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INDIAN RAILWAYMEN

(OFFICIAL ORGAN OF ALL INDIA RAILWAYMEN'S FEDERATION)

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EDITORIAL



Never in its 160 years of existence the Indian Railways, biggest Public Sector Undertaking, faced such a grave economic crisis as now. God forbid, the Railways may grind to a halt if the Manmohan Singh Government does not find a solution and secure a relief without delay.

A few days ago two important official reports by the Kakodkar and Pitroda Committee have been submitted to the Govt. Still the question remains if rail operations will continue for some time. But how long? No one can guarantee. How can the railways tide over the crisis, is the question. The Committee, headed by eminent Atomic Energy Scientist, Dr. Anil Kakodkar, has made valuable suggestions on Rail Safety. Some of them are out of the box suggestions. As advisor on this Rail Safety Committee, former Member Engineering Rly. Board, Mr. E. Sridharan, popularly known as the Metroman, served it. There were other scientists, too.

The Kakodkar Committee has suggested the raising of fund up to Rs. 1 lakh crores in the next five years to ensure Rail Safety and implement necessary measures. It has also proposed raising of another Rs.25,000 crores in the coming 5 years for wide and deep improvements of rail tracks. Loco, wagon, signal system etc. The committee has favoured participation of Private Sector in rail development. It wants investment of dividends from the Indian Rlys. on further development projects. The Committee suggests a hike in rail fares and additional borrowings to find capital for Railways growth. However, it is not yet clear to what extent the Union Govt. will, and up to what limit, help. Or will it back out? Presently the Railways have loans up to Rs.3,000 crores.

The Sam Pitroda Committee has also submitted its report on Rail Modernisation. The Committee says that during the next 5 years the Indian Rlys. will require Rs.10 lakh crores for modernising the system. The Pitroda Committee had eminent economists and experts like Sri Deepak Parikh, Sri M.S. Verma, Sri Rajiv Lal and Prof. G. Raghuram. This Committee is of the opinion that if the Union Government is serious about improving the Rail System, it must provide Rs.2.5 lakh crores for development. In addition to this, the Pitroda Committee suggests that the Union Govt. should mobilise from its resources Rs.2.185 crores, another Rs. 1.1 lakh crore as loan, Rs.2.29 crores from Private-Public Participation, Rs.24,000 crores from dividend and Rs. 16,000 crores from Road Safety Funds. The Committee has further suggested 15 Mission Directorate, independent Chairman or Chief Executive Officer, besides creation of a Rail Regulatory Authority. However, Hon'ble Railway Minister has said that the post of the Chairman of the Railway Board will remain and there is no question of any privatising of the Indian Railways.

The Railway land will also not be sold. Fund for railway stations land etc. will come from commercial sources. **The 2020 Vision** documents mentions this ambitious programme.

It is still to be seen if the Union Government will offer necessary funds, or raise it from internal resources. The million dollar question is who can and how the Indian Railways can be saved. Certainly, Railway workers will have to come forward to save the system.

(Shiva Gopal Mishra)

LETTER TO HON'BLE PRIME MINISTER OF INDIA FROM GS/AIRF

No. AIRF/60

Dated: 11.02.2012

Sub: Financial aid to Indian Railways from Government of India

All India Railwaymen's Federation, the largest Federation of the Railway Transport Workers, having more than 1.2 million membership, wants to draw your kind attention towards the miserable condition of the Indian Railways, which is the backbone of the country and principle transportation system for the development of the country.

You will appreciate that with the dedicated efforts of more than 1.3 million Railwaymen, the country is getting services of more than 16000 pairs of trains running every day carrying about two crore passenger and freight trains, maintaining 68,000 route kilometres track and more than 6000 stations in all weathers 24 hours a day.

Indian Railways is in deep financial crisis and need fullest cooperation from the Government of India as it is extending to National Highways, Ports, Power Houses and subsidies on various other schemes. We also appreciate the Govt. of India for a bailout package to Air India to cater the need of a few lakh people that too belonging to an affluent class of the society. We appeal you sir to consider similar help to the Indian Railways, a National Transport System and the lifeline of the country catering the need of crores of common people. Indian Railway use to pass on more than Rs. 20,000 crore on subsidy to passenger fare and also carry essential commodities on subsidized rates to avoid inflation to safeguard the interest of the common man.

All India Railwaymen's Federation, which has always stood to save the Railways, expects from the Govt. of India to treat Indian Railways as one of the important infrastructures and provide at least Rs. 50,000 crore to cover the subsidy and cost of the projects essential for the development of the Indian Railways. We further demand that the dividend from the Indian Railways should also be dispensed with.

We hope, you will kindly appreciate our sentiments and will provide sufficient funds to the Indian Railways so that the Railways could be saved from sinking.

LETTER TO MR FROM GENERAL SECRETARY/AIRF

No. AIRF/24(C)(66)

Dated 21.02.2012

Sub: Announcements made by your honour during AIRF's 87th Annual Convention held in Chennai on 14-16 November, 2011

You had been kind enough for making certain announcements on our request while inaugurating the 87th Annual Convention of AIRF at Chennai on 14th November, 2011.

Particularly you had announced that the Railwaymen will also be allowed to travel "Duronto Trains", but the Rly. Board had diluted that to the extent Duty Passes only, which has deprived the Railwaymen to travel on Privilege Passes. We hope, you will kindly suitably guide the Rly. Board so that the Railwaymen travelling on Privilege Passes should not be deprived.

On the issue of recruitment of the wards of the Railwaymen seeking Voluntary Retirement under LARSGESS, educational qualification has been relaxed and PET has been dispensed with, but Written Examination has not been dispensed with, which was a part of your kind announcement. In many cases, e.g. compassionate ground appointment, appointment against Sports Quota, appointment of the wards of the land looser, train accident victims, medically de-categorized staff, same relaxation is available to the wards of the Rly. employees, but in this case, in spite of our persuasions and even your announcement, Railway Board is putting the wards of the Railwaymen to all hardship and did not showing any sympathy to Liberalized and Guaranteed Retirement Scheme.

Many a times, after our Chennai AGM also, I have requested you for giving relief to these wards who are likely to be exploited in the name of Written Examination.

Please do the needful to dispense with Written Examination in case of recruitment against LARSGESS. Here it is worth to point out that these wards are going to be recruited in the lowest grade, i.e. GP Rs.1800 or 1300 that too as Trackman, Safaiwala, Khalasi, Porter etc., and for that, their father will lose 10 to 15 years service.

I hope, you will kindly consider these issues at an earliest before it will become too late and the employees will be forced to be fleeced in the name of written examination.

ALL INDIA AGITATON BY CENTRAL TRADE UNIONS

On 28th February, 2012 11 Central Trade Union Organisation and supported by 5000 other smaller trade unions observed one day strike was a grand success. The Strike was in protest against issues adversely impacting the workers and demands for cheek on price rise, removal of unemployment, implementation of labour laws particularly for workers of unorganised sector, stop selling of public sectors, removal of new Pension Scheme (NPS).

All India Railwaymen's Federation associated with it and extended its support by holding Demonstration, Protest Rallies on Indian Railways. All Affiliates of AIRF at its Zonal, Divisionall and Branch

level hold Demonstration, Sit in, Gate meetings and supported demands raised by CTUO in a befitting manner. Gist of some of the reports received in our office.

WREU

Com. J.R. Bhosale, General Secretary/WREU and Treasurer/AIRF/HMS addressed the huge gathering at DRM Office.

Vadodara: 12 CTUO had chaled out programme of mass rally from Mandi Tower to Collector Office Kothi Kacheri in which more than 15 thousand employees attended. Com. P.K. Walanj, GS/HMS Gujarat. Com. Santosh Pawar Divl. Secy./BRC and others submitted memorandum to Collector Vadodara.

Ratlam: Under the leadership of Com. Govind Lal Sharma, GS/HMS and AGS/WREU attended by Railwaymen of Dahod, Chittod, Mandsoore, Javra, Nimesh, Piplod, Vadnagar, Indore, Mahu, Nagda, Devas, Sujalpur and took out rally from WREU Ratlam Office to DRM RTM Office. Rally was addressed by Divisional and Branch leaders of WREU.

WREU Ahmedabad, Rajkot, Bhavnagar also organised massive rally.

