

MINUTES

of

The PNM Meeting

between

Railway Board

and

National Federation of Indian Railwaymen

held

on 20th & 21st February, 2013

MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD AND NFIR ON 20TH & 21ST FEBRUARY, 2013

MEMBERS PRESENT

OFFICIAL SIDE

S/Shri/Mrs.

1. A.K. Vohra, Member Staff
2. S.K. Seth, AM(Staff)
3. M. Suresh, AM(Signal)
4. P.K. Srivastav, AM(Tele)
5. R. Ramanathan, AM(CE)
6. Raj Kumar, AM(Elect.)
7. Amitabh Lal, AM(C)
8. Satya Prakash, AM(T&C)
9. A.K. Maitra, Adv.(Vig.)
10. B.K. Sinha, Adv.(RS)
11. B.N. Mahapatra, Adv.Fin.(X)
12. P.S. Rawal, IG(C&I)
13. Dr. D.P. Pande, EDH(Plg.)
14. Arvind Kumar, EDE(N)
15. Prashant Mishra, EDPC–I
16. Neera Khuntia, EDPC–II
17. R.R. Prasad, ED(T&MPP)
18. Amitabha Khare, EDE/RRB
19. Sanjay Chadha, EDME(W)

FEDERATION (NFIR)

1. Shri Guman Singh, President
2. Shri M. Raghavaiah, Genl. Secy.
3. Shri R. P. Bhatnagar
4. Shri J.G. Mahurkar
5. Shri R.K. Sinha
6. Shri T.K. Chatterjee
7. Shri B.C. Sharma
8. Shri Ram Murat
9. Shri V.P.S. Rastogi
10. Shri Vinod Mehta
11. Shri P.S. Suryaprakasam
12. Shri R.G. Kabar
13. Shri R.P. Singh
14. Shri Binod Sharma
15. Shri K. Ananda Rao
16. Shri R.C. Sahoo
17. Shri Ashok Kumar Sharma #
18. Shri G. Prabhakar Andrew
19. Shri Vinod Rai
20. Shri V. Gopalakrishnan
21. Shri P.S. Chaturvedi
22. Shri H.G. Dwarakanath
23. Shri S.R. Mishra
24. Shri Taposh Mukherjee
25. Shri Feroz Pasha
26. Smt. D.P. Naidu
27. Ms. Neela Devi Jhala

attended on 20th February

OFFICIAL SIDE

20. Manoj Akhouri,
    EDTT(F)
21. Sanjay Lavania,
    EDF(E)
22. A. Madhukumar Reddy,
    EDPM
23. Vijaylaxmi Kaushik,
    ED(Safety)
24. Vivek Kumar,
    EDME(Tr.)
25. B.M. Gupta,
    EDV(E)
26. Rashmi Chowdhary,
    EDE(GC)
27. K. Mal,
    EDE(Res.)
28. Ragini Yechury,
    ED(IR)
29. Prempal Sharma,
    EDE(G)
30. A. Rastogi,
    DME(PU)
31. Vinod Kumar,
    DME(P)-I
32. Vivek Kumar Sinha,
    Dir(T&C)
33. D. Mallik,
    DE(IR)
34. Madan Lal,
    DE(LL)

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SECTION –A: INTRODUCTION

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

Shri Guman Singh ji, President/NFIR, Raghavaiah Ji, General Secretary/NFIR, Bhatnagar Saab, and other delegates, I welcome you to a warm morning in Delhi and I honestly cherish the kind of relationship which we have with our Federations. Though today the Federation is supporting the call for a Bharat Bandh, but we are here discussing problems pertaining to railwaymen.

To your credit the amount of ownership that you have with railwaymen, the concerns you have for them and the strength of our organization, it goes both ways. It is the strength of our organization that our Federations though morally supporting the Bharat Bandh but not participating and they are concerned about Indian Railways as an organization, and I would rate this as great leadership.

I will share with you what all has happened. On loading/unloading or passenger traffic we are doing fairly well. Except for the iron ore traffic which has come down primarily because of exports, then economy is not really doing well. Particularly the economy in Europe, because Europe is not doing well so the exports are low. The exports are low the manufacturing is at a lower end. But what we have seen is that we have lost about 15 to 20 mt of traffic, by and large we are alright. We are earning at a rate of about 20-22 per cent is the growth in our freight earning. We recently increased the fare structure but what I understand is that the bulk of it has been lost because of the fuel hike which takes away almost all 3000 crore. That is one part.

The other part is that whatever extra funds that we have been able to raise through internal resources, we are wanting to use this for releasing benefits by way of health care by way of better colony maintenance and I am told by FC that she is taking care of allocation of funds on maintenance side of these segments, she is also keeping more money under staff welfare, schemes that are there under different plan heads. But exactly what she finally gives me will be known only when the budget papers are out.

Raghavaiah ji had raised a very valid point in the GMs conference. Whether Railway will be able to form panels for Group 'D'. I feel proud, the credit of course goes to the Zonal Railways that we are ready with panel for 83 thousand Group 'D' Staff. Panels have been released on NFR and SCR. Instructions to the CPOs are that by 15th March all panel should get released so that people start joining. I hope this exercise will open up opportunities for senior Group 'D" staff who were awaiting promotions but were not being considered because they needed a certain minimum number of people at the lower grades.

Our thrust right now is to see that promotion quota vacancies are all filled up. Now we have already started giving second set of panels for ALPs, Section Engineers, JEs and Technicians. In fact Technician exam has only been held in December, and we will be able to give panel for 1000 people in month of March. We have been able to recruit people in the health care sector, a large number of them, in fact there is another exam slated for 24th two days after this. We have been able to fill up a large number of vacancies of ASMs, Guards, Commercial Inspectors, Traffic Inspectors, Stenographers. So far I understand we have already given panels for over 12,000 and, I am told by ED(RRB) that another 15,000 will be made available to the Zones.

On sports, we have liberalized the policy for promotions to sports persons. We are now coming up with a policy that any railwayman who represents India in Olympics, the very fact that he is representing us in Olympics will enable him to get a promotion. We have also liberalized this scheme and extended to the coaches. If somebody coaches a team or a player and player performs well it will be to the credit of coach and coach will also get commensurate promotions.

In Health care, we have introduced a cashless scheme for RELHS beneficiaries for treatment in a medical emergency for which I would need your support so it gets implemented on the Zones. The scheme envisages that if one gets an emergent/life threatening illness which could be problem with the heart, or leg or snake bite or anything, the person can visit a recognized hospital, show the card and the hospital will do the rest. We have introduced this scheme in the NCR region of Delhi, suburban regions of Mumbai, Chennai, Kolkata, all state Capitals and all Zonal headquarters. But the scheme is still taking time for its implementation. My request to the Federation would be use their office for its speedy implementation.

With regard to shortage of doctors we have placed an indent for 700 doctors with UPSC and a special indent for recruitment of doctors for North East region. Indents have also been sent for recruitment of specialist doctors and superspecialist doctors. We are in the process of appointing vacant positions of paramedical staff through RRB. In the meantime we have extended the period of contract paramedical staff by one more year. We have also initiated a scheme whereby superannuated Railway doctors between the age group of 60 to 65 can be appointed as contract medical practitioners for a period of two years by the zonal Rly. Efforts have been taken to provide healthcare facilities to our beneficiaries.

One more area, you still have issues with us on cadre restructuring, you have issues with us on gangmen cadre restructuring, there are issues pertaining to some percentages being given to the staff who are being recruited in 4200, 4600 grade pay. I have given clear directions to AM (Staff) and the Committee. My request to the federation would be kindly work out the methodology so that we can move ahead. Intent is to de-layer the staff. Today we have a very large number of layers in the staff, if we can merge the layers, it will reduce the work on the establishment side, it will also reduce the hardship the people face, more so, after VI Pay Commission we have a band which takes care of the growth of an employees.

The other thing which I would like to mention that we have Sushil Kumar who won a silver medal, then out of the 25 Arjun Awards given, seven were to Railwaymen. We got a Dronacharya award this year. Of course this year we did not get any Dhyanchand award.

I once again welcome you all.

Shri Guman Singh, President/NFIR

The President, NFIR thanked the Member Staff Shri A.K.Vohra for conveying important information regarding performance of Indian Railways in regard to freight and passenger traffic and earnings in the PNM Meeting. He congratulated the Sports Personnel of Indian Railways for winning 7 Arjuna Awards and giving overall excellent performance.

He admired the efforts of Railway Board under the leadership of Member Staff for filling up of vacancies to a large extent. As Member Staff apprised, panels from RRBs for 83000 posts have already been received and remaining panels are in the pipe line so as to fill up 1.25 lakhs vacancies by the end of May this year but by that time more than one lakh vacancies will get accumulated further, Guman Singh said.

He stated that it is the last PNM meeting which is being conducted before the ensuing Secret Ballot Elections for the purpose of grant of recognition to the Unions on Indian Railways and also is the last PNM meeting with Shri A.K.Vohra, Member Staff. He expected that the meeting will be fruitful and good decisions will be taken in the interest of employees and the institution, based on the issues raised by NFIR.

While reviewing the overall position of issues which were placed by the NFIR before the Railway Board, the President/NFIR pointed out that:-

(i) High Power Committee was constituted to review duty hours of running staff and other operating categories but the report of the Committee is still awaited despite the fact that NFIR had submitted detailed representation before the Committee and at the same time expressed concern on frequent violation of HOER and unfair dealing in conducting job analysis.

(ii) Cadre Restructuring Committee has not yet completed the work due to lack of seriousness at the level of Railway Board.

(iii) Anomaly Committee – Number of unanimous decisions were taken by the Committee but corresponding orders are still awaited.

(iv) Joint Committee report on career growth and other problems of Trackman category has been diluted by the Railway Board at the implementation stage which is causing resentment amongst the staff. Therefore, there is urgent need to review and implement the recommendation of the Committee in toto.

(v) The conditions of Railway quarters continued to remain deplorable due to lack of maintenance of Railway colonies which is almost zero.

(vi) The shortage of Doctors in the Railway Hospitals is still persisting, which is causing serious resentment among serving employees and is a setback to RELHS-97 beneficiaries.

- The issues which are referred by Zonal Railways to Railway Board are either not replied and are replied in most casual manner without referring the relevant rules and policies resulting into non-resolution of issues at Zonal level. Specific cases were brought to the notice of Railway Board by writing a letter to Additional Member Staff, but no meeting has yet been fixed.
- The Member Mechanical had committed that the Workshops which are not covered under the incentive scheme will also be covered under the Group Incentive Scheme. The demand of NFIR for adopting Group Incentive Scheme for Diesel Workshop, Ajmer is still to be resolved.
- The construction of building for Central Hospital of North Western Railway at Jaipur was sanctioned about 8 years ago but the work was stopped after constructing the building at the plinth level. The work has not commenced thereafter. He stated that there is a need to take immediate effective action for getting the building work completed so that the Hospital could start functioning.
- The bills for payment of honorarium to Cashiers pertaining to various Zones including N.W. Railway have been pending in Railway Board for sanction for a long time. He stated that the bills amounting to Rs.14.00 crores to the Cashiers of Northern Railway have been sanctioned by the Railway Board on the basis of policy in vogue when the Cashiers handled the cash. The bills of other Railways which carry the same merits need to be sanctioned expeditiously and Railway Board's sanction communicated early.
- In the last PNM Meeting also, the attention of Railway Board was invited that the revision of ex-gratia payment to widows is still awaited although such payment to employees was revised in the year 2005. He urged the Member Staff for immediate action as the widows are suffering financially.

