

**AGENDA OF THE AIRF-RAILWAY BOARD PNM MEETING
TO BE HELD ON 21-22 DECEMBER, 2010**

1. Grant of Children Education Allowance and Hostel Subsidy to Railway Employees – Clarification reg.
2. Reckoning of entire service of the Substitutes followed by regularization for the purpose of benefits under MACP Scheme.
3. Permission to travel in “Duranto Trains” on Duty Pass and Privilege Pass
4. Filling-up of vacancies in Grade Pay Rs.1800
5. Removal of age limit of 25 years in respect of medical facilities for dependent children of serving Railway employees and pensioners
6. Provision of companion in lieu of attendant to First Class/1st ‘A’ Post Retirement Complimentary Pass/Widow Pass holders who are of 70 years of age and above
7. Inclusion of left out categories of the staff working in Railway Hospitals of the Indian Railways for the purview of Hospital Patient Care Allowance
8. Poor visibility in GM Class WDG4/WDP4 locomotives while working in long hood
9. Grant of pay scale of Rs.5000-8000 w.e.f. 1.1.1996 to the Sub-Overseer Mistry/ Supervisor(Works), now Jr. Engineers(Works)
10. Issue of School Passes during vacations
11. Provision of residential accommodation to Railway employees residing in New Railway Zones/Divisions – Enhancement of lease rent thereof
12. Payment of Road Mileage Allowance to the staff attending inter-railway duty at Metropolitan cities
13. Entitlement of Post Retirement Complimentary Passes on completion of 25 years of qualifying service
14. Apprentices Act, 1961 - Training of the Apprentices in Railway Establishments
15. Parity in pay scales and designations of Rajbhasha Staff on the Railways
16. Changes in Pass Rules
17. Payment of Transport Allowance to the staff living in Ghaziabad (Northern Railway)

18. Provision of modern and well equipped Physiotherapy Department at least in all Divisional Hospitals over the Indian Railways and staff strength according to yardsticks
19. Implementation of recommendations of VI CPC regarding Group Insurance Scheme for Railway Servants
20. Grievances of Night Patrolman
21. (i) Revision in the Dress Regulations – 2004, (ii) Supply of protective clothing(raincoat) to field staff of various departments
22. Appointment on compassion-ate grounds to the wards having physical disability 20% and above.
23. Revision of the rates of Training Allowance and Sumptuary Allowance to the Faculty Members of different Training Centres
24. Implementation of New Pension Scheme and establishment of NPS Cells over the Indian Railways
25. Relaxation in the educational qualification for compassion-ate ground appointments of the wards of deceased Railway employees
26. Implementation of the recommendation of the Railway Safety Review Committee, 1998
27. Implementation of recommendations of VI CPC – Grant of Transport Allowance to Railway Employees
28. Penalty of “withholding of increment” prior to introduction of revised pay scales of VI CPC – Modification of period
29. Discipline & Appeal Rules (Policy)
30. Policy for Retiring Rooms/Dormitories

Item No. _____

Sub: Grant of Children Education Allowance and Hostel Subsidy to Railway employees – clarification reg.

Ref: Joint Director Establishment(Welfare), Railway Board's letter No.E(W)2008/ED-2/4 dated 10.06.2009

The Railway Board vide their above cited letter have issued following clarification in respect of policy on Grant of Children Education Allowance and Hostel Subsidy:-

“Reimbursement of Children Education Allowance is admissible for eldest two surviving children studying in schools affiliated to Board of Education.”

The above clarification of the Railway Board is contradictory to their earlier circulars, wherein it was clarified as **“maximum two children are eligible for Children Education Allowance”**, as also this is not justified and should not be implemented since third and fourth children are also member of the family and should not be neglected.

AIRF urges upon the Railway Board to make necessary amendments in the policy on Grant of Children Education Allowance and Hostel Subsidy, allowing any two surviving children.

Item No. _____

Sub: Reckoning of entire service of the Substitutes followed by regularization for the purpose of benefits under MACP Scheme

Ref: (i) Railway Board's letter No.PC-V/2009/ACP/2(RBE No.215/2009) dated 4.12.2009

(ii) AIRF's letter No.AIRF/405(VI CPC)(13)(370) dated 25.01.2010

The Railway Board vide their letter under reference have issued orders for reckoning 50% of temporary status casual labour service for computing minimum service of 10, 20 and 30 years for granting financial upgradation under MACP Scheme on the analogy that the same is also reckoned as qualifying service for the purpose of pensionary benefits. However, entire temporary status service of the Substitutes, followed by regularization without break, has not been reckoned for extending benefit of MACP Scheme, while in the previous ACP Scheme, this service was taken into account for computing minimum service of 12/24 years required for financial upgradation under the said scheme.

The Board are requested to look into the matter and issue instructions for reckoning entire temporary status service of the Substitutes followed by regularization without break for the purpose of extending benefit of financial upgradation under MACP Scheme at an early date.

Item No. _____

Sub: Permission to travel in “Duranto Trains” on Duty Pass and Privilege Pass

Ref: AIRF’s letter No.AIRF/82(345) dated 08.01.2010

Recently, Indian Railways have introduced Duranto Trains on different sections of the Railway Network at the instance of Hon’ble Minister for Railways. No Privilege Passes/PTOs and Duty Passes are allowed on these Duranto Trains, which is quite disgraceful for the Railway staff and their family members.

It would be in all fairness that the Railway employees are permitted to travel in Duranto Trains using their Privilege Passes/PTOs and Duty Passes etc. as is available in Rajdhani Express trains by affecting necessary modification in the PRS software.

AIRF urges the Railway Board to take an early action in the matter.

Item No _____

Sub: Filling-up of vacancies in Grade Pay Rs.1800

The Indian Railways are facing a great challenge on the safety front, the major contributory factor to unsafe running of trains is lack of proper maintenance of track, rolling stock, signalling equipment, etc. etc.

