

भारत सरकार Government Of India

रेल मंत्रालय Ministry Of Railways

रेलवे बोर्ड Railway Board

Report & Recommendations

Of

Joint Committee

To Resolve Issues Of

Package And Career Progression

Of

Trackmen

New Delhi

No. 2010/CE-I(Spl)/GNS/15, dated 28.06.2011

[Ref : Railway Board's letters no. ERB-I/2010/23/35, New Delhi, dated 02.11.2010 & 06.05.2011]

Report & Recommendations Of The Joint Committee To Resolve Issues Of Package And Career Progression Of Trackmen

[Ref : Railway Board's letters no. ERB-I/2010/23/35, New Delhi, dated 02.11.2010 & 06.05.2011]

1. The issues of working conditions & career growth of Trackmen categories have regularly been raised at various forums from time to time in the past through Federations & other representations. During GMs' Conference, held on 11th and 12th January 2010, both NFIR & AIRF mentioned as under, as recorded in the minutes of the Conference, circulated letter vide no. 2009/E&R/200/7, dated 26.02.10 :

11.1.4 Service & working conditions of Railway staff need to be improved.

11.1.5 There is no career growth in the Trackman/Gateman/Keyman category and they retire in the recruitment grade despite miserable working conditions.

11.1.6 Hon'ble Railway Minister was requested to take initiative for rectifying their situation. **The Hon'ble Railway Minister interjected & announced that a committee shall be constituted to consider all aspects in regard to Trackman/Gateman/Keyman categories for improving their career.**

11.2.10 Special package be given to Trackmen because of their working in arduous conditions.

The Hon'ble MR desired that a Joint Committee in association with the Federations to resolve the issues of Package & Career Progression of the Trackmen.

2. In pursuance to above, Railway Board vide letter no. ERB-I/2010/23/35, New Delhi, dated 02.11.2010 and 06.05.2011 constituted a Committee of Executive Directors of Railway Board in association with the Federations viz. EDCE(G), EDF(E), EDPC-II, ED/Estt.(N), EDPC-I, Shri S.G. Mishra, General Secretary/AIRF and Shri M. Raghavaiah, General Secretary/ NFIR to resolve the issues of Package and Career Progression of Trackmen.

3. The **Terms of Reference** (TOR) of the Committee are :

(i) Career Progression of Trackmen alongwith review of existing channel of promotion;
(ii) Review of package of facilities, allowance etc. to Trackmen.

However, following item was further added to the 'Terms of Reference' for this Committee :

"Identification of Trackman as category facing job hazards like running over."
[Ref : Railway Board's letter nos. ERB-I/2010/23/35, dated 30.5.11]

4. During **Meetings** held on 09.9.10, 23.12.10, 03.01.11, 06.01.11, 13.01.11, 27.01.11, 10.3.11, 21.3.11, 19.4.11, 06.5.11, 02.6.11, 08.6.11 and 28.6.11, the nominated Joint Committee deliberated all referred issues in details & depth and the **Observations** are as under -

- Before considering the package for trackman, the Committee observed that the work of construction of Permanent Way (Track) is undertaken through a separate Construction Organization. The category of Trackman is a safety category specific to Railways alone and it is primarily concerned with the maintenance of the Permanent Way. Further, this work is performed by Engineering trackman, gateman (manning engineering gates), engineering trollyman (engaged in various push trollies used for inspection of the Permanent Way) and Engineering Watchman (deployed for maintenance of the stores associated with Permanent Way maintenance).

- For various purposes including interalia, seniority, career progression and prescription of intergrade ratios of the pre-revised 5th CPC pay structure; these categories are grouped together (Para 181 IREM Vol-1/1989 ed). Consequently, these categories have necessarily to be considered together for the purpose of career progression and package for trackman and accordingly, the Committee has taken this into account.
- For the sake of brevity and convenience, the term trackman has been used except where a specific point relating to these categories at an individual level is referred to.

