

**MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD AND
AIRF ON 6TH & 7TH FEBRUARY, 2013**

MEMBERS PRESENT

OFFICIAL SIDE

FEDERATION (AIRF)

S/Shri/Mrs.

- | | |
|--|---|
| 1. A.K. Vohra,
Member Staff | 1. Shri Umraomal Purohit, President |
| 2. Dr. V.K. Ramteke,
DG/RHS | 2. Shri Shiva Gopal Mishra, Genl. Secy. |
| 3. S.K. Seth,
AM(Staff) | 3. Shri Rakhal Das Gupta |
| 4. M. Suresh,
AM(Signal) | 4. Shri J.R. Bhosale |
| 5. P.K. Srivastav,
AM(Tele) | 5. Shri Ch. Sankara Rao |
| 6. R. Vijaya Mohan,
AM(ME) | 6. Shri V.P.R. Pillai |
| 7. Sunil Kumar,
Adv.(Safety) | 7. Shri A.M.D'Cruz |
| 8. B.K. Sinha,
Adv.(RS) | 8. Shri Ch. Gandhi |
| 9. R.K. Bhatnagar,
Adv.(Elect.) | 9. Shri M.N. Bajpayee |
| 10. P.V. Vaidialingam,
Adv.(Accounts) | 10. Shri S.K. Pandey |
| 11. Dr. D.P. Pande,
EDH(Plg.) | 11. Shri R.D. Yadav |
| 12. R. Mukundan,
EDE(N) | 12. Shri Salil Lawrence |
| 13. Prashant Mishra,
EDPC-I | 13. Shri K.L. Gupta |
| 14. Neera Khuntia,
EDPC-II | 14. Shri Harbhajan Singh Sidhu |
| 15. R.R. Prasad,
ED(T&MPP) | 15. Shri Mukesh Mathur |
| 16. Desh Ratan Gupta,
ED(L&A)III | 16. Shri Mukesh Galav |
| 17. Jhanja Tripathy,
EDE(Sports) | 17. Shri S.K. Bose |
| 18. Amitabha Khare,
EDE/RRB | 18. Shri S.K. Brahma |
| 19. Sanjay Chadha,
EDME(W) | 19. Shri Subhendu Mukherjee |
| | 20. Shri A.K. Mahendru |
| | 21. Shri Manoj Behra |
| | 22. Shri Sisir Chandra Mazumdar |
| | 23. Ms. D. Shaleel |
| | 24. Ms Jaya Agarwal |
| | 25. Ms Champa Verma |

OFFICIAL SIDE

20. Manoj Akhouri,
EDTT(F)
21. Sanjay Lavania,
EDF(E)
22. A. Madhukumar Reddy,
EDPM
23. Ragini Yechury,
ED(IR)
24. R. Gopalakrishnan,
Director,TT/Pol
25. A. Mehrotra,
Directory, Safety-I
26. Vivek Kumar Sinha,
Dir(Tele)
27. D. Mallik,
DE(IR)
28. Madan Lal,
DE(LL)

Section – A: Introduction

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

Shri Purohit ji, Shiv Gopal Mishra Ji, delegates from Zonal Railways, and my colleagues from Board I welcome you all in the first PNM of this year. On record I appreciate AIRF for their contribution in maintaining industrial peace, to work for the cause of the railwaymen and try to mitigate their hardships.

We look at the performance of the Indian Railways. On the loading front, we are doing alright, except that we have lost some traffic because of the Government's Policy and the demand of iron-ore. What we understand is that we lose about 8 to 10 million tonnes of traffic during the current year. In the intervening period we have increase the fares for passenger services which helped us to mop-up about ₹2000 crores in the current year. In other words, it meant that for the whole year it would increase about 6000-7000 crores. But unfortunately we have lost bulk of it almost about 2700 crores because of a single hike in the diesel price.

We have been able to convince the Finance in the next year Budget we intend to produce more money in healthcare, more money in maintenance of housing facilities, training programmes and some of the issues like cadre restructuring, restructuring of gangmen category and other issues pertaining to the anomalies that has come up as a result of 6th CPC. So we are trying to keep that money also budgeted for the next year and also some part portion in the current year. So my request to the Federation would be that as quickly as possible if you can get us the recommendations of the Committees which I am sure AM(staff) is handling with you, we should be able to support the staff and your cause and say that the things move.

Federations have been informally as well as formally making case for LARGESS, we are conscious of the difficulties which our staff is facing. Now as the first step we intend giving the powers to the General Manager which hitherto is with the Board, that they can look at it because what we found is that in the same zone that one division has done it or the other division has not done it. They would only know the reason why it did'nt happen in another division. With the local conditions there it would be much easier for the General Manager to address those issues because basic issues that are eligibility and acceptability. One more area which I thought I will share with you is that RRB/Chairmen has been able to induct for the second time Section Engineers/Jr. Engineers, Technicians and ALPs. I will give credit to all of you. My colleagues in the medical services and also the open lines that I was able to conduct an exam having 1.2 crore applicants.

Today I can say proudly that the panels are ready in 8 of the zones and in the remaining zones panels will be ready by 15th of March, 2013 or latest by 20th of March, 2013. That will give us an input of about 82000 erstwhile Grade 'D' staff. That input I am sure will help us to take care of the promotional category vacancies. It will also help us to off load some of the activities which may have gone on trade because of the non-availability of staff at one point of time in the zones.

We have also been able to recruit physically challenged people. Now my worry is in the hearing impaired category. I do not know whether our standards are right or we need to interact with the Ministry of Social Justice to modify our recruitment criteria. I have already inducted about 47,000 people in Group 'D'. Information which I have today with me is that

the decline in the on roll-position has stopped. In fact, from September or October onwards I am seeing an increase in the on strength position and which I hope we will be able with our efforts to putting in about 2.2 lakh employees, fresh candidates, over the next one year with 1.2 lakh people coming in the next 3 months and the remaining another may be 65,000 in the next year that should take us about 2.2 lakh employees who would join the workforce.

We have been able to resolve some issues with the Ministry of Finance not all to your satisfaction but the Minister for Railways have addressed the Finance Minister. We have had meetings with the Ministry of Finance. We hope to get response.