ECoRSU

ECoRSU organised Meeting, Dharna over East Coast Railway and expressed solidarity. Photograph of the programme were sent to AIRF Office.

WCREU

A rally was organised by WCREU, Thermal Thekedar Workers Union, Rajasthan Textile Mill Mazdoor Sabha, Manglam Cement Karmchari Union Morak, Azad Hind Building Workers Union, Horoti Security Workers Union, Rajasthan Gharelu Workers Union, Rajasthan Rickshaw Chalak Union and others Organised and Unorganised Unions protested at Collector's Office, Kota. Com. Mukesh Galav GS/WCREU was the main speaker.

SCRMU

Around 8000 workers of Vijayawada took a massive procession from Vinayak Temple to Sub-Collectors office. Com. P.S. Charan, Secretary Krishna District HMS and Divl. Secretary/SCRMU participated along with several comrades. This procession is an historic one in Vijayawada City, left parties have given bundh call in the city, which is a grand success one. Com. P.S. Charan/HMS, Com. D.V. Krishna/CIITU, Com. Ramana Murthy/AITUC, Com. G. Vara Prasad/INTUC, Com. Subrahmanyam/TNTUC addressed the large gathering.

SWRMU

SWRMU joined with all the Nine Trade Unions at Hubli, viz BMS, HMS, AITUC, CITU, INTUC, AIUTUC, AIBEA, AIIEA, BSNLEU, AIRRBEA & AKSGEF(JCTU) taken procession of about 2000 employees from Dr. Ambedkar's statue, Rly. Station Road to Rani Chennamma Circle the main centre of the city and stopped all the busses and made demonstration.

All leaders spoke about our strike and anti-labour government not taking any step for our November 8, 2011 jail bhara programme. So again to give the pressure on 28th February 2012 we successfully conducted the programme and handed over memorandum to District Tahsildar and he promised that it will be sent to government.

NFRMU

In support of All India General Strike by Central Trade Unions, NFRMU organised Gate meetings in front of Rly. Headquarter, Divl. Headquarters, Workshops and other railway establishments on 27.2.2012. On 28.2.2012 NFRMU cadres affixed badges on the cloths of all the railway employees in support of the strike.

At Bongaigaon, HMS, Assam State came out with a large no of its supporters and demonstrate before the railway establishments. Both the railway workshop of that area remain closed as picketers did not allow the workers to enter. Com. Ashis Biswas, Secretary/HMS Assam State while demonstrating with about 400 protesters before the DC Office, Bongaigaon has been arrested.

NRMU (NR)

Delhi: Northern Railwaymen's Union organised Dharna at Baroda House. This Gate meeting was attended by the thousands of Rail Workers of Delhi Division, HQ Division and Accounts Division.

Com. Shiva Gopal Mishra, GS/AIRF and NRMU, addressed the gathering and expressed his valuable views. He explained the scineario of price rise, unemployment, non-implementation of labour laws, privatization, in a national prespective and Railwaymen problems in particular.

Com. Harbhajan Singh Siddhu expressed the issues of Globlization, Fundamental Rights of workers, Minimum Wage, Non-implementation of labour laws, New Pension Scheme, Social Security etc.

The meeting was also addressed by Com. S.K. Rana, Asstt. General Secretary, Com. R.P. Singh Asstt. General Secretary/NRMU, Com. S.K. Tyagi Divisional Secretary/HQ, Com. Rakesh Gupta Divisional Secretary/Accounts Division.

Amritsar Workshop: At Amritsar Workshop, a huge rally was organised at the Gate attended by workers and raised slogans against the Govt. of India. Com. Kirpal Singh Vice-President, Com. Krishan Kumar Branch Secretary addressed the gathering. Branch President Com. Satinder Singh gave vote of thanks to the worekers for their dedication.

Lucknow Division: Dharna, Procession, Meetings conducted by NRMU/LKO Division at Charbagh. The meeting was addressed by Divl. Secy. Com. R.K. Pandey and Com. Kamal Kishore, Divl. President. They highlighted the anti labour policy of the Govt. of India. They criticized the New Pension Scheme. The meeting was also addressed by Com. Ghanshyam Pandey, Com. P.K. Khullar, Rakesh Kanojia, A.K. Malhotra etc. Such Gate meetings were also held by Sick line Branch, S&T Br., Diesel Shed Br., Engineering Works Br., Electrical Br. of their respective work places.

Store Branch/LKO: NRMU Store Branch protested at the gate of Dy. Chief Store Manager, Alambagh and organized a gate meeting. The meeting was presided by Com. Niaz Ahmed Br. President and addressed by Br. Secy. Com. Arun Gopal Mishra.

Bridge Division: NRMU Bridge Divn. JUC organized Gate meeting and Dharna at N. Rly. Bridge Workshop Jagadhary under the leadership of Com. Rakesh Kumar Sharma, Divl. President. The demands were highlighted in the speeches by the leaders.

RDSO Karamchari Sangh

RDSO Karmchari Sangh to support the demands raised by all CTUOs. An overwhelming support and great enthusiasm was shown by RDSO staff who participated in a large number for the Demonstration. Speeches were made and slogans were raised to press the demands like check on price rise, implementation of labour laws, removal of New Pension Scheme, removal of unemployment, filling of all vacant posts, check on privatisation and outsourcing.

101TH INTERNATIONAL WOMEN'S DAY

The 8th March celebrated by Women Wing of AIRF in all Zones at Divisional and Branch levels in different dates. 8th March being Holi festival and the Day was celebrated with slightly changes by some of the zones.

The Day was organised with full enthusiasm and great zeal in a colourful manner.

The reports are awaited and will be published in the next issue.

MARCH TO PARLIAMENT ON 28TH MARCH, 2012

All India Railwaymen's Federation will organized "**March to Parliament**" on **28th March, 2012** to press Government to resolve long pending demands of the Railwaymen, which includes –

- * **Group 'B' GP 4800 to Sr. Supervisors**
- * **Technician Gr. II to Gr. I (Gr. Pay 2800)**
- * **Implementation of declared welfare scheme in favour of Railway employees.**
- * **Improvements of condition of Railway Colonies and Railway Quarters**
- * **Rectify MACP Scheme**
- * **Filling of 2.4 lakh vacant posts.**
- * **Employment to wards of Railway employees.**
- * **Stop privatisation and outsourcing.**
- * **Removal of pay anomalies and implementation of restructuring.**
- * **Abolish of New Pension Scheme and ensure Guarantee Pension Scheme.**

- * Running Allowances implementation from 1.1.2006.
- * Implementation of Trackman Package recommendation
- * 8 hrs. duty for Safety Category.
- * Simplification of LARSGESS Scheme.

HIGHLIGHTS OF HIGH LEVEL SAFETY REVIEW COMMITTEE REPORT

Setting up of the HLSRC – Background

- * Data of consequential train accident over the years has been showing declining trend despite phenomenal growth of traffic.
- * Safety on IR still remains to be a matter of serious concern.
- * Accidents such as derailment of Kalka Mail near Fatehpur on 10.7.2011 resulting in death of 71 passengers and injuries to 264 passengers raise an alarm over the safety standards and practices adopted on Indian Railways.
- * Taking note of the unsatisfactory safety record of IR, the Hon'ble Minister of Railways set up a High Level Safety Review Committee vide moR's Notification No. ERB-I/2011/23/37 dated 16.9.2011.

Constitution of the HLSRC

- * Date of Constitution – 16.09.2011
- * Mandate - To go into all technical and technology related aspects in connection with safe running of train services in the country.
- * Chairman - Dr. Anil Kakodkar, former Chairman, Atomic Energy Commission and Secretary, Department of Atomic Energy.
- * Adviser to the Committee - Shri E. Sreedharan, the then Managing Director, Delhi Metro Rail Corporation.
- * Members - Dr. N. Vedachalam, distinguished Prof., Vikram Sarabhai, Space Centre (VSSC)
 - Prof. Sanjay Dhande, Director, IIT, Kanpur and
 - Shri G.P. Srivastava, Director E&I Group, Bhabha Atomic Research Centre (BARC)

Major Recommendations

- * “Railway Safety Authority” (RSA) as an independent body directly under the Government with Chairman and experts from outside.