5. Following **broad headings** were deliberated for Trackmen categories (i.e. Trackman, Gateman, Trolleyman & Watchman) :
   (a) Career Progression - Cadre Structure & Channel of Promotion
   (b) Package & Allowances
   (c) Working & Living Conditions

6. **Duties Of Trackmen :**
   Duties of P.Way categories, i.e. Trackman, Gateman, Trolleyman, Watchman, Keyman, Gangmate etc. are detailed in Indian Railways Permanent Way Manual (IRPWM) in general and in Para 149 to 170, 912 to 914 and 1009 to 1011 of IRPWM quite specifically for these categories. These existing **duties in summarized form** are as under :

- **Duties of Mate** - 149. Knowledge of Rules and Signals; 150. Safety of the line; 151. Equipment at site of work; 152. Musters and Gang Charts/Diary Books; 153. Observance of sleeper packing during passage of Train; 154. Precautions when view is obstructed; 155. Tidiness of Section; 156. Safe Custody of Tools; 157. Action when line is unsafe or in the event of Accident; 158. Patrolling during Abnormal Rainfall; 159. Commencing work Affecting Safety of trains; 160. Weekly Inspection of Gang Length by Mate - The Mate shall inspect the whole Gang length once a week, on which day he will carry out the Keyman's work and duties and the Keyman will remain in-charge of the Gang; 161. Preventing Trespass and Theft of P. Way Fittings; 162. Relief arrangement in Emergencies; 163. Assistance to P&T Staff; 164. Assistance in protection of Trains; 165. Assistance in placing Fog Signals; 166. Responsibilities of the Mate in L.W.R. Track.
- **Duties of Keyman** - 167. Selection and training of Keyman; 168. Keyman's daily inspection; 169. Equipment of Keyman; 170. Duties of Keyman - (1) to (14); 171. Keyman's book.
- 912. **Duties of Gatemen**; 913. Maintenance of level crossing, examination of gate - equipment and rules; 914. Level crossing registers.
- 1009. **Duties of Patrolmen**; 1010. Action when damage is observed; 1011. Responsibility of Engineering Officials in the matter of Patrolling

  In addition, Trackmen are also deployed as per necessity, to train accident sites, but are not eligible for Breakdown Allowance.

7. **CAREER PROGRESSION :**

7.1 Existing Channel Of Promotion (AVC) and Career Progression

7.1.1 Career Progression during 6th CPC :
The career progression of Trackman / Engg. Gateman / Trollyman / Watchman (P.Way) in the regular channel in the 5th CPC period is given below :

SL	Category	5th CPC Pay Scale (Rs.)	Inter Grade Distribution % of SS		Existing AVC	Minimum EQ for DR
1.	PW Mate	3050-4590	Single grade		By selection $ *	
2.	Keyman	2750-4400	Single grade		By seniority cum suitability @ *	
3.	Trackman/ Engg. Gateman/ Trollyman/ Watchman	2750-4400	42	Total 100%	By seniority cum suitability *	
		2650-3490	40		By seniority cum suitability *	
		2610-3540	18		By DR # *	8th Pass

* Further progression to Supervisor (P.Way) Rs. 4500-7000, subject to prescribed EQ and service.

Note :

(1) #DR Inspector-wise @ Promotion Sub-division-wise $ Division-wise

(2) Seniority of the categories of Trackman / Gateman / Trolleyman / Watchman is merged and progression is by seniority cum suitability. Suitable and eligible Trackman on completion of 3 years service with A-3 medical classification is considered for posting as Engg. Gateman and Trolleyman on option.

(3) All posts of engineering Gateman were placed in Rs. 2750-4400 vide Board's letter no. PC-III/2003/CRC/6, dated 09.10.2003 and to be filled by option from suitable eligible Trackman. Further promotion is to Keyman on the basis of combined seniority in Rs. 2650-3490 as Trackman and after requisite training.