Health care has been an issue. To address manpower needs we have held one selection through RRB. So that vacancies of health care workers particularly nurses and others are filled. I am holding one more examination in the month of February to see that whatever is the remaining shortfall is made good.

We have appointed M/s. RITES as a consultant to give us the modalities for opening up of medical colleges in Phase-I. I have placed an indent for 700 doctors, 28 super specialist doctors and 140 specialist doctors with UPSC to see that the decline that has come due to non-availability of doctors can be addressed.

I am also placing with UPSC an indent for a special recruitment of doctors for North East region so that the shortage of doctors in that region can be addressed.

In addition we have introduced a cashless scheme for our RELHS beneficiaries to take treatment in recognized private hospitals in a medical emergency. However, much more is needs to be done. This scheme covers almost any emergent condition. My request to the Federation would be to kindly see that in your own zones this scheme gets implemented at the earliest and to my colleagues on this side to please make this scheme simple.

Now, in order to encourage sports we are starting four academies under the leadership of our sportspersons who excelled in Olympics. We already have one academy working in Northern Railway in Krishan Ganj under Olympian Sushil Kumarji. Another by 15 March we will be starting at Jaipur under Dronacharya awardee Mr. Puniya. In Kolkata we are starting two academies one for rifle shooting under Mr. Karmakar who ranked 4th in his event in the Olympics and 4th is on Archery where our presence is very good and the attempt in these academies is to nurture children of Railway employees. Make it as a nursery so that we are able to expand sports within our family providing opportunities for our Railwaymen and their children and also recognize the contribution that has been made by our outstanding players.

We have also liberalized the promotional policy for sports persons, out of turn promotion. We have liberalized and extended this scheme now to coaches also, hitherto it was only for players now it will get extended to coaches.

With these words I once again acknowledge and accept the contribution that the Federations have been making and thank you for being here today.

Shri Umraomal Purohit, President

At the outset, Shri Umraomal Purohit, President AIRF, offered warm welcome to the Official Side, particularly to those who had joined the forum for the first time and the fellow Staff Side members.

He further told that there have been very good relations of AIRF with the Chairman, Railway Board and other officials, and it was very difficult to believe that it was the last PNM Meeting with him. He expressed his hope that there would be another opportunity of meeting with him in this forum. He also expressed his pleasure on the relations with the DG/RHS who was going to superannuate in a couple of days and told that he had firm believe that whatever best the DG/RHS could do for the staff welfare he would not hesitate in doing so.

Talking about the day-by-day increase tendency of contractualisation of a number of activities of perennial nature in Railways, he told that he is of firm opinion that this system would destroy the Railway Industry. He added that the contractors always pay quite less remunerations to the contract workers which are of course insufficient for their livelihood and even the Contract and Regulation Act is not taken care of by them. Shri Purohit also mentioned that the theft cases in the Railways have also increased substantially which is an outcome of engaging contract workers in a number of activities and demanded that the contract system should not be resorted to, particularly in perennial nature activities of the Railways in the larger interest of Railway Industry.

He expressed his concern over contract system being invoked in the medical services, shortage of doctors and paramedical staff, because of which the Railway Health Services are suffering a lot. He suggested that the age of retirement of Railway doctors should be enhanced to tide over the crisis of their availability and some faster mechanism should be devised for quick recruitment of doctors and paramedical staff in the Railways for proper healthcare and satisfaction of the Railwaymen. He added that, due to acute shortage of doctors, the Resident Doctors and DNB students are mostly being utilized in the Railway Hospitals to take care of the patients which is a matter of concern.

He expressed his satisfaction that we have achieved great benefit for the Retired Railway employees in the form of RELHS.

He also mentioned that specialized treatment to the Railwaymen is of prime importance and generally the people want their treatment in the medical institutions having good name and fame. He suggested that the Railways should make all out effort to improve upon the specialized treatment facilities in some important hospitals by engaging talented medical professionals and providing them proper paramedical staff support.

Shri Purohit also added that the contract system is not sustainable at every place in the Railways, and it will prove to be detrimental in the long run.

Speaking on the ensuing secret ballot elections for recognition of the unions, Shri Purohit mentioned that there should be proper understanding about the Code of Conduct etc. between the Railway Administration and the AIRF affiliated unions so that the process is smoothly sailed out.

He also raised grievances of the Running Staff, particularly rest at Headquarters, serving Call Book within rest hours, especially on WCR and SECR. He was critic of violation of Duty Hours and Rest Rules for the Running Staff, a category which is vulnerable for safe rail operation. The instructions regarding rest at Headquarters, serving of call book and duty hours etc. for Running Staff were issued by the Railway Board after detailed deliberations with us, but some of the Railway Administrations are denying to honour these

instructions with the plea that the same were issued by the Mechanical Engineering Directorate, which is highly unfair and the Railway Board should ensure their strict compliance. Violation of these instructions by some of the GMs had resulted in Work to Rule by the Running Staff at West Central Railway. This is a serious matter which needed immediate attention, he added, and also AIRF would support their cause if the Railway Board would remain inactive on this issue.

Shri Shiva Gopal Mishra, General Secretary

At the outset, General Secretary AIRF, Shri Shiva Gopal Mishra, expressed his thanks for the formation of panel for inducting young bloods in the Railways, as informed by the Member Staff.

Talking about financial health of the Indian Railways, General Secretary AIRF stressed that, with a view to ease out the financial burden on the Railways on account of subsidized services, price hike in fuel and other commodities, the Government of India should extend adequate financial support from the general exchequer.

He also expressed serious concern that the issues raised by the AIRF are not being addressed by the Railway Board properly and this puts a question mark on the Negotiating Machinery.

He further mentioned that the issues raised in the Opening Speech should also be given serious consideration.

He thereafter, raised the following important issues.

Shri Mishra stated that complaints are pouring in AIRF Office that some zonal railways call are being served on the Running Staff before completion of prescribed rest at Headquarters and demanded that the call book should be served after completion of 12 hrs. Headquarters Rest for the staff who have performed less than 8 hrs. duty and on completion of 16 hrs. rest at the Headquarters for those having performed 8 to 10 hrs. duty. He further mentioned that the issue of West Central Railway, particularly Bhopal Division, must be resolved, otherwise Running Staff would be forced to go on Work to Rule.

