additional posts in connection with the increased work load are not being created. In some divisions vacancies are in most sensitive category. He said that 4/5 Zonal Railways approved Panel for erstwhile group 'D' are waiting for appointment. Those Panels should be activated.

Shri Das Gupta pointed out that efficiency bureau of Railway Board have issued order lowering down the yard stick of staff without consulting the concerned directorate. He referred this issue in the matter of re-fixation of yardstick for maintenance of EMU coaches. This sort of arbitrary order should not be issued and need to be hold back.

Shri Das Gupta pointed out that Corporate Welfare Plan for construction and maintenance of Railway quarters and Railway Colonies has been drawn with estimated expenditure of Rs.5000 crore for the period from 2006–2015. Works Programme up to the year 2010–11 has been drawn only for Rs.1031 crore. The condition of Railway colonies in general are deteriorating day by day causing, serious resentment amongst the railway employees and their family members. He requested to take some pragmatic steps to improve the living condition of Railwaymen by improving standard of quarters and Railway Colonies.

Shri Das Gupta pointed out that Ansari Committee was appointed upon a decision of strike negotiation. The report of the committee need to be deliberated upon and logical conclusion should be arrived at.

Shri Das Gupta pointed out that there has been inordinate delay in the matter of granting of Ex. Gratia to the families of railway staff, expired while on duty. He requested Railway Board to monitor the matter so that delay is curtailed and the family can get the relief at the earliest.

Shri Das Gupta pointed out that Human Resource Reforms Committee has been appointed to look into the aspects of training etc. He requested the Railway Board to discuss the report with the Federations on receipt of the report.

Shri Das Gupta pointed out that since it has been decided that the promotion would be regulated on the basis of Bench Mark, time table for promotion as has been drawn for MACP may be drawn in the matter of implementation of regular promotion as well.

Shri Das Gupta pointed out that the Railway Board vide letter dated 03.09.2009 have classified certain post as 'Suitability'. While doing so where written test to be conducted the same also has been specified. But in violation of the same the Western Railway has been insisting for holding of suitability test for promotion from Jr. Commercial Clerk to Sr. Commercial Clerk by holding written test which was not prescribed. He urged upon the Railway Board to issue necessary instructions to Western Railway in this regard.

Shri Das Gupta pointed out that Asstt. Station Master in Grade Pay Rs.2800 are only allowed to appear for the post of Traffic Apprentice. He pointed out that only 8% posts of ASMs are in Grade Pay Rs. 2800 which

generally remain unfilled. So he requested the Railway Board to allow ASMs in Grade Pay Rs.4200 also to appear in the selection for the post of Traffic Apprentice.

Shri Das Gupta pointed out that 25% post of JE-II is filled up departmentally through a process of selection, where candidates are to be called in 3X formula. Post of MCM is only 8% and in many cases of selection availability of MCM falls much short of 3X formula. He requested the Railway Board to issue necessary clarification so that Highly skilled Gr. I are also called where 3X formula need so.

Shri Das Gupta pointed out that the Railway Ministry have obtained exemption from the Administrative Labour Ministry in respect of 3 weeks work and 1 week rest for Track Machine Staff. The exemption was obtained right from 2003 – 2006 and third exemption from 2009–12. But for want of staff the exempted rest rule has not been implemented. This should be implemented without further loss of time.

Shri Das Gupta drawn the attention of the Railway Board that as per Para 2 of Master Circular No. 49 issued on 20.04.2007 in the matter of Rules for allotment of Railway quarters. It has been laid down that Gr. 'C' staff maximum which is less than Rs.7000 are entitled for Type – II quarter. Staff having Grade Pay of Rs.1800 has been classified as group 'C'. So it is requested that staff in Grade Pay Rs.1800 should be allotted Type-II quarters, if otherwise entitled.

Shri Das Gupta requested Railway Board to extend the option for RELHS which has expired on 31.03.2010.

Shri Das Gupta pointed out that minimum two Patrolmen should be booked for patrolling duty and they should be provided with Walkie-Talkie/Mobile Phone and in mid section small hut should be constructed so that the Patrolmen could save themselves from storm and thunder.