- The applications of request transfers need to be forwarded to other Zone/Divisions without delay to avoid sufferings of staff. It has been reported that such applications have not been forwarded to the concerning Zone/Divisions on the plea of vacancies. According to the practice in vogue at the initial stage of forwarding applications such reasons should not come in the way. He requested that suitable instructions have to be issued to all concerned that such applications may not be with held at the forwarding stage.

(vii) The Member Staff was apprised of a decision taken last year by the Railway Board that the Ministerial Staff (Civil) working in the RPF Department on the Zones/Divisions should be replaced by RPF personnel. The President/NFIR felt disappointment that the decision taken has not been implemented in letter and spirit despite raising the issue in the earlier PNM meeting of NFIR with Railway Board on 5th/6th June, 2012.

Shri M.Raghavaiah, General Secretary/NFIR

At the outset, Shri M.Raghavaiah, General Secretary/NFIR profusely thanked the Member Staff for complimenting the Federation for serving the Nation and equally solving the problems of workers through continuous dialogue. He also complimented the Member Staff for appreciating the Federation's role and success achieved for recruitment against Group 'D' vacancies, implementation of Smart Card under RELHS-97 for senior citizens to have better health care. Shri Raghavaiah also thanked the Member Staff for showing keen-ness in finalising the Cadre Restructuring for Group 'C' and 'D' staff & assurance for resolving the issue of career growth of Track Maintainers' category.

The General Secretary/NFIR brought out following issues in his preamble address in the PNM meeting for urgent attention of the Railway Board (MS): -

I Issues which have been pending with the Railway Ministry and/or with Ministry of Finance and are required to be pursued vigorously by the Railway Board: -

- Replacement of Grade Pay Rs.4600 with Grade Pay Rs.4800.
- Allotment of entry Grade Pay Rs.4200 to Station Masters category.
- Upgradation of the posts in Apex Grade of Group 'C' to Group 'B' pending for years together and not finalized. This is one of the items wherein the Railway Board had agreed to upgrade Apex Group 'C' posts.
- Improvement of Loco Pilot Mail Grade Pay to Rs.4600.
- Merger of Technician Grade-II with Grade-I in Grade Pay Rs.2800.
- Grade Pay anomalies – the General Secretary/NFIR expected early settlement of the issues for raising satisfaction level of staff.

II With great disappointment, the General Secretary/NFIR conveyed to the Member Staff that:-

- DAC was constituted on 16/2/2009 met twice on 19/03 & 01/06/2010. The tenure of the Committee was extended upto 30/09/2011 but unfortunately no meeting was held. Not a single issue is settled. Whereas National Anomaly Committee met four times and produced some results. It is sad that nothing has been done by the Railway Board on items discussed in the Departmental Anomaly Committee meetings.
- A Committee to prioritise the issues arisen out of VIth CPC was constituted by the Railway Board vide letter dated 09/01/2009 & 04/02/2009. Though, meetings were held there was no result at all. Thereafter, NFIR vide its letter No.NFIR/VIth CPC/Priority/09 dated 08/11/2012 reminded MS & FC but neither there are results nor any response.

III. Shri Raghavaiah further invited the attention of Member Staff on the following proposals on Staff Welfare sent to Railway Board by NFIR for consideration:-

- Absorption of staff working in Quasi-Administrative units in Railway against Group 'D' vacancies – pending DC/JCM item.
- Upgradation of Cardiology Department at Jagjeevan Ram Hospital, Mumbai.
- Holiday Homes at Tirupathi for Group 'C' & 'D' Staff.
- Provision of Road Mobile Medical Van for the Railway employees working at Road side Railway stations.

IV. He requested Member Staff for early finalisation of NFIR's PNM item (No.28/2012) relating to upgradation and merger of Sr.P.Way Supervisor with JE(P.Way) Grade Pay Rs.4200/-. Delay in finalising the issue has caused resentment among staff.

V. Expressed concern on non-implementation of the agreements reached between NFIR and Railway Board. In support, following cases were quoted:-

- Item No.25/2004 (DC) Non-payment of kilometrage (ALK) to Medically Decategorised Loco Pilots drafted to perform duties of Power/Crew Controller.
- Non-payment of settlement dues on last pay drawn to the retired/retiring staff working in construction organisation (NFIR PNM Item No.03/2008) – modification required in Railway Board's order issued under FE(III)/2007/PM1/4 dated 09/06/2011. NFIR's letter No.II/35/Pt.VIII dated 26/12/2012 seeking modification to the condition "cases decided prior to 19/08/2010" has not been lifted even after judicial review of the matter and when rules are there in Pension Manual, 1993 and the benefit needs to be extended to those who are due.
- Dilution of implementation of Joint Committee Report on career growth of category, was another issue which has caused resentment among lakhs of Track Maintainers.

VI. While raising the issue of wrongful clarification issued by the Railway Board bearing no.PC-V/2009/ACP/2 dated 13/12/2012 regarding grant of financial upgradation to the staff, the General Secretary/NFIR expressed disappointment and said that the clarification is quite contrary to the provisions of MACPS therefore, needs to be withdrawn forthwith. Shri Raghavaiah further requested the Member Staff to hold discussions with NFIR on the subject matter, as conveyed vide NFIR's letter No.IV/MACPS/09/06 dated 30/01/2013.

VII. The General Secretary/NFIR reminded the Member Staff that following issues pertaining to the Running Staff who are back bone of train operations have been pending with the Railway Board for very very long period causing serious resentment and frustration amongst staff: -

- Pay fixation of Running Staff in stationary post delayed for over 2 ½ years.
- On all Zones duty hours of crews have been made so tight that the Running Staff is getting hardly 12 hours rest in a day, ignoring safety.
- Promotion is being denied to Assistant Loco Pilots as Loco Pilot (Goods) even after fulfilling the condition of 60,000 kms on footplate on various Zones.
- There is no response from the Railway Board on 12 pending PNM & DC/JCM items of NFIR conveyed vide NFIR's letter No.IV/RSAC/Conf/IV dated 07/01/2013, the same need to be resolved satisfactorily at the earliest.
- Medically decategorised running staff when opting for retirement are being denied benefit of 55% of pay element for payment of settlement dues.

VIII. (a) Shri Raghavaiah brought to the notice of Member Staff a case of non-inclusion of the category of Traffic Assistants working in Metro Railway, Kolkata in the Cadre Restructuring exercise. He stated that restructuring in this category has never been done in the past and urged Member Staff for including the category in the CRC meeting fixed for 22nd February, 2013 for remedying the injustice.

(b) Inclusion of the categories of Physiotherapist & Dietician for payment of Hospital Care Allowance (pursuant to the implementation of a judicial order) is yet to be decided. Federation's letter No.I/5(g)/Pt.IV dated 30/11/2012 & letter No.I/5(g)/Pt.V dated 14/02/2012 may be referred to, for early finalisation and conveying orders accordingly.

(c) A case of non-payment of Scheduled/Tribal Area Allowance to the employees working on Ranchi Division, reported to Railway Board by NFIR vide letter No.I/5(g)/Pt.V dated 18/02/2013. Board may issue suitable instructions for payment. The GS/NFIR also mentioned that orders, in this connection, do exist vide Ministry of Finance O.M. No.17/(1)/2008-E11(B) dated 29th August, 2008 on the subject.

(d) The General Secretary/NFIR was disappointed while bringing to the notice of the Member Staff a case of non-payment of Disability Pension to Shri L.S.Goel, Ex-PWI/Jhansi, North Central Railway, who was declared medically unfit as a result of sustaining injuries during the course

of performance of his duties in the year 1995. In this connection Shri Raghavaiah drew attention of Member Staff to the detailed reference made by of NFIR to Railway Board bearing No.II/35/VIII dated 31/10/2012 containing relevant rules on the subject against which orders have not been issued by the Railway Board so far.

(e) Parity in pay scales of Stenographers on the Indian Railways with the RBSS. On raising the issue by the General Secretary/NFIR, the Member Staff has clarified that the clarification sought for by the Ministry of Finance is being replied. Member Staff said that the Railway Board will pursue the matter further with the Ministry of Finance for securing parity in the pay scales of Stenographers at par with the Stenographers of RBSS.

(f) The General Secretary/NFIR while inviting attention of the Member Staff on the issue of classification and mode of filling up of vacancies extended by the Railway Board vide letter No.E(NG)I-2008/PM1/15 dated 15/01/2013 through ACR Benchmarking, urged to extend the validity beyond 31st March 2013 as laid down in Railway Board's letter dated 03/09/2009 to facilitate filling up of promotional vacancies of staff without hindrance.

IX. (a) On raising the issue of first batch of wards of Safety Staff who failed in the PET in the year 2010 for appointment under LARSGESS, the Member Staff intervened and said that ways and means are being considered for granting special relaxation.

(b) The General Secretary/NFIR complained to Member Staff regarding non-consideration of P.Way staff (Gang Mates) drawing Grade pay Rs.1900/- for appointment of their wards under LARSGESS and requested his intervention.

X. (a) The General Secretary/NFIR brought to the notice of Member Staff a case of arbitrary increase in the working hours of Motormen by the administration of Metro Railway, Kolkata. In this connection, Shri M. Raghavaiah further said that the issue has been reported to the Railway Board (ML&MS) by NFIR vide its letter No.III/MRWC/2 dated 02/02/2013, for restoration of the working hours of the Motormen of Metro Railway, Kolkata, unfortunately there is no response from the Railway Board. He urged the Member Staff to look into the matter for issuing necessary instructions in this case duly removing hardships faced by the staff.

(b) The NFIR vide its letter No.NFIR/VIth CPC/Main/10/Pt.VII dated 25/09/2011 have reported to Railway Board a case of incorrect placement of Group 'D' employees in Grade Pay Rs.1300 (-1S) against the Grade Pay of Rs.1800/- on Metro Railway, Kolkata. No action for allotment of Grade Pay of Rs.1800 in PB-I has been taken by the Railway Board though the staff has completed nearly two decades of service either under contractor or under Administration. Subsequent references made by NFIR vide letter dated 25/09/2012 need to be connected.

The General Secretary/NFIR requested the Member Staff for issuing necessary guidelines to the Metro Railway, Kolkata.

XI. The General Secretary invited attention of the Member Staff on following issues which have been pending for finalisation in the Railway Board.

(a) Duty hours of Nursing personnel in Railway Hospitals.

The item has been pending in the DC/JCM fora for long time but has not been finalised, as a result the Nursing Staff continued to work over hours with great resentment. It would be necessary to implement instructions issued by the Ministry of Health & Family Welfare in this regard.

(b) The Railway employees discharging duties as Faculty Members for imparting training to various categories of Railway staff such as ALP, Guard etc are not being paid Teaching Allowance @ 30% of pay although agreed to. Based on the recommendations of the report of Dr.Anil Kakodkar (HLSRC/R&S), the Teaching Staff are required to be paid Training Allowance @ 30% in all Training Centres/Schools on Indian Railways. The General Secretary/NFIR stated that the Federation's reference bearing No.II/26 dated 01/10/10, 13/08/2012 & 05/12/12 has not been acted upon by the Railway Board and the staff have been allowed to suffer un-necessarily.

(c) The NFIR vide letter No.IV/RSAC/Conf/III dated 17/08/2012 had drawn attention of Railway Board towards filling up of posts of Loco Inspectors on a few Zonal Railways grossly ignoring the extant instructions of the Railway Board i.e. the persons who have not completed 75,000 driving experience were promoted as Loco Inspector while similarly placed staff are denied promotion.

