

General Secretary/AIRF
AIRF/PREM (44th Meeting)



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MINUTES

of

**The Forty Forth(44th) Meeting of
the Participation of Railway
Employees in Management(PREM)
Group at Apex Level
held on 28.04.2011**

Adv(IR) welcomed CRB, Members of the Board, Presidents, representatives of the Federations and other officers of the Board to the 2nd meeting of PREM Group for the current year. He requested the Chairman, Railway Board to address the gathering.

2. CRB

CRB welcomed PREM Group members and was hopeful that PREM Group meetings will continue to be convened as per the schedule.

2.2. He took note that despite hefty increase in railway's expenditure due to 6th CPC recommendations, Railway had not only been able to tide over its financial crisis but was able to enhance its Plan Expenditure. He appreciated the dedication of railwaymen and role of the Federations in creating favourable atmosphere to overcome the impact of pay commission's financial burden.

2.3. He was happy to note that there had been 15% decline in consequential train accidents during 2010-11, however, cautioned the gathering about some selective accidents which adversely affected railway's image in eyes of general public. He was hopeful that by coming year, ACDs would be in place on entire railway system.

2.4. He apprised the gathering that railway suffered a setback on freight loading front during 2010-11 and this aspect needed to be looked into whereas passenger booking showed an encouraging trend and increased by 6%.

2.5. CRB expressed his deep concern with regard to steep increase in railway's working expenditure and stated that there is an urgent need to develop some innovative measures to review whole system of expenditure.

2.6. He stated that overall security scenario on railways needed to be strengthened. He was hopeful that railways expenditure on security which had gone up by 10 times in last 15 years would show some positive results and benefit the railways.

2.7. He apprised members of PREM Group other recent achievements of railways, as follows:

- Addition of a record 700 km new lines during 2010-11
- Acquisition of record number of wagons i.e. 16,300 during 2010-11
- Achievement of the highest ever scrap disposal worth ₹ 4,408 crore in 2010-11 which is 25% more than the previous best.
- Signing of an MoU between Ministry of Railways and Rashtriya Ispat Nigam Ltd, a PSU under Ministry of Steel for setting up of a new rail axle manufacturing factory at New Jalpaiguri.

- Laying down of foundation stone for AC containers and boggies manufacturing factory at Budge-Budge.
- Introduction of the "Rail Yatri Sevaks" Scheme
- Conferring of President Police Medals to two RPF officers and Indian Police Medals to 14 other RPF/RPSF personnels by Hon'ble President

2.8. CRB concluded by stating that maintenance of rolling stock is very important and railways needed to maintain the highest standards in cleanliness and maintenance of coaches. He stated that he was looking forward for a fruitful and result oriented discussion on the agenda.

3. Presentation on Cleanliness and Maintenance of Coaches

3.1. EDME(Chg) made a detailed presentation on 'Cleanliness and Maintenance of Coaches' detailing existing policies, constraints and new initiatives to improve the system.

3.2. Shri Purohit stated that model agreement format given to railways for outsourcing various kind of work should also be made available to the Federations. He suggested that like in some other industries, agreement for contract workers could be considered along with permanent staff while finalizing various plans.

3.3. CRB intervened and stated that there is no denial to the fact that railwaymen are giving their excellent contribution in shaping railways but there is a need that output of cleaning staff must be improved. He requested Federations to suggest ways and means to monitor their output and develop sincerity and discipline amongst them to avoid outsourcing of cleaning work.

3.4. Shri Purohit while agreeing with CRB stated that PREM Group meetings on railways is a very effective tool to discuss and sort out this problem.

3.5. Shri Guman Singh stated that outsourcing of cleaning work is not a proper solution as the work of cleanliness itself is not a favourable one by human nature. He stressed that mechanization of cleanliness job up to the maximum limit and motivation through constant counseling is the right solution.

3.6. Shri Mishra, however, stated that cleanliness work had been carried out by railway staff for years and outsourcing is not the right solution. He pointed out that no responsibility can be fixed on the contract workers and qualitative work can be performed only by railway staff who owns a sense of responsibility to the organisation. He stated that there is a problem at the supervisory level who instead of taking work from staff concerned are more willing to outsource the work.

3.7. Shri Raghavaiah while deliberating the issue stressed that we need to ensure that our safai workers are adequately motivated and qualitative supervision is in place.

3.8. CRB at this stage suggested that like Colony Care Committee, a Cleanliness Committee comprising of PREM members and representatives from administration may be set up who would monitor the work done by railwaymen and suggest means to improve the same. He further suggested that safaiwalas should not be compelled to work in his category for 30-35 years and their promotional avenues must be improved to motivate them.

3.9. The issue was discussed at length and it was decided that no safaiwala should be asked to work for more than 10 years in this category and be promoted as Pointsman, C&W staff, Health workers and in other related departments subject to their past performance to be judged by a Screening committee. Safaiwala staff should be provided with uniform and adequate tools for mechanised cleaning.

3.10. Shri Mishra added that he had made a suggestion that wherever new washing line is installed its layout should be such that automatic washing plant can also be incorporated in the system.

3.11. CRB while welcoming the idea stated that Mudgaon unit installed by the Konkan railway is an ideal one for railways as the same is cheaper and can be run by the railwaymen themselves. He stated that if water recycling unit is added to the system the same would become very effective and desired that this project may be examined for installation across railway system.

4. Shri Shiva Gopal Mishra, General Secretary/AIRF

4.1. Shri Mishra raised the following issues:

- Wards of railway's employees opting for LARSGESS scheme should be given appointment at par with compassionate ground appointments.
- Budget announcements meant for welfare of railway staff and their wards should be speedily implemented.
- Facility of mobile medical vans is yet to be extended.
- Selling of railway land must not be permitted at any cost.
- Meetings of Cadre restructuring are not being convened despite assurance given in this regard.