- * Institution of Commissioners of Railway Safety brought under the ambit of RSA and strengthened to undertake meaningful regulatory inspection.
- * Arobust and powerful Safety Architecture to have a safety oversight on the operational mode of Indian Railways.
- * New Research Eco-system – Railway Research and Development Council (RRDC), Railway Research Centres(RRCs), Advance Railway Research institute (ARRI) and upgraded RDSO.

Advance Signaling System

- Continuous Track Circuiting
- Cab signaling
- Functionality equilalent to European Train Control System (ETCS) Level 2
- Solution to many problems:-

- * Signal Passing at Danger (SPAD)
- * Saturated trunk routes
- * Operations during fog
- * Rail/weld Breakage, sabotage (discontinuity in track)

- * Implementaton through Special Purpose Vehicle and an expert group for technical issues.
- * Estimated cost: Rs.20,000 Cr. for 19,000 Route Km on trunk route.
- * Elimination of All Level Crossings (manned and unmanned both) by closure, merger, Limited Height Subways, RUBs and ROBs
- * Implementation through Special Purpose Vehicles
- * Estimated Cost: Rs. 50,000 Cr. Over 5 years
- * Estimated Cost of Operation and Maintenance of all LCs and loss of line capacity = 7,000 Cr.
- * Entire cost will get recovered within 7-8 years.

S. No.	Mode of funding	Annual Amount in Crores of Rs.
1	Safety Cess on Passengers	5000
2.	Matching grant from Central Govt.	5000
3.	Deferred dividend (against Social burden)	5000
4.	Road Cess	1000
5.	RLDA earnings	4000
	Total	20,000

HIGHLIGHT OF EXPERT GROUP REPORT FOR MODERNIZATION OF INDIAN RAILWAYS

Tracks & Bridges; Signaling & Rolling Stock

- | | |
|----------------------------|---|
| Track & Bridges | <ul style="list-style-type: none">▪ Modernize 19,000 kms of existing tracks(Routes A, B & D special)▪ Strengthen 11,250 bridges to sustain higher load at higher speeds▪ Eliminate level crossing |
| Signalling | <ul style="list-style-type: none">▪ Implement Automatic Block Signaling on Routes A & B▪ Deploy on board train protection system with cab signaling on all other routes▪ Introduce GSM-based mobile train control communication system on Routes A,B&C |
| Rolling Stock | <ul style="list-style-type: none">▪ Introduce new generation locomotives<ul style="list-style-type: none">- Electric locomotives(9,000 and 12,000(HP)- High horse power diesel locomotives(5,500 HP)▪ Introduce high speed potential LHB coaches(160/200 kmph)▪ Introduce train sets for high speed inter-city travel▪ Introduce heavy haul freight bogies▪ Install green toilets on all passenger trains. |

Station & Terminals; ICT & Indigenous Development

- | | |
|--------------------------------|--|
| Station & Terminals | <ul style="list-style-type: none">▪ Modernize 100 major stations▪ Develop 34 multi-modal logistics |
| ICT | <ul style="list-style-type: none">▪ Set up Real Time Information System(RTIS) to provide real time information at stations and on running trains.▪ Provide internet access at 342 railway stations(58 'A-1 class & 284 'A' class) |
| Indigenous Development | <ul style="list-style-type: none">▪ Develop substantial indigenous capabilities to be a global leader in<ul style="list-style-type: none">- State-of-the-art railway technologies- Railway Components and equipments for global markets▪ Establish Indian Institute of Railway Research with Centres of Excellence |

- Develop Indian Standards, critical vendors and protocols for Railways

PPP, DFCs & High Speed Trains

- | | |
|--------------------------|---|
| PPP | <ul style="list-style-type: none"> ▪ Develop PPP models and policies in various areas of Railways to attract private investment to augment core capabilities such as <ul style="list-style-type: none"> ▪ Stations & terminals, Monetize airspace above stations ▪ High speed railway lines ▪ Elevated rail corridor ▪ Private freight terminals ▪ Leasing of wagons ▪ Loco and coach manufacturing ▪ Captive Power Generation ▪ Renewable energy projects(solar, wind etc.) and others |
| DFC | <ul style="list-style-type: none"> ▪ Construct Eastern and Western Dedicated Freight Corridors ▪ Construct North-South, East-West, East-Coast and South Dedicated Freight Corridors(Covering 6,200 kms in next 10 years) |
| High Speed Trains | <ul style="list-style-type: none"> ▪ Construct a High Speed railway line between Ahmedabad & Mumbai with speed of 300 kmph. |

Human Resource; Organization & Implementation

- | | |
|-----------------------|--|
| Human Resource | <ul style="list-style-type: none"> ▪ Offer graduate programmes in Railway technology at IITs and Railway management at IIMs. Also Review and Restructure existing training institutions. ▪ Create a system of reward for collective performance and variable pay linked to incremental surplus generated by various units. |
| Organization | <ul style="list-style-type: none"> ▪ Re-organize Railway Board along business discipline and reflect Chairman as CEO. ▪ Assure autonomy, flexibility and accountability at all levels with clear P&L responsibilities. ▪ Empower Zonal Railways in investment decision making along with accountability for return on capital, transport output, safety, profitability. ▪ Revamp accounting systems on business lines and create profit/cost centers ▪ Create a post of Member(PPP) |

- Appoint a 'PPP Ombudsman' to resolve disputes
- Constitute a Railways Tariff Regulatory Authority in provide a level playing field

Implementation

- Implement 'Mission Mode' approach for all 15 focus areas
- All the Mission Directors and associated teams should report to the Railway Board
- Set up an 'Implementation Committee' to facilitate co-ordination amongst the 15 Missions.

FUNDING IN NEXT 5 YEARS

Sources of Funds	Rs. in crores
Gross Budgetary Support	250,000
Internal Generation	201,805
Leasing/Borrowings	101,000
PPPs	229,024
Dividend rebate	24,000
Road Safety Fund	16,842
Total	822,671

MEMBERS OF THE EXPERT GROUP

Sam Pitroda
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FEEDBACK ON AIRF'S PNM MEETING HELD WITH THE RAILWAY BOARD ON 23-24 FEBRUARY, 2012 TO THE GENERAL SECRETARIES, ALL AFFILIATED UNIONS FROM GENERAL SECRETARY/AIRF

During AIRF's PNM meeting, held with the Railway Board on 23-24 February, 2012, the following decisions have been taken:-

- * For the purpose of recruitment against compassionate ground, presently the widows of the deceased Railway employees are getting three chances. Now, in the meeting it has been decided to give them four chances. Similarly, wards of the Railway employees will be given three chances instead of existing two.

- * Duty Pass holder Railway employees have been allowed to travel in “**Duranto Trains**”, but we have demanded that the Privilege Pass holder Railway employees should also be permitted to travel in “**Duranto Trains**” as per the announcement made by Hon’ble MR during AIRF’s 87th AGM held in Chennai on 14-16 November, 2011. The Official Side has assured to consider this issue as well.
- * On our demand, Railway Board has agreed to make available separate changing Room, Tiffin Room and toilet to women Railway employees at their place of works wherever these facilities are not available. Special arrangements will also be made for handicapped employees.
- * Validity of Privilege Pass henceforth will be for 5 months instead of 4 months to facilitate Railway employees travelling on Privilege Pass in the wake of enhancement of the period of advance reservation from 90 days to 120 days.
- * For sanctioning Honorarium, powers of the GMs have been enhanced from Rs.10,000 to Rs.15,000.
- * The Official Side(Railway Board) has agreed to constitute a Joint Committee to discuss the following issues and giving suggestions for improvement in medical services to restore the confidence among the Railwaymen:-

Deteriorated health services, filling-up of the vacancies of Safaiwalas, Hospital Attendants, Paramedical Staff, Doctors and shortage of funds for the purpose of medicines, non-provision of medical staff in new hospitals, non-implementation of schemes of medical assistance to both the parents, altogether deteriorated conditions of medical and health services over the Indian Railways.
- * RELHS will be re-opened shortly and there is every likelihood that the same will be opened-ended.
- * During the course of meeting, it was explained that 30% posts from Group ‘C’ to Group ‘B’ will be filled-in, based on Benchmark, without holding any selection and rest 70% posts will be subjected to LDCE.
- * There will be drastic cut in the recruitment of Group ‘A’ officers to ensure their promotions in HAG and promotion of Group ‘B’ officers in SAG will be ensured.
- * MACP will be made available to P.Way Supervisors who were recruited in pay scale of Rs.5000-8000(pre-revised VI CPC scale) and later placed in pay scale Rs.4500-7000 plus Rs.100. The case of Sr. P. Way Supervisors for their merger into JE Cadre will also be processed expeditiously in consultation with the Civil Engineering Directorate, Railway Board.
- * Recovery on account of MACP given to Guards and Pharmacists on certain Zones and Divisions will be stopped.
- * Enhancement in Mileage by 25% on account of reaching DA beyond 50% in the case of Running Staff will be implemented with retrospective effect(1.7.2011).