(d) Heavy shortage of Ticket Checking Staff due to non-filling of vacancies and non-creation of additional posts due to increase in number of trains, was also mentioned.

(e) The General Secretary/NFIR brought to the notice of Member Staff that the Northern Railway, Central Hospital, New Delhi is not referring the cases of patients of knee replacement to referral Hospitals like Apollo Hospital etc., ignoring the spirit of Welfare of staff.

(f) Retrenched Substitutes on East Central Railway not inducted again on the Zone although their initial engagement was with the prior approval of GM that too after completing all formalities of direct recruitment. General Secretary also reminded the Member Staff to the assurance he gave to the Hon'ble MR in a separate meeting held on February 1, 2013 in the chamber of MR.

(g) Loco Inspectors are greatly disappointed over non-rectification of their pay fixation anomaly more particularly in the case of pre 1/1/2006 seniors, penal actions on alleged failure of LPs, unlimited duty hours etc.,

Member Staff was requested by the General Secretary to take initiative for resolving these issues.

Shri R.P.Bhatnagar, Working President/NFIR

- Shri R.P.Bhatnagar mentioned that instructions need to be issued to continue/provide Mobile Medical Van for providing service to the staff working & living at road side and remote places.
- Repairs to quarters and sanitation of colonies – The condition of the quarters and colonies specially at road side stations has gone from bad to worse mainly due to paucity of funds. This situation is really serious and required immediate attention for taking corrective action.
- Improvement to the Running Rooms wherever repairs is required to be done, needs to be taken on priority and additional beds have to be provided wherever there is shortage of beds, with improved essential basic amenities.
- Physiotherapists – Cadre Restructuring last done in 2006 surprisingly has not been implemented so far. This needs to be looked into by proper monitoring. Present status may, however, be apprised to NFIR.

Shri J.G .Mahurkar

1. The Running Rooms are badly congested on Western Railway. Neither new Running Rooms are being constructed nor the capacity of existing Running Rooms is being increased to accommodate more beds in the rooms as a result the Running Staff are not able to avail proper rest as required under the provisions of HOER due to negative approach of the Zonal Railway Administration and the Railway Board.

2. A new port has been raised at Dahej in BRC Division. Ten to Twelve freight rakes are loaded every day enhancing the freight earnings of BRC Division by 15 cores every day. This project shall remain functional for 5 years or more. Unfortunately there is no Rest Room at Dahej and in lieu Type-II old quarters in the Railway colony are being used where there are no cooking and food arrangements for staff at Dahej. There are two canteens at the port; one for casual workers and another for Supervisors/Officers of the port. The Railways have made arrangement and the food is brought for staff from the Port Canteen meant for the casual workers of the Port. Construction of proper Rest Room at Dahej for Railway staff is essentially required and needs to be considered on priority.

3. The daughters of deceased Railway employees who are well educated and aspire to work as ministerial staff are not being appointed as Clerks on compassionate ground on Western Railway. In majority of cases educated female wards have been offered appointment as Technicians. Although the discretion is vested with the General Managers, the qualified female wards of deceased employees are not considered. Suitable instructions may be issued to the General Managers of all Zones for filling vacancies in ministerial cadres through compassionate appointment of female wards of deceased Railway employees invariably without any restriction.

4. There is acute shortage of staff in the category of ALPs, ASMs, Group 'D', Guards, JEs mainly due to the reason that the respective RRBs have failed to provide full panels as per indents placed. As a result applications of the employees for inter divisional transfers are not being forwarded to concerned Railways/ Divisions. The DRMs and Head of Departments do not record consent even to forward applications of staff which is not only violative of extant instructions of Railway Board but is also a cause of high resentment among serving employees. To overcome the situation, the surplus or reserve panels prepared by RRBs for various categories need to be diverted to Western Railway immediately to meet with the requirement and to tide over the shortage.

Shri B.C.Sharma

Shri B.C. Sharma, Jt.General Secretary/NFIR brought out following cases:-

1. Orders need to be issued for counting full service rendered by the casual labour after attaining temporary status till regularisation as qualifying service for pensionary and retirement benefits.
2. Counting of training period for financial benefit under MACP on completion of 20 years service after a promotion received prior to 1-09-2008, should be considered for granting 3rd financial upgradation.
3. Consequent to the collision of elephants with Train No.12056 Jan Shatabdi Express DDN to NDLS on 13/01/2013, General Manager/Northern Railway was apprised of the incident by NFIR vide its letter No.III/URMU/6 dated 25/01/2013 but no action has been taken and there is no response from the Zone.
4. On Northern Railway, periodical transfers are being issued on pick & choose basis favouring individuals and under pressure from rival unions victimising cadre of NFIR's Union knowingly ignoring instructions of Railway Board in the Accounts, Engineering, Electrical, Mechanical, Traffic & Commercial Departments. Transfer orders issued after 5th/6th June 2012 need to be restored immediately. Suitable instructions need to be issued to the General Manager/Northern Railway.
5. The effect of Load Box Test of DSL Engine is normally conducted for 3 – 4 hrs for different parameters of checking and recording as per LBT check sheet, which has adverse impact on human body and mind. Remedial steps be taken to mitigate the physical hardship faced by the concerned staff.
6. Pension benefits for senior citizens living at LDH, ASR, JUC have not been extended despite the instructions being available.
7. The staff working in Jammu Tawi-Udhampur Broad Gauge section have been facing a lot of difficulties while working, such as there is no drinking water, no medical ambulance, no medical kit, no canteen. Incentive payment like payment of Project Allowance need to be extended to Open line staff working on the Project. Necessary instructions need to be issued in this regard.
8. The staff of Bridge Department working in Rihan's Canal have not been extended any facility. Sufficient provision of basic amenities need to be provided so that staff could discharge their duties efficiently.
9. Victimization of staff particularly the URMU office bearers by way of transfer under pressure from recognised union is continuing on the Northern Railway although URMU/NFIR has apprised position to the General Manager/Northern Railway from time to time with the request

to intervene. No action has been taken by the Zonal Administration. It is requested that transfer orders issued after 05/06-6-2012 may please be withdrawn and staff restored back to their original positions. Cases of staff of Traffic Accounts of NDLS, JUC and staff of Engineering, Mechanical, Traffic and Commercial at LKO, MB, UMB, NDLS, FZR need to be restored immediately.

10. Periodical transfers should be deferred in view of ensuing secret ballot elections.

Shri T.K.Chatterjee

1. Problems of running staff of Brajraj Nagar in Bilaspur Division of SECRly:- The running staff are more than 550 at BRJN whereas after including the staff of C&W, Commercial, Operating and Electrical Departments the total staff strength comes to 700 at BRJN. Unfortunately there are no Railway quarters available at BRJN particularly for running staff and the staff of other categories. All staff have been residing in private accommodation paying exhorbitant rents. Railway quarters in sufficient number need to be constructed at Brijraj Nagar to cater to the needs of staff.
2. There is no drinking water and the water supplied is dirty, unhygienic without being treated in the Treatment Plant. A Treatment Plant needs to be provide to supply proper drinking water.
3. No health care facility is available at BRJN and the Railways have tied up with MCL-Mahanadi Coal Fields Ltd/BRJN which is far away from Railway and private accommodation and it becomes extremely difficulty to meet with emergent situation. A Health Unit need to be established at BRJN.
4. SECRMC suggested to Zonal Administration to make Brajraj Nagar and Himgiri in one complex as sufficient vacant land is available at these places. General Manager has agreed with SECRMC and promised that the problem of provision of quarters to staff and other grievances will be solved as soon as possible. However, have not been provided by the Railway Board for these works.
5. Trains are originating from Howrah to Mumbai and back also run upto Delhi and Amritsar. Water is being filled in these trains at Bilaspur station only. But due to shortage of water staff colonies at Bilaspur have been suffering badly. This needs to be looked into seriously.
6. Transfer of staff on Bilaspur Division to favour one particular group is causing resentment among disciplined staff. There should be impartiality in dealing with staff matters.
7. Shortage of quarters in S&T Department right from Nagpur to IB and C.I.C area is a cause of concern among staff. This needs to be addressed suitable to meet with the requirement.
8. Condition of Running Rooms and TTEs Rest Room at JSG, CKP, BRJN and Katni is worst. Though Running Room Committee comprising of Sr.DEE/Sr.DME and Sr.DCM have been constituted based on Board's orders, but the Committee Members do not have time to inspect the Running Rooms and TTEs Rest Rooms. With the result the Running Staff are compelled to take rest normally on the platform due to insufficient accommodation. Situation is quite alarming and needs to be addressed thoroughly. Food provided by the Contractors in the Running Rooms is totally sub-standard and needs drastic measures to improve.
9. A number of Type-II, Type-I, Type-III and Type-IV have been allotted to Railway employees but these have been rented to other persons.
10. There are over 8000 vacancies in all the Departments on the South East Central Railway which need to be filled up quickly so that work does not suffer.

Shri Ram Murat

- Shri Santhosh Kumar Yadav, Helper Grade-II/TRS/MGS secured 1st position and won gold medal in 66 kg free style wrestling in Federation Cup (Senior Category) held on 26/06/2009 at Jalgaon, Maharashtra. But he has not been extended the benefit of out-of-turn promotion.

- Non observance of instructions of Railway Board on EC Railway: -

Railway Board relaxed matriculate educational qualification vide RBE No.04/2012 dated 03/01/2012 in compliance of implementation of DC/JCM decision under item No.14/2011 (DC) for appointment of wards under LARSGESS, the same are being violated on ECR restricting education qualification to matriculation only. Suitable clarification needs to be issued to the General Manager/EC Railway, to consider appointment of wards of Railway employees under LARSGESS quickly.

- Non regularisation of the services of Track Men (former Licensed Porters) Danapur Division of E. C. Rly:-

About 200 former license porters were appointed as Trackman in the year 2008 in Danapur Division of ECR. Unfortunately their services have not been regularised due to non-approval of the panel by the competent authority. Suitable instructions need to be issued to EC Railway, to order regularisation of 200 Trackmen/Track Maintainers.

- Non absorption of Parcel Porters in MGS Division of EC Railway: -

As per directive of the Hon'ble Supreme Court, the Parcel Porters were to be absorbed as Group 'D' employee on the Railway Zones. But the Parcel Porters who have worked in MGS Division of ECR are not being absorbed, on the other hand 9 posts of Parcel Porters at MGS have been surrendered recently. Necessary instructions may be issued to EC Railway for absorption of Parcel Porters and the surrender posts need to be restored.

- Withdrawal of vehicle facilities of TTEs of MGS Headquarters for journey between New Barauni and Barauni on Sonpur Division: -

Vehicles were provided to transport running crew & TTEs of MGS Headquarters from New Barauni to Barauni Junction & back for resting & manning trains. The age-old facility has been withdrawn with the result there is serious resentment among staff besides there is risks of life and government revenue too. The decision needs to be reviewed and the facility be restored.

- Inadequate facility in Rest Room at Ranchi & Jamalpur: -

There are only four beds in TTEs Rest Room at Ranchi, SER for six Ticket Checking staff of MGS Headquarters, of which one is beyond use. In addition, condition of beds in the Rest Rooms has not improved despite instructions from the General Manager/South Eastern Railway long ago.

The Rest Room meant for Ticket Checking staff, MGS Headquarters at Eastern Railway, Jamalpur has been taken away by the administration for renovation but has not been handed over back after renovation with adequate amenities in place. Suitable instructions need to be issued at the earliest for making available the Rest Room in good working condition.