Majority of vacancies (about one lakh) are in PB-I Grade Pay Rs.1800, which are not filled-up for years together because of complex recruitment scheme in vogue. The Federation have already raised this issue at different levels and suggested to revert back to the previous system of local recruitment in Group 'D' at Divisional and Workshop levels calling for applications from local Employment Exchanges as also from the wards of Railway employees directly. The applicants were used to be screened by the committee of officers and panels were ready within a reasonable time of 3-4 months to fill-up the vacancies. This procedure was most suited and was quickest possible way for recruitment in Group 'D' category. This was also facilitating the wards of the Railway employees to get employment in the Railways who were having sound bonding of loyalty with the system.

Introducing the method of recruitment in Group 'D' through RRCs on Zonal Railways basis has proved impracticable as a number of Zonal Railways have failed to make recruitment through this process for the last so many years, with the result that a number of vacancies in PB-I Grade Pay Rs.1800, majority of which belong to safety categories continue to remain unfilled.

It would therefore be quite appropriate that the Railways should revert back to the old system of in-house recruitment of the staff in PB-I Grade Pay Rs.1800 so that large number of vacancies available in safety categories are filled-up within the short time frame and the Railway and the Railwaymen as also the travelling public are saved from the disasters.

Item No. _____

Sub: Removal of age limit of 25 years in respect of medical facilities for dependent children of serving Railway employees and pensioners

Ref: (i) Railway Board's letter No.2008/H-I/2/15 dated 16.2.2009
(ii) AIRF's letter No.AIRF/101(351) dated 13.01.2010

The Railway Board vide their above cited letter have issued clarification regarding removal of age limit of 25 years for availing medical facilities for dependent children of serving Railway employees and pensioners, particularly for unmarried sons over 21 years of age, without an upper age limit, if not a student or invalid, provided he is wholly dependent on, and resides with the Railway employee, on the demand raised by the Federation. However, in para 5(C)(ii) of Railway Board's letter vide No.2000/H/PNM-AIRF dated 5.9.2000, legally divorced daughter have not been included in the definition of **"Family Members"** for the purpose of availing medical facilities, whereas they are entitled for Family Pension and Passes in terms of Railway Board's letter No.F(E)III/2007/PN1/5dated 18.9.2007 and Railway Servant Pass Rules, 1986 respectively. Depriving them from the benefit of medical facilities is tantamount to gross injustice being imparted to the divorced dependent daughters of the Railway employees/pensioners.

AIRF, therefore, urges that the divorced daughter should also be included in the definition of 'Family' and necessary amendment in para 5(C)(ii) to this effect may be issued at an early date.

Item No. _____

Sub: Provision of companion in lieu of attendant to First Class/1st `A' Post Retirement Complimentary Pass/Widow Pass holders who are of 70 years of age and above

Ref: (i) Railway Board's letter No.E(W) 96 PS 5-8/2 dated 09.09.2009
(ii) AIRF's letter No.AIRF/82(251) dated 23.9.2009

The Railway Board vide their under reference have issued orders that the retired Railway employees/widows of 70 years of age and above, who are entitled to 1st Class/1 `A' Post Retirement Complimentary/Widow Passes may be allowed to take a companion in the same class by paying 1/3rd of the difference of fare between Sleeper Class/2nd Class and the higher class in which the retired Railway employees/widow travels in all trains, including Rajdhani/Shatabdi trains, subject to the existing restriction regarding number of berths.

AIRF is of firm opinion that the privilege should be applicable for all Post Retirement Complimentary Pass/Widow Pass holders irrespective of any age limit, if the intention of the government is to give some relief to Senior Citizens who had worked their entire life sincerely and retired gracefully.

The scheme should be further liberalized by doing away with the condition of payment of 1/3 of fare in case of 70-year-old pensioner.

AIRF urges that necessary amendments in the Board's above-mentioned may be issued to dispense with the two conditions for providing effective relief to the Senior Citizens who have rendered valuable services to the organization for years together and their widows.

Item No. _____

Sub: Inclusion of left out categories of the staff working in Railway Hospitals of the Indian Railways for the purview of Hospital Patient Care Allowance

Certain categories of staff those who have been working in the Railway Hospitals have been left out from the purview of Hospital Patient Care Allowance, viz. Jamadar, Dispensary/Hospital Peon, Kitchen Staff, Masalchi, Store Khalasi/Hamals, Ministerial staff working in the hospitals/dispensaries, Watchman/Chowkidar, Dental Hygienists and Ayahs etc.

In fact, the above-mentioned categories are also involved directly or indirectly in the treatment of patients in Railway Hospitals and Dispensaries, therefore, denying payment of Hospital Patient Care Allowance to these categories is against the principle of natural justice and parity.

AIRF urges upon the Railway Board to bring the left out categories of the staff, working in the Railway Hospitals and Hospitals, as mentioned-above, under the purview of payment of Hospital Patient Care Allowance to accord justice to them.

Item No. _____

Sub: Poor visibility in GM Class WDG4/WDP4 locomotives while working in long hood

Ref: GS/AIRF's letter D.O.No.AIRF/415(359) dated 20.01.2010

Your kind attention is invited towards the defect in the structure design of the GM Class WDG4/WDP4 locomotives.

A number of complaints have been pouring in the AIRF office about extremely poor visibility while these locomotives are put to work in long hood. Loco Pilots and Co- Loco Pilots/ Asstt. Loco Pilots have to face unbearable problems in observing the track and the signal aspect when they are deputed to work on the said locomotives in the long hood, as they have to virtually either stand up or lean out of the side window for observing the aspect of the signal. This causes strenuous fatigue as also results in spondylitis problem to the Loco Pilot/Asstt. Loco Pilots.

This problem has been raised at different levels by the affiliates of AIRF, but no fruitful result has evolved as yet.