(4) Gateman posted at manned Engg. Gates, identified as arduous as per laid down criteria to the extent of 50% of such gates are eligible for Special Allowance of Rs. 150 pm. Medical classification of Trackman is B-1, of Trollyman and Engg. Gateman is A-3 and of Watchman is B-2/C-1. On medical de-categorisation of Trackman/Gateman/Trollyman, one of the categories for alternate employment is Watchman. Medical classification of Keyman/Mate is B-1.

(5) Minimum educational qualification was 8th pass in terms of E(NG)-II/98/RR-I/107, dated 04.12.98 with relaxation for compassionate appointments.

(6) In terms of E(P&A) II/87/JCM/DC/2(PP) dated 05.06.1989, pay protection to some extent is given on transfer to other categories in lower scale of pay.

7.1.2 In addition to the regular channel, other promotional channels available to Trackman are that Trackman below 45 years of age to the extent of 10% of the annual intake of Trackman can apply for change of category to technical and traffic categories, i.e. Trackman in regular employment may be transferred to the Mechanical Engineering and Transportation (Power) Deptt., Traffic & Commercial Deptt. and to the Works side of Engineering Deptt.

Such transfers should not, however, exceed 10% of the annual intake of Trackmen or 10% of annual intake in the relevant recruitment categories of each of these Departments to which Trackmen are transferred. Such regular Trackmen who are transferred to Works Branch/Workshops/Traffic and Commercial Deptt. will count half the length of continuous service for seniority in the new cadre in which they are absorbed. (Para 179 xiii-c and xv, IREM Vol-1). Such transfers are to the direct recruitment grade of Rs. 2550-3540 (i.e. lower scale of pay).

7.2 Career Progression post 6th CPC

The Sixth Central Pay Commission recommendations were intended to rationalize governmental structure with a view to improve delivery mechanisms. As a means of doing so and to facilitate delayering of governmental hierarchies, it made a departure from the existing system of pay scales and introduced an entirely different concept of running Pay Bands. Relevant recommendations as accepted and which are also applicable to Trackman are briefly outlined below -

i) Consequent upon implementation of 6th CPC recommendations as accepted by Government, various pre-revised pay scales have been merged and an entirely new pay structure has been introduced with the concept of running Pay Bands with Grade Pays. Increment also changed from a fixed amount to 3% of the basic pay (i.e. pay in the pay band + Grade Pay).

Further, to ensure that no stagnation takes place in any case, where an employee reaches the maximum of his/her pay band, he/she is to be placed in the next higher pay band after one year of reaching such a maximum and will continue to move in the higher pay band till his pay in the pay band reaches maximum of PB-4. However, the Grade Pay would continue to be that of the functional post he holds.

{Para 2.2.19 (xii) Report of the Sixth Central Pay Commission}

ii) Further, based on the recommendations of 6th CPC, as accepted by the Government, the existing regular Group 'D' employees were initially placed in '1S' scale and thereafter, subject to fulfillment of conditions of minimum educational qualifications / retraining, were upgraded and placed in the Grade Pay Rs. 1800 in Pay Band 1 (Rs. 5200-20200) (corresponding to pre-revised Rs. 2750-4400) w.e.f. 01.01.2006, retaining their interse seniority and with fitment as per fitment tables provided for the purpose. The job description of the upgraded merged Group 'D' posts was recommended to be revised and redefined with emphasis on multi-skilling and appropriate designations are to be devised by the departments concerned.

iii) The 6th CPC further recommended that in future, the minimum grade in which recruitment would be made would be Grade pay Rs. 1800 with the minimum qualification of Matric/ITI. Orders implementing this on Railways have been issued vide letter no. E(NG)-II/2009/RR-I/10/Pt., dated 09.12.2010.

iv) The 6th CPC has also modified the existing ACP Scheme. The scheme of MACPS also provides for placement on personal basis in the immediate higher grade pay in the hierarchy of the revised pay structure after 10, 20 and 30 years of service. However, the status, classification, eligibility for promotion, seniority, duties, designation etc. remain that of the basic functional grade pay of the post held by the employee on substantive basis.