Shri Das Gupta requested Railway Board to provide rest room facilities to AC Coach escorting staff. He pointed out that although AC Coach escorting staff are not performing any commercial duty and do not deal with any cash transaction they are being asked to declare personal cash which is meant for commercial staff dealing with cash. The AC staff should not be subjected to cash declaration.

Shri Das Gupta pointed out that in many places Railway quarters are lying surplus. Somewhere they are being occupied by rank outsiders. He requested Railway Board to allow retention of Qrs. on normal rent by the staff who were erstwhile serving in that particular station and kept their families in former station on normal rent. The power for the same may please be delegated to the General Manager.

Shri Das Gupta pointed out that a good number of Casual Labour in BG project of NE Railway are yet to be absorbed. He requested Railway Board to absorb them on the basis of services rendered, granting age relaxation to the extent that was agreed between the Railway Board and the federation.

Shri R.P. Bhatnagar

- 1) Heavy shortage of Doctors.
- 2) Special Committee on Trackmen should be constituted without further delay. Track Man be designated as Track Maintainer.
- 3) Contracting out the activities in the Workshops is not desirable.
- 4) Maintenance of Quarters is very unsatisfactory.

Shri J.R. Bhosale

Shri J.R. Bhosale pointed out the necessity of finalization of new Catering Policy as announced by Hon'ble Minister for Railways in the Parliament and creation of infrastructure under Addl. GMs/CCMs for inspection of all Catering Units under IRCTC.

He stated that Trackmen are paid Rs.450/- for purchase of Hunter Shoes. At present the market price of Hunter shoes is above Rs.1500/-. Board should take immediate steps for supply of Hunter Shoes to Gangmen/Trackmen.

The post of Sr. Commercial Clerk in PB-1 Rs.2800 is a non-selection post. However, Western Railway is insisting for conduct of written examination for assessing the suitability. He pointed out that Railway Board in their letter dated 3.9.2009 have prescribed written suitability test only for the category of Senior Office Clerk. He therefore requested to issue clarification to Western Railway administration for considering promotions to the post of Sr. Commercial Clerk in PB-1 Rs.2800 without subjecting them to written examination.

Medically de-categorized running staff continued on supernumerary post till they are absorbed in stationary post have not been paid in the same pay scales. Western Railway has made a reference on 17.12.2008 seeking the Board's clarification that how they should be paid in transit period, i.e. when they are continued on supernumerary post, but Board has not yet replied the reference, which is resulting in financial losses to the medically de-categorized running staff. This issue should be clarified early.

After implementation of the 6th CPC, Board have not issued instructions how medically de-categorized staff be absorbed in stationary posts. Board should issue necessary instructions at the earliest.

General Manager, Western Railway has made a reference on 23.6.2009 for enlarging the eligibility criteria for the post of Asstt. Loco Pilots, i.e. Staff working in Group 'D' in Car Shed, C&W Depot, Electrical & General services and Workshops should also be made eligible to appear against Ranker's quota of ALP. This issue be considered by the Board and suitable reply be given to General Manager, Western Railway.

There is lot of delay in taking decision and issuing orders of cadre promotion in case of merged grades. The employees, who retired during this period, could not be promoted for want of Board's instructions despite having vacancies in higher grades. Therefore, it is requested that in such cases, where promotions could not be issued, the benefit of proforma promotion should be given from the date of occurrence of vacancy and benefit of pension accordingly.

Issue orders in respect of change of designations in all posts as agreed in the joint meeting, particularly in the case of merged grades.

Shri B.C. Sharma

- 1) Master Craftsmen promoted to J.E.-II – Pay fixation benefit not given.
- 2) Pay fixation on promotion to those staff who were promoted after 01.01.2006 to the higher Pay Scale which got merged subsequently not protected.
- 3) Revised PPOs to those staff retired prior to 01.01.2006 have not been issued.
- 4) Commercial Staff/ Booking Clerks are made to work on Computer for 8 hours continuously for issuing tickets. The working hours should be restricted to 6 hours.

Ch. Shankar Rao

He stated that RRB/SC's proposal on ASM Panel is pending with the Railway Board for their approval. He demanded for its early release.

He stated that no funds are available with S.C. Railway for maintenance of Railway quarters.

He stated that orders for Selection/Non-Selection of posts in the printing presses and Accounts(IT) are still not issued.