AIRF therefore, urges upon to take immediate steps to improve upon the design of these high powered locomotives to make them Loco Pilot friendly in their operation and till such time this is done, these locomotives may be withdrawn from service forthwith.

Item No. _____

Sub: Grant of pay scale of Rs.5000-8000 w.e.f 01.01.1996 to the Sub-Overseer Mistry/Supervisor(Works), now Jr. Engineers(Works)

Ref: This office letter No.AIRF/405(VI CPC)(13)(231) dated 08.09.2009

The V CPC had done great injustice to the Sub-Overseer Mistry/Supervisor(Works), now Jr. Engineers(Works)(IV CPC pay scale Rs.1400-2300) of the Indian Railways by putting them in pay scale of Rs.4500-7000 while their subordinate Master Craftsman were put in pay scale of Rs.5000-8000. Minimum recruitment qualification of these Sub-Overseer Mistry was Diploma in Civil Engineering.

The Central Administrative Tribunal, Lucknow Bench in its O.A. No.580/2006 dated 10.09.2008 had directed the Railways to put these JEs(Works) also in pay scale of Rs.5000-8000 w.e.f. 01.01.1996.

The VI CPC in para 7.39.22(page 549-550) of its recommendations has recommended pay scale of Rs.5000-8000 to their counterparts in Border Roads Organization w.e.f. 01.01.1996 on the ground that minimum qualification for the post is Diploma in Engineering.

On the persistent demand of AIRF, a Sub-Committee(consisting of the EDME(W), EDEE(G), EDPC-II, DF(E) and representatives of both the Federations) was constituted by the Railway Board vide their letter No.PC-III/91/F(E) I/6 dated 30.03.1998 to review the entire thing. The said Committee had recommended for the merger of Mistris with JE-II in pay scale Rs.5000-8000 w.e.f 01.01.1996. Unfortunately, recommendations of this committee were not implemented fully and somehow the Sub-Overseer Mistris had been left out and were considered later on the persuasion of AIRF but from prospective date.

In view of the above, AIRF requests the Railway Board to do justice to the above-mentioned Sub-Overseer Mistry/Supervisor(Works) now Jr. Engineers(Works) by giving them pay scale of Rs.5000-8000 w.e.f. 01.01.1996.

Item No. _____

Sub: Issue of School Passes during vacations

Ref: AIRF's letter No.AIRF/444(290) dated 23.11.2009

Wards of the Railway employees who are studying outside the Headquarters of their parent are getting 3 sets of pass in a year from the nearest station of School/College to the station where their parents are posted after getting certificate of vacations issued by the institution. These certificates are issued 10-30 days in advance of the vacations. Only after obtaining certificate, passes are issued, resulting in non-availability of confirmed reservation. In this short period, confirmed reservation may not be available to the students and the purpose of issuing passes to the students who are studying outside the Headquarters of their parents is badly affected.

Some alternatives should be introduced, replacing the existing practice, through which an employee may get 3 sets of passes well in advance if he has obtained certificate in the beginning from the institution that their children are studying in the concerned institution.

In view of the above, the Board are requested to make necessary arrangements for the replacement of old procedure by some alternative arrangement through which parents may get educational passes for their wards well in advance only on the basis of certificate issued from the institution where the children are studying in the beginning of the session.

Item No. _____

Sub: Provision of residential accommodation to Railway employees residing in New Railway Zones/Divisions – Enhancement of lease rent thereof

Ref: AIRF's letter No.AIRF/116(377) dated 02.02.2010

New Railway Zones and Divisions had started functioning in October 2002. It is, however, quite unfortunate that despite elapse of more than seven years, Railway administrations have not been able to provide proper Railway accommodations to the Railway employees posted in New Zonal Railway Headquarters and Divisions, rather were are allowed to acquire private residential accommodation on lease basis. As Zonal Headquarters and Divisional Headquarters of the new Railway Zones are located at Patna, Bhubaneswar, Sambalpur, Jaipur, Jabalpur, Bilaspur, Hubli, Allahabad, Pune, Guntur, Nanded, Rangiya, Raipur etc. which are comparatively costlier cities, the Railway employees posted on these stations have to pay higher rates of lease rent than that being paid by the Railway administration.

Due to increase in the prices and rapid rate of inflation, private landlords are demanding enhanced rent at par with the market rate from the Railway employees residing in the private leased accommodation.

In view of the above, the Board are requested to issue necessary sanction of the enhanced rates of lease rents to cope-up with the demand of the house owners so that the employees are not be put to any loss on this account.

Item No. _____

Sub: Payment of Road Mileage Allowance to the staff attending inter-railway duty at Metropolitan cities

Ref: AIRF's letter No.AIRF/97(LI)(175) dated 24.07.2009

Staff working in different departments, viz. Operating, Electrical, Mechanical, Commercial and Accounts etc. are booked to attend inter-railway duties like reconciliation works, time-table works, collection of materials and other official works either at the Headquarters of other Zonal Railways or other important stations where they are required to stay for a period of 5-10 days at a stretch. While these staff have to stay in the Subordinate Rest Houses etc. far away from the offices which they have to attend in connection with their assigned duties and for which they have to travel daily by road vehicles between the Rest House and place of work and expend substantial money on this account but they are paid only Road Mileage Allowance for the first day from the place of stay to place of duty and on the last day from place of duty to place of stay and their claims for the payment of Road Mileage Allowance for the remaining days are not accepted by the Railway administrations, causing undue monetary loss to the staff.

The Board are requested to issue necessary orders to the Railway administrations etc. to allow payment of Road Mileage Allowance every day in favour of the staff who are staying in the Subordinate Rest Houses in the same city for more than one day to attend Headquarters Offices or other offices in connection with inter-railway duties.