- * Curtailment in the privileges in the case of employees working in Metro Railway, Kolkata, will be withdrawn and the staff working in the Metro Railway, Kolkata, will continued to be governed by the old scheme of free travel in Metro Railway for attending office.
- * The issue of **Rajbhasha Staff** is under active consideration of Ministry of Finance, Department of Expenditure, and is likely to be resolved within a couple of days.
- * Orders regarding recruitment of the wards in GP Rs.1900 under LARSGESS will be de-centralized, and the same will now be done at the Divisional level as in the case of recruitment in GP Rs.1800.
- * It has also been agreed by the Railway Board to process the matter again converging the categories of TRD, Track Machine Organization, Bridge for the purpose of retirement under LARSGESS.
- * The issue of waiver of Written Test and Physical Efficiency Test for recruitment under LARSGESS with retrospective effect will be reviewed to maintain uniformity on all the Railways.
- * Under Staff Benefit Fund, extra fund will be provided with for the Hostel at Kota(WCR) and similar scheme will also be considered for other places in future.
- * Orders regarding retention of railway quarter in favour of totally medically incapacitated railway employees will be issued shortly.
- * Appointment on compassionate ground to the wards of deceased railway employees having less than 40% disability will be considered in the jobs available for C-1 & C-2 medical classification.
- * The issue of the Substitutes working prior to 1.1.2004 will again be referred to the DoP&T and there is every likelihood that they will be covered under old pension scheme.
- * Railway Board has agreed to grant additional increment to the sports persons recruited between 2007 and 2010 and also for the de-centralization of the powers for this purpose. Now, such cases will be considered by the GMs. There will now be no need to send the cases of additional increment to the Railway Board.
- * It has been agreed that the condition of having performance within the immediate preceding two years for additional increment, out of turn promotion etc. to outstanding sports persons will be suitably amended, and there will be no embargo for the sportspersons to make such requests of their achievements within two years. Railway Sports Promotion Board and Zonal Sports Associations will be provided database of the outstanding sportspersons and *suo-moto* processing will also be considered.
- * **Package of Allowance to the Trackmen(Gangmen)** – The proposal is under process and is likely to be approved shortly.
- * **Maintenance of Railway Quarters and Colonies** – The issue for giving reasonable amount to the occupants of Railway Quarters for petty repairs and white-wash will be discussed with the Member Engg., Railway Board.

- * Orders for not surrendering higher grade posts(**AIRF's PNM Item No. 27/2006 & 22/2008**) will be issued shortly. However, Railway Board vide their letter No.E(MPP)2006/3/34 dated 21.2.2012 have advised the GMs of the Indian Railways to give due consideration to the views of the recognized unions and consult them in the matter.
- * The issue of payment of Transport Allowance to the staff working in Raynapadu and Jamalpur Workshops(**AIRF's PNM Item No. 27/2010**) will be considered sympathetically by the Railway Board.
- * Denial of financial upgradation under MACP to Drawing & Design Staff(**AIRF's PNM Item No.1.2012**), particularly those who had been recruited as Tracer will be considered sympathetically.
- * The issue of Cadre Restructuring and now AVC for the staff working in the Parliament House Canteen will be considered sympathetically.
- * Revision in the Dress Regulations 2004(**AIRF's PNM Item No. 21/2010**) is likely to be approved, in which supply of branded cloth and stitching charges have been proposed.
- * The issue regarding recognition of Railways Hospitals – Seven Hills, Visakhapatnam(ECoR), Nagarjun and Jaya Hospitals(SCR), and also Railway Hospitals in Ludhiana, Jalandhar and Bareilly has also been raised in the meeting and it was ensured by the Official Side that the matter will be sorted out shortly.

**CORRIGENDUM - FEEDBACK ON AIRF'S PNM MEETING HELD WITH THE RAILWAY BOARD
ON 23-24.02.2012**

In continuation of my earlier letter dated 25th February, 2012 on the above noted subject, it is advised that under **AIRF's PNM Item No.26/2011 – Grant of parity to the Stenographers working in the Zonal Railways**, it was agreed by the Railway Board that the matter will be considered shortly.

Due to an oversight, the above information could not be included in the feedback of AIRF's PNM Meeting with the Railway Board.

(No.AIRF/PNM//2012 dated 28.2.2012 addressed to the General Secretaries, All Affiliated Unions)

**CORRIGENDUM - FEEDBACK ON AIRF'S PNM MEETING HELD WITH THE RAILWAY BOARD
ON 23-24.02.2012**

In continuation of our earlier letter dated 27th February, 2012 regarding feedback on **AIRF's PNM Item No.26/2011 – Grant of parity to the Stenographers working in the Zonal Railways**, it is stated that the issue of Stenographers was also discussed in AIRF's PNM meeting with the Railway Board on 23-24 February, 2012, wherein Railway Board had clarified that since the issue of Rajbhasha Staff has settled, the issue of Stenographers will also be settled in-house on the same line of the Rajbhasha Staff.

(AIRF/PNM//2012 dated 28.2.2012 addressed to the General Secretaries, All Affiliated Unions)

NEWS FROM AFFILIATES

NWREU

HONOUR FOR EXCELLENCE AWARD

The 9th Event for Honour to Excellence Awards was organized by NWREU Ajmer Division, in Jawahar Rang Munch, Ajmer on 18th January, 2012. The 308 best performing wards of Railwaymen in Education, 10 outstanding Sports person were awarded by Union.

Com. U.C. Tyagi, U.C. Mishra, Mukesh Mathur, R.C. Mishra, DRM Sh. Manoj Seth, Sr. DPO Sh. Sunil Kumar Johri, Sr. DCM Sh. Paramjit Singh, Nemi Chand Chauhan, Arun Vajpai and others were among the guests who honoured the wards of Railwaymen.

Railwaymen and their wards with meritorious performance were given Gold, Silver and Bronze Medals.

Com. Arun Gupta conducted the programme. DRM Ajmer Sh. Manoj Seth said that this is a matter of great pride for us that the meritorious students of Railwaymen were awarded and appreciated by Union.

While addressing the gathering, Com. U.C. Tyagi, General Secretary, NWREU has said that Ajmer Division always keen to conduct the programme for the welfare of Railwaymen and their families. He appreciated the effort made by NWREU Ajmer Division team in this direction.

Com. Mukesh Mathur emphasized the importance of selection of career of child on his attitude for achieving success in life.

Com. Veeresh Sharma, Sandeep Chatterjee, Arvind Yadav, Mukesh Bhati, Sunil Sharma, Rajesh Modi, Vasu Bhavnani, Tarun Saini and others made this even a grand success.

ZONAL ENGINEERING CONFERENCE

On 5th February, 2012 Zonal Engineering Conference was organized by the Engg. Branch of Ajmer division at Sr. Rly. Institute, Ajmer in which more than 800 Zonal Engg. Staff participated to discuss their burning issues related to their day-to-day working. The subject matter of the conference was exclusively related to Engg. Staff.

Com. J.R. Bhosale, Treasurer/AIRF graced the occasion. Com. U.C. Tyagi, GS/NWREU, Sh. Manoj Seth, DRM, Sh. S.M. Khichi, ADRM were Guest of Honour.

Com. Bhosale was of the view that in Railway set up, Engg. Is the backbone. The welfare of Engg. Staff should be our prime concern. Issues pertaining to Engg. Staff were also taken seriously by AIRF and raised them at Board level for providing all facilities to them like AC Passes, Night Duty Allowance, Transport Allowance, Uniform, Education Allowance for their wards during various Pay Commissions.

