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Government of India  
Ministry of Railways  
(Railway Board)



F.No.2011/ E(LL) HPC/1

New Delhi, Dated 01 .7.2011

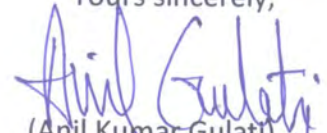
✓ The General Secretary,  
All India Railwaymen's Federation,  
4, State Entry Road,  
New Delhi – 110055.

Dear Sir,

Subject :- Meeting of AIRF with HPC on 28.6.2011.

Please find enclosed herewith a copy of record of discussions during your meeting with High Power Committee (HPC) to review the duty hours of running and other safety related categories of staff on Railways held on 28.6.2011. This is for your kind information and necessary action please.

Yours sincerely,

  
(Anil Kumar Gulati)  
Secretary/HPC 01/7/2011

Copy for kind information to :-

1. Member Staff, Railway Board
2. Adviser (IR), Railway Board

**Record of discussions during the meeting of High Power Committee (HPC) to review the duty hours of running and other safety related categories of staff on Railways with the Representatives of All India Railwaymen's Federation (AIRF) held on 28.6.2011**

Following were present:-

<b>High Power Committee &amp; Railway Board</b>	<b>All India Railwaymen's Federation (AIRF)</b>
Shri D.P. Tripathi, Chairman, HPC	Shri Umraomal Purohit, President/AIRF
Shri V.K. Manglik, Member, HPC	Shri S. G. Mishra, GS/AIRF
Shri M.S. Khan, Member, HPC	Shri R.Das Gupta, Working President/AIRF
Shri A.K. Gulati, Secretary, HPC	Shri U.C. Tyagi, Vice President, AIRF
Shri R. Ramachandran, Director (LL), Railway Board	Shri C.A. Raja Sridhar, Vice President/AIRF
	Shri N. Kanniah, AGS, AIRF

Chairman/HPC while welcoming the representatives of AIRF introduced his team members to the Federation. In his opening observations he mentioned that though the Miabhoy Report on Hours of Employment Regulations has stood the test of time for a long period yet in the changed circumstances there is a need to revisit the issues of running staff and Safety categories with open mind. He made a particular reference to changing pattern of traffic, higher load with higher speed and aspirations of the new members in the Railway family who join with higher qualifications and technical skills. Chairman felt that though a lot of new and upcoming technologies have been assimilated in Railway working yet running staff has not been provided with the commensurate technological tools to reduce their stress levels. It would be endeavour of the Committee to take into account the expectations of the staff and Federations on the one hand and also keep in mind the managerial challenges in managing the complex system of train operations at reasonable cost. Chairman concluded his remarks by stating that he would be looking forward to suitable inputs from the Federation to enable the Committee to discharge its responsibilities in an effective manner.

Shri Purohit expressed his happiness on the opening observations of the Chairman. He mentioned that the Federations has maintained a detailed data base with other relevant material on the subject which shall be presented to the Committee in due course of time. While recounting the background in which this High Power Committee has been set up, he made a mention that Federations were insisting on appointment of a High Court Judge as was the case with Miabhoy Tribunal. However, in the course of discussions with senior functionaries in the Ministry of Railways, the Federation was persuaded that retired senior officers of the Railways who are well-versed with the intricacies of Railway functioning would be equally suitable for the job in hand.

Shri Purohit mentioned that profile of a workman on Railway has undergone a sea-change during the last few years. The new generation of workmen are not interested in money alone. Suitable working environment is equally important for them in keeping their motivational level high for the onerous responsibilities being shouldered by them. He made a mention of meeting at ILO on workers in the Transport Sector where the trend was

moving towards thirty-five working hours in a week and where forty-eight hours work during a week appeared unreasonable to workmen in developed countries. He felt that on Indian Railways we are not able to even stick to ten hours of working at a stretch for running staff and statements indicating the numbers of hours put in by loco running staff on Zonal Railways stopped coming to Federations after the statutory limits prescribed under the Hours of Employment Regulations were not being adhered to on most of the Zones.

Shri Purohit observed that all technological advancements on the Railways have taken place with the active cooperation of staff. As such the Railways' response to the genuine demands of the workers in running and safety duties should taken this fact into account. However, the patience with which the Federations have pursued the demands of the staff in this regard should be appreciated and the final outcome should reflect genuine concern for expectation of workmen in this regard towards improvement of their working conditions. He said on the one hand Railway is spending large sums of money for development of recreational facilities for Railwaymen in the form of clubs and institutes, on the other hand the time of rest after performance of duty is shrinking over a period of time. As such, this dichotomy needs to be corrected and staff should be allowed to spend sufficient free time with their families to keep their motivational level high.

Shri Shiv Gopal Mishra thanked the Committee for the opportunity afforded to AIRF to express their views on Hours of Employment Regulations. He mentioned that Hon'ble Minister for Railways had consulted the Federations before formation of the High Power Committee and with the appointment of Ex. Railway Officers who held important positions before retirement as Chairman and Members of Committee, there are high expectations that staff will get a good deal and their over burden would be reduced. He mentioned that Federations will set up a core group to respond to the requirements of the Committee in the form of relevant data and evidence which will enable us to have a fruitful interaction in this regard.

At this stage Shri Manglik drew the attention of the Federation about the rising trend of vacancies in the Cadre of running staff and Safety categories. He mentioned that in his recent meeting with the officials and staff at Secunderabad it was felt that if the vacancies in the Cadre are filled up the situation will immediately improve and there will be less need for stretching the duty hours of these sensitive categories of staff beyond the prescribed limits. Shri Khan dwelt upon the financial health of the organisation after implementation of the recommendations of Sixth Central Pay Commission. It was observed that though financial health of the Railways is of prime importance yet the measures to restore the same are beyond the scope of the High Power Committee. However, the Committee will have to keep in mind the overall constraints in which the Railway has to perform its task of providing efficient and economical transport services to the nation.

Shri R. Das. Gupta in his address to the Committee made specific reference to aspiration of new generation and the necessity for keeping the faith of our workmen in sagacity of the management. He felt that the Committee should look at all the matters objectively and their recommendations should reflect the overall emerging trends of economic well being and progress which the country is expected to achieve in the coming years. As the recommendations of the Committee are likely to be valid for a number of years hence it is all the more necessary that the subject matter be dealt with an open and

positive mindset so as to justify the trust of workmen that their genuine demands are being addressed adequately.

Chairman in his concluding remarks thanked the representatives of AIRF for putting forth their point-of-view in logical and effective manner and observed that he and other Members of the Committee appreciate the concern of the Federations in this regard and would do their best to justify the faith reposed by staff and Railway Management in this committee.

The meeting ended with the thanks to the chair.

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