Item No. _____

Sub: Entitlement of Post Retirement Complimentary Passes on completion of 25 years of qualifying service

Ref: AIRF's letter No.AIRF/82(252) dated 23.09.2009

The VI CPC has recommended revision of retirement benefit formula from 33 years of qualifying service to 20 years for optimum settlement benefits, which has since been accepted and implemented by the Government of India and the Railway Board. However, entitlement formula for Post Retirement Complimentary Passes remains unchanged and a non-gazetted employee is still entitled for normal number of Post Retirement Complimentary Passes on completion of minimum 25 years of qualifying service.

Since formula for entitlement of other retirement benefits stands modified stipulating 20 years of minimum qualifying service, Board are requested to revise the formula for entitlement of Post Retirement Complimentary Passes also.

Item No. _____

Sub: Apprentices Act,1961 – Training of the Apprentices in Railway Establishments

Ref: AIRF's letter No.AIRF/34(253) dated 24.09.2009

Consequent upon the implementation of the recommendations of the VI CPC, all group 'D' staff, including those working in Railway Workshops, Sheds, Depots, have been upgraded to group 'C' vide Railway Board's orders contained in their letter No.PC-VI/2008/I/3/1 (RBE No.160/2008) dated 29.10.2008. This has resulted in number of skilled workers posts having been increased with elimination of corresponding number of posts of unskilled workers. As per Apprentices Act, 1961, the ratio of Act Apprentices to skilled workers in Railway Establishments, viz. workshops, sheds, depots of open line, including Trackman, has to be 1:7. With a view to maintain this ratio, the number of berths for engaging Act Apprentices is required to be increased.

The Board are requested to issue necessary instructions to revise the number of seats available for engaging Act Apprentices under Apprentices Act, 1961 in different workshops, maintenance depots, sheds, sick lines, depots of open line, including Trackman and Production Units etc. to the Zonal Railways and Production Units administrations.

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Item No. _____

Sub: Parity in pay scales and designations of Rajbhasha Staff on the Railways

Ref: (i) Dy. Secretary, Government of India, Ministry of Home Affairs, Rajbhasha Department's letter No.1/20012/08/2008/OL/Policy-1 dated 19.5.2009

(ii) AIRF's letter No.AIRF/405(VI CPC)(13)(366) dated 21.01.2010

Board's attention is invited towards the above referred letter of the Dy. Secretary, Government of India, Ministry of Home Affairs, Rajbhasha Department, wherein it has been stipulated that there should be parity in the pay scales and designations in the case of Rajbhasha Staff whether employed in the ministries or subordinate offices.

While implementing recommendations of the VI CPC, Department of Expenditure, Ministry of Finance vide their O.M.No.1/1/2008-IC dated 24.11.2008 and 27.11.2008 have issued orders for granting parity in pay scales and designations of Rajbhasha Staff employed in the Secretariat offices and else where; a copy of the letter supra is enclosed herewith for ready reference.

Railway Board have not yet issued orders for implementing above-mentioned O.M. of the Ministry of Finance till date, because of this, disparity still exists in the designations and pay scales of Rajbhasha Staff working in different offices of the Railways vis-à-vis those employed in the Secretariat offices, causing frustration amongst the Rajbhasha Staff.

The Board are requested to issue necessary instructions on the above issue for implementing orders of the Ministry of Finance issued vide O.M. number cited above at an early date.

Item No. _____

Sub: Changes in Pass Rules

Ref: AIRF's letter No.AIRF/405(VI CPC)(13)(400) dated 22.11.2008

Since all the erstwhile Group 'D' staff have now been upgraded to Group 'C' by placing them in PB-I with Grade Pay of Rs.1800 w.e.f. 01.01.2006 onwards, the existing Pass Rules are required to be amended to provide two sets of Post Retirement Complimentary Passes to these upgraded Group 'D' staff also at par with the scale applicable to Group 'C' staff, else they will be subjected to undue discrimination if continued with the previous provision.

AIRF, therefore, urges the Railway Board to issue necessary amendments in the Pass Rules so that the staff in PB-I with Grade Pay Rs.1800 are also entitled for equal number of Post Retirement Complimentary Passes as are available to Group 'C' staff without further delay.

Item No. _____

Sub: Payment of Transport Allowance to the staff living in Ghaziabad(Northern Railway)

A large number of Railwaymen are living in Ghaziabad, in the vicinity of Delhi, who are either working in Electric Loco Shed, EMU Shed, Signal Workshop, Track Supply Depot, Yard and Railway Station Ghaziabad or other Railway Establishments in Delhi area. As per instructions in vogue, they are entitled for drawing HRA and CCA at par with Delhi as a special case w.e.f. 1979.

The VI CPC in their recommendations have virtually merged CCA with Transport Allowance by substantially increasing the amount of this allowance. It is a matter of serious concern that since payment of CCA has been discontinued with the implementation of recommendations VI CPC, the staff residing in Ghaziabad have been disallowed payment of Transport Allowance at par with Delhi while the component of CCA now stands merged with Transport Allowance. This has caused undue monetary loss to the Railway employees residing in Ghaziabad and is dilution of already achieved demand of payment of HRA and CCA at Delhi rates.

AIRF therefore urges upon the Railway Board that keeping in view the above facts, the staff residing in Ghaziabad may be allowed payment of Transport Allowance at par with Delhi w.e.f. 01.01.2006.

by the V CPC. Unfortunately, being all conditions same, this time, railway workers living in Ghaziabad have been deprived of the benefit of equal payment of Transport Allowance at par with the railwaymen living in Delhi, which is a great injustice to the staff living in Ghaziabad.

It is requested that staff living in Ghaziabad should immediately be paid transport Allowance at par with the staff working in Delhi.