Raising the issue of LARSGESS, Shri Mishra emphasized that this scheme should be decentralized at the Divisional level. He further stressed that, all the candidates who have failed in the PET in 2010 Cycle should be given another chance in the next cycle with original eligibility on cut-off date of 2010 as also to those who have failed in 2012 Cycle. It was promised by the administration in the last PNM Meeting that, nobody will be deprived or disqualified if their exams were not held in time, and the powers in this regard will be delegated to the General Managers, but nothing has been done.

He further pointed out that, the then Hon'ble Minister for Railways while inaugurating Late Com. J.P. Chaubey Memorial Library had assured, on the demand of AIRF, that written examination would be done away with from the recruitment process under LARSGESS, as such, he demanded that this should be done at the earliest possible treating the appointments under the scheme at par with recruitment on compassionate ground, medical de-categorization and land losers. He also demanded extension of this scheme for the staff working in higher grade pay and to bring the left over categories under the purview of this scheme as per reference made by the AIRF to Railway Board. He further added that

the candidates recruited under LARSGESS, who have failed in medical examination, i.e. A-1 and below, should be considered for alternative categories as per their medical fitness.

He further stated that, due to non-redressal of grievances of the Railwaymen, AIRF in its 88th Annual Conference held at Visakhapatnam had taken a decision to conduct strike ballot. The resolutions containing 38-point Charter of Demands and demand of setting up of Seventh Central Pay Commission and scrapping of New Pension Scheme restoring the old one are the main demands contained in the 38-point Charter of Demands in the resolution unanimously resolved in the said conference. We have already send these resolutions to Railway Board with the hope that these will be given proper attention and the genuine long pending demands of the Railwaymen will be resolved within the reasonable period, otherwise there will be no other alternative left but to resort to a total struggle.

Talking about the recommendations of the Joint Committee on Package and Career Progression of Trackmen, Trollymen, Gatemen etc. Shri Mishra demanded that the report of the said committee should be implemented in letter and spirit, and the ratio in higher structure should not be diluted so as to facilitate adequate advancement prospects to the Trackmen Category.

Some of the Railway employees who had opted for their transfer to newly established Rae Bareilly Coach Factory, in case of whom NOC from the controlling authorities was issued at a later date of the closing, should be considered because they had exercised their option well in time and the delay was not attributable to them.

The General Secretary mentioned that the Pilot Project of promotion of the staff on the basis of perusal of ACR and Benchmarking has been quite successful and as well appreciated by all, therefore, this should be implemented for ever.

Talking about the achievements of Boxing Coach, Shri Jai Dev Bisht, he demanded that a Boxing Academy should be opened in the Railways in his guidance which will excel the name of the Indian Railways. He further mentioned that, although Railway Board took a good step by awarding different coaches at Rail Bhawan, but not awarding Shri Jai Dev Bisht, Boxing Coach, was quite unfair.

Shri Mishra further stressed that, since designations of a number of categories have since been changed or modified, there is need to re-designate Guards as "Train Manager" also as demanded by the AIRF.

The General Secretary further pointed out that, it is quite cumbersome to avail the benefit of Rs.300 as Fixed Medical Allowance because of the complicated procedure laid down for it and demanded that this should be simplified and the banks authorized to disburse the pension should be advised accordingly so that retired railway employees are benefited out of it.

While expressing his concern Shri Mishra stated that payment of arrears of Honorarium to Cashiers of Northern Railway is held up in the Railway Board since long and demanded immediate sanction thereof. He also demanded revision of rates of Honorarium for conducting PET.

Drawing attention of the Railway Board toward long pending genuine demands of the Railwaymen, the General Secretary stressed urgency of their redressal in the interest of industrial peace and harmony.

He further demanded that Joint Committees formed to conduct inspections of the Running Rooms need to be activated and TTEs Rest Rooms should also be a part of inspection of the said committees.

He was critic about certain committees which have been formed unilaterally by the Railway Board and the same do involve staff related issues and demanded that representation of the AIRF must be ensured in these committees.

Speaking on the issue of Uniforms Committee, Shri Mishra stated that AIRF has already sent its views on the subject and further demanded that AIRF should invariably be consulted before taking any final decision by the said committee.

Shri Mishra mentioned that the educational qualification for appearing in LDCE Selection for the post of J.E.(Trackmen) against 25% Talented Quota was enhanced on the recommendations of the Safety Review Committee, and accordingly presently prescribed educational qualification for the same is 10+2 with Science. Railway Board had given relaxation in educational qualification to those who were eligible for appearing in the said exam on the cut-off date, however, the staff of Track Machine Organization could not avail this opportunity, particularly on Northern Railway. One more relaxation, may therefore, be extended, he added for the Technicians of the Track Machine Organization, who were in service as on 12.08.2002 with the qualification which was in vogue up to this cut-off date.

Shri Mishra further said that three-year Apprenticeship period for Apprenticeship Technicians appointed on compassionate ground should be computed for granting benefits under MACP.

He also expressed his serious concern over withdrawal of the facility of Privilege Passes and PTOs to the family members of the staff working in Railway Co-operative Societies, viz. NZRECTC Ltd., New Delhi etc., as this was being availed by them for years together and demanded immediate restoration of the same.

Raising the issue of absorption of quasi-administrative offices staff in the Railways, he mentioned that the issue is being deliberated for quite a long time and needs to be settled without further delay.

The General Secretary emphasized that the process of in-house recruitment of the Substitutes at the Divisional and Workshop levels as was previous in vogue needs to be restored as early as possible.

He demanded permission to Privilege Pass holders to travel in “*Duronto Express Trains*” on the pattern of Rajdhani Express Trains.

He also demanded implementation of various Welfare Schemes announced by the then Hon’ble MR, such as opening of Medical Colleges/Nursing Colleges, facilities of Medical and Privilege Passes to both the parents.

He further drew attention of the Railway Board towards implementation of the recommendations of the committee constituted to grant Incentive and Special Package etc. to the staff deployed on Udhampur-Srinagar-Baramulla Rail Link Project, which is pending in Board's Office for quite some time. In this connection, he also mentioned that, even the Special Allowance being paid to them has not been enhanced, as a result of Dearness Allowance having been increased beyond 50%.