v) As far as allowances are concerned, the 6th CPC made specific recommendations relating to Transport Allowance, HRA, Dearness Allowance, Daily Allowance, various compensatory allowances (Hill area / remote locality), Bad Climate Allowance, Cycle allowance, NDA and various other allowances. As far as allowances specific to a Department not mentioned in the report, the CPC recommended that the existing rates be doubled and that every time the Dearness Allowance payable on revised pay structure goes up by 50%, the rates be increased by 25%.

vi) The 6th CPC has also specifically considered demands relating to Trackman and P.Way categories and recommended "Consequent to the revised pay structure being recommended, the posts of Trackman (Gangman)/Gateman/Trolleyman; Senior Trackman/Gateman/Trolleyman; and Head Trackman/Keyman will come to lie in an

identical pay scale of Rs. 2750-4400 corresponding to the revised Pay Band PB-1 alongwith Grade Pay of Rs. 1800. Ministry of Railways should therefore, merge these posts in one single category with all future recruitments being made in Grade Pay Rs. 1800." (Para 7.36.84)

7.3. The Ministry of Railways has also introduced the Safety Related Retirement Scheme {now renamed as Liberalised Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS)}, framed on the consideration that with advancing age, the physical fitness and reflexes of the specified staff (including specifically Trackman) deteriorate, thereby causing a safety hazard. Under this Scheme, Trackman in the age group of 50-57 years may seek retirement and the ward of the employee seeking retirement is considered for appointment as Trackman subject to eligibility and fulfillment of conditions.

7.4 After implementation of 6th CPC, Trackmen have been placed in single grade structure in PB-1 with GP Rs. 1800.
The present career progression of Trackmen is given below :

SL	Category	6th CPC Pay Structure (Rs.)	Inter-grade % of SS	AVC	Sanctioned Strength
1.	PW Mate	PB-1 GP Rs. 1900	Single grade	By selection *	10923
2.	Keyman	PB-1 GP Rs. 1800	Single grade	• 100% DR Matric /ITI *	14544
3.	Trackman/ Engg. Gateman/ Trolleyman/ Watchman			• Gateman by option after 3 years as Trackman and A-3 medical classification. • Gateman on 50% of manned identified as arduous gates draw Rs. 300 pm SA. • Trolleyman : A-3, option after 3 years as Trackman. • Trackman : B-1 medical classification. • Watchman : B-2/ C-1 medical classification.	• Trackman 1,97,177 • Gateman 28,949 • Trollyman 13,780 • **Total For Trackman, Keyman, Mate = 2,65373** • **Total For GP of Rs. 1800 = 2,54,450**

* w.e.f. 22.3.2007, further progression of P.Way Mate GP Rs. 1900 with Matric is to Sr. P.Way Supervisor PB-1 GP Rs. 4200 against 50% promotion quota through seniority cum suitability; 25% through LDCE from Trackman/Keyman/P.Way Mate with 10+2 Science + Maths and 3 years regular service and shortfall from Trackman/Keyman/P.Way Mate with Matric with 3 years regular service; DR 25% with minimum qualification of B.Sc. in Physics & Maths.

8. Committee's Observations

8.1 The Committee observes that the duties of Trackman involve heavy manual labour in the laying of tracks, repair of tracks, patrolling of tracks in all weather conditions in the open environment. However, there has been a shift towards greater component of skilled functioning including maintenance of track parameters like gauge, cross level, alignment, curve parameters, emergency repair of track fractures, operation of small track machine, like hydraulic jacks, off-track tamper, drilling and cutting machines etc. The skilled component of work performed by Trackman had already increased hence placement of 42% posts in the highest pre-revised pay scale of Rs 2750-4400.

Post 6th CPC, with the rapid expansion plan envisaged for Indian Railways in the coming decade adding nearly 25000 km of track as per Indian railway's Vision 2020, the work

content as well as responsibilities of trackman category will undergo considerable change especially keeping safety aspect in view. The introduction of High Speed Corridors in future, density of traffic would require a motivated and more accountable and safety conscious staff. The arduous nature of work of this category leads to a higher burnout rate, thus requiring recourse to schemes such as the LARSGESS.