Item No. _____

Sub: Provision of modern and well equipped Physiotherapy Department at least in all Divisional Hospitals over the Indian Railways and staff strength according to yardsticks

Absolute need of modernized and well equipped Physiotherapy Department at least in all the Divisional Hospitals of the Zonal Railways and Production Units had been regular demand of the employees; in the absence of which, employees have no alternative except to incur a huge amount in private Physiotherapy Centres from their own pocket or by borrowing money from the market, for which normally no reimbursement is made.

Retired Railway Employees/Senior Citizens who undergo treatment in Railway Hospitals and Health Units under RELHS are the most sufferers as today's style of living, environment, jamming of various joints of body being a common feature due to aging effect and poor nutrition, often require Physiotherapy sometimes on regular basis. But due to lack of facilities in the Divisional Hospitals, what to talk of the Health Units, they are constrained to face hardship on this account or have to pay substantial amount to private Physiotherapy Units.

It is further matter of deep concern that wherever Physiotherapy Centres are in existence, the same are being run without proper trained Physiotherapists and skilled supporting staff to assist, particularly Senior Citizens, as no proper yardsticks has been laid down by the Railway Board for manning Physiotherapy Centres. Not only this, it is also painful that the Physiotherapists recruited in the Railways possess even higher qualification than those of the CGHS Hospitals, but are deprived of the grades which the Physiotherapists of these CGHS Physiotherapists are enjoying, rather provided with lower grade pay in the Railways. This is also causing deep sense of frustration amongst the Physiotherapists working in the Railways.

AIRF, therefore, desires that a comprehensive review of all the Physiotherapy Centres in respect of availability of modern equipments/aids as also trained manpower need to be reviewed. A proper yardstick or Physiotherapists and supporting skilled staff is required to be laid down and this facility should be extended to all the Divisional Hospitals in the first phase with adequate manpower and equipments etc. It is also demanded that the Physiotherapists of the Railways should be provided with higher grade pay commensurate with their educations/ professional qualification at least at par with other Central Government Hospitals.

Item No. _____

Sub: Implementation of recommendations of VI CPC regarding Group Insurance Scheme for Railway Servants

Ref: AIRF's letter No.AIRF/44(1)(371) dated 25.01.2010

The Sixth Central Pay Commission after analyzing the existing Central Government Employees Group Insurance Scheme and considering the demand of the Staff Side has recommended under Chapter 4.9 para 4.9.4 to enhance the monthly subscription and the amount of Insurance Cover under this scheme as under:-

Group	Rate of Monthly Subscription	Insurance Cover
A	Rs.720	Rs.7,20,000
B	Rs.360	Rs.3,60,000
C	Rs.180	Rs.1,80,000

As all the employees belonging to erstwhile Group 'D' have now been placed in PB-I with Grade Pay of Rs.1800/- p.m. and classified as Group 'C' vide Railway Board's letter No.PC-VI/2009/I/RSRP/4 dated 08.01.2010, as such they are also need to be covered under Group 'G'.

AIRF, therefore, demands that the rate of monthly subscription for all Group 'D' and Group 'C' employees may be increased to Rs.180/- p.m. in lieu of the present monthly subscription of Rs.30/- and Insurance Cover be enhanced to Rs.1,80,000/- forthwith as recommended by the VI CPC.

Item No. _____

Sub: Grievances of Night Patrolman

As per practice in vogue, only one Patrolman is deployed for night patrolling of Railway track, which is not only risky but also unsafe for one person to perform duty.

Keeping in view hazardous duty being performed by single Patrolman carrying heavy load of conventional instruments and increase in running of trains, such staff have been raising the issue from time to time for deputing two Night Patrolmen for patrolling of tracks.

It may be appreciated that because of day-by-day increasing number of running trains, train density on the tracks has increased manifold on a number of sections, as also the working environment has deteriorated to the greatest extent because of incline in criminal activities. Majority of the main lines are now doubled track and a single Patrolman performing track patrolling duty just cannot manage the work with safety and in proper way.

AIRF, therefore, desires that two Patrolmen should be deployed for night patrolling of Railway tracks with the provision of VHF sets, rechargeable torches as also blanket in winter and overcoat in rainy season for their own safety and the safety of the tracks.

Item No. _____

1. Sub: Revision in the Dress Regulations – 2004
Ref: AIRF's letter No.AIRF/32(106) dated 06.04.2009

The Railway Board vide their letter No.E(W)95UN1-19 dated 5.12.1995 had constituted Uniform Committee under the convenership of Shri A.K. Gupta, Executive Director, Efficiency and Research, Railway Board, to review the entire aspect of supply of uniforms to Railway employees. The said committee had fixed the following eligibility criteria:-

- (i) Staff who in course of their duty come in close contact with the public and are required to be distinctly identified by travelling public and other Railway staff on duty.
- (ii) Staff whose duties cause undue wear and tear, damage, dirtying or staining of their clothes which generally require them to change their normal clothes before commencement of work.
- (iii) Staff exposed to inclement weather or extreme of climate during duty hours.

The Technicians of all departments working in all grades and the Helpers as supporting staff posted in the maintenance workshops of all departments, open line establishments including sheds, maintenance depots, sick lines, track machine depots, absolutely fulfill the criteria as envisaged under para 2 and 3 above.

AIRF, therefore, urges upon the Railway Board to affect necessary amendments in the Dress Regulations – 2004, pending which sanction may be conveyed to the Railway administrations to provide uniforms to the above categories against tools and plant basis.

2. Sub: Supply of protective clothing(raincoat) to field staff of various departments
Ref: AIRF's letter No.AIRF/32(388) dated 08.02.2010

Field staff of different departments, particularly Technicians including P. Way Staff and Helpers are issued Raincoat, which causing inconvenience to them while working.

The Raincoat provided under Group No.26 of Dress Regulation – 2004 Style 17 PC is not only inconvenient but also causes hindrance in working while performing duties.

The Board are, therefore urged upon to modify the instructions in this regard to facilitate provision of waterproof full sleeve shirt(wind-cheater) in place of Raincoat which would be not only comfortable and would not cause inconvenience while working.