Shri Mishra also demanded urgent implementation of the agreed upon recommendations of the CRC in respect of various categories of staff as also the percentage recommended by the Joint Committee on Package and Career Progression of Trackmen without any dilution as these recommendations were finalized after detailed deliberations by the said committee examining all the aspects.

He mentioned that the issue raised long back raised by the AIRF to upgrade apex level Group 'C' posts to Group 'B' is also lingering inordinately, for which deep sense of frustration is prevailing among the Sr. Supervisors of different categories which is not conducive for healthy environment.

He expressed serious concern over violation of the provisions of Hours of Duty & Rest for Running Staff and also demanded urgent redressal of their grievances because the Running Staff is a vulnerable category responsible for safe rail operation.

Talking about the paucity of funds for medical facilities in SECR, he demanded that sufficient funds should be allotted for medical facilities and reimbursement of medical expenses to the employees working on the said railway. Similarly, he emphasized the need for sufficient fund allocation for improvement in medical facilities over ECR and other Railways. He also mentioned about non-recognition of various reputed hospitals, proposals for which have already been forwarded by the Zonal Railways. He said that at LDH, JRC and other important stations where thousands of workers are working, they are without any recognized hospital.

Shri Mishra demanded immediate payment of arrears of T.A. and Overtime, reimbursement of educational assistance to the wards of Railwaymen as also proper maintenance of railway quarters in ECoR.

He expressed deep concern over large number of run over cases on NCR, which is of course a serious issue and needs immediate remedial measures.

Shri Mishra sought one-time relaxation for the promotion of Appendix II-A passed Accounts Staff against DR Quota of JAA, as large number of vacancies against DR Quota in the category of JAA are available while a number of Appendix II-A passed candidates are awaiting promotion.

Shri Mishra stated that, on Metro Railway Kolkata, around 160 Matriculate candidates were placed in GP Rs.1800, but another 340 who were also Matriculate have been provided with GP of Rs.1300 and demanded that they should also be provided with GP of Rs.1800.

He also demanded First Class Pass facility to those Railway employees who were appointed before 10.11.1987 and are presently working in Grade Pay of Rs.2800 as also implementation of New Pass Rules in all the Zonal Railways and PUs.

Shri Mishra also emphasized the need of curtailment in training period for the JEs promoted against Promotee Quota.

He demanded provision of PCO Allowance to all the Workshop Staff as also revision of incentive to Railway employees of various departments for acquiring higher academic qualification as a result of implementation of VI CPC recommendations.

He also demanded provision of “Calendar Rest” for all the Controllers and stressed that on redeployment of medically de-categorized staff, the promotional avenue of the existing staff should not be disturbed.

Different problems of medically de-categorized staff were also raised by him.

While raising the issue of opening of canteen in EMD Shed/UBL/SWR, Shri Mishra demanded provision of Staff Canteen wherever more 7 employees are working as also facility of Statutory Canteens.

Talking about New Pension Scheme, he mentioned that a lot of problems have cropped-up on account of implementation of this scheme and there is urgent need to take some concrete action in this regard.

Shri Rakhhal Das Gupta, Working President

At the outset, Shri Das Gupta, Working President AIRF, extended gratitude to DG/RHS Railway Board for responding to any problem placed before him.

1. Letters of AIRF are not replied

Shri Das Gupta pointed out that AIRF could get hardly any reply to the letters written to Railway Board. He said that some time frame should be fixed for replying AIRF's letters.

2. Orders issued on PNM Items of AIRF, but reference of PNM items of AIRF not inserted.

Shri Das Gupta cited an example that orders on AIRF's Item No.17/2011 – Retention of accommodation at Dibrugarh, N. F. Railway has been issued vide Railway Board's letter No.E(G)2002 QR I – 2 (Surplus) dated 20/28.03.2012. But the reference of PNM item of AIRF did not appear in the body of the said orders.

3. Agreed Items of AIRF's PNM was not implemented

The following were agreed PNM Items of the AIRF, but they have not yet been implemented.

- (a) Item No.25/2012 - Curtailment of privileges in case of Metro Railway Employees.
- (b) Item No.05/2009 - Admissibility of Daily Allowance to Staff Car Drivers.
- (c) Item No.27/2006 - Surrendering of higher graded promotional posts.
- (d) Item No.30/2010 - Policy for Retiring Rooms/Dormitories.

4. Demonstration before the Parliament on 28th March, 2012

Shri Das Gupta pointed out that AIRF has submitted 29-point Charter of Demands through a Mass Demonstration before the Parliament on 28th March, 2012. Issues were discussed with Hon'ble Railway Minister on the same day and under his direction the issues were discussed with the Railway Board on 12th & 19th April, 2012. Unfortunately, not a single item has been implemented, resulting, AIRF was compelled to observe protest days throughout the country on:-

- (i) 28th June, 2012, on the demand for implementation of the report of Trackmen Committee in toto.
- (ii) 18th July, 2012 against injustice done to the Artisan & Technical Supervisors.
- (iii) 9th August, 2012 against the injustice done to the Loco & Traffic Running Staff
- (iv) Black Week was observed on 22nd to 28th August, 2012 against partial implementation of the report of Trackmen Committee.
- (v) 30th August, 2012 against Removal of Anomalies of 6th CPC and implementation of agreed issues of Cadre Restructuring Committee.
- (vi) 19th September, 2012 against New Pension Scheme
- (vii) 9th October, 2012 - Mass Hunger Strike all over the country protesting against non response to peaceful agitation of AIRF.

5. Resolution adopted in the 88th Annual Conference of AIRF held at Vishakhapatnam from 18th to 20th December, 2012

Shri Das Gupta said that due to poor response from the Railway Ministry in the matter of burning grievances of the Railwaymen, resolution was adopted on 38-point Charter of Demands in the 88th Annual Conference. In the same resolution it was stated that, if no solution would be visible within a reasonable time, AIRF would be compelled to take perceptive action.

6. Implementation of report of the Safety Review Committee headed by Dr. Anil Kakodkar

Shri Das Gupta pointed out that the said report have pointed out that out of 6,12,000 Safety Posts, 1,26,000 posts are lying vacant. He also pointed out that the same Committee has recommended that Safety post should be filled up within three months. This recommendation should be implemented in letter and spirit. Shri Das Gupta also pointed out that as many as 1600 Railwaymen were killed while on duty between the period from 2007–2008 and up to December, 2011. He said that pension and family pension scheme has been continuing for the Army Personnel and this is rightly so. He said that the Railwaymen are in second line of defence, and in view of their service nature they should also be covered under pension and family pension scheme, scrapping New Pension Scheme.