8.2 During 5th CPC, there was a 3-grade structure for Trackman / Trollyman / Watchman with Engineering Gateman being in the highest of the 3 grades. Thus, a new recruit Trackman in pay scale Rs. 2610-3540 had a career progression available to Sr.Trackman Rs. 2650-4000 and to Head Trackman Rs. 2750-4400 with further avenues as per availability of vacancies by selection to Keyman and Gangmate as also to Supervisor (P.Way) Rs. 4500-7000. After implementation of the 6th CPC recommendations, the erstwhile 3-grade structure for Trackman has been replaced with a single grade structure in the initial recruitment Pay Band-1 with Grade Pay of Rs. 1800 in keeping with the general recommendations of 6th CPC for Group 'D' as well as the specific recommendations for Trackman etc.

The minimum recruitment qualifications have also been raised to Matric/ITI. Thus, in this scenario, a new recruit Trackman continues for almost the full length of his service in the same **basic functional grade pay** (However, he may get may get 3 financial benefits on completion of 10 years each with higher Grade Pay upto Rs. 2400 under MACPS). Thus, his status etc. is determined by the Basic Grade pay.

It is apparent that new entrants with this minimum higher qualification would aspire to reach the higher Group 'C' levels, if not Group 'B'. The arduous nature of work and faster burnout and apparently very limited scope for further promotion may deter new entrants unless balanced by an attractive career progression.

8.3 While a limited opportunity to move to other cadres is available, in practice it is inadequate as due to shortages/other reasons, Trackman who opt for and are selected to transfer to other cadres under extant provisions, are not always released. Even otherwise given the sheer number of Trackman, the quota is very minuscule. An increase in the quota is, however, not considered feasible given requirements of Trackman in their own field vis a vis their availability, as also balancing of the career aspirations of persons recruited in other cadres.

Other than this limited avenue, no other lateral/higher optional channels are available as compared to various other categories in Traffic and Commercial departments (in case of which combined seniority/options to various higher Traffic/Commercial posts are available and the numbers in GP Rs. 1800 are considerably much less).

8.4 The promotion of Trackman to Mate (P.Way) is through a selection process. The sanctioned strength of Mate (P.Way) GP Rs. 1900 is 10,923; whereas the combined sanctioned strength of Trackman/Gateman/Trollyman/Watchman is approximately **2,54,450**. Thus, only approximately 4.12% ratio Trackman would get an actual promotion to Mate.

Further, career progression is to Sr. P.Way Supervisor PB-2 GP Rs. 4200 to the extent of 50% by promotion of Mates with Matric and 25% through LDCE for Trackman, Keyman, Mate who are 12th pass with Science and Maths. The sanctioned strength of Sr. PWS is 4407. Thus, only approx. 3000 posts would be available for promotion to the 2,65,373 nos. of Trackman/Gateman/Trolleyman in GP Rs. 1800 plus Mate and Keyman. Such a situation does not appear to exist elsewhere.

8.5 A peculiar facet of the career progression in the P.Way side is that there is a jump from GP Rs. 1900 to GP Rs. 4200, as there are no posts in the intervening GPs of Rs. 2400 and Rs. 2800 unlike the case in almost all major categories on Railways where either GP Rs.

2000 and then Rs. 2800 or GP Rs. 2400 and then Rs. 2800 form the next levels of promotion.

Consequently, the Trackmen do not have the opportunity of career growth even in Pay Band 1. The career progression avenue is hence, not at par even with other Railway categories. Moreover, the increase in manned engineering level crossings, coupled with the remote/wayside locations of many such gates, higher medical classification and responsibility entailed, Ministry of Railways was already finding it difficult to get enough volunteers for posting as engineering gateman.

8.6 The Committee has also taken note of the general recommendations of the 6th CPC with respect to the revision of work content / multi-tasking and designations etc., of the staff placed in GP Rs. 1800. It has also noted the specific recommendations of the 6th CPC with particular regard to the recommendation to merge the Trackman / Gateman / Trollyman / Keyman into a single category.