Item No. _____

Sub: Appointment on compassionate grounds to the wards having physical disability 20% and above

Some of the Railway administrations have been denying appointment on compassionate ground to the wards of the deceased/medically de-categorized Railway employees who are having physical disability 20% and above. This is not only inhuman but also adds to the hardships to the dependent family which has already lost the bread winner.

It is also pertinent to mention here that there are a number of categories where physically handicapped wards can be employed as also there are instructions of the Government of India to provide employment to the physically handicapped candidates against Handicapped Quota.

AIRF, therefore, urges upon the Railway Board to issue necessary instructions to all Railway administrations not to deprive the physically handicapped wards of deceased/medically de-categorized employees the benefit of appointment on compassionate ground in the Railways.

Item No. _____

Sub: Revision of the rates of Training Allowance and Sumptuary Allowance to the Faculty Members of different Training Centres

Ref: (i) Railway Board's letter No.E(MPP)/2008/3/18 dated 20.10.08

(ii) AIRF's letter No.AIRF/97(LI)(48) dated 7.2.2009

The above allowance has been raised to 30% only for the Centralized Training Institutes for Group 'A' Officers. For other Training Institutes, the rate of Training Allowance and Sumptuary Allowance has not yet been raised.

Hence, Railway Board are requested to raise Training Allowance and Sumptuary Allowance in favour of Faculty Members of all other Training Institutions without any further delay.

Item No. _____

Sub: Implementation of New Pension Scheme and establishment of NPS Cells over the Indian Railways

It is a matter of great concern that in spite of Chairman, Railway Board's D.O. letter No.2008/AC-II/21/8 dated 01.07.2008, written to the General Managers etc. of the Indian Railways, none of the Zonal Railways have taken any cognizance, resulting in lots of confusion prevailing in the minds of newly recruited staff covered under the New Pension Scheme.

Employees under the New Pension Scheme appear much worried and agitating for the reason that even after getting Permanent Retirement Account Number(PRAN) and following directions, quoting their IPN/TPIN, they are not getting details, except basic bio-data, i.e. their personal details, address, bank address, nomination, etc., and names of Fund Managers - SBI, LIC and UTI with percentage share, but not at all, about their total subscription till date and total money with so-called different Pension Fund Managers. No details of their monthly and annual contribution and contribution of the employer are not reflected on the website - www.npscra.nsdl since screen shows not available. Employees are aware that the contribution to NPS and equal amount of the employer, both are taxable, are being charged by the employer for Income Tax Head but they are not aware with what amount(total amount) Income Tax is being deducted and most of the employees under the NPS are not much aware about Information Technology (Internet) and they are approaching the Federation to get details, which is an added burden by the administration, for which no infrastructure has been provided to the Federation/Unions to deal with. Employees are much agitated that they should get NPS Pass Books like old SRPF staff, reflecting complete details of per month/annual deduction as well as employer's contribution and also amount being utilized by the respective Pension Fund Managers.

There were instructions that the NPS Cells for the execution and monitoring of the New Pension Scheme would be opened at all levels, i.e. right from the Workshop, Division, Headquarters and also in the Extra Divisional Offices but unfortunately nothing has been done. In most of the places, there are complaints that the staff covered under the NPS have not received 60% arrears of the VI CPC and that is also causing frustration amongst these employees.

AIRF therefore, demands that the NPS Cells should be established immediately and the scheme be made clear to the beneficiaries to avoid any confusion prevailing amongst these staff. Also 60% arrears of the VI CPC should be paid to them without further delay.

AIRF would also like, if the Railway Board could pursue the issue with the Zonal Railways and Production Units and the position at a glance should be supplied to us for further appreciation.

Item No. _____

Sub: Relaxation in the educational qualification for compassionate ground appointments of the wards of deceased Railway employees

Ref: AIRF's letter No.AIRF/88(317) dated 16.12.2009

It is noticed that on account of prescribing minimum educational qualification of 8th pass for compassionate ground appointment, the wards of the deceased Railway employees who are badly in need of job for livelihood, are being denied compassionate ground appointment.

In Rajkot Division of Western Railway, there are about 32 cases(photocopy enclosed) where wards of the deceased Railway employees cannot be offered job because they have not passed 8th standard. Most of such cases are of Gangman, Safaiwala or Pointsman who are working at roadside stations where there is no facility of education. In fact, the concept of compassionate ground appointment is to help those needy families on sudden death of their bread winner. But by prescribing such condition, the very purpose of compassionate ground appointment is defeated. The condition of the families of these employees is very pathetic and most of them are virtually starving for want of any source of income.

It is also noticed that in every division, over this Railway, there is acute shortage of Safaiwalas and cleaning work is very badly affected. Very recently, employees of the Printing Press/MX have complained that on being fallen sick of the lonely Safaiwali sick, no cleaning work is done for months and it is difficult to work in the premises. This is not the sole case. Even Jagjivan Ram Hospital, which is one of the prestigious hospital on the Indian Railways, is also facing similar problem due to acute shortage of Safaiwalas. This may be the situation in other Railways also.

If minimum educational qualification prescribed is relaxes in such cases, these eligible wards can be appointed in the most wanted category of Safaiwala.

It may be pointed out that the educated wards may not prefer to work as Safaiwala and even if they are appointed, they may not work satisfactorily. Thus, if minimum educational qualification is relaxed, those wards who really deserve compassionate ground appointment but could not be appointed for not fulfilling the prescribed educational qualification can be absorbed as Safaiwalas. This will surely reduce the shortfall in this category to a great extent.