Com. U.C. Tyagi promised for redressal of all the problems of Engg. Staff at Zonal level. Com. Mukesh Mathur, Divl. Secy./NWREU/Ajmer said that the staff with higher qualification should get better career opportunities in Rlys. and promised that all possible efforts will be made by Union in this regard.

DRM Sh. Manoj Seth and ADRM Sh. S.M. Khichi appreciated NWREU for organizing such a beautiful and fruitful programme for Engg. Staff. Com. Babu Singh, Com. Anil Vyas and Ashok Saxena, Divl Secy's, JU, BKN & Jaipur emphasized the need of change of category under 10% intake.

KHEL UTSAV AND SHARAD MELA

NWREU/Ajmer organized “**Khel Utsav and Sharad Mela**” on 29.1.2012 at GLO Ground, Ajmer in which Railwaymen and their families participated with zeal and enthusiasm and enjoyed to a great extent.

Com. U.C. Tyagi and ADRM Sh. Khichi received the torch and declared the event open for participants after the flag hosting and flying pigeons and sounding crackers.

Chief guest of the even ADRM Sh. Khichi appreciated Union's effort and said that in the age of T.V. Internet etc., it is overwhelming to see that we are promoting games and sport amongst the Railwaymen.

Com. U.C. Tyagi was the view that it is the prime concern of the responsible Union to look after the overall development of personality of Railwaymen and their families and such events provide opportunities to get together and develop sportsmen spirit amongst us.

Com. Mukesh Mathur, Divl. Secy./NWREU/Ajmer said that motto of organizing such event is that we can share some time with our Rly. families as well as other Rly. families.

In the event, several office bearers of WREU were also present. The event was conducted by Com. Mohan Chelani.

The Exhibition on HIV/AIDS prevention, Energy conservation and demonstration of First Aid by St. Jone Ambulance were also featured in this Khel Utsav. About 200 winners were given prizes.

WREU

ZONAL WOMEN CONFERENCE AT MUMBAI

On the occasion of 107th Birth Anniversary of Padmashri Maniben Kara on 13th February, 2012 at Jagdish Ajmera Sabhagrih, Grant Road (West), Mumbai, in which large number of women employees from all over Western Rly. participated . The Conference was inaugurated by Com. Umraomal Purohit, President/WREU and GS/HMS by lighting lamp before the portrait of Maniben Kara in presence of Smt. Nishi Kapahi, Women Coordinator/ITF, Smt. Jaya Agarwal, Convenor, Women's Wing/AIRF, Kum. Champa Verma, National Secy/HMS, Com. J.R. Bhosale, GS/WREU, Smt. Sadhana Trivedi, V.P/WREU and Smt. Tapati Bhattacharya, w/o Sh. S. Bhattachary, CPO, W. Rly., Com. Kiritda Buch, Zonal Chairperson was in Chair. All the dignitaries were welcomed by offering them bouquets by the women activists of Mumbai. Com. Geeta pandoria, Zonal Convener gave welcome speech. As all the participants were wearing red sarees/dress and red muffler on their shoulders, hall was filled with red colour.

Com. Umraomal Purohit in his inaugural speech exhorted the participants to come forward and take active part in strengthening the Union. He stated that there is need to ensure proper utilization of funds allocated for women empowerment by SBF. He also stated that Divl. Secretaries should involve women employees in union activities and should conduct regular meetings and render all helps to address their grievances. He appreciated women employees for attending the Conference in large numbers by taking their own leave and passes.

Smt. Nishi Kapahi in her speech emphasized for unity so as to achieve the legitimate rights for women not only at work place but also in the society. Kum. Champa Verma encouraged the participants to follow the foot-steps of Maniben Kara and to get involved in union activities for women empowerment. Smt. Jaya Agarwal praised the organizers for such a huge participation in the Conference and stated that the leadership of AIRF/WREU always encouraged active participation of women employees in union activities and informed about their efforts to get various benefits to the working women. Smt. Meera Eddy, activists from ITUC Brussels, gave a brief speech about preservation of environment for a better and bright future of mankind. Smt. Bhattacharya while pointing out the importance of the union for safeguarding the interest of the employees, appreciated the dedicated services of railway employees for running trains round the clock and stated that due attention should be paid for welfare of the families of railwaymen.

Com. J.R. Bhosale stated that WREU/AIRF/HMS are well-known organization in trade unions world over.

Com. N.S. Hiwale placed a resolution containing the demands. Smt. Anjali Korgaokar anchored the entire opening session. The Women Conference was a grand success.

ECoRSU

3RD BIENNIAL GENERAL BODY MEETING OF ECORSU WOMEN BRANCH

The 3rd Biennial General Body Meeting of East Coast Railway Shramik Union Women Branch was held in the Gandhi Rail Shramik Bhavan on 15th February, 2012.

The meeting started sharp at 11.00 hrs. as per schedule. Smt. Giri Laxmi, Sr. Clerk of Commercial Department welcomed the dignitaries on to the dias. She invited Smt. T.L. Vijaya Kumari, Branch Secretary to preside over the meeting. Smt. D. Shalee, AIRF Chair person (women wing) and working president of ECoRSU invited on to the dias as Chief Guest of the function. She further, B. Damodara Rao, Divisional Coordinator and P.J.J. Raju, Dy. Divl. Coordinator called on to the stage along with Branch President and the Treasurer.

After the prayer she requested the president of the meeting to conduct the proceedings.

Smt. D. Shalee in while addressing the meeting as chief guest has greeted the mass gathering, and congratulate all the lady comrades taking active part in trade union movement. Further she added that the time has come to fight together for the cause of women on their own both in the society and at work spot as well and all women employees at work spot must be unite and raise their voice as situation demands and protect ourselves without waiting for help. She remembered the past mega dharna organized only the women employees in front DRM chamber in 2008 to achieve the demand of posting of husband and wife at one place and the management had come down to implement the same. She further added

that All India Railwaymen's Federation under the noble leadership of Sh. Umraomal Purohit, President and Shiva Gopal Mishra, General Secretary and ECoRSU under the leadership of Shri Ch. Gandhi, General Secretary are always very much keen to encourage the women in the field of trade union and she has been elevated from a Branch office bearer to the AIRF level and given an opportunity to present women employees in the National PNM. She requested all the women employees to come forward to strengthen the hands of leadership and to get the reasonable percentage in the trade union in the days to come. She advice the new office bearers elected in this meeting to work hard to solve the grevenious in the days to come.

Shri B. Damodara Rao, Divisional Coordinator, Waltair and Shri P.J.J. Raju, Zonal Finance Secretary and Dy. Divisional Coordinator are also spoken on this occasion. The meeting elected new office bearers for the next two years.

The meeting ended with vote of thanks.

NRMU(CR)

HUGE RALLY BEFORE THE GM, CENTRAL RAILWAY ON 3.2.2012

In accordance with the directive of the Union, campaign week was observed throughout Central Railway by the Branches of NRMU from 30th January to 2nd February 2012. Pamphlets enumerating the issues involved were distributed in large numbers among the Railway employees all over the Railway. Posters on the Notice Boards, walls of railway stations etc. were pasted in extensive manner and gate meetings, hall meetings, public meetings etc. were held in throughout the zone. On the final day on 3rd February, 2012, mass rallies were organized before the DRMs except Solapur and the General Manager, Central Railway.

In Mumbai, Railway employees came to CST in procession from workshops, sheds, offices, stations etc. in a very enthusiastic manner with flags, banners, placards etc. Women employees were in considerable numbers. A good number of participants were with Red T Shirts and Red cap. All of them assembled at the vacant place of platform No. 7 & 8 and from there they marched to the G.M's office led by Com. Y.G. Joshi, P.R. Menon and other Unions' office bearers. Rounding the DRM's office and Bhatia Baug the procession reached in G.M's compound and the ground over flowed with more than 5000 employees. Com. Shiva Gopal Mishra, General Secretary/AIRF and Com. J.R. Bhosale, General Secretary/WREU who were present in the ground greeted the workers along with Coms. Joshi and Menon.

Com. Tribhuvan Singh, Vice President of Mumbai Division offered hearty welcome to the employees and congratulated them for their magnificent response to the call of the Union. Com. Y.G. Joshi presided. Com. Menon delivered an introductory speech. In his speech he explained the issues which were highlighted in the memorandum and bitterly criticized the Railway Ministry and the Govt. of India for ignoring the vital problems of Railway employees which were also related to the system of working of Railway Industry, particularly Safety.