- Holding of GDCE on ECR: -

Options were called for filling DR quota vacancies from serving Railway employees through GDCE a number of times. But no selection has so far been conducted through RRB against GDCE quota on ECRly, except for ALP category. This is causing great disappointment amongst highly educated staff on ECR. Necessary instructions need to be issued to the GM/EC Railway to expedite holding GDCE for the qualified staff.

Shri V.P.S. Rastogi

1. Issue of 1st Class pass to employees who were recruited prior to October 1987 and could not reach the pay of Rs.5375/- prior to 6th January 2011 have been suffering badly due to issue of revised pass entitlement rules. Exemption to pre-1987 appointees may be granted and A/C 2 Tier privilege pass allowed as had been done in the past.

2. Railway accommodation to the wards of employees who are recruited under LARSGESS should be allowed to be retained by wards similar to the compassionate appointees.
3. Absorption of staff working in Quasi Administrative offices in Group 'D' against vacancies be approved and those on rolls as on 31/12/2011 be regularised against Group 'D' vacancies on respective Zones.

Shri P.S. Suriyaprakasam

1. The periodical transfers and others transfers to be deferred till completion of secret ballot election process.
2. Some of the LARSGESS – Scheme applications have been rejected mistakenly by PGT Division and Salem Division. Such cases need to be considered alongwith next batch even in cases where employees have crossed the age limit duly condoning the upper age limit.
3. Wards appointed under the LARSGESS may be allowed to retain their father's Railway quarters to avoid hardship.
4. HRA entitlement to be covered on the Greater Chennai area i.e. upto Ponneri, Tiruvaller and Chengalpatu.
5. Though nearly 6000 candidates have joined on Southern Railway through RRC examination the Court case has not been finalised by Southern Railway administration, consequently Course Completed Act Apprentices are not being engaged and 539 substitutes who joined in the year November 2009 have not been absorbed. This needs to be solved soon to provide relief to the incumbents.
6. It is very unfortunate to point out that the Commercial Clerks working at Chennai Central (parcel office/luggage/outward/inward parcel office) since more than 20 to 30 years have been continued to favour particular group quite contrary to the extant instructions of Railway Board.
7. Large number of vacancies on Southern Railway have remained unfilled despite discussion at every level more particularly in the Rolling Stock wing i.e. Diesel Sheds at TNPM, ED, ERS & TPJ and Electrical Loco Shed at ED, AJJ & RPM with the result staff have been suffering due to shortage of manpower and efficiency has gone down drastically. Urgent action needs to be taken to fill up vacancies.
8. The honest, duty bound, sincere workers being victimised by transferring from one place to another due to pressure from rival union. This practice needs to be curbed by the administration to safe guard honest and sincere workers.
9. Brakesmen of Coonur/Salem Division are not being treated as running staff by the Southern Railway. AGS/NFIR requested the administration that these brakesmen should be treated on par with the running staff for the purpose of grant of 30% KMA/ALK and terminal benefits @ 55% as has been done in the past. Railway Board is requested to accord approval.

Shri Vinod Mehta

1. About 80 % new posts based on extant Yard Stick/Bench Marking in Engineering, Electrical, Mechanical, and about 125% additional posts in the Signalling Department are required to be created on North Western Railway. There is excess work load on the existing employees due to acute shortage of staff. Railway Board may issue suitable instructions to the General Manager, N.W.Railway to create required number of posts on the Zone.
2. Since the year 2002, no new posts have been created in the Ticket Checking category on North Western Railway, whereas number of trains to be handled on the Zone has gone beyond two times. According to Yard Stick issued by Railway Board, more than 100 new posts are required in the Ticket Checking Cadre. Due to non-creation of new posts in the Ticket Checking existing employees are heavily over-worked and also the travelling public is facing lot of difficulties

besides there is loss of Railway revenue. Railway Board may please convey sanction for creation of 100 posts in the Ticket Checking Cadre of N.W.Railway.

3. On North Western Railway, no maintenance work is being done in the Rail Quarters. Condition of most of Railway quarters at Road Side stations is pitiable. For undertaking repairs to Railway Quarters sufficient funds may be allocated.

4. The foundation work of new building of Central Hospital has been stopped since last two years. It should be restarted at the earliest.

5. Running Rooms on N.W.Railway have not been provided with required facilities. The condition of Rest House Ticket Checking Staff is worst and needs to be paid urgent attention.

6. The Payment of Honorarium of 6th CPC has not been released to Cashiers and employees of Accounts Department on North Western Railways. Railway Board is requested to kindly convey sanction to the General Manager, North Western Railway with instructions for making immediate payment of honorarium to the staff.

7. Due to less shunting operations there are few posts of Shunter manned by medically decategorized employees. This has created adverse situation and the promotions of Asstt. Loco Pilot to Loco Pilot/Goods have been held up without valid reasons. Necessary instructions may be issued to North Western Railway to grant promotion to staff.

Shri R.P.Singh

1. Due to recognition of only one Union in North Central Railway, NCRES Office Bearers and Members of Jhansi Division are being harassed.

Against Nurses and Matron working in Jhansi Dispensaries, the CHD always uses unparliamentry language and is always harassing them as a result there is dispute in between Nurses and CHD Shri P.K. Jain with the result care of patients and cleanness of Hospital has been affected adversely.

NCRES requests that transfer of NCRES Office Bearer Shri A. K. Shukla be cancelled and he may be posted back.

2. The NCRES Branch Secretary/Juhi, Shri Rajendra Prasad Yadav, Sr. PWS/Bheemsen was transferred at the instance of recognized Union. There were no complaints against Mr. Yadav, Sr. PWS even then has been shifted. NCRES requests that transfer of R.P.Yadav, Sr. PWS/Bheemsen should be cancelled forthwith.

3. Divisional President, Shri Y. S. Tyagi of Agra Division of NCRES was posted as Principal in Engineering Training Centre, Mathura, but he was transferred without any reason at the behest of other Union. It is requested to cancel the transfer order.

4. About 10 years passed after establishment of Central Hospital in North Central Railway, but still there are no facilities in Central Hospital. The Management of Central Hospital is not satisfactory, and the patients are getting medicine of local purchase after 3 or 4 days. Sanitation work of Hospital of Jhansi and Agra is being looked after by CHI but sanitation work of Hospital of Allahabad instead of CHI has been entrusted to Matrons which is adversely affecting nursing work of the Hospital. Sanitation work needs to be restored to CHIs and not to Nursing Staff.

5. Due to mismanagement, supplier had stopped the supply of medicines through local purchase mainly because of non-clearance of bills. The patients are normally compelled to get Medicine from outside market. During October, 12 suppliers had not given for 10 to 15 days. In December 2012 also the supply of medicines was stopped for about 20 days. This is regular feature due to reason that the indent of the Hospital is sent to Headquarters who cut the demand every time by about 70-80% as a result patients suffer. Proper system need to be put in place so that patient could get medicines in time.

6. Shri A. N. Mishra, Chief Pharmacist/Allahabad an office bearers of NCRES was transferred to the counter of Sub-Store and again within 6 months from sub store to Counter at the behest of recognized Union. Transfer of Shri Mishra needs to be reviewed.

7. There is shortage of Group 'D' Staff in Central Hospital, Allahabad i.e. Safaiwala, Ayah and Attendant etc., which adversely affects care of patients but the Medical authorities do not bother. On the other hand number of Peons has gone up from 2 to 7 on the orders of CMD/N.C.Railway.

8. There are 3 Ambulances in the Railway Hospital at Allahabad, out of which only one is in working condition and the other two remain in Workshop for repair, as a result patients have been facing difficulties. All the three Ambulances need to be kept in working condition.

9. Deliberating on the preparations of Kumbh Mela, it may be noted that on 6-02-2013 there was no equipment like Stretcher, Oxygen Cylinder, Trolley in the Hospital. There was a Board of Mela-Ward in the Hospital, but on 6-02-2013 no nurse was there. For the purpose of making arrangements, Railway Hospital had taken 5 Vehicle at the rate of Rs.35,000/- per vehicle, but in the evening of 6-2-2013 when incident took place there was no stretcher, no trolley or vehicle in the hospital after the incident, Medical Staff were called. Due to inadequate arrangement, the patients were sent to Civil Hospital. Today position is that there are no blankets, no bed-sheets, 40-50 Stretchers are there, Oxygen filled in Cylinders are there. Urine Pots etc., all items are new in Hospitals and on the day of incident victims were carried in bed-sheets. It is observed that if CMD had performed his job properly the image of Railway on the health care would not have been damaged.

Shri R.G. Kabar

1. Unrealistic condition introduced by Railway Board for engagement of retired staff on daily remuneration basis.

The policy for re-engagement of retired staff in Railway is in existence since last more than 30 years. Initially the staff were engaged with approval of Railway Board, subsequently these power have been delegated to the General Managers of Zonal Railways. The rate of remuneration of these staff is revised periodically accordingly after implementation of 6th CPC the Railway Board has revised this rate vide letter No.E(NG)II/2007/RC-4/CORE/1 dated 11/12/2009 as under:

(i) For posts in Grade (Rs.5200-20200)+GP 1800	= Rs.300 per day.
(ii) For posts in Grade (Rs.5200-20200)+GP 1900/2000/2400 & 2800	= Rs.320 per day.
(iii) For posts in Grade (Rs.9300-34800)+GP 4200	= Rs.550 per day.
(iv) For posts in Grade (Rs.9300-34800)+GP 4600	= Rs.565 per day.

(While making revision of daily allowance rate the Railway Board has put the rider that in each and every case of engagement of retired railway employees, the daily allowance + full pension should not exceed the last pay drawn).

On being worked out, it is revealed that even in the grade of 5200-20200+1800 the person who has completed 10 years service drawing atleast Rs.8000 basic pay may not be eligible for engagement because roughly his pay goes Rs.8000+1800 (GP) = 9800. Thus he will draw basic pension Rs.4900/- if he is engaged, he will get Rs.9000 daily allowance 300 x 30 (9000 in a month). As such his daily allowance + full pension will exceed the last pay drawn.

Looking to the above position, the purpose for introduction of scheme will be defeated if the rider is not withdraw by the Board.

2. Denial complimentary passes to widow of deceased Railway employee.

Railway Board has decided to issue complimentary passes to widow of deceased Railway employee vide letter No.E(W)85/PS5-8/2 dated 30/06/1987. It has been laid down in the para 3.1 of the said letter that with the introduction of the scheme, the numbers of PTOs available to Railway employees shall be reduced by 02 sets per year. Railway employees recruited after the date of notification were automatically be covered under the scheme compulsorily.

The above provision clearly stipulates that those railway employees recruited after cut off date have no opportunity for refusing the scheme.

The scale of complimentary passes to the widow of railway employees who were in service on or after 12/03/1987 and expired after that shall be half number of post retirement passes that her husband was either receiving at the time of his demise after retirement or in case of death in service would be notionally eligible to receive by reckoning the date of death as the date of retirement.

The above provision puts rider for complimentary widow passes to the widow of those railway employee who recruited or re-engaged after 12/03/1987 (cut off date), but retired with less than 20 years of service and also subsequently expired. There are cases on Western Railway wherein widows are being denied complimentary passes on the plea that their husband have not completed 20 years of qualifying of service before retirement and they are not eligible for retirement complimentary passes despite their husband have forefieted 02 sets of PTOs while in service.

Railway Board may therefore modify the scheme to the extent that such widow may be allowed complimentary passes in lieu of 02 PTOs per year forefeited by the deceased employee during the entire service.

Shri Binod Sharma

Office-Bearers attend PNM with the hope that they will able to solve grievances of the railway employees and will achieve legitimate claims of the Railway employees and get implemented long pending agreed items of the Railway employees. Unfortunately, the position in the PNM forum is quite different.