Shri J.G. Mahurkar

On Western Railway, even in cases of amputation of leg of Loco Pilot, he is certified Fit in A-1 category with rider stating he cannot work much, cannot make heavy movements and cannot lift weight. But the Doctors do not write that they are not Fit to work in their original category and that he is decategorised. The employees tend to lose the benefit available to them in respect of Voluntary Retirement and Compassionate appointment to Ward. The Medical authorities should decategorise such employees.

Late communication of Draft Charges by Vigilance Organisation to Divisions causing untold hardship to staff.

Shri.C.A. Raja Sridhar

The Central Vigilance Commission has withdrawn its earlier order of classifying penalties to be imposed under DAR Rules such as Stiff/Stringent Major/Minor Penalty. Consequent to the same, the Railways should also withdraw all its earlier orders on this subject.

Consequent to introduction of revised Benchmarking, all vacancies in promotional posts should be filled up immediately by forming committees to scrutinize the ACRs of the employees and also a panel must be drawn in advance, taking into account of the vacancies that are likely to occur till 31-12-2011, so that, promotion orders are issued to the employees from the day the vacancy arises.

Shri Ram Murat

The fully dependent widow/divorced daughters have been granted Family Pension w.e.f. 25.08.2004 and the Unmarried daughters w.e.f.

06.09.2007 irrespective of the age. But they are not being issued Complementary Passes. This should be considered.

After upgradation of P. Way Supervisors Pay Scale Rs.4500–7000 plus Rs.100/– Spl. Pay as Sr. Supervisor(PW) Pay Scale Rs.5000–8000(RSRP) w.e.f. 22.02.2007 all selections processed have been cancelled on East Central Railway. At present there is no avenue. Action may be taken to provide avenue for P. Way staff for promotion as J.E.-II (P. Way).

A list of empanelled SE Grade Pay Rs.4600 PB-2 recruited under qualification 1/2008 category No.2 was sent to G.M.(P) DLW, Varanasi by RRB/Allahabad. But some candidates have not joined their duty. G.M.(P) DLW, Varanasi vide his letter No.DLW/R/56E/SE/ Mech(EL) Pt.I dated 02.02.2010 requested Chairman, RRB/ Allahabad to send supplementary Panel which is still awaited. This may be looked into and RRB/ Allahabad be suitably advised.

Shri Ch. Gandhi

Shri Ch. Gandhi requested for the enhancement of rate for lease accommodation at Bhubaneswar, pending in the Railway Board Office since two years.

He also requested for the approval of Apollo Hospital, Bhubaneswar, for East Coast Railway, as referral hospital.

He further requested for filling-up of medical official posts at KK line at BCHL and KRDL Health Units.

Shri K.S. Murthy

New Pension Scheme w.e.f.01.01.2004 – Staff appointed on or after 01.01.2004 are unaware, where the deducted money from their salary credited. They do not know what is their total deducted amount and Government's contribution.

Shri A.M.D'Cruz

Shri A.M.D'Cruz stated that there are large number of vacancies on South Western Railway.

He requested the Railway Board to accord necessary sanction for filling-up of 4,700 vacancies in Group `D' posts, for which notification was

issued and physical efficiency test was also commenced in January 2008. But the same was stopped because of some political agitations.

Revival of Ghat Section Allowance to Loco Inspectors which has been stopped by SDGM/SWR.

Many of the employees working in quasi-administrative offices are over 40-year and for medical standard, specifically with reference to diabetes like general ailment, general relaxation is required keeping in view lateral entry in the services in order to avoid large scale reduction on account of minor problems.

Employees retiring on 30th June should be retired by granting one increment and settlement dues arranged.

Accommodation in trains for Pilot Crew.

Requirement of matching surrender in respect of creation of posts to manage new assets should be scrapped altogether immediately. Reference of SWR for the release of equivalent money value posts from Railway Board Bank needs to be accepted/responded.

Shri Munindra Saikia

When staff (Group 'C' & 'D') go on leave or sent by Administration for training within the N.E. Region, they are not entitled for Special Duty Allowance in that particular month. This clause should be withdrawn by Railway Board so far as Group 'C' & 'D' staff are concerned.

Special UPSC Examination for N.E. Region was done in the past. Due to shortage of UPSC Doctors in N.E. Region Railway Hospitals are suffering. So Special UPSC Examination for N.E. Region should be considered for appointing Doctors.