Com. Shiva Gopal Mishra then spoke in detail about all the problems and the negative attitude of all the authorities. He warned them that the Railway employees are not going to keep quite for a long time and said that they are in explosive situation. He also called upon the employees to be ready for a march to Parliament to be held shortly and for further action.

Com. Bhosale also spoke on the issues extensively. Com. Joshi concluded the rally by thanking them for their enthusiasm and response. A memorandum on the issue was handed over to the CPO (IR) in the absence of the General Manager and all others who were out on a G.M's special.

Bhusawal, Nagpur and Pune Divisions also conducted the demonstration in a very effective manner

LEGAL VIEWS

SC QUESTIONS CENTRE ON JOB SCHEME MINIMUM WAGE IN NREGA

The Supreme Court on 23rd January asked the Centre to consider bringing the wage under the National Rural Employment Guarantee Scheme (NREGS) on par with minimum wages prevailing in different states. A bench of Justices Cyriac Joseph and Gyan Sudha Misra asked solicitor general Rohinton Nariman to ask the Centre to fix wages under NREGS after considering the minimum wages fixed by state government.

“It is a beneficiary legislation so why there is contradiction between minimum wages and the wage paid under the NREGA Act,” the bench said.

The apex court was hearing an appeal filed by the Centre challenging the Karnataka high court's order which had on 23 September said the wage under the National Rural Employment Guarantee Act cannot be less than the minimum wage fixed by the state government for agricultural labourers. It also said the Centre should pay arrears to workers who had been paid less.

“Why don't you do it yourself? Take into consideration minimum wages fixed by the state while fixing wages under the Act,” the bench said, while partially staying the high court's order pertaining to payment of arrears to workers after the Centre contended that it would cause a huge budgetary implication of Rs. 7,500. The bench also issued notices to various labour unions and asked them to file their response within two weeks on the Centre's plea.

The wage rate under the central job scheme, which varies between Rs. 118 and Rs.181 from state to state, is less than the notified minimum daily pay in six states. But in 14 states the wages under rural job scheme is higher than the minimum wage.

SUPREME COURT SUGGESTIONS

Judges understandably express strong indignation when striking down arbitrary, unfair action. However, the Supreme Court in 1986 ruled that judges should not use strong and carping language while criticizing the conduct of parties and they must act with sobriety, moderation and restraint. Harsh strictures may later turn out to be unjustified in which case they can do considerable harm to the party.

Unfortunately, a Bench of the Kerala High Court did not heed this admonition whilst trying an action for contempt of court. The alleged contemnor Jayarajan was convicted and sentenced to jail. In the judgment jayarajan was called a 'reptile' and a 'worm'. This was intemperate language as rightly observed

by a Bench of Supreme Court comprising Justices R.M. Lodha and H.L. Gokhale hearing a Special leave Petition against the conviction of the alleged contemnor. Strangely, the High Court did not suspend the conviction even for a short period to enable the party to approach the Supreme Court and seek a stay. The Bench disapproved of the action of the High Court. Justice Lodha pertinently observed. "Judicial process required that the judgment should have been suspended as a matter of course. Judges must not be influenced by anything. He is amenable to the judicial process. If the judgment is upheld, he will have to face the sentence, but you can't deny him the right to appeal." A good reminder that justice cannot be dispensed in anger or in haste.

WORKMEN'S JUDICIAL VICTORY

When a company is declared sick or goes in liquidation, three persons most affected are the employees. Companies Act provides for priority in which debts of creditors are to be paid and for preferential payments. A bench of the Supreme Court comprising justices G.S. Singhvi and H.L. Dattu recently ruled that though Parliament in enacting Section 529A did not declare workmen's dues as first charge nonetheless having regard to the underlying purpose of the Employees Provident Fund (EPF) Act, provident fund dues of workmen will get priority over debts of other secured creditors. The Court reasoned that Parliament could not have intended to create a first charge in favour of the secured creditors and give priority to their debts over provident fund dues of workmen. This judgment will be beneficial to lakhs of workers who were employed with companies which have been declared sick and are now under liquidation. It is a commendable example of purposive interpretation by the Court and heralds a welcome trend in favour of employees upon whose sweat and toil the companies were built and which subsequently became sick primarily on account of mismanagement by those in charge of the companies.

Source: Soli Sorabjee, Indian Express

REFERENCES FROM AIRF TO RAILWAY BOARD

Sub: Constitution of a Committee to review the existing Cadre Restructuring of EDP Centre on Zonal Railway, Production Units and RDSO etc. on the line of restructuring of Railway Board Computer Cadre.

Ref: Dy. Secretary (Estt.), Railway Board's letter No. ERB-I/2012/23/4 dated 02.02.2012

The issue of IT Cadre was discussed between the Railway Board and the Federation at length. But the Railway Board, vide their letter referred to above, have arbitrarily decided to constitute above committee.

Any change in the matter without consulting organized labour, will definitely be a breach of the agreement and it will invite confrontation.. Therefore, it is requested that since this issue has wider ramifications, nothing should be done without consulting the organized labour.

(No.AIRF/Sub-Committee No.111 dated 16.2.2012.)

Sub: Dispensation from Written Test for the purpose of recruitment against LARSGESS
Ref: Railway Board's letter No. E(P&A)I-2010/RT-1 dated 14.02.2012

The issue of dispensation of Written Test for the purpose of recruitment against LARSGESS was repeatedly discussed with you, wherein I had explained the entire circumstances and also likelihood of exploitation of wards of Railway employees. It is also mentioned during the course of discussions that the recruitments will be in GP Rs. 1800 and these wards are to be recruited a Trackman, Khalasi, Porter, Safaiwala etc.

Since very beginning we are insisting that this scheme be treated at par with recruitment on compassionate ground, scouts, sports quota, medically de-categorized staff, land losers, wards of the passengers dying in train accident etc.

We are very much thankful to Hon'ble MR, CRB as well as you, who on the demand of AIRF have dispensed with Physical Efficiency Test and relaxed the qualification for the purpose of recruitment against LARSGESS.

Hon'ble MR has also indicated, on our demand, that the Written Test will also be waived. It is very unfortunate that in spite of continuous persuasions, our demand for dispensation from Written Test for the purpose of recruitment against LARSGESS has been summarily rejected by the Railway Board without any rhyme and reason. Moreover, it has been cited in the above-noted letter of the Railway Board that the recruitment against LARSGESS is not a humanitarian consideration. This is most shocking because LARSGESS was launched by the Hon'ble MR only because of humanitarian consideration and relaxation given in the qualification as well as in Physical Efficiency Test by the Hon'ble MR was also based on humanitarian consideration. We are also unable to understand, how Railway Board has derived that by dispensing with the Written Test, there will be any dilution in the recruitment because with the medical standard and recruitment qualification, the Railways are going to recruit the persons suiting to the job recruitment to the most appropriate standard. The recruitment will be done by a three officers' committee, who will allot them category after analysing their suitability for the post. Similar practice is also in vogue for recruitment on compassionate ground, wards of the medically de-categorised staff etc.

Recruitment against LARSGESS is not a charity. Here the employees are seeking voluntary retirement and losing their residual years of service and young blood with lesser financial implications is available to the Railways, which is going to increase productivity and efficiency of the Railways. It is a completely win-win situation, and therefore, AIRF is of opinion that the wards of the Railway employees should be recruited under LARSGESS in a hassle-free manner.

We hope, you will agree that the wards of the Railway employees have a bond of loyalty, and that should not be diluted by putting them under any sort of exploitation.

We also hope that to keep sentiments of the Railwaymen as well as the Scheme, views of the Railway Board, contained in their letter referred to above, will be reviewed and the views of the Federation (AIRF) will be considered sympathetically.

(No.AIRF/415(343) dated 16.2.2012)

Sub: Fixation of pay medically de-categorised Running Staff while kept on supernumerary posts – Grant of benefits of Running Allowance

Ref: Railway Board's letter No.E(NG)-2009/RE-3/9 dated 5.10.2011(RBE No.138/2011)

Railway Board vide their letter under reference have decided that the pay of medically de-categorised Running Staff while they are kept on supernumerary posts, i.e. from the date they are declared medically unfit till the date they are absorbed in suitable alternative posts, need to be suitably fixed by addition of Pay Element of Running Allowance as may be force (at present 30%). Their pay during this period will be fixed, based on their pay in Pay Band and Grade Pay plus Pay Element of Running Allowance as may be in force(at present 30%).