In this connection, it is to state that beneficiaries are denied with their due benefits or atleast delay is there. More or less each and every order or circular issued by Railway Board becomes subject of clarification from Zonal Railways. Zonal Railways letters and circulars have become subject of clarification from the Divisional authorities resulting into long delay. Interpretation and implementation of the circulars also differs from Zone to Zone and even at Divisional level the same is the position. Zonal Railways create confusion among the employees. Circulars and Orders issued by the Railway Board need to be made more elaborate clearly stating the intention of the Railway Board and should also ensure that where a circular issued by the Board is being implemented at Zonal Railways within a time frame.

Railway Board must come with new circulars on the subject matter making required rectification in old circulars such as Homeopathic Doctors are being engaged in Zonal Railways through CSBF. For example, there is circular/guideline of Railway Board regarding engagement of Homeopathic Doctors in which the criteria is five years experience. The circular was issued when there was DMS qualification of the Homeopathic Doctors who were Diploma holders and the said Diploma was of three years duration. More than two decades back, DMS course has been withdrawn by the Central Council of Homeopathy and the course after DMS is DHMS. The intake into the course was "a candidate completed high school with science stream. The duration of the course was four years." About more than ten years full-fledged degree course at par with another medial course BHMS course is ongoing. Intake is higher secondary with science and admission is made through entrance examination and in some States through joint entrance. Duration of the course is five and half year with an intern-ship in Government Hospitals. Now, same experience condition has again been imposed on the candidates having qualification of BHMS with the result qualified BHMS Doctors having five years experience do not join railway service. Now, there is post graduate degree in Homeopathic stream. In the light of the above, this has become essential that experience condition for degree holders need to be removed or relaxed and diploma holders may not be engaged further to ensure better service.

Shri Ashok Sharma

At the outset Shri Ashok Sharma, Asst. General Secretary/NFIR thanked the Member Staff for ordering Secret Ballot Elections which is to be going to be held in April 2013 and raised following issues for taking action:-

- The persons who appointed on compassionate ground in the Clerical Cadre and could not qualify the prescribed. Typing Test, should be given more chances and should be allowed to continue as a Railway employee. Case of Mrs.Yasmin Qureshi, Jr.Clerk, BPL Division of WCR was quoted as example, seeking exemption.
- More than 40% vacancies of Doctors have been existing on WCR. He stated that there is no Physician in the Railway Hospital, Bhopal.
- The Contract Medical Practioners should be engaged up to the age of 62 years.
- Proposals for creation of posts pertaining to WCR have been pending with the Railway Board for long period and cited cases of 198 posts for ACTL/JBP Division, TRD 32 for Kota and 16 for BPL Division and for 3rd Line operation of BPL – Bina Section of Bhopal Division.
- Shri Ashok Sharma also stated that the system of subsidized meals policy for running staff has not been working well and review for improvement needed.
- Master Khare, S/o Shri Rajender Khare, JE/CRW/S/BPL, Central Railway Workshop has been suffering from Muscular Dystrophy a typical disease and can not be treated at Railway Hospital, Bhopal. The son of the employee needs to be referred to Special Hospital for treatment and cure. Necessary action may be taken.
- The AIIMS Hospital at Bhopal should be made referral Hospital of Railway employees.

Shri R.C.Sahoo

Shri R.C.Sahoo mentioned following issues for taking action:-

- The employees of ECoRly are in a tension because of negative and unrealistic approach of GM.
- Healthy industrial relations not in existence on East Coast Railway.
- While officers have been continuing for over 10 years in a particular place whereas ordinary employees, even those employees who are not covered under sensitive category, orders of transfer are issued frequently (like Tech, MCM, ESM, etc.), thus lot of Railway revenue is being spent and wasted ignoring extant instructions of Railway Board.
- In KUR-BCHL (WAT) division trains are running without Guard and at BHC the guard boxes have been withdrawn which is violation of the Railway Board's guidelines, besides GR, SR.
- At THLR, the loading capacity has been increased from 18 to 40 rakes and there are 600 running staff but only 15% running staff is provided with quarters.
- Supply of proper drinking water in place of muddy water, needs to be ensured at THLR.
- The transfer of Dr.Panda and Mrs Panda to KRPU & JDB is seen as a vindictive transfer, that can be checked up and necessary review be done.
- Order issued to stop deducting the LIC Premium from the salary of employees of East Coast Railway from 01/3/2013, be looked into for review.
- East Coast Railway authorities have always been violating the Railway Board's guide lines. Electrical (General) staff declared surplus, units shifted or closed without consulting Trade Unions.
- Requested Member Staff to visit East Coast Railway, to see things personally.

Shri P.S. Chaturvedi

- Vacancies existing in the Running cadre are required to be filled up expeditiously as running staff are not getting proper leave & rest and have been forced to perform duty for excessive

hours in violation of HOER/provisions. He quoted that 573 additional posts of Guards have been created under six monthly review in January, 2013 but have not been filled-up for some reason or the other.

- For providing proper Health Care facilities in Dhanbad Division of ECR Zone, the Mission Hospital, Durgapur may be recognised as referral hospital. In absence of a referral hospital, employees from all over the Division are reaching in Divisional Hospital after undertaking journey for 10 to 12 hours, which is causing adverse impact on serious patients.
- Revision of Coal Pilot Allowance (in light of VIth CPC) to the Shuntman working in colliery siding has not yet been finalised despite the matter being raised in the earlier PNM meeting held on 5th/6th June, 2012.

Shri Vinod Rai

Following issues were raised:-

1. Restore the arrangement of loading and unloading of Line Box by Box Boys which was stopped unilaterally by North Eastern Railway administration. This issue was raised earlier by NFIR.
2. Loco Pilot and Guards should be provided 16 hours rest at Head Quarters and 8 hours rest at out station which is not being followed on N.E.Railway. After completing rest period the running staff should be deputed to work next train i.e. after completing the compulsory rest for 8 hours or 16 hours as the case may be.
3. Weekly rest of Running Staff (Loco Pilot and Guard) which is for 30 hours/22 hours may be reckoned after completing compulsory rest of 16 hours.

   While joining after availing any leave (CL/LAP/Sick), the Running Staff may be called to join duty at 6.00 A.M. on next day.
4. Safety posts and Running cadre posts need to be enhanced corresponding to the increase of trains.
5. Running staff should not be allowed to work continuously for more than 2 nights.
6. In case of SPAD where there is no loss, only minor penalty need to be imposed on humanitarian ground, because every Pilot wishes to stop train before the signal point and the incident of SPAD occurs only due to technical reasons. In these cases, employees should not be harassed with imposing suspension, major penalties etc.,
7. Grade Pay for Loco Pilot (Shunting), Loco Pilot (Goods), Passenger and Mail/Express pilot may be fixed at Rs. 4200, 4600, 4800, 5400 respectively.
8. There is shortage of Specialists (Lever, Heart, Kidney, etc) in Lalit Narayan Mishra Medical College. So after stopping the contract appointment, regular appointment of Specialists (Lever, Heart, Kidney etc.) and full time doctors may be recruited which may felicitate employees to get adequate medical facilities in Railway Hospital and they should not be forced to wander here and there for treatment. Also recruitment of Ayurvedic and Homoeopathic Doctors may be made on regular basis so that employees may adopt any other optional system for their treatment.
9. Duty hours of Gateman, Trackman, Cabinman, Pointsman, Safety category should be restricted to 8 hours.
10. Medical facilities may be extended to the parents of Railway employees.
11. Reservation Counter should be opened in Railway Workshop/Gorakhpur/North Eastern Railway where about 6,000 Railway employees are working.
12. All employees working in Night should be paid Night Duty Allowance compulsorily.
13. The ceiling limit for Productivity based Bonus be abolished and it should be paid on actual pay drawn by the employee.

Shri G.Prabhakar Andrew

1 Denial of appointment to Departmental employees selected through RRB/Secunderabad.

Serving employees of South Central Railway appeared for RRB Examination in South Central Railway and passed the written examination and found qualified. The authorities now refuse to issue appointment orders, since the employees did not apply through proper channel. At the time of verification, they produced No Objection Certificate (NOC) from the authorities concerned.

The instances which have come our notice are:-

(a) Shri Chalangi Prasad, Trolleyman, Kalahasthi of Guntakal Division applied and passed the Examination for the post of Asst. Loco Pilot (Employment Notice No. 01/2010).
(b) Shri Reddy Jayachandra, JE/P.Way/Renigunta applied and passed the examination for the post of SSE/P.Way against Employment Notice No. 05/2010. His Hall Ticket No. is 2810501100001.

These issues were brought to the notice of Member Staff on 18.01.2013 during his visit to Secunderabad. It is requested that suitable instructions be given to Chairman, RRB, Secunderabad to give the clearance for the candidates who produced the 'No Objection Certificate' at the time of verification.

2. In LARSGESS for the post of Asst. Loco pilot, some of the candidates who had passed in the written examination in the first instance but could not pass Aptitude Test are denied a second chance for appearing aptitude test. It is to be noted that candidates who fail in written examination in the first instance are given another chance. It is therefore requested to extend similar provision to the candidates who could not pass the aptitude test.

3. Provision of Cardiologist and supply of good quality medicines at Central Hospital, Lallaguda, Secunderabad.

As on date there is no Cardiologist at Central Hospital, Lallaguda, Secunderabad. The quality of medicines is inferior and patients are forced to purchase the medicines in the outside Medical Shops. It is requested to post Cardiologist and ensure supply of quality medicines in Railway Hospital.

Shri V. Gopalakrishnan

1. NFIR's Demand and formula given to Railway Board during meeting seeking revision of Kilometrage Allowance rates from 1.1.2006 and consequent increase from 1.9.2008 & 1.1.2011 has to be considered and addressed immediately.
2. Pay fixation of medically decategorised running staff adding pay element and granting higher grade pay is pending for long time which is also affecting adversely the interests of medically decategorised running staff. Need early orders - (PNM item No.17/2012 & 7/2010).
3. Senior Loco Inspectors are facing loss of emoluments, consequent upon implementation of VI CPC pay structure since juniors are drawing more pay than the seniors. This is pending for a long time and is also figuring in the DC/JCM fora. Early redressal is requested.
4. Cab ergonomics and standard design of Loco/EMU cabs is another aspect, which plays vital role in reducing the fatigue level of the Engine Crew. This needs quick action.

In Southern Railway, Chennai Division almost all the EMU rakes maintained in car shed TBM/AVD/VLCY are of poor cab design and in the following aspects need immediate remedial action.

i) High DMH pressure.

ii) Motorman's Seat arrangement.

Presently in Chennai Division, Motorman are required to carry EMU operating Key set consisting of four keys and weighing about 1.2 Kg, apart from his personal and other railway equipments (totalling around 15 kg) and walk with this weight throughout his spell of duty. As assured by Zonal administration long back, biometric locking for cab door must be introduced at the earliest and till such time these keys must be withdrawn from personal equipment.