9. Recommendations With Regard To Career Progression :

Keeping in view the above aspects, the Committee recommends the following :

9.1 That in keeping with the recommendations of 6th CPC that the "categories of Trackman / Gateman / Trolleyman in pre-revised Rs. 2610-3540, Sr.Trackman / Gateman / Trolleyman in Rs. 2650-3490 and Head Trackman / Gateman / Trolleyman / Keyman in Rs. 2750-4400 be merged into a single category" and also as the seniority is already merged, the categories of Keyman / Trackman / Trolleyman / Gateman / Watchman in Engg. P.Way in GP Rs. 1800 be merged, and given the designation of **Track Maintainer Grade IV (GP Rs. 1800)**.

Further eligible Track Maintainers in GP Rs. 1800 fulfilling the prescribed medical classification and other conditions would be deployed to man Engineering Level Crossings and would be eligible for the grant of the Special Allowance as per conditions indicated for grant of such allowance; Similarly eligible Track Maintainers in GP Rs. 1800 fulfilling prescribed conditions would be deployed to Trollies / other P Way functions.

9.2 The PW Mates in GP Rs. 1900 may be re-designated as **Track Maintainer Grade III** (GP Rs. 1900). This would be the next level of promotion for Track Maintainer Grade IV.

9.3 Further, in order to provide appropriate progression, two new levels be introduced, viz. :

(i) to GP Rs. 2400 to be designated as **Track Maintainer Grade II** (GP Rs 2400) (to be filled from eligible staff from the next lower GP of Track Maintainer category based on seniority cum suitability) and

(ii) to GP Rs. 2800 to be designated as **Track Maintainer Grade I** (GP Rs 2800) (to be filled from eligible staff from the next lower GP to Track Maintainer category based on selection)

9.4 The duties, responsibilities and functions of the Track Maintainer category should be rationalised to reflect the higher levels of technology, skills, knowledge and future requirements of Permanent Way maintenance as well as additional responsibilities, functions and safety related aspects that are required at each level. The Permanent Way Manual / Safety Manuals would necessarily need to be revised to reflect the same.

9.5 Training Manuals which already provide for multi-tasking should be suitably revised to provide for the above changes.

10. While deliberating on the proposed structure of the new cadre, various options were explored. The committee noted that new entrants with minimum qualification of Matric/ITI would aspire to reach higher Group 'C' levels. The arduous nature of work and fast burnout with limited scope for further promotions would deter new entrants unless balanced by an attractive career progression. To provide adequate motivation, a steady graded upward movement for the track maintenance cadre, from the initial recruitment Grade Pay of Rs. 1800 to a Grade Pay of Rs. 2800 was considered essential.

10.1 Various options for inter-grade % for Track Maintainer Grade-I to Grade-IV were considered by the committee. One of the options explored for better promotional avenues for the trackmen cadre was as under :

Category	Recommended Pay Structure	Sanctioned Strength in Existing GP	Notional % As Per Existing Strength	Recommended Inter-grade %	Sanctioned Strength As Per Recommended %
Track Maintainer-I	PB-1 GP Rs. 2800	New	0	3	7961
Track Maintainer-II	PB-1 GP Rs. 2400	New	0	6	15922
Track Maintainer-III	PB-1 GP Rs. 1900	10923	4	20	53075
Track Maintainer-IV	PB-1 GP Rs. 1800	254450	96	71	188415
Total		265373	100	100	265373

10.2 It was felt by the committee that the above proposition will not give scope for reasonable career growth. After detailed deliberations, it was recommended that keeping in view the motivation to the existing staff as also to facilitate eventual functional improvements in response to improvements in technology, provision of leave reserve, a better integrated ratio etc.; the cadre structure should be made more liberal in the higher grades. Accordingly, the following **cadre structure & career progression** was considered and is being recommended :