7. Acute shortage of doctors in N.F. Railway

Shri Das Gupta said that special recruitment for N.F. Railway through UPSC, as decided, should be conducted as early as possible as Medical System in N.F. Railway has been virtually collapsing due to large number of vacancies in the post of general doctors and specialists.

8. Allotment of proper Grade Pay to newly regularised staff of MTP Kolkata

Shri Das Gupta said 500 staff has been appointed in Metro Railway, Kolkata. They have been granted 1S Pay Band with Grade Pay Rs.1300. He said that these staff should also be granted Grade Pay Rs. 1800.

9. Allotment of fund for Flood Advance in N.F. Railway

Shri Das Gupta pointed out that FA&CAO/N.F. Railway vide his letter No.B/Civil/2012–2013 dated 21.01.2013 have sent a letter to Executive Director (Railway Board) for allotment of Rs.5.07 crore while releasing Revised Budget Estimate for the year 2012–2013 for payment of Flood Advance.

10. Operation of Railway Minister's Relief Fund

Shri Das Gupta pointed out that the family of one Shri Laku Ram, Ex. Blacksmith/Malbazar/N.F. Railway, was sanctioned Rs.50,000 from Railway Minister's Relief Fund, but the money has not been received by the family and the committee has decided to withdraw the sanction as years have passed after the incident of unfortunate death of Shri Laku Ram. He said that the beneficiary concerned are not responsible for the delay and the procedure for fund operation of Railway Minister's Relief Fund has not been brought to the notice of all concerned. As such, this money as was sanctioned should be paid to the family.

11. Promotion of Appendix – II passed out candidates as JAA

Large number of posts of JAA have been lying vacant in all the Zonal Railways as all the Direct Recruitment Quota posts was not fill up. He said that Accounts Clerk in Grade Pay Rs.1900, those who have passed Appendix–II examination, need to be promoted to JAA so that the vacancies are filled up as one time exception.

12. Promotion of staff in Grade Pay Rs. 1800 in Accounts Department to the post of Accounts Clerk in Grade Pay Rs. 1900

Shri Das Gupta said that large number of posts of Accounts Clerk are lying vacant, where a good number of staff of same department have been stagnating since long time in Grade Pay Rs. 1800. He requested the Railway Board to promote them as one time exception to fill up the vacancies.

13. Promotional scope of Safaiwala/Sanitary Cleaner - Formation of Committee

Shri Das Gupta said that lower rung of people are working as Safaiwala/Sanitary Cleaner. It is the policy of the government to uplift the future of the downtrodden.

Shri Das Gupta requested the Railway Board to form a Joint Committee like that of the Trackmen Committee to decide promotional scope and other facilities of Safaiwala/Sanitary Cleaner.

14. Allotment of Type-II quarters in favour of the staff recruited in Grade Pay Rs.1800

Shri Das Gupta requested to regularise the quarters, of their father/mother in favour of their children appointed either on compassionate ground or under LARSGESS.

15. Doubling of Patient Care Allowance

Shri Das Gupta said that order for doubling of Patient Care Allowance should be issued without any further delay. This should be effective from 01.09.2008. Railway Board informed that the orders in this respect will be issued shortly.

16. Fixation of pay on promotion to the post carrying higher duties and responsibilities

Shri Das Gupta pointed out that the Finance Ministry vide OM dated 07.01.2013 has issued order in this regard, but the Railway Board is yet to issue order. He requested the Railway Board to issue orders without any further delay.

17. Absorption of contract Para Medical Staff in the Railways

Shri Das Gupta pointed out that large number of contract Para Medical Staff are working in different Zonal Railways. They have no future prospects. Shri Das Gupta said that rules were framed for absorption of Casual Labour and Substitutes and their services have regularised. Similarly, he wanted that the contract Para Medical staff who are rendering their best should also be regularised against existing vacancies.

18. Orders issued for MACP on 13.12.2012 by the Railway Board

Shri Das Gupta pointed out that confusion has been created on the orders issued by the Railway Board on 13.12.2012. This has become a stabling block in the matter of getting Accounts vetting.

Section – B: MINUTES

DG/RHS

47/2006: Extending the benefit of RELHS to the Superannuated Railway Employees.

&

24/2011: Extension/ re-opening of Retired Employees Liberalized Health Scheme (RELHS-97).

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Necessary orders issued vide Board's letter No.2011/H/28/1/RELHS/Court Case dated 31.05.2012.

(Closed)

18/2010: Provision of Modern and well equipped Physiotherapy Department at least in all Divisional Hospitals over the Indian Railways and staff strength according to Yardsticks.

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A separate meeting with DG/RHS held on 10.01.2013. Record note of discussions circulated on 04.02.2013.

7/2011: Qualifying Service for eligibility of RELHS-97.

&

22/2011: Retired Employees Liberalized Health Scheme RELHS.

&

35/2012: Extending coverage of RELHS to medically invalidated employees.

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The issue of reduction of the qualifying service to join the RELHS-97 from 20 years was examined in Board's Office but not agreed to. However, on the insistence of Federation, it was agreed to re-examine the matter.

19/2012: Formation of Food Safety and Standard Act, 2006, Organize Railways.

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Necessary Instructions have been issued to the Railways vide Board's letter No.2012/H-1/9/2/1 dated 29.10.2012. This matter was also discussed in the separate meeting with DG/RHS held on 10.01.2013. Record note of discussions circulated on 04.02.2013.

49/2012: Eligibility criteria for accommodation in empanelled hospitals.

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Matter is under examination. AIRF will send its views for further discussion.

55/2012: Sanction of adequate manpower for Central Hospital, West Central Railway, Jabalpur.

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Matter is under examination.

AM(CE)

16/2005: Package of allowance to Gangmen.

&

39/2012: Implementation of recommendations of the Joint Committee on Package and Allowance to Trackmen.