In view of the above, the Board are requested to give one time relaxation in the educational qualification in the matter of compassionate ground appointment of above-mentioned 32 wards of the deceased Railway employees of Western Railways and other Zonal Railways, if available in the divisions/zones of the Indian Railways

Item No. _____

Sub: Implementation of the recommendation of the Railway Safety Review Committee, 1998

Ref: AIRF's letter No.415(49) dated 07.02.2009

Railway Board are requested to implement the following recommendations of the Railway Safety Review Committee, 1998:-

Part-I of the report

1. **Para 2.9.5**

As a small incentive, trainees should be provided free food during the period of training in addition to normal TA.

2. **Para 2.9.6(i)**

When any staff belonging to a safety category becomes overdue for refresher training, he should be taken off duty until such time as he completes training.

3. **Para 2.9.8**

All staff belonging to the technical categories who are enrolled in a recognized ITI Course should be granted study leave with full pay and allowances for the duration of the course.

4. **Para 2.14.3**

Running Rooms should be provided with the amenities indicated in para 2.14.3 Part-I.

5. **Para 2.14.7**

One of the trips during road learning should be in the night hours between 20:00 hrs. and 6:00 hrs. as experience of driving at night is altogether different from day time driving.

6. **Para 2.16.7**

Items specified in the Safety list should get overriding priority in procurement. Non-stock items declared necessary for safety by the concerned PHOD should also get similar overriding priority.

7. **Para 2.20.7**

To overcome a number of rail/weld fractures caused by over-loading wagons and hammer below due to wheel flats, action should be taken as mentioned in the para.

8. **Para 2.21.5(a)(i)**

Adequate and standard maintenance facilities should be provided at all coaching depots on the highest priority.

9. **Para 3.8.1(iv)**

Reliable communication should be available between engineering work-site and station staff on either side of the work spot.

Part-II of the Report

1. **Para 4.3.2**

1968 circular on 'minimum' punishment for accidents should be modified, if it cannot be dispensed with altogether. In this context, our Committee strongly recommends that at the very least, clause relating "Signals Passed At Danger(SPAD)" but not causing any accident should be deleted from the circular.

2. **Para 7.712**

Rather than the current obsession with fixing responsibility only for accidents, which are really the end result of a series of failures, IR management must introduce a system of accountability on critical issues relating to discipline, training, quality of workmanship, systems failures, availability of spares and their quality, reliability of assets and uplifting of staff morale.

3. **Para 3.8.3**

In view of the differing views on the reliability of psycho testing, in-service psycho testing of Railway staff should be dispensed with.

4. **Para 4.6.3(b)**

Duties of the sectional permanent way gangs should be redefined with up-gradation in technology and bundling out of certain functions on contract. More over the gang tools need to be modified in the context of changes in the track structure. Use of crowbars in PRC track is supposed to be prohibited, and yet, in the absence of the right mix of tools, punning is done with the blunt ends of crowbars. Keeping in mind the new track structure

and the increasing difficulties in getting adequate blocks, it is essential that easy to handle mechanized tool is introduced for routine track maintenance.

5. **Para 3.2.2**

Implementation of our Committee's recommendation on Mobile Train Radio Communication should be given a very high priority by IR and the usual reason of "non-availability of funds" should not apply to this device.

Item No. _____

Sub: Implementation of recommendations of VI CPC – Grant of Transport Allowance to railway employees

Ref: (i) Railway Board's letter No.PC-V/2008/A/TA/2 dated 12-9-2008 and No. PC-V/2008/A/TA/2 dated 23-1-2009

(ii) AIRF's letter No.AIRF/97(LI)(175) dated 22.06.2009

VI CPC in its recommendations has stated that no rationale exists for continued payment of City Compensatory Allowance and rates of Transport Allowance are being increased substantially and will subsume element of CCA. Accordingly, Pay Commission has abolished City Compensatory Allowance.

In the case of staff working in Guntupalli Wagon Workshop, South Central Railway, they are denied payment of Transport Allowance by the railway administration on the grounds that the Workmen Special is available for them to come to Guntupalli and to go back to Vijayawada after performing duty.

These Guntupalli Wagon Workshop staff are not only losing Transport Allowance but also CCA which used to be paid even though Workmen Special is available. They have lost both allowances in view of the condition that the people utilizing Workmen Special will not be paid Transport Allowance.

Railway employees working in Guntupalli Wagon Workshop which is located at Rayanapadu are not having any facility of passenger trains to come for duty to Workshop.

Duty hours of Guntupalli Wagon Workshop are as under:-

First Shift – 07:30 hrs. to 17:00 hrs.

Second Shift – 17:15 hrs. to 02:10 hrs.

As per decision taken by the Railway Board, staff availing RCP are also eligible to get Transport Allowance and also restriction of 1 km. was also removed for the payment of Transport Allowance.

For the unfortunate employees of Rayanapadu Wagon Workshop, even if they want to take RCP, new sections will not be covered and also there are no train services to enable them to reach Rayanapadu for duty. There are no city buses suit to the timings of Rayanapadu Wagon Workshop and also to cater to the needs of 2000 Wagon Workshop staff at Rayanapadu who leave workshop at a time and attend it at a time.

As could be seen from para 5 of Railway Board's letter dated 12-9-2008, that, in the case of employees presently availing facility of workmen trains, an option is to be given to the employees as a group to either avail themselves of existing facility or to switch over to payment of Transport Allowance as admissible under these orders. It was also mentioned in para 4 of the said letter that in the case of employees who are presently availing facility of Residential Card Passes of any type, an option may be given to the employee. In case they opt for Transport Allowance, they may be paid allowance at the rate applicable to them subject to condition that the existing facility of RCP of any type as well as facility of travelling on Card Pass/Metal Pass on suburban sections for non-official duties would be withdrawn from the date they opt for Transport Allowance.

When the matter was represented to Railway Board, Railway Board vide their letter dated 23-1-2009 have decided that Transport Allowance be made admissible to those railway employees who are already availing RCP facility with a proviso that no further railway or section will be added to the ambit of Residential Card Pass in future.