Category	Recommended Pay Structure	Sanctioned Strength in Existing GP	Notional % As Per Existing Strength	Recommended Inter-grade %	Sanctioned Strength As Per Recommended %	Approx. Financial implication (Rs.) per annum
Track Maintainer-I	PB-1 GP Rs. 2800	New	0	10	26537	649,15,54,326
Track Maintainer-II	PB-1 GP Rs. 2400	New	0	20	53075	1125,20,27,498
Track Maintainer-III	PB-1 GP Rs. 1900	10923	4	20	53075	695,80,48,915
Track Maintainer-IV	PB-1 GP Rs. 1800	254450	96	50	132686	(-) 1871,01,79,410
Total		265373	100	100	265373	599,14,51,330

*including DA@ 51% excluding other allowances.

10.3 Maintaining **Financial Neutrality** for this structure would require surrender of 38994 posts. The 'Trackman' is a safety category on Indian Railways. In light of expansion in route and track kms on Indian Railways and increase in intensity of track maintenance due to movement of higher axle loads & higher speeds on select routes, committee recognises that surrender of posts of Trackmen would be difficult. The committee took note of the views on record, as expressed recently in various forums, such as DC/ JCM, PREM etc. by Staff Federations on the maintenance of financial neutrality in safety categories.

Effecting financial neutrality while implementing these recommendations would have to be decided in terms of all these considerations.

10.4 The actual financial implication may be less in view of the outgo under MACPS.

11. Package & Allowances :

11.1 Existing Facilities for Trackman : The following items have already been provided to the Track Maintenance Staff -

(i) Supply of luminescent vests (safety jackets) - in terms of Railway Board's letter no. E(W)95.UN1-19, dated 28.08.03 and 10.03.04'

(ii) Supply of helmets - in terms of Railway Board's letter no. E(W)95.UN1-19, dated 10.05.05'

(iii) Issue of uniform and other accessories - in terms of Railway Board's letter no. E(W) 95.UN1/19D, dated 27.12.05, 22.11.06'

(iv) Reimbursement of cost of shoes - in terms of Railway Board's letter no. E(W) 2005.UN1/3, dated 05.09.07'

(v) Issue of wrist watch - in terms of Railway Board's letter no. 2002/CE-1/GNS/6, dated 10.09.07 and 19.09.08.

(vi) Special Allowance to Gateman @ Rs. 300 deployed/posted to work on 50% of the gates specified as 'difficult'.

(vii) Night patrolling allowance @ Rs. 6 per night is admissible to Trackman.

11.2 In order to improve the productivity, safety and working conditions for Trackmen, the following **additional recommendations** are proposed :

(a) Allowances :

(i) At present Washing Allowance (for uniform) is not provided to Trackmen. In view of the nature of work of Trackmen on the field and under extremely harsh weather conditions, it is suggested that they be made eligible for **Washing Allowance**. However, this may be restricted to those drawing Grade Pay Rs. 1900 and below.

(ii) At present, vide Railway Board's letter no. E(W) 2005 UN 1/3, dated 5.9.07, Trackmen are given a re-imbursement of Rs. 450 p.a. for purchase of canvas safety shoes. The extensive walking on track and ballast/patrolling undertaken by the Trackmen in the course of their duties and the changing weather conditions in which they perform these duties, have been taken into consideration and it is suggested that **two pairs of shoes** may be considered to be a part of the uniform of the Trackmen and, hence, they may be **reimbursed Rs. 900 p.a.** However, the reimbursement should be subject to actual procurement of the shoes and submission of receipt thereof and, therefore, the reimbursement should be given upto twice a year @ Rs. 450 per re-imbursement.

The additional financial implications would be Rs. 12 cr per annum.

(iii) **Special Allowance** to each Track Maintainer deployed for manning any of the **Engg. Gates** - @ Rs. 300 per month.

(b) Working Tools :

(i) **CUG Phone** : In the interest of better and prompt communication of directions to the Gangs working on the track, each Track Maintainer Grade-I may be given a CUG communication/Walkie Talkie Sets. These items should be made part of T&P for each P.Way Gang working on open line sections and maintaining of which (CUG) will be personal responsibility of Track Maintainer Grade-I.