It was agreed to review the matter in view of the changed circumstances. The feasibility to restructure the cadre of Trackman/Gateman, Trolleyman, Watchman, Keyman, Mate etc. in the ratio as was recommended by the Committee originally will also be explored through CRC. The Federation insisted to get implemented unanimous recommendations of the Jt. Committee on Trackmen as also to deal with this issue in the meeting of the CRC.

20/2010: Grievances of night patrolman.

It was agreed that the matter will be reviewed after 31.03.2013 by which time direct recruits are likely to be available.

AM(T&C)/ ED(T&C)/ EDE(N)

56/2006: Indian Railway Tourism and Catering Corporation – Catering staff on deputation.

The erstwhile Railway catering Staff and deemed deputationist Railway Catering Staff who have exercised their option for coming back to railways have already joined to their respective Railways. For extending promotional benefits to such staff, E(NG)I Dte. vide their letter dated 28.12.2010 have already issued necessary instructions to the railways. Federation stated that the agreement arrived between AIRF and Railway Board has not been implemented fully and the staff are forced to work in the IRCTC. Federation demanded to implement the agreement in true spirit.

Adv. (Infra)/ DE(LL)

58/2006: Privatisation/ Contractorisation/ Outsourcing/ offloading of various activities of the Indian Railways.

A separate meeting will be fixed.

Adv. F(X)

56/2012: Reckoning of Running Allowance as Pay for the purpose of deduction of Income Tax –Enhancement in ceiling limit reg.

The matter has been referred to the Ministry of Finance vide Board's O.M. No.F(X)I-2012/23/9 dated 11.12.2012 for enhancement of the rebate limit on Income Tax computed on Running Allowance by 25%. Reply is still awaited therefrom.

Adv. Elect.(G)

37/2012: Genuine grievances of AC Mechanics in Technician grades.

The demand will be examined in detail.

Adv. (Accounts)

24/2010: Implementation of New Pension Scheme and establishment of NPS Cells over the Indian Railways.

The status of implementation of NPS on Railways was explained. Federation expressed their concern about delays in refund of recoveries made from employees particularly Apprentices, who were initially included under NPS but later on covered under old Pension Rules, due to non availability of any guidelines from Ministry of Finance, the nodal Ministry for PNS regarding refund. It was agreed that MOF will be pursued to expedite decision regarding the modality of refund of recoveries made from such employees covered under NPS scheme. After obtaining information from the Ministry of Finance and NDSL, a separate meeting will be held with the Federation.

43/2012: Permission sought for holding of Special Appendix III(IREM) Examination for filling up of posts of Section Officer (Accounts), TIAs and ISAs by N.F. Railway and other Railways.

It was clarified that the Appendix 3 IREM Examination is being held at regular intervals in two parts once in 6 months every year and thus there is no need for any special examinations. However, the Railways facing problems will be instructed to arrange extensive tutorial classes and special training packages through experienced subject experts to specially train the staff and equip them to pass this examination. The matter was dropped in view of the same. All FA&CAOs will be instructed to organize special tutorials for Appendix 3A Examination.

Adv. (L&A)/ ED(L&A)III

59/2006: Maintenance of Railway Colonies.

A separate meeting with Board(ME) held on 23.01.2013. Record Note of Discussion has been circulated on 04.02.2013. Federation insisted for Maintenance Allowance for petty repairs, painting and white wash.

Adv. (Safety)

26/2010: Implementation of the recommendation of the Railway Safety Review Committee, 1998

A separate meeting will be fixed.

EDPM

10/2008: Manning of UTS and PRS Terminals by Commercial Staff – Reg.

Federation was advised that the issue of merger of ECRC and Commercial Clerks, the matter is under examination by a Committee comprising of EDE(RRB), EDE(N) and EDF(E) with EDPM as the co-opted Member. It was agreed that the Federation will furnish material to the said committee under EDE(RRB) justifying grant of higher Grade Pay of ₹2800/- to the Commercial Clerks. Before finalization of the issue, the Committee will discuss the matter with the Federation.

25/2008: Provision of berths for Guards/Crew working spare.

During a separate meeting with Board (MT) held on 23.03.2012, it was decided that since the original issue has emanated from Western Railway, a reference shall be made to that Railway to send a detailed report after assessing the size of the problem and identifying a feasible solution. A reference has been made to WR accordingly but a reply is awaited. The Federation demanded that, after receiving feedback from WR, the issue should be discussed with the Federation.

16/2012: Creation of additional posts of Ticket Checking Staff for manning new trains and additional coaches.

&

33/2012: Creation of additional posts of ticket checking staff/TTE and filling up of existing vacancies in ticket checking cadre.

It was explained to the Federation that a meeting with the representatives of Zonal Railways has already been held in Board office on 15.10.2012 and 16.10.2012 wherein the additional requirement of ticket checking staff and creation of the same has been discussed elaborately. Based on the feedback received from Zonal Railways during the above meeting, a Board Memorandum containing the proposal for periodical review of requirement of on-board ticket checking staff and its creation on the analogy of creation of posts of Driver and Guards is being put up to Board for consideration.

30/2012: Shortage/excess of petty cash by the Commercial Clerks working on the Booking Counters.

This will be examined once again on file.

EDME(W)

54/2012: Modification of RITES Incentive Scheme –Approval of the Railway Board.

Federation requested for a separate meeting which was agreed to.

EDF(E)

48/2006: Washing Allowance to all Railway Employees who are supplied uniforms.

Official Side advised that information has been called for from all the Zonal Railways/PUs in respect of the categories of employees drawing Gr. Pay ₹1800/- 1900/- & ₹2000/- who are provided with uniforms, but are not given Washing Allowance. The information is still awaited from some of the Zonal Railways.

5/2009: Admissibility of Daily Allowance to Staff Car Drivers.

The file may be put up to MS for consideration .

5/2012: Covering pre-1.1.2004 temporary status employees under Old Pension Scheme.

Matter has been referred to Ministry of Finance for clarification which is awaited.

EDPC-I

26/2012: Fixation of pay of Running Staff.

Will be discussed separately.

32/2012: (A) Wrong implementation of MACP Scheme in IT Cadre. (B) Granting of financial benefit under MACP Scheme to EDP Staff.