5. Regarding Subsidized meal provision in running rooms, the quality of food supplied is very poor. Department must take over the job instead of giving it to contractors.
6. All the Safety Circulars issued by the Safety Directorate must be sent invariably to NFIR, so that the field level employees can be educated.
7. Payment of computed kilometrage for Suburban running staff - PNM Subject 12/2012. Federation agreed for separate discussion on that subject but without discussion this subject has been closed. This subject has to be reopened and discussed.
8. Enhancement of Income Tax exemption limit in case of Running Staff – reckoning of Running Allowance as pay for the purpose of deduction of Income Tax - NFIR's letter No.NFIR/VI CPC/Main/10/Pt.VIII dated 21.09.2012 needs immediate redresal - PNM Item No.39/2012.
9. Joint Procedure Order (JPO) for use of CUG/Personal Mobile Telephones by Loco Pilots/Assistant Loco Pilots/Motormen and Guards - NFIR's Letter No.II/34/8 dated 07/02/2013 – Board's decision to be reconsidered in light of NFIR's representation.
10. Revision of Designation of Guard as Train Manager – This subject needs examination and favorable disposal based on NFIR's representation.
11. Punishment prescribed in Accident and Engine Failure cases – Board's letter needs reconsiderations after discussion with NFIR.
12. Grant of higher grade pay of Rs.4600 to Running Staff and Rs.4800 to Loco Inspectors and benefit of increment and pay fixation on Promotion in identical grade pay speedy disposal requested.
13. Improvement of running rooms - (NFIR PNM Subject 37/2005, DC/JCM item, PREM Agenda)
    i. Plan head allocation is to be changed to traffic facilities for getting more funds.
    ii. Committee to be constituted to recommend minimum facilities required for Suburban running rooms.
    iii. Due to global warming and increase in room temperature, Air Conditioning must be provided as a first phase in 'A' category running rooms instead of Desert coolers, which are not effective of high humidity and coastal areas.
14. In Southern Railway, Chennai Division – policy decision in utilization of DSL Shunters for AC shunting is not followed and junior most ALPs are trained and used in AC shunting as against extant policy consequently senior most DSL Shunters are frustrated.
15. Vacancy position of Loco Running Staff in Southern Railway is alarming - in TPJ division for example as against sanctioned strength of 435 Loco Running Staff, actual strength is only 312 (vacancy is 113). More RRB selected candidates are required to be given to TPJ division on priority to improve vacancy position.

Shri H.G.Dwarkanath

NFIR has raised an issue relating to improper implementation of Incentive Bonus rates for staff of Rail Wheel Factory, Yelahanka and discussed in the PNM meeting with Railway Board on 17th & 18th November 2011 (Item No.11/2011). After deliberations on the justification explained by NFIR, the Railway Board has issued instructions to the RWF administration to discuss the issue with the Staff Council for rectifying the aberration.

It is unfortunate to bring to the notice of the Member Staff that number of meetings were held between the Staff Council & RWF administration. RWF has constituted a three-member Committee

comprising of officers to study the implementation at RCF and TPTY Workshop. The Committee after completing study has submitted its report, which accepted NFIR's contention. Despite all out efforts, nothing has happened so far and the RWF administration is dilly-dallying on the issue. This needs to be finalised early.

Incentive to Oxy cutting staff working in scrap pre conditioning bay, staff carrying out the works of loading & unloading the raw material and finished products of RWF may be considered.

Incentive to the Civil Engineering staff working in the shop floor:- These staffs are also contributing to the production. All the Workshop buildings, EOT crane girders and rail tracks, all masonry carpentry works and repairs in the shop floor are maintained by Civil Engineering staff. More importantly water services to all the furnaces & drinking water, effluent treatments. They also maintain sewerage and drainage lines, but their services/contribution towards production is not recognised. Therefore a detailed study with regard to the involvement of Civil Engineering including canteen staff may kindly be undertaken for covering them also under the purview of incentive scheme.

Holiday home at NDLS:- Many staff and supervisors who visit New Delhi are facing lot of problem for accommodation. Therefore it is requested that a holiday home may please be constructed at New Delhi.

- RWF Staff Council has submitted agenda for the meeting with Railway Board members. The same is pending for a long time. This may be looked into.
- Delay in construction works like under pass, Kalyana Mantapam, construction of additional floor and additional bed room are pending since long time at Yelahanka. Contractors have discontinued works.
- The candidates who have undergone Act Apprenticeship at RWF (About 90 candidates) are waiting since 2008 onwards for induction into RWF. RWF administration instead of considering these act apprentices for appointment as Group 'D' substitute, is filling vacancies through SWR. This decision needs to be reviewed
- The Ex-servicemen who have joined Railways and who retire before completion of 20 years are not eligible for post-retirement complimentary pass & health care facilities. Lot of concessions have been to given various type of people travelling in trains, but the staff are neglected who have served in Railways. Railway Board may please review for rendering justice to these Ex-servicemen.

Implementation of five day week to the administrative staff in Production Units or incentive on par with supervisory staff may kindly be considered. This issue was discussed with Railway Board officials on many occasions, but however there was no progress in this regard.

Shri Taposh Mukherjee

Metro Railway, Kolkata got status of Zonal Railway on 29/12/2010 thus there are 17 Zones on Indian Railways. It is shocking to note that the officers of Metro Railway are not ready to accept the truth that Metro Railway Headquarters got the status of Zonal Railway. They were having the habit of telling that this thing is not applicable in Metro Railway as because it is not Zonal Railway.

Specialised Doctors are required to be called on case to case basis for which Board's approval is required. All the Zonal Railways got the approval of Rs.10 lakhs within the Zone but Metro Railway, Kolkata never got it on the plea that it is not Zonal Railway. Even after getting the status of Zonal Railway have been sent to Railway Board which are pending with the DG/RHS.

IT Cadre of Metro Railway is also having the same fate. Only one Gr.'B' officer as programmer is presently in position. There is need atleast for one more post of Asst. EDP Manager for smooth functioning of IT centre.

Cadre Restructuring of Traffic Assistant category in Metro Railway, Kolkata must be undertaken immediately as these staff had been neglected since long.

Grade Pay of Rs.1800/- need to be given to the Group 'D' employees in Metro Railway. Allotting them Grade Pay of Rs.1300/- is improper as these staff are working continuously for over 15 years and possessing adequate skills. Immediate action requested.

Smt. D.P. NAIDU

On Central Railway large number of Clerical Staff are retiring in the year 2013 & 2014 on superannuation, but RRB recruited candidates are not available to fill up the direct recruitment quota vacancies with the result quality of work in every department in the Headquarters and in the Divisions is deteriorated.

There are no incumbents from RRB for the last 15 years. Though the indents were placed on RRB in 2012, the same have not been materialised.

- Additional ministerial staff should be provided on all Zones & Divisions to deal with cases of LARSGESS, MACPS, 2nd options etc., exclusively.
- As the work is being carried out presently on computers, the ministerial staff be made eligible for grant of computer allowance.
- Chief Staff & Welfare Inspectors should be provided with the Laptop for speedy work.
- Cadre Restructuring of Staff Canteen workers has not been done since 1998. They deserve to be upgraded to remove stagnation.
- A large number of vacancies in the category of Staff Nurse have been existing on Central Railway which is causing lot of problem to patients in Railway Hospitals. This needs to be addressed on priority.
- New station Shirdi has been opened from 28th February, 2009, but no provision has been made for issuing Privilege/Complimentary Passes to Railway staff (serving/retired).
- Reference was made by NFIR to the Railway Board bearing No.II/35/Pt.VIII dated 23/04/2012 in the case of Shri P.K.Ahire, SSE retired under CE(B/S)MMR on Central Railway. He joined Railway service on 05/04/1968 as Marker in Grade Rs.110-180 under CWM(E/W) Central Railway, Manmad after completing Trade Apprenticeship from 15/11/1963 to 26/03/1968 for three years & six months.

  During the Apprenticeship he was paid stipend @ Rs.75+D.A+years increment of Rs.1/- per year. He retired from Railway service w.e.f. 31/12/1996 on attaining the age of superannuation. His period of Apprenticeship has not been counted by Central Railway for pensionary benefits to which there is no response and the sufferings of the ex-employee continue at the advance age.

Necessary instructions need to be issued at the earliest to help the retired employees.

Ms Neeladevi Zala

- Non grant of child care leave (CCL) liberally to the female Railway employees working in ministerial cadre – Western Railway:-

Female staff are agitated because CCL is denied on the plea of shortage on staff. Most of female employees apply for child care leave (CCL) before starting of examination of their children and in some cases during the period of vacation to live with their children who are staying in hostel for study. Proper arrangements be made for granting CCL without any restriction. The ban on filling up clerical vacancies has further aggravated the situation. It is requested to remove the ban and vacancies in the ministerial cadre need to be filled up expeditiously.

- Posting of widows on compassionate ground in the category of Trackman and other artisan categories is causing resentment among staff. Policy be reviewed for accommodating the widows as per their option.

Railway Board has issued instructions to offer appointment to the widow in certain earmarked categories like water woman, Ayah, waiting/retiring room bearers etc., in group 'D'. Due to

outsourcing of such activities by the railways, now there is no scope to offer appointment to the widows in such categories on compassionate ground. Special dispensation need to be given for providing compassionate appointment to the widows in Divisional Offices and Unit Offices.

Railway Board may also consider requests of change of category received from women employees on priority to enable them to perform their duties efficiently and peacefully.

Lacuna in catering policy – Transfer of license:-

1. As per the policy license can be transferred to the legal heir for the unexpired period only.

Practically in case of death of the contractor, license is being transferred for the remaining unexpired period of license. Thereafter at the time of renewal of contracts further on the division such transferred cases are being regularised.

In case where there are administrative delays in renewal and contractors expired in the mean time their legal heirs are deprived from transfer of license.

Further in some cases contractors expired within the validity of contract but due to some or the other reason more time is taken and in the mean time validity is expired, then transfer of license to legal heir is denied, which is not proper. This needs to be corrected.

In view of the above, some modifications have to be done so that unnecessary Court cases are avoided. Also there are cases at small stations where child/son serves for decades to Railway passenger as vendor as their father has crossed the age limit and do not have any other alternate source of earning, have to face difficulty due to the situation mentioned above and ultimately result into Court case against Railway Administration.

2. Fixation of license fee:-

As per policy, license fee is to be fixed based on sales turn over. The license fee is @ 12% on annual sales turn over.

In case due to any reason sales turn over taken is found unrealistic or unjustified, there is no provision for reassessment till next three years. Further there is clause that the license fee should not be less than the previous fees.

Therefore, it is requested to look into the matter and provision of reassessment of sales turn over in some special case based on merit need to be given to division.

Shri S.R.Mishra

1. Requested to consider the payment of risk allowances to the railway employees posted at extremist affected areas of the States of Jharkhand, West Bengal, Odisha, Chattishgarh, Andhra Pradesh etc., It is to be noted that a security personnel whose duty involves security and move in a cluster is paid such allowances while the same allowance is denied to Railway employees in general like; trackman, running crew & guard etc., in particular who are also facing similar difficult situation to ensure safe train movement. There is total discrimination.
2. Several programmes have been drawn to educate crew & guard to avoid the cases of SPAD wherein stress has been laid on effective monitoring and utilisation, but the situation is quite reverse in reality and staff are forced to work for more than 9 hours on coaching trains inspite of repeated representation. Strict guidelines limiting working of trains upto a maximum of 6-8 hours need to be reiterated.
3. The promotional prospects for trackman as mentioned in the Joint Committee Report need to implemented in toto, without any dilution.
4. Indian Railways accounts for the largest individual land bank. There is a need for meticulous planning to save our asset from encroachment. Lots of valuable resources drain out due to ill-

planning where in the absence of a project, evacuation drive is meaninglessly carried out. It is urged for a complete backup plans to get rid of such wastage of manpower and money.

5. Sidings that spread across Indian Railways in general and South Eastern Railway in particular contribute sizeable portion in the revenue. But, the employees working in such sections are deprived of medical benefits. They are never apprised of any development activities and medical camp. It is requested to issue comprehensive guide lines to take care of staff in those areas/sections.