During patrol time, one CUG phone will be available for each patrolling team, which will be kept stocked alongwith the other T&Ps and is not to be made available otherwise. Appropriate ceiling limit for expenditure on the phone and recurring telephone charge bills may be worked out in consultation with S&T and other concerned departments.

(ii) It is recommended that an effort be made to constitute a team in RDSO and Indian Railways Institute for Civil Engineering (IRICEN) for **designing/standardising improved working tools** which are more ergonomically designed and light weight without compromising effectiveness.

(iii) **Protective Helmets** with miner's light may be considered for inclusion as a part of T&P items for night patrolman as a safety measure.

(iv) **Mechanisation and automation** of functioning of activities of Trackmen is needed, e.g. motorized light weight push trolleys for inspection etc.

(c) Uniform :

(i) Efforts may be made to ensure that quality of uniforms being supplied is as per prescribed specifications. There should be tighter inspection mechanism for warmness of the clothing.

(ii) Quality of Jerseys may be ensured to ensure adequate warmth to match weather conditions.

(iii) Retro-reflective clothing should be supplied timely to each individual.

(d) Working & Living Conditions :

Both Working and Living conditions of the track maintenance staff are very poor. Hazardous working conditions in open line cause many unfortunate run-over cases (average one case per day on IR). Therefore, following provisions & facilities are recommended for adoption :

(i) **Working On Track In Suburbs** : Adequate mechanism may be deployed for cleaning of tracks in suburban areas, so that Track Maintainers may work properly for safety of track.

(ii) **Protection To Gangs Against Accidents** : Warning System/Hooter may be developed and made part of each P.Way Gang working on open line and similar other conditions.

(iii) **Night Patrolling** : During night patrolling efforts may be made to ensure that team of 2 persons patrols in Extremist/Terrorist & Naxalite areas. This is also prescribed for Wild life areas, dacoits affected areas & Ghat sections vide Para 1004 (a) of I.R.P.Way Manual.

(v) **Accommodation** :

(1) In many places there is no provision for family accommodation for trackmen. It is suggested that efforts may be made to provide family accommodation, where

possible, at suitable stations so as to enable the staff to take care of education & health of children & family.

Its requirement needs to be assessed and suitable places/stations to be identified by the Zonal Railways, so that Railway Board may sanction the requisite works/projects on priority both for proper Family Accommodation and rent-free Barracks/Duty Huts.

(2) In locations where trackmen are accommodated in barracks/Duty Huts and it is not possible to provide accommodation for family quarters, payment of HRA may be considered in lieu of separate family quarters.

12.0 While recommending the above package of career progression and improvement in working and living conditions of Trackmen, the Committee has taken due cognizance of various duties performed by the Trackmen and conditions of work including the working hazards faced by them.

The Committee had two options, either to consider specific allowances for a variety of situations that describe the working conditions and duty list of Trackmen or consider a significant improvement in the career progression and cadre structure of Trackmen with the understanding that this would cover compensation for diverse nature of duties and working conditions of this category of Railway staff.

The Committee has favoured the second approach and strongly recommends that with the proposed **Career Progression & Package** recommended vide Para - 9, 10 & 11; hereafter there ought not to be further need for allowances for each aspect of Trackmen work.

The various recommendations, mentioned herein would require approval of the concerned competent authorities.

(No. 2010/CE-I(Spl)/GNS/15, dated 28.06.2011)

28/6/11	28/6/11	28/6/11	
(Prashant Mishra)	**(Urvilla Khati)**	**(Anjali Goyal)**	**(R. Mukundan)**
EDPC-I, Member	EDPC-II, Member	EDF(E), Member	ED/Estt.(N), Member
(S.G. Mishra)	**(M. Raghavaiah)**	**(Alok Kumar)** 28.6.11	
General Secretary/AIRF, Member	General Secretary/NFIR, Member	EDCE(G), Convener	