It was explained by Official Side that in a similar matter a reference has already been made to DOP&T, the nodal department of government on MACPS. Federation suggested that reply /clarification of DOP&T received in the matter is to be given to Federation and than a separate meeting of the Federation with EDPC-I is to be held.

36/2012: Entitlement of Child Care Leave.

Federation was told that the instructions of Child Care Leave are based on the corresponding instructions of DOP&T, which is the nodal department in this regard. Since, Ministry of Railways cannot unilaterally alter the existing provisions in respect of admissibility of CCL, the matter was referred to DOP&T. DOP&T's reply has since been received who have advised that the recommendation of 6th CPC in respect of CCL was only for female Government/Railway Servant. Any change in the position whenever occurred will be publicized widely. However, DOP&T have noted the suggestion.

(Closed)

38/2012: Extension of scope of LARSGESS.

Federation suggested that a separate meeting with AM(Staff), EDPC-I, EDE(N) and ED(IR). This was agreed to.

40/2012: Earmarking of posts for promotion of Non-Appendix 3 ITEM Qualified Accounts Assistants in the merged cadre of Sr.SO(A/Cs) and SO(A/Cs).

It was explained by Official Side that the actual number of posts available for promotion of Non-Appendix 3 qualified Account Assistants remain same as 5% of the posts of SO(A/Cs) is same as worked out with 1% for the merged strength cadre of SO(A/Cs) and Sr. SO(A/Cs). In view of the above, any alteration in the earmarked posts for Non-qualified staff in merged cadre is thus not considered desirable.

(Closed)

**46/2012: (A) Payment of Running Allowance to medically de-categorised Running Staff kept on supernumerary posts.
(B) Fixation of pay of medically de-categorized Running Staff while kept on supernumerary posts- Grant of benefits of Running Allowance.**

(A) The Official side explained that the date when the Running Staff are declared unfit for holding the running post, they cease to be a Running Staff. Consequently, they are not entitled for any type of Running Allowance specifically admissible to Running staff.

(B) In regard to the demand for reckoning 55% pay element to medically decategorised running staff who request for voluntary retirement without absorption in any alternate posts, it was explained by the Official Side that medically decategorised running staff cease to be a running staff and therefore are not eligible to any benefit specifically admissible to the running staff and accordingly addition in basic pay for computation of retirement benefits is not admissible in such cases. In any case 30% addition in basic pay is being granted to medically decategorised running staff from the date of their decategorisation.

As regards the issue of fixation of pay of medically decategorised running staff while absorbing them in alternative posts, the Official Side stated that the matter is under consideration.

EDPC-II

26/2008: Upgradation of Horticulture staff.

Pursuant to the discussion held in the PNM meetings, no proposal has been received from the Federation, so far. Federation requested that administration may formulate a proposal based on the cadre-structure of Horticulture department. The Federation insisted that this staff should be treated at par with the Technicians. It was agreed to examine the issue further.

16/2009: Granting of Additional Allowance in favour of Loco and Traffic Running staff – extension of recommendation of VI CPC.

Federation was advised that the matter is under examination in consultation with Ministry of Finance.

15/2010: Parity in pay scales and designations of Rajbhasha Staff on the Railways.

Instructions have already been issued vide Board's letter No.PC-VI/2008/1/5/2 dated 13.09.2012.

(Closed)

26/2011: Grant of parity to the Stenographers working in the Zonal Railways.

The matter is under examination in consultation with Ministry of Finance. Ministry of Finance has raised certain queries which are being examined by Pay Commission Dte.

6/2012: Merger of all Permanent Way Supervisor with Jr. Engineer(P. Way).

A separate meeting with Federation was held on 30.04.2012. Record note of discussions was also circulated to all concern on 04.07.2012. AM(CE) advised that the case is being examined, further based on discussion.

15/2012: Fixation of pay of the staff promoted after 1.1.2006 on par with directly recruited staff in the same grade pay.

Federation was advised that separate methodology for pay fixation of direct recruits and those appointed through promotion are based on the recommendations of Sixth Central Pay Commission as accepted by the Government employees.

Instructions have been issued vide Board's letters No.PC-VI/2010/I/RSRP/1 dated 16.08.2011 clarifying/ confirming applicability of provisions of Board's letter No.PCVI/2010/I/RSRP/1 dated 17.02.2010 for stepping up of pay of senior employees promoted to a post after 1.1.2006 vis-à-vis his junior who was directly recruited on a subsequent date to the same post.

Official side advised the Federation to make a reference to Nodal Ministry. On the insistence of the Federation, Official side agreed to review the matter further.

42/2012: Fixation of Pay of Section Officers of the Accounts Department who were promoted after 01.01.2006 opting to switch over to the revised pay structure from the date of promotion under Rule 5 of RS(RP) Rules, 2008.

The matter is under examination in consultation with Ministry of Finance.

51/2012: Serious injustice done to the category of Claims Tracers.

The Federation was advised that the Sixth Central Pay Commission had recommended upgraded Scale of ₹4500-7000 (pre-revised) corresponding to PB-I with GP

₹2800 to Sr. Commercial Clerks in pre-revised Scale ₹4000-6000. However as there is no specific recommendations for higher pay structure for Claims Tracers, normal replacement pay structure of PB-I with GP ₹2400 has been granted to them.

Regarding non-implementation of cadre restructuring orders issued vide Board's letter No.PC-III/78/UPG/8 dated 01.01.1979, Eastern Railway administration have advised that since the matter pertains to 1979, old records are not available, however, efforts are being made to search them.

EDE(N)

43/2002: Review of system of construction reserve posts for non-gazetted staff.

The matter will be discussed with Federation.

21/2006: Induction of Trackmen, Safaiwalas and Store Khalasis into the Workshops, Traffic and Commercial Departments.

The matter will be further examined after getting the feedback from the Railways. However, on the insistence of the Federation, it was agreed to hold a separate meeting with the M.E.

4/2009: Loss in privilege and service conditions on absorption in alternate employment of medically de-categorized Running Staff in grade ₹5000-8000.

The matter will be further discussed with the federations to find out an amicable solution.

19/2009: Grant of temporary status to the casual labours recruited during RCF Project (01.08.1986 to 31.12.1991).

The matter is under examination.

4/2010: Filling up of vacancies in Grade Pay ₹1800.