Shri Feroz Pasha

- The proposal for re-placement of Grade Pay of Rs.4600/- with GP Rs.4800/- may be expedited for MoF's approval.
- Grant of Group 'B' status to 15% in Apex scale of Group 'C' early.
- Repatriation of Ticket Checking Squad from Sleeper Depot/SBC Division of S.W.Railway – Review may be done for restoring squads.
- Provision of Rest Room of TTEs on par with the Running Rooms be ensured.
- Unrealistic target fixed for Ticket Checking Staff needs review.

SECTION- B: MINUTES

EDH(Plg)

25/2012:Periodical Medical Examination - Relaxation for Loco Pilots and Guards declared with TYPE-II Diabetes – Reg.

Record Note of Discussions held with the Federations on 18.09.2012 circulated vide Board's Letter dated 04.12.2012. Further, action i.e. to collect data on medical de-categorisation cases after 01.01.2006 is being taken.

37/2012:Treatment of the period of absence of Railway employees sent for PME.

Instructions already exist in Para 524 of IRMM,2000 for treating period of absence from duty when an employee is sent for Periodical Medical Examination to an authorised medical authority. The same have been reiterated vide Board's Letter No.2013/H/5/1 (Policy) dated 10.01.2013.

44/2012:Retired Employees Liberalised Health Scheme (RELHS)-97)- Extension of scope to those retiring with less than 20 years service.

(i) Railway Board's Letter No.2003/H/28/RELHS dated 16.03.2009 (ii) Railway Board's Letter No.2003/H/28/RELHS/Court Case dated 31.05.2012, and (iii) NFIR's Letter No.II/13A/Pt.II dated 28.07.2012.

The Official Side advised that the issue of reduction in qualifying service to join RELHS-97 from 20 years was examined but not agreed to. However, on the insistence of the Federation, it was agreed to give a relook.

59/2012:Eligibility for accommodation in the Railway Hospitals/Recognised Hospitals-Non observance of laid down instructions –Staff facing hardship –review urgent.

Under examination.

EDME(W)

60/2006:Injustice to the employees of Machinist General Trade in I.C.F. PME.

Official Side explained the efforts made by ICF administration to mitigate the problems of the employees of Machinist General Trade in ICF. Federation, however, requested that some more efforts be made in the matter to mitigate the hardships further. It was agreed to close the matter.

(Closed)

24/2008: Non-payment of incentive bonus @ 15% to SEs/ SSEs working in PPS/DMW/ Patiala.

It was explained to the Federation that DMW is covered under Group Incentive Scheme. Similar GISs have been introduced in other workshops where it has been prescribed that in case the sectional earning is less than 15%, SSEs/ SEs will be paid incentive bonus@ sectional earnings. As sectional incentive earning at DMW in some months was nil, the question of payment of incentive bonus to, SSEs/ SEs of these sections in these months does not arise.

(Closed)

6/2011: Incentive Bonus under Group Incentive Scheme to the Chemical and Metallurgical Superintendent (Grade Pay `4600/-) in Rail Wheel Factory (RWF), Yelahanka.

It was explained to the Federation that the issue is being examined by RWF and would be finalised by mid March, 2013. Federation requested that the recovery of incentive bonus paid to Chemical and Metallurgical Superintendent (Grade Pay of Rs.4600/-) which has been pended for 6 months vide Board's Letter No.2009/M(PU)/1/40 dated 09.07.2012 may be further extended till the issue is finalised. It was agreed to consider the request of the Federation.

11/2011: Incentive Bonus Rates for staff of Rail Wheel Factory (RWF), Yelahanka – Review for proper implementation of Railway Board's orders.

Federation was advised that based on decision of Board's last PNM with NFIR, a meeting has been held between the elected Staff Council officers of RWF with CME, FA&CAO and CPO/RWF on 26.4.2012. It has been jointly decided that a team of supervisors from mechanical, Accounts and Personnel Departments of RWF will visit RCF and Tirupati workshop to study their incentive calculations and based on details collected during such study, a proposal will be prepared by RWF and sent to Railway Board by Mid March, 2013.

Federation stated that the recommendation of the Committee be approved and rates revised.

51/2012:Review of Group Incentive Scheme at Carriage Repair Shop Tirupati, South Central Railway-Sanction of staff strength at 120R.

It was advised by the Official Side that S.C. Railway's reference No.M226/WS/TPYS-Inc/304/July dated 27.03.2012 has been replied. However, on the insistence of the Federation, it was agreed to forward to SC Railway administration the demand raised by the Federation as the matter is within their purview. Federation has requested to endorse copy of communication.

54/2012:Review of Group Incentive Scheme at Carriage Repair Shop, Mancheswar-regarding.

The review report of GIS at MCSW is under consideration at Board's office. Presently, reply of East Coast Railways to Board's letter dated 06.12.2012 wherein Finance observations have been communicated to ECoR is awaited.

AM(Commercial)

13/2011:Provision of cooking facilities at Rest Rooms meant for Ticket Checking Staff.

The issue was discussed in threadbare and there was a general agreement that Rest Rooms meant for Ticket Checking Staff requires an upliftment. It was agreed to chalk out a time bound plan and this issue to figure in the monthly PCDO. A D.O. reference from Board (MT) to the Zonal Railways for improvement in the arrangement for resting facilities of TTEs and also furnishing Status Report with reference to Board's letter No.2010/TGV/10/3 dated 08.02.2011 has been made. However, Federation demanded that a reference be made to the GMs from CRB as well which was agreed to.

48/2012: Clarification of Panskura-Haldia Section as Suburban for the Railway employees –SE Railway-reg.

Official Side stated that necessary notification has already been issued in the matter

52/2012:Unrealistic excess fare targets fixed for ticket checking staff –Review urged.

Discussed and closed. **(Closed)**

AM(Elect)

25/2011:Problems encountered by A.C. Escorting staff due to deterioration in working conditions.

After detailed discussions, it was agreed to hold a separate meeting with ML and MM.

AM(Signal)

14/2010:Upgradation of posts commensurating with the increased work load and responsibilities - ESM Category – S&T Department.

Federation was told that relevant file is with Board (ML) for a decision and is expected within a week's time. GS/NFIR, however, told that he will discuss this matter separately with Board (ML) and requested that a meeting be arranged.

Adviser Finance (Exp)

39/2012: Enhancement of Income Tax exemption limit in case of Running Staff reckoning of Running Allowance as pay for the purpose of deduction of Income Tax –reg.

This matter has been referred to the Ministry of Finance vide Board's O.M. No.F(X)I-2012/23/9 dated 11.12.2012 for proportionate enhancement of the rebate on Income Tax computed on Running Allowance by 25% . Reply is still awaited therefrom. Federation contended that enhancement of income tax exemption limit needs to be ensured taking into consideration the exemption granted from time to time in the past for providing relief to Running Staff.

EDME(Tr)

38/2012: Hard working conditions and excessive duty hours- Loco Inspectors category – reg.

Federation requested for a separate meeting with MM and ML on this issue. A separate meeting is accordingly to be held.

ED(T&MPP)

49/2012: Surrender of higher grade posts in Electrical Department in Khurda Road Division of East Coast Railway-resulting loss of promotion opportunities to staff.

Federation was told that East Coast Railway will be advised to follow Board's instructions scrupulously and to restore the surrendered higher grade posts which are adversely impacting promotional prospects.

EDE(GC)

1/2006: Selection for promotion from Group 'C' to 'B' posts-unilateral order of Railway Board.

Federation requested for another round of meeting on this issue with Board (MM).

12/2006: Regularisation of promotion of Asstt. Nursing Officers on Indian Railways.

Official Side explained that this category will also be covered as and when cadre review of miscellaneous categories is considered.

14/2011: Avenue of Promotion for Junior Lecturers to the posts of Lecturers in Railway Degree College, Secunderabad.

Matter has been referred to UPSC for necessary relaxation in RRs. Federation contended that the provision for promotion existed prior to granting Group 'A' status to Degree college lecturers should be restored.

EDF(E)

4/2011:Denial of TA/DA to the Staff Car Drivers in the Railways.

File may be put up to MS for consideration.

15/2011:Introduction of New Pension Scheme – Application of old Pension Scheme in the case of those inducted prior to 01-01-2004 and attained temporary status.

The issue is under consideration.

27/2011:Applicability of Rule No.31 of Railway Service (Pension) Rules 1993 for counting of service period paid from contingency for calculation of Gratuity on Retirement.

Issue is under examination in consultation with Establishment Directorate.

AM(CE)

3/2012:Career Progression and improvement of working conditions of Trackmen in the Railways – Implementation of the Report of the Joint Committee – reg.

It was agreed to review the matter in view of the changed circumstances. The feasibility to restructure the cadre of Trackman/Gateman, Trolleyman, Watchman, Keyman, Mate etc. in the ratio as was recommended by the Committee originally will also be explored through CRC. Federation however contended that the Railway Board should implement Joint Committee Report in toto.

EDE(RRB)

16/2012: Operation of RRB Panels –Review of Extant Policy-Reg

Instructions have been reiterated vide Board's Letter No.E(RRB)/2012/28/1 dated 20.02.2013.

(Closed)

EDE(G)

9/2010:Reimbursement of cost of safety shoes in favour of Trackmen (Gangmen), Keymen, Mates, Gatemen and Trolleymen.

Instructions have been circulated Vide Board's Letter No.E(W)2012/UN-1/5 dated. 20.09.2012.

(Closed)

28/2011:Change of Uniform Code for Diesel Loco Shed staff & payment of Washing Allowance.

The proposal of NFIR has been received by Railway Board. Matter is still under consideration as the views of AIRF in the matter is still awaited.

18/2012: Supply of Safety Shoes to the S&T Staff – Maintainer etc., and Loco & Traffic Box Boys.

It was explained that Footwear does not form part of the Uniform. However, provision already exists in Para-13 of Dress Regulations-2004 that GMs are empowered to procure shoes for categories where necessary keeping in view the occupational hazards. Hence it is clear that GMs may invoke this

provision at their own level for specified categories depending on job requirement. Federation however insisted that suitable clarification be issued as the references of zonal Railways are pending in Railway Board.

(Closed)

29/2012:Grant of regular Pay Scales to the Canteen Staff of Kashmiri Gate (Construction), Delhi w.e.f. 22-10-1980 – Implementation of Railway Board's order dated 13-05-1983.

Necessary instructions issued vide letter No.E(W)2012/PNM/NFIR1 dated 31.5.2012. Federation however pointed out that the instructions are not being implemented properly. It was agreed to check up and convey to the Federation.

41/2012:Levy of Service Tax on the Railway Tickets on AC Classes –reg.

Reference is being made to Ministry of Finance. Federation requested that copy of reference may be made available.

46/2012:Engagement of Homeopathic Doctors in the Railway Hospitals having Five Years Degree –reg.

Federation was advised that the matter has been examined in consultation with the Health Directorate of the Railway Board who have mentioned that the diploma course consists of 4 years plus internship whereas the degree course consists of 5 years plus internship. In nutshell the degree holders spend about 2 years more on studies before they are eligible to start practice. Therefore, the education qualification and experience for the said post should be as under :-

(a) 4 years diploma with 5 years of post diploma experience, and

(b) 5 years degree with 3 years of post degree experience.

However, on the demand of the Federation, it was agreed to review the matter.

50/2012:Departmentalization of Staff Canteen functioning in the office of the General Manager (Const.)/NF Railway, Maligaon and consequent absorption of staff working in the Canteen-reg.