Railway Board should not send Officers to N.F. Railway on punishment.

Despite the fact known to everybody that O.T.A. is part of Pay in the N.F. Railway O.T.A. is not paid since the last 8 months due to shortage of funds.

Shri Salil Lawrence

Shri Salil Lawrence while speaking on Safety Related Retirement Scheme stated that the Selection Committee should be liberal to pass the candidate, if already passed in medical and physical examination, especially in the case for Trackman recruitment.

He stated that sports facilities needs to be enhanced and the sportspersons should be provided with adequate facilities.

While speaking on compassionate ground appointment, Shri Lawrence stated, if a ward of the Railway employee is physically handicapped and the percentage of handicapness is between 20% and 40%, the case should be considered.

He further stated that the ASMs are being utilized for UTS/PRS jobs for which they are not trained and it is not their duty. Hence, additional Booking Clerk/Commercial posts needs to be created.

He further demanded that 10% intake Departmental Quota for Engineering Staff should be allowed in SECR.

Shri Lawrence suggested that weather warning message should be relayed through SMS to all concerned employees.

He stated that Train Vehicle Per Units(TVUs) formula should be revised and Motorcycle/ Scooter should be included for counting TUVs.

Shri P.S. Suryaprakasam,

Staff promoted in between 01.01.2006 to 30.08.2008 should be given option opportunity for the implementation of 6th CPC Pay on their promotion date (i.e. after implementing the promotion on the 5th CPC Scale.

In the Chennai Division of Southern Railway difficulty is experienced to fill up the vacancies of Shunting Master due to poor outcome in the written examination results. The incumbents unable to write the examination in English although they are efficient and well versed in working. It is requested to allow them to write in their examination in the regional language.

he track condition from Chennai Central to Basin Bridge (1 ½ KM distance) is not upto the standards. Consequently, the EMU trains consume 8 to 12 minutes to cover 1 ½ KM distance. Need has therefore arisen to convert the track into maintenance free track so that the trains can cover the distance within 4 to 6 minutes.

Shri C.M. Upadhya,

NCVT passed candidates appointed on ground of compassion are made ineligible for promotion opportunity to J.E.-II. This needs to be addressed.

Cancellation charges on PTOs should be dispensed with.

On Jan Shatabdi Express, Privilege Pass holders should be allowed to travel.

For exchange of Signals at other than Platform Lines, the Pointsmen are put to inconvenience in the rain while exchanging Signals. A small Shed should be provided.

Shri Subhendu Mukherjee

As per previous rules, from the date of lodging FIR in police station as missing after elapsing of seven years, missing person was to be declared as dead and his family was scheduled to be paid all the settlement dues. Another order of the Railway Board is that, family of the missing person could occupy Railway quarter up to 15 months after missing of the person. But here is fallacy of the rule that, when before elapsing of seven years, no person could be declared as dead, then why not his family could be allowed to retain the quarter up to declaration of death of the missing person. The problem is that, after receiving of all settlement dues by the family of the expired incumbent(due to missing), huge amount will be deducted from the family members as damaged rent for holding quarter beyond 15 months up to seven years. Damaged rent should not be deducted from the expired incumbent and the wife of the deceased employee should be allowed to hold railway quarters as widow as per extant rule.

Shri S.K. Brahma

In the 6th CPC, all the erstwhile group `D' employees have been declared as group `C' with GP Rs.1800, for which all those staff should be provided with the facilities as per erstwhile group `C' employees. Those are as follows:-

- (a) Such staff should be provided with Type-II railway quarter instead of Type-I.
- (b) Rs.30/- p.m. should be deducted from such staff against Group Insurance Scheme.
- (c) Such staff should be provided with two sets Complimentary Passes per year.

Shri R.D. Yadav

Shri R.D. Yadav stated that there are lot of employees in N.C. Railway in Construction and Bridge Organizations for which lien have not been given by the administration.

In N.C. Railway, lots of employees of Construction Organization had given option but the same has not been accepted by the administration, whereas they are still working in NCR. It is, therefore, demanded that all such employees should be given lien in NCR.

Training should be given to S&T staff of NCR for advance technology of signalling.