It is unfortunate, that, the Railway Board have decided to fix their pay adding 30% without absorbing them in alternative posts in any department.

On the basis of above cited orders of the Railway Board, Zonal Railways are fixing the pay on the date of medical de-categorisation by adding 30% Pay Element, and if the employee wants to leave Railway Service by tendering Voluntary Retirement, Railways are refusing to add 55% of Pay Element for the settlement benefits, as their pay is fixed by adding 30% by treating them as non-Running Staff since their pay was already fixed.

Above orders of the Railway board have created a situation where Running Staff are deprived of addition of 55% Pay Element in settlement benefit since their pay was already fixed by adding 30% Pay Element, i.e. they are losing 25% of the Pay Element.

Previously Running Staff used to give Voluntary Retirement either due to medical de-cate-gorisation or otherwise after completion of 20 years of service and they were eligible for settlement dues by adding 55% Pay Element as they are Running Staff.

As per Railway Board's letter, now Zonal Railways after fixing their pay by adding 30% Pay Element on medical de-categorisation and treating them as non-Running Staff even though they are not joined in any post and tendered Voluntary Retirement.

Board are requested to communicate suitable instructions to all the Zonal Railways for adding 55% Pay Element to all the medically de-categorised Running Staff who want to give Voluntary Retirement without absorption in any alternative posts after medical de-categorisation.

(No.AIRF/55 (35) dated 1.2.2012)

Sub: Fixation of Pay of Section Officers of the Accounts Deptt. who were promoted after 1.1.2006 opting to switch over to revised pay structure from the date of promotion under Rule 5 of RS(RP) Rules, 2008

Ref: Railway Board's Notification No.RBNo.103/2008 dated 4.9.2008 and their letter No.PC-VI/2008//RSRP/1 dated 11.9.2008 (RBE No.124/2008)

Proviso to Rule 5 of Railway Services (Revised Pay) Rules, 2008 states as under:-

“Provided further that in case where a Railway servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Railway servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.”

However, fixation of pay to those Section Officers who opted to withdrawal of pay in the revised pay structure after 1.1.2006 has been defined under Rule 11 of RS(RP) Rules, 2008.

As per revised pay structure, under RS9RP) Rules, 2008, the Section Officer and Sr. Section Officer of the Accounts Deptt. have been placed in PB-II with GP Rs. 4800, merging the pre-revised grades of Rs.6500-10500 and Rs.7450-11500. The pay of the Section Officers who were promoted between 1.1.2006 and the date of Notification of RS(RP) Rules, 2008, who opted to switch over to revised pay scales under these RS(RP) Rules with effect from the date of promotion, is not being properly fixed by the Railway Administrations. In this connection, attention of the Railway Board is drawn towards TA&DA Service circular dated 13.6.2011, which clarifies the issue and elaborates the rules, stating applicability of fitment table of higher pay scales, i.e. fitment table of Rs. 7500-12000 (corresponding to Rs. 93000-34800 + GP Rs. 4800 under VI CPC) annexed with the Notification. Recommendations of the VI VPC deal the Accounts Cadre of the Railways in the same chapter long with all Organized Accounts Cadre including TA&DA Service under Chapter 7.56, thereby meaning that fixation of pay as recommended by the VI CPC and accepted by the Central Govt., is same for the all the offices of Central Govt. Bodies/Ministries in the case of Accounts Staff.

The Board are, therefore, requested to clarify the issue in the light of TA&DA Service's circular dated 13.6.2011, as a reference from Northern Rly. Administration is already pending with the Rly. Board vide Northern Rly. Administration's letter dated 30.9.2010, so as to facilitate proper fixation of pay of above-mentioned staff on the Railways.

(No.AIRF/5 (36) dated 3.2.2012)

Sub: Time limit for Advance Reservations

Ref: Commercial Circular No. 12/2012 of the Railway Board

Railway Board vide their circular referred to above have decided to enhance advance reservation period from 90 to 120 days. In this context it is submitted that the validity of Privilege Passes and PTOs issued to Railway employees is only 120 days. By the time employees receive Passes, reservations in major important trains will be over. In view of this, it is requested that the validity of Privilege Passes/ PTOs issued to Railway employees may kindly be enhanced from the existing 120 days to 150 days.

(No.AIRF/86 (58) dated 15.2.2012)

Sub: Periodical transfer of non-gazetted Railway employees.
Ref: Board's letter No. E(NG)I-2009/TR/7 dated 03.02.2012

In the 2nd para of their letter, Railway Board have stated that the thrust has always been to transfer the staff at the same station and the employee should be subjected to transfer outside only when local adjustment is not possible.

Railway Board have already issued guidelines where transfer from one place to another on the same station will constitute and suffice periodical transfer.

The view taken and circulated vide above cited letter of the Railway Board, instead of giving relief to the staff, will complicate the matter.

Hence, it is requested that the said para should be amended as per the guidelines issued earlier by the Railway Board, i.e. even transfer from one seat to another at the same place will be sufficient in case of periodical transfers.

(No.AIRF/DC/JCM/2/2008(55) dated 20.2.2012)

Sub: Demand to issue uniform instructions with regards to Quantum of debits raised in case of missing PRS Tickets/Rolls & UTS Tickets/Rolls – Reg.

During the course of discussion in the DC/JCM meeting held on 1st and 2nd July, 2012 under DC/JCM item No. 20/2010, regarding quantum of debits to be raised in case of missing PRS Tickets/ Rolls, the AIRF has also insisted that the issue of missing UTS tickets/rolls are also to be dealt simultaneously as both the items are similar in nature and the only difference being is that, the ECRC's are manning PRS and Commercial Clerk are manning UTS.

However, since AIRF has cited about the non-implementation of instructions by Zonal Railways as referred under RBA No. 32/2008 dated 12.6.2008, the Railway Board has assured GS/ AIRF vide letter No. 2006/ACII/45/10 dated 26.03.2009 that the debits will be recovered after the departmental enquiry establishes the misuse.

As such, only with regards to PRS missing ticket, the Board has issued instructions under RBA No. 21/2010 dated 9.8.2010 and as for as UTS debits are concern no action was initiated by Railway Board through separate instruction.

Now, even in the last meeting (i.e. on 13.2.2012) held with AM/CommI. Under DC/JCM Item No. 20/2010, it is assured that PRS debits will be only subject to enquiry and proof and it was agreed to refund the debits recovered if the misuse is not proved, all only about PRS debits.

As such, AIRF demands that in order to address the problem of Commercial Clerk working in UTS System, the Railway Board's letter No. 26/2005 dated 13.06.2005 with regards to debits on missing SPTM/UTS ticket is to be connected with this subject, so that, instructions similar to that of PRS debits can be issued for UTS missing ticket debit also, thereby recovery of actual fare as debit instead of 4/2 tickets for the farthest distance is eliminated where, misuse is proved and in cases where misuse is not proved in departmental enquiry, the debits on UTS missing ticket can be waived/refunded on the lines of PRS debits.

As far as Unreserved Ticketing System under Manual Card Ticket/SPTM machines since non-availability of record was the basis for debits on missing ordinary ticket was at the rate of 4 tickets for the farthest distance. But under the present UTS system like reserved tickets under PRS, the tickets issued for unreserved journey for both ordinary second classes/sleeper classes are recorded in the UTS system so that all details in connection with missing tickets can be recovered from the hard copy like in the cases of PRS ticket. Hence, debits for both PRS and UTS missing tickets are to be dealt similarly as decided in the cases of PRS debit.