A sepatate meeting to be held with EDE(G).

AM(T&C)

19/2012:New Catering Policy – Departmental Catering Services – Job security and regularization of Commission Vendors and Helpers – reg.

It was agreed to hold a separate meeting with AM(T&C). However, copy of reference made to zonal railways regarding absorption of Commission Vendors/Bearers in railway services is to be given to Federation immediately.

EDE(N)

1/2010:Transfer of Trackmen to other department – injustice done to the Trackmen by prescribing age limit of 45 years for lateral induction – review – urged.

Necessary instructions have since been issued vide Board's letter No.E(NG)I-99/CFP/23 (Vol.II) dated 02.08.2012. Federation stated that the Board (ME) had agreed to review after 6 months. Federation further stated that 6 months period is already over and hence revised orders may be issued.

7/2010: Medically decategorised Asstt. Loco Pilots-Grant of alternative post in appropriate grant pay.

&

17/2012:Fixation of pay of Running Staff on Medical De-categorisation in the alternative posts in new Pay Structure.

Still under examination. Federation requested the Board to expedite the matter as Running Staff are put to hardship due to delay.

10/2010:Promotion opportunities to serving the Diploma holders in RCF/ Kapurthala against the posts of JE (Grade Pay `4200).

Federation handed over all the related papers during the meeting and requested to consider for empanelment of all those who secured qualifying marks of 60%.

12/2010: Filling up of vacancies in Group 'C' categories against 25% DR quota through GDCE Scheme.

Official side explained that for ensuring quality induction, RRBs cannot be dispensed with and hence filling up of vacancies through GDCE will not be possible.

(Closed)

17/2010:Shortage of Para Medical Staff in the railways.

The scheme for filling up posts in Para-medical categories on contract basis in only a stop gap arrangement to overcome shortage in essential medical services.

However, the above scheme has further been extended by one year i.e. upto 30.06.2013 in terms of Board's letter No .E(NG)II/2005/ RC4/SC/2 dated 5.6.2012.

(Closed)

12/2011:Absorption of Diploma Holders as JE-II – Case of Diploma Holder Progressmen working in the RE Organization.

Information has been sought for from Railways, which is still awaited. Federation wanted Board to give progress made for further discussion.

17/2011:Date of Appointment – Clarification.

Instructions have been issued to Central Railway vide letter No. E(NG)I-2011.CN5/1 dated 21.01.2013 and the same has been circulated to federation vide letter dated 23.01.2013.

(Closed)

20/2011:Redeployment of medically decategorised staff jeopardising safe working of the system and depriving promotions of staff of the cadres.

The requisite information received from Southern Railway has been examined and some clarification has been sought from them.

21/2011:Wrong assignment of seniority in ECRC Cadre – Injustice done to promotees – East Central Railway.

This will be re-examined.

24/2011:Merger of V CPC Pay Scales – Fixation of Seniority of Commercial/ Traffic Apprentices.

Necessary instructions in this regard have already been issued vide Board's letter No. E(NG)I-2009.PM1/4 dated 26.09.2012. **(Closed)**

29/2011:Regularization of Promotion in the case of DMS-III in Chittaranjan Locomotive Works.

Official side advised that necessary instructions have already been issued to CLW vide Letter dated 29.06.2012 and therefore, the item may be closed. Federation, however, requested for a copy of the letter written to CLW be given for perusing the same and conveying its reaction.

(Closed)

30/2011:Stagnation of staff in Group 'D' posts in Accounts Department on Southern Railway – One time relaxation for promotion against DR quota vacancies of Accounts Clerks – reg

Federation desired a separate meeting with Board (FC). A separate meeting will be convened.

2/2012:Selection procedure for promotion to selection posts – Formation of panel in the order of seniority among those secured qualifying marks.

A Committee has been constituted whose meeting is to be fixed in consultation with the Federations. Federation requested to convene meeting early.

5/2012:Educational Qualification for recruitment to the post of Physiotherapist -Amendment to IREM Provision – Reg.

Still under examination.

13/2012:Filling up of promotion quota vacancies in the category of JE with Grade Pay Rs.4200/- PB-2 – Rs.9300-34800.

Under examination.

24/2012:Regularization of JE-II (Drawing) in Railway Electrification, Chennai.

Remarks have been called for from CORE.

27/2012:Regularization of Substitute Teachers in the Railways – Implementation of Board's orders.

The issue is under examination. Reply from Railway is still awaited.

30/2012:Denial of promotion to staff in the categories of ASM, Guard, S&T and Sr. Supervisor (P.Way) in E.C. Railway, Danapur Division.

Under consideration.

33/2012:Non-recognition to the qualification acquired by the serving Railway employees through distance education.

Under examination.

35/2012:Promotion of Railway employees – consideration of ACRs.

The procedure being followed has been ascertained from some of the Zonal Railways, who have intimated that average marks based on the available two ACRs to be taken into account for third ACR. It was agreed to reiterate the instructions and close the item thereafter.

36/2012:Clerical Cadre- need for lifting of freezing/ban on filling up of vacancies of Clerks against Direct Recruitment quota- ban in force over Twenty One years.

There is no such ban. However suitable clarification/instructions will be issued to zonal railways etc.

45(b)/2012:Recognition of Educational Qualification

No reference cited in the Federation's demand has been received from West Central Railway regarding recognition of Added qualification/certificates issued by Jamia (Urdu), Aligarh for employment purpose on the railway. However, on receipt of reference from other railway establishments, the matter is under examination in consultation with Department of Personnel & Training and M/o Human Resource Development and a final decision is yet to be taken. GS/NFIR stated that reference particulars will be given to Board.

47/2012:Provison of entry qualification of Assistant Loco Pilot and allotment of higher grade pay to Loco Running Staff – Recommendation of High Level Safety Review Committee –reg.

Will be examined.

53/2012:Policy of recruitment form open market at two levels in Grade Pay Rs.1800/- and in Grade Pay Rs.1900/- in PB-1 –Review- urged.

Under examination.

55/2012: LDCE for the post of Commercial Inspectors in PB-2, Grade Pay Rs.4200/- in Commercial Department over Zonal Railways – reg.

Federation was advised that information has been called for from East Coast Railway.

EDPC-II

35/2006: Grant of benefit of fixation of pay on promotion from Senior Technician (Grade Rs.5000-8000) to JE-II Scale Rs.5000-8000.

The official side stated that instructions from Ministry of Finance regarding fixation of pay on promotion to a post carrying higher duties and responsibilities but carrying the same grade pay have been received and the same are under examination.

6/2008: Cadre restructuring benefit to staff – proper implementation of Railway Board's decision.

Pursuant to the discussion in the PNM meetings held on 5th & 6th June, 2012 it is stated that the category of Pointsmen/ Cabinmen, some para-medical categories viz. Pharmacists, Chemist/ Lab Supdt. & Dieticians have already been discussed in the last CRC meeting held on 18th July-2012 and remaining categories of para-medical staff & Health Inspectors are already in the list of categories to be discussed in the forthcoming CRC meetings. Further, cadre restructuring of IT cadre is already under examination of the ED's Committee constituted by Board.

15/2008: Railway service (Revised Pay) Rules, 1986 – exercising option for fixation of pay with effect from 1.1.1986.

As advised in earlier PNM meetings Federation had stated that its affiliate had held discussion at Zonal level and that the Zonal Railway would advise the position to Board. South Central Railway has advised that Smt. Jeromi P. Raju, Sr. ECRC, has not submitted her option for fixation of pay within the stipulated time and her immediate supervisor has also confirmed the same vide his letter dtd. 12/10/98. As she has not submitted option within the stipulated time, she is not entitled for refixation of her pay. Federation pointed out that there are a few cases of NW Railway (Ajmer Division) where re-fixation had been permitted beyond stipulated time for submission of options for fixation of pay and same logic should apply to S.C. Rly's case. It was agreed to ascertain the factual position.

30/2008:Restructuring the cadre of time keeping organisation in DMW/ Patiala.

The official side stated that the issue of separate cadre restructuring of Time Keeping Staff in DMW has been re-examined and it is observed that the cadre structure of the separately maintained Time keeping staff prior to 6th CPC was not identical with Ministrial Staff. The revised scale of Rs. 7450-11500 was not available for Time keeping staff where maintained as separate cadre. Introduction of any new scale that too restrospectively is neither justified nor within the competence of Ministry of

Railways. The benefit of separate cadre restructuring to the Time Keeping Staff by introducing scale Rs. 7450-11500 was erroneously given by CLW, which has been withdrawn vide CLW's office order dated 30.06.2009. Benefit of separate cadre restructuring has not been granted to Time Keeping Staff of DLW.

Further, the 6th CPC recommendations have been implemented as a result of which, Superintendent (Time Keeping) in the pre-revised scale Rs.6500-10500 has been placed in PB-2, Grade Pay Rs. 4600 w.e.f. 01.01.2006.

(Closed)

2/2011:Career Growth of Chemical And Metallurgical Assistant Gr.I & II recruited through RRB with the Qualification of M.Sc (Chemistry)/B. Tech.(Met. & Chemical) – Allotment of Grade Pay Rs.4600/- in PB-2 –Rs.9300-34800 – Reg.

The Official side stated that 6th CPC had specifically examined the pay structure of Chemical & Metallurgical Assistants of Railways and recommended replacement pay structure of PB-2 GP-Rs.4200/- for the categories of Chemical & Metallurgical Assistance (Grade-I & Grade-II) in pre-revised scale Rs.5000-8000/- & 5500-9000/- respectively in terms of recommendations contained in Para 7.36.91 of its report. The Commission had recommended revised pay structure of PB-2 GP Rs.4600/- to the posts of Lab Superintendent in the pre-revised scale Rs.6500-10500/- & 7450-11500/-. Consequent upon acceptance of recommendations of 6th CPC by the Government, revised pay structure of Chemical & Metallurgical staff on the Railways has already been implemented.

Federation reiterated that as stated in relevant paras of VI CPC Report qualification based entry pay scale should be allotted to this category with attendant benefits. It was agreed to re-examine the matter. Federation expressed its disappointment over Railway Board's approach ignoring the requirement qualification and incorrect allotment of lower pay scale.

23/2011: Grade Pay of staff in the Inspection wing of Production Control Organisations.

The issue is under examination in consultation with Mechanical Directorate.

14/2012:Denial of promotion under Cadre Restructuring to the Controllers category in Danapur Division East Central Railway.

The official side stated that as per records available with Railway, it appears that the benefit of cadre restructuring as per Board's letter no. PC-III/99/CRC/1 dated 13.05.1999 was given to the eligible employees. Neither any complaint in this respect was received by HQ office of ECR or Danapur Division nor any local Union has raised this issue.

Federation was requested vide Board's letter no. PC-III/2012/FE/1 dated 27.08.2012 that if they have any specific details regarding non-implementation of cadre in Danapur division as per Board's letter dated 13.05.1999, the same may please be advised to Board's office for appropriate action. Federation stated that detailed report may be ascertained from the Railway. This was agreed to.

21/2012:Implementation of VIth CPC Pay Structure – Merger of pre-revised Pay Scales w.e.f 01-01-2006 – Promotion of staff to the same Grade Pay of `1800/- – A.C.Coach Attendant'scategory.

The official side stated that after the implementation of 6th CPC and as per Board's letter No. PC-VI/2008/I/3/1 dated 29.10.2008, regular Group 'D' employees (in pre- revised scales Rs. 2550-3200, Rs.2610-3540, Rs.2610-4000, Rs 2650- 4000) on roll as on 01.01.2006 are placed in PB1 GP Rs.1800/