While expressing concern on non-creation of posts for newly constructed lines, i.e. Mathura-Khajuraho, Agra-Bandikui, Mathura-Alwar he stated that references for creation of posts for S&T, Diesel Shed/Jhansi and Agra is also pending in the Railway Board Office.

Shankar Netralaya, Chennai denies treatment to the patients of N.C. Railway on the pretext that their Railway is not paying dues to the hospital.

There is lack of doctors and paramedical staff in N.C. Railway Central Hospital, as a result of which employees are suffering badly.

He expressed concern on non-granting of benefit of MACP Scheme to those JEs who were appointed as Tracer in pay scale of Rs.260-430, which was abolished in 1982, and were awarded pay scale of Rs.1200-2040 in 1986. Again scale of Rs.1200-2040 was abolished in 1986 and they were awarded pay scale of Rs.1400-2300 and after that Rs.5000-8000. But the benefit of MACP to these staff are not being given on the plea that promotions have already been given in previous several grades. This is not correct. The benefit of MACP Scheme should be awarded to these staff.

Shri M.N. Bajpayee

Shri M.N. Bajpayee stated that in East Central Railway, large number of posts are lying vacant. Not only this, for new railway lines, doubling of section and gauge conversion area, posts have not yet been sanctioned. Some new railway lines are ready for inauguration but for want of staff it is not possible.

All P.Way Supervisors should be upgraded and instructions from the Railway Board should immediately be sent to E.C. Railway.

LTI Verifier are used to verify LTI of staff at the time of their retirement and the staff are badly harassed. If any LTI verification is required, the same should be completed in the beginning of appointment.

In E.C. Railway, one Superspecialty-Cum-Central Hospital has been started. It is a matter of concern that E.C. Railway is posting MBBS doctors in Central Hospital instead of Specialist or MD/MS.

For the revision of PPO of pre-2006 retiree, applications were invited through an advertisement in the newspapers but no application is being accepted. Revision of PPO must be done, especially for Family Pension, unmarried/divorced daughters.

Shri Harbhajan Singh Sidhu

Shri Harbhajan Singh Sidhu stated that the condition of Railway Colonies is very poor due to paucity of allotted fund. Sufficient funds should be provided for maintenance of Railway Colonies.

Railway lands, surrounding Railway Colonies, are unauthorizedly encroached by outsiders. They are pilferaging regular supply of electricity and water and also damaging underground sewage system. They should be removed.

There should be provision of rest shelter/changing rooms for female employees at the place of working. They should also be provided lockers to keep their belongings.

Provision should be made for Staff Canteens for the Railway employees at their place of working.

Cooking facilities should also be provided to Ticket Checking Staff.

A/C staff should be provided accommodation.

Special leaves should also be provided to the coach of sports persons.

He also requested to enhance the rates of TA/DA.

There is acute shortage of staff due to ban on recruitment and non-creation of posts against introduction of new works and also due to non-filling up of vacant posts.

He demanded to stop arbitrary surrendering of posts.

Safety of the Railway employees should be ensured while they perform duties.

Shri Mukesh Galav

,Shri Mukesh Galav stated that despite elapsing more than 2 ½ years, result of Physical and Written Test has not yet been declared for 3168 group 'D' posts by West Central Railway. He requested for early declaration of the result since large number of posts are lying vacant.

In Katni and Itarsi Electrical Loco Shed, holding of the Loco is increasing, for which General Manager WCR sent a proposal to the Railway Board for creation of 300 posts. West Central Railway is a new zone has no matching value. He requested the Railway Board to create 300 posts in Katni and Itarsi.

In 145 k.m. long Guna-Gwalior Section(WCR), there is no facilities for Railway employees and passengers. Kidnapping railway employees by the dacoits has become a regular practice. He requested Railway Board to treat Guna-Gwalior Section similar to N.F. Railway and provide Railway employees special protection and necessary facilities.

Loading/unloading of parcels from trains is being outsourced. Contractors are illegally taking money from the passengers. They are tarnishing the image of the Indian Railways. It should be stopped immediately.

On West Central Railway, payment of arrears of honorarium for 2008-09, 2009-10 has not yet been made to the Cashiers. He demanded for early payment of the same.

Provision has been made to fill 20% posts of Ministerial Staff in GP Rs.4200 through LDCE Quota. He requested the Railway Board to issue necessary orders to this effect at an early date.

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