(No.AIRF/DC/JCM/20/2010 (57) dated 21.2.2012)

RAILWAY BOARD'S ORDERS

Sub: Replacement of the terminology 'Medical Decategorisation' as "Alternative Employment on Medical Ground" in Chapter-XIII-IREM Vol-1m Revised Edition-1989, First Reprint Edition-2009

In terms of the extant policy as contained in advance correction slip No. 77, circulated to all the zonal Railways under Board's letter No. E(NG)I-96/RE-3/9(2) dated 29.04.1999, framed pursuant to Section 47(1) of "The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act-1995", leading to revision in Chapter XIII-Absorption of Disabled/Medically decategorised staff in Alternative Employment, of IREM Vol.1, Revised Edition-1989, First Reprint Edition-2009, a Railway servant who fails in a vision test or otherwise by virtue of disability acquired during service becomes physically incapable of performing the duties of the post which he occupies, should not be dispensed with or reduced in rank, but should be shifted to some other post with the same pay scale and service benefits. A doubt has arisen between partially medically decategorised Railway employees (disabled for further service in the post they are holding but declared fit in a lower medical category) and completely incapacitated employees (disabled for further service in any post in the Railways).

In DC/JCM meeting, the staff side raised this issue and sought certain clarifications thereon. The matter has accordingly been considered by the Board in consultation with its Health Directorate and it has been decided that the terminology "Medical Decategorisation" wherever mentioned in Chapter XIII of IREM Vol. I, Revised Edition-1989, First Reprint Edition-2009 (Absorption of Disabled/Medically decategorised staff in Alternative Employment) and in subsequent instructions issued on the subject, may be replaced by "Alternative Employment on Medical Grounds".

(No.E(NG)I-2011/RE-3/12 dated 3.2.2012)

Sub: Grant of Special Allowance for child care for women with disability

Please refer to Railway Board's letter of even number dated 13.10.2008 regarding policy instructions on grant of special allowance for child care for women with disabilities admissible to Railway Servants, based on the recommendations of Sixth Central Pay Commission.

Now, DOP&T vide Office Memorandum No. 12011/04/2008-Estt.(AL) dated 26.9.2011 has issued certain clarifications related to grant of special allowance for child care for women with disabilities admissible to Government employees. The same is circulated herewith for guidance of all concerned.

(No.E(W)2008/ED-2/5 dated 7.2.2012)

No.12011/04/2008-Estt.(AL)
Government of India
Ministry of Personnel, P.G. & Pensions
(Department of Personnel & Training)

Dated 26th September, 2011

Sub: Grant of Special Allowance for child care for women with disability

The undersigned is directed to refer to this Department's O.M. No. 12011/04/2008-Estt.(AL) dated 11th September, 2008 on the above subject and to state that this Department has been receiving references from various Departments seeking further clarifications. The doubts raised are clarified as under :-

(i) Whether the women employees with disabilities shall be entitled for allowance at double the rates for multiple births at the time of first child birth?	No. In case of multiple births at the time of first child birth, the women employee shall not be entitled to this allowance at double the rates for multiple births.
(ii) Whether the allowance would be admissible for the 3 rd child in case first two children i.e. if the first child (or for that matter the 2 nd child) expires before the attaining the age of two years?	It is clarified that the grant of Special Allowance for child care for women with disabilities is admissible for two years from the birth of the child so long as the women employee does not have more than two surviving children.

Sub: Travelling allowance rules – Journey on Transfer/Retirement

In terms of Board's letter No.E(W)2004 PS 5-9/1 dated 1.8.2011, personal effects up to the specified weight limits and/or conveyance up to the prescribed scale/rates as prescribed under Board's letter No.E(W)2004 PS5-9/1 dated 17.6.2009 were permitted to be transported by road on reimbursement basis in lieu of Kit Pass to the place of posting on transfer/place of settlement after retirement. The reimbursement on account of transportation of personal effects/conveyance was to be regulated as prescribed in Board's letter of even number dated 1.9.2011.

In terms of Para II of the said letter, if transportation of personal effects is made by road between places connected by rail, reimbursement of actual expenditure by road limited to presumptive railway freight would be admissible.

However, doubts have been raised by one of the railways regarding methodology to be followed in calculating presumptive railway freight. The matter has been examined in Board's office and it has been decided that rates per Km for transport by road as prescribed in Board's letter No. F(E)I/2008/AL-28/15 dated 29.12.2010 would be applicable to transportation of personal effects made by road between places connected by rail also. Therefore, there would no longer be any distinction in rates of transportation of personal effects by road between places connected by rail or not connected by rail.

Accordingly, in partial modification of Board's letter of even number dated 1.9.2011, Para II of the said letter may be modified to read as under:-

“II. Transportation of Personal effects on Transfer/settlement after retirement:-

(i) If the transportation of personal effects is made by rail	Rates prescribed in terms of Board's letter number F(E)/2008/AL28/15 dated 29.12.2010 and revised vide Board's letter No.F(E)/2011/AL-28/18 dated 13.6.2011 would be applicable for transportation of personal effects by Road from the place of residence to the Railway Station at the old headquarters and from Railway Station to the place of residence at the new headquarters.
(ii) If the transportation of personal effects is made by road	Reimbursement of actual expenditure by road limited to rates prescribed in terms of Board's letter No. F(E)/2008/AL-28/15 dated 29.12.2010 and revised vide Board's letter No.F(E)/2011AL-28/18 dated 13.06.2011.

All other provisions given in Board's letter dated 1.9.2011 shall continue to be applicable.

These orders shall take effect from 3rd June, 2011 i.e. dated of effect of Board's letter No.E(W)/2004/PS 5-9/1 dated 1.8.2011.

(No.F(E)/2011/AL-28/26 dated 14.2.2012)

Sub: Manpower Planning on Indian Railways

Railways are aware that surrender and creation of posts are an integral part of Manpower Planning. Manpower Planning process adopted by the Railways already provides for adequate safeguards to protect the promotional prospects of staff.

Further, vide letter No. E(MPP)98/1/1 dated 17.9.1998, the Ministry of Railways had decided that in cases of surrender of large percentage of posts in a particular category and where the safeguard, in regard to promotional prospects of employees, are likely to be infringed, the recognized unions should be explained the reasons and rational for such surrender of posts. The views of the recognized unions in the matter should be given due consideration.

In view of the discussions in the meeting of PREM Group held at Apex Level on 11th November, 2011, the instructions circulated vide Railway Board's letter No.E(MPP)98/1/1 dated 17.9.1998 are reiterated for strict compliance. The recognized unions may also be consulted and their views given due consideration when large number of posts are being surrendered from and activity centre.

(No.E(MPP)2006/3/34 dated 21.2.2012)

Sub: Incentive increments for outstanding sports achievements.

Ref: Board's letter No.2010/E(Sports)/4(1)/1(Policy) dated 31.12.2010

Please connect Para 9.1 of Board's policy letter referred above on the subject matter.

In this connection it is clarified that Railway Administration can grant incentive increments, only for the sports achievements in the Championships/Events concluded on or after the date of issue of above referred policy letter. All other cases of incentive increments shall be dealt with as per policy in vogue at the time of such sports achievements.

This also disposes NR's letter No.400E/50/Sports/Incentive(Loose)A. Increments dated 6.2.2012 **(RBE No.26/2010).**

Sub: Inter-Railway own request transfer of sportspersons, recruited against sports quota; from one Railway/Unit to another Railway/Unit

Ref: Board's letter of even number dated 17.2.2011(RBE No.23/2011)

Please connect to Board's letter of even number dated 17.2.2011 (RBE No. 23/2011), containing instructions on the subject matter.

The proposal for delegating powers to General Managers for Inter-Railway/Unit transfer of sportspersons, recruited against sports quota, has been considered in Board's office. **In this regard Railway Board has decided that henceforth the cases of own request transfer of sportspersons recruited against sports quota, from one Railway/Unit to another Railway/Unit shall be decided exclusively by the General Managers of concerned Railways/Units;** subject to fulfilling both the eligibility conditions as mentioned in Para 2 (i) of Board's policy letter referred above.

The General conditions governing request transfers, like, educational qualifications prescribed for recruitment to the category/post to which transfer has been sought for assignment of bottom seniority etc, will apply in all cases of transfer of such sportspersons, on their own requests.

However, the cases of transfers on exceptional basis, as per Para 2(ii) & 5 of Board's said policy letter dated 17.2.2011, shall continued to be decided by Railway Board, as per existing practice.

This also disposes SECR's letter No.P-HQ/RUL/116/1/3264 dated 19.1.2012.

(No. 2011/E(Sports)/4(3)/4(Transfer Policy) dated 7th March, 2012(RBE No. 30/2012)