4.2. CRB intervened and desired that the meeting for cadre restructuring should be called at the earliest.

5. Shri M. Raghavaiah, General Secretary/NFIR

5.1. Shri Raghavaiah raised the following issues:

- Issues related to LARSGESS should be sorted out at the earliest.

- Priority should be given to filling up of vacancies.
- Proposals to check Doctors' shortage sent by various railways are pending with Railway Board.
- Proposal of extending contract period of CMPs from existing 7 years to 10 years should be finalized at the earliest.
- A detailed progress report with respect of MR's announcement on staff welfare measures be made available to PREM Group.
- Ignoring the recognised RPF Association and inviting individual RPF Inspectors for discussion is not correct practice.

6. Shri Umraomal Purohit, President/AIRF

6.1. Sh. Purohit raised the issue of cadre restructuring and stated that in all the Departments of Government of India except Railways, this exercise has already been carried out. He stated that Board's approach toward cadre restructuring is not encouraging which compelled Federations to submit a resolution for withholding negotiations.

6.2. CRB intervened at this stage and stated that he had spoken to the Ministry of Finance in this regard whereafter it was decided to approach them with a proposal that it was not feasible to surrender any post while exercising cadre restructuring.

7. Shri R P Bhatnagar, NFIR

7.1. Shri Bhatnagar while endorsing views of Shri Purohit on cadre restructuring stated that during NC/JCM meeting, Cabinet Secretary had given assurance that if railways come out with a justified proposal, Railways may be exempted from 2% mandatory cut.

7.2. Shri Bhatnagar raised the following issues:

- Nothing concrete has so far been done to upgrade railway colonies.
- Shortage of doctors needed to be looked into.
- Proposal of extending CMPs contract period to 10 years needed to be looked into on priority.

7.3. CRB felt that instead of piecemeal extensions to CMPs, a fresh drive for recruitment of CMPs should be made and till these doctors are available, term of the existing CMPs could be considered for extension.

8. Shri Jitendra Singh, Secy. General/IRPOF

8.1. Sh. Singh added that specialists doctors are not being recruited on railways for last 7 years.

8.2. Shri Singh while appreciating CRB for sanctioning notebook with a ceiling limit of ₹25,000/- for railways' junior officers requested that they should be allowed to purchase notebook or laptop as per their choice on their own and the amount be reimbursed.

9. Shri A Kalai Arasan, President/AIRPFA

9.1. Shri Kalai Arasan began by endorsing views of AIRF & NFIR members and raised the following issues:

- Meetings of PNM of AIRFPFA with Railway Board are not being conducted.
- AGM of AIRFPFA should be allowed to be convened as per approved amended constitution of 2010 barring 4 clauses of 2010 amendment which were not accepted by the Board.

9.2. CRB stated that there should not be any dispute with regard to facts. He desired that representatives of AIRFPFA and Security Dte. should sit together to solve the problem so that AGM can be convened.

9.3. Regarding Inspectors' meeting with DG(RPF), AIG(Admin) stated that there is a problem of promotion to inspector cadres of RPF. During various visits/inspections of DG(RPF), the issue was represented to him and accordingly, DG(RPF) called a meeting of Inspectors to have their views before the issue was further discussed and decided in consultation with AIRPFA.

10. Shri Shubhranshu, Secy. General/FROA

10.1. Shri Shubhranshu began by recalling FROA's meeting with Railway Board and stated that during the meeting few decisions were taken and were also agreed to by the Board. The same included cadre restructuring, non-functional upgradation of officers, rest house and accommodation in hotels, changing of pass rules to permit travelling in Rajdhani and upgradation to General Managers posts. He stated that except of cadre restructuring, there was no progress on any of the remaining issues. Regarding upgradation to non-functional grade, he pointed out that situation is so bad that entire batch of S&T officers are waiting for upgradation even after finalization of their panel. He pointed out that there is a need to have a robust change in working of RBSS so that motivation level of field officer can be maintained.

10.2. MS intervened and stated that the issue would be discussed separately.

11. **Shri Raghavaiah** raised the issue of selections and stated that railway's policy towards selection procedure needed to be looked into as the same was resulting into more and more court cases leading to undesirable wastage of railway money. He pointed out that on RCF alone, 7 court cases had so far been lodged because of which no promotion could be made during last 5 years to the post of JE against 25% LDCE quota.

11.1. AM(Staff) stated that a meeting has been fixed on the issue with the representatives of RCF and also invited both the Federations to attend the same.

12. **Member Staff** summed up the discussion and stated that issue of recruitment is a very sensitive one and is being discussed at all the forums including that of by the Parliamentary Standing Committee. Regarding recruitment drive, he informed the gathering that large number of applications have so far been received by respective railways which require sufficient time for screening and further process.

13. **Shri Kalai Arasan** raised the issue of RPSF Battalion and stated that Board vide decision dated 14.07.2006 agreed to reduce RPSF Battalions but this was not implemented.

13.1. The issue was discussed and it was stated that Security Dte. did not agree to reduce the special battalions in view of enhanced security requirements and their expertise in the matter. It was also informed that keeping in view of security aspects and Hon'ble MR's announcement on the floor of the Parliament, more RPSF battalions were created.

13.2. MS also agreed to this view and stated that because of enhanced security requirements, special battalions like RPSF cannot be dissolved.

The meeting ended with a vote of thanks to the chair.