In view of peculiar circumstances explained above, the Board are requested to communicate necessary sanction to South Central Railway for the grant of Transport Allowance, as a special case, in favour of nearly 2,000 railway employees working in Rayanapadu Wagon Workshop and are residing at Vijayawada, South Central Railway.

Item No. _____

Sub: Penalty of “withholding of increment” prior to introduction of revised pay scales of VI CPC – Modification of period

Ref: AIRF’s letter No.AIRF/1(291) dated 27.11.2009

AIRF is receiving complaints from the employees who are awarded penalty of **“withholding of increments”** in the pre-revised scales and to be continued in the revised pay scales of VI CPC, resulting in greater monetary loss than the envisaged at the time of imposition of penalty.

At the time of imposition of penalty of “withholding of increment” for specific period(in pre-revised scale) the amount to be recovered is fixed on the basis of period. However, due to introduction of revised pay from 1.1.2006, the amount of increment has increased considerably and if original period of penalty is not modified, the employees are put to greater monetary loss than the envisaged at the time of imposing of penalty.

Board’s letter **No.E(D&A) 78/RG.6/17 dated 29.7.1978** *inter-alia* states:-

“since the Appellate/Reviewing Authority while considering the Appellate/Review Petition can take into consideration the financial loss that would be sustained by the employee whose increment has been withheld in the authorized scale on re-fixation in the revised scales of pay and accordingly reduce or modify the penalty imposed, the staff on whom the penalty of withholding of increment has been imposed in the authorized scale, on re-fixation in the revised scales of pay may submit their Appeal/Review Petition, if any by 31.12.1978.”

AIRF therefore suggests to modify the period of penalty in such a way that an employee is not subjected to recovery of amount more than what has been anticipated at the time of imposition of penalty in the pre-revised scale to meet the end of justice.

The Board are requested to modify the period as one time exemption, in view of introduction of VI CPC scales, in which quantum of increment is substantially high.

The Board are further requested to issue similar instructions for those whose punishment of **“withholding of increment”** commences in V CPC scales and ends in VI CPC scales.

Item No. _____

Sub: Discipline & Appeal Rules(Policy)

Ref: AIRF's letter No.AIRF/1(327) dated 23.12.2009

The recommendations of VI CPC have been accepted by the Government of India and revised scales of pay, viz. new Pay Band and introduction of Grade Pay have been allotted. These have been implemented w.e.f. 01.01.2006. Pay of the employees has been fixed-up in new Pay Band with appropriate Grade Pay from 01.01.2006.

With the implementation of new Pay Band plus Grade Pay, number of grades have been upgraded/merged into one single Pay Band, viz. Rs.5000-8000, Rs.5500-9000, and Rs.6500-10500 to Rs.9300-34800. Similarly, lower grades pay have been merged/upgraded into one Pay Band of Rs.5200-20200 with Grade Pay of Rs.1800. However, different Grade Pay of Rs.2000, Rs.2400 and Rs.2800 have been allotted with Pay Band of Rs.5200-20200.

It may be mentioned that the Railway Board have so far not issued any orders for different penalties under Rule 6 of RS(D&A) Rules, 1968, in regard to following in different Pay Band/Grade Pay etc.

- (i) Withholding of promotion for a specified period.
- (ii) Reduction to lower time scale of pay, grade or service with our without directions regarding conditions of restoration to the grade or post or service from which Railway Servant was reduced and his seniority and pay on such restoration to that grade, post or service.
- (iii) Reduction to a lower stage in the same time scale of pay for the specified period, with further directions, as to whether on the expiry of such period, reduction will or will not have the effect of postponing further increments of his pay.

The General Manager, Western Railway vide letter No.E/DAR/308/0/Vol. X dated 28.11.2008(photocopy enclosed) has made a reference to Railway Board, seeking clarifications on the above issues. But till date, no clarifications have been received from the Railway Board on the subject.

In the absence of orders of the Railway Board, Disciplinary Authorities are issuing orders for reduction of pay in the same time scale of pay on pay which they like. Similarly, number of grades have been merged/upgraded into single Pay Band and incorrect reduction is made. This is causing lot of financial hardships to the employees in these hard days of economy.

In view of the above-mentioned facts and situation, the Board are requested to have necessary orders issued on the issue of penalties being imposed on the Railway Servants.

Item No. _____

Sub: Policy for Retiring Rooms/Dormitories

Ref: (i) Railway Board's letter No.97/TG IV/35/Policy dated 10.11.2006 and No.2005/TG IV/35/Policy/RR dated 21.4.2009

(ii) AIRF's letter No.AIRF/258(386) dated 05.02.2010

The Railway Board vide their letter dated 10.11.2006 had taken a decision to upgrade Retiring Rooms including Dormitories under Renovation/Rehabilitation, Operation and Transfer(ROT) Scheme through Public Private Partnership. Again Railway Board vide their letter dated 21.4.2009 have issued instructions to Zonal Railways to conduct study and submit their reports/proposals to Railway Board's Office as was done by the South Western Railway for handing over Retiring Rooms/Dormitories under ROT Scheme through Public Private Participation.

Our affiliate, South Central Railway Mazdoor Union, had strongly opposed the move of South Central Railway Administration, when a Tender Notice was issued by the S.C. Railway Administration for handing over Retiring Rooms/Dormitories under ROT Scheme to private parties. The union was supplied with the copies of Railway Board's letters stating that the policy decision was taken by the Railway Board. South Central Railway Administration is contemplating to hand over Waiting Rooms also to private agencies under ROT.

As decision to hand over the entire system to private sources involves posting/transfer/retrenchment and affects the cadre strength, the same should be done only after thorough discussion of every aspects with the Federation.

The Board are requested to review their decision and arrange to discuss the issue with the Federation at the earliest but before implementation of Board's decision at any cost.