During the year 2011-2012, around 57000 persons have been recruited in erstwhile Group D and Group C posts through open marked and other modes. Further, during 2012-13 (till 30.9.2012), around 45000 persons have been recruited. In addition to above, recruitment for around 85000 posts in Pay Band-1 (grade pay ₹1800) initiated in Dec. 2010/Jan. 2011, Written test and Physical Efficiency Test (PET) for which has been completed. Panel are being issued after document verification and medical examination by Zonal railways and will be completed by Feb./March, 2013. The recruitment in Pay Band-1 (Grade Pay ₹1800) for the year 2012-13 has already been initiated by the Zonal Railways by way of issuance of notification for around 35000 posts in July 2012. No change in guidelines circulated for engagement of substitutes is called for as the instructions have been issued after detailed deliberations.

22/2010: Appointment on compassionate grounds to the wards having physical disability 20% and above.

&

22/2012: Grant of compassionate appointment to the ward of deceased employee who has been declared medically unfit against general vacancies and even not being considered against Physically Handicapped Quota due to ward's having 30% disability.

The matter is under submission to Board for consideration.

25/2010: Relaxation in the educational qualification for compassionate ground appointments of the wards of deceased Railway employees.

As per the clarification given by Railway Board, widows and wards can be appointed below the minimum required qualification and the ward has to acquire the educational qualification within a period of 5 years. A copy of the instructions given to the Federation during the meeting.

6/2011: Denial of Pensionary benefits to nearly 1,400 Substitutes in East Central Railway.

The matter is being put up to Board for consideration and approval.

8/2011: Counting of previous services of re-deployed staff for promotion purpose in absorbing unit – Case of group 'D' employees of Flash Butt Welding Plant, Kalyan, re-deployed in Diesel Shed, Kalyan.

Instructions have already been issued vide Board's letter No.E(NG)I-2011/PM1/23 dated 27.04.2012.

(Closed)

21/2011: Implementation of recommendations of 6th CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts.

The matter is under examination in consultation with Mechanical Directorate.

25/2011: Selection for J.E. Pay Band ₹9300-34800 – Eligibility thereof.

The matter will be further discussed with Federations.

27/2011: Grievances of the Physiotherapists.

It was decided to call for the papers from Northern Railway. Thereafter, the matter will be expedited.

9/2012: Provision of multiple chances to the widows/ wards of the deceased Railway employees for their recruitment against compassionate grounds.

Instruction have been issued under RBE No.28/2012 dated 02.03.2012 to give an additional chance to ward/widows for appearing in the suitability test for appointment on compassionate grounds to Group 'C' posts on the Railways.

(Closed)

13/2012: Seniority of erstwhile CMA II who were in pre-revised grade ₹5000-8000 of V CPC who were in service before 1.1.2006 vis-à-vis directly recruited CMA I recruited after 1.1.2006 in prerevised scale of ₹5500-9000 on merger of both the posts re-designated as CMA and replaced by PB 2 with GP ₹4200 as recommended by the VI CPC.

Instructions has already been issued vide letter No E(NG)I-2009/PM1/4 dated 26.09.2012.

(Closed)

21/2012: Promotion of Group 'D' staff (Helpers Grade-I and II) in Workshops, Divisions, Diesel/ Electrical/EMU Loco Sheds and Production Units against Direct Recruitment Quota.

The matter will be examined after the receipt of the comments from Railways.

31/2012: Transfer of staff working in sensitive post- Problem of Children Education.

The existing instructions are very clear. Federation may furnish the issue where specific clarifications/ examination is required.

41/2012: Filing-up the posts of Bridge Inspector Grade-III/Junior Engineer (Bridge) (pre-revised pay scale ₹1400-2300/9300-34800, PB-II GP ₹4200)

Matter is still under examination.

44/2012: Implementation of judgement of the Hon'ble Supreme Court, delivered on 30.09.2011 against Petition(s) for Special Leave to Appeal(Civil) No (S) 20041/2002-Union of India & Ors. Vs Sarju.

Matter is under examination.

45/2012: Appointment on compassionate grounds in the event of death of husband and wife who are both Railway employees.

Matter will be examined afresh.

48/2012: Revision of rate of incentive for acquiring higher academic/technical education during service.

The matter will be taken up with DOP&T to check up whether there is any proposal for revision of incentive.

50/2012: (A) Classification of Railway Services consequent upon introduction of RS(RP) Rules, 2008 –Eligibility for Selection to Group ‘C’ post in General Categories.

(B) Consideration of Staff in erstwhile group ‘D’ categories since upgraded as group ‘C’ for promotion to the posts of Stenographers (GP ₹2400), Hindi Asstt. Gr.II(GP) ₹2800.

The matter will be discussed with Federation separately.

53/2012: Provision of compassionate ground appointment in place of medically de-categorized Railway employees.

The matter will be examined afresh.

ED(T&MPP)

52/2012: Sanction of additional staff for manning newly constructed railway lines opened for traffic.

Provision of O&M for manpower will be examined to meet requirement for new lines.

EDTT(F)/ DE(LL)

20/2009: Rest Rules for Running Staff.

Ministry of Railways has constituted a High Power Committee to review the duty hours of running and other safety related categories of staff. The issue regarding absence of running staff from Headquarters has also been referred to the Committee.

EDE(G)

29/2011: Retention of railway quarter in favour of totally medically incapacitated railway employees.

Matter is under consideration in consultation with the Ministry of Urban Department and the Zonal Railways.

47/2012: Retention of Railway accommodation at the previous place of posting in case of staff posted in newly formed Divisions.

Matter is under consideration in consultation with Zonal Railways.

DE(D&A)

20/2012: Employees medically unfitted under provisions of para 522 (2) (1) of IRMM vis-à-vis need for initiation of D&A proceedings.

The matter is still under consideration.

DE(W)

3/2010: Permission to travel in “Duranto Trains” on Duty Pass and Privilege Pass.

Instructions issued vide letter No.E(W)2009/PS 5-1/30 dated 01.03.2013.

(Closed)

21/2010: Revision in the Dress Regulations - 2004.

Views are awaited from the Federations.

DE(IR)

3/2008: Facilities to the recognized Unions.

The record note of discussions circulated vide Board’s letter No.E(LR)I/2009/NM1-9 dated 19.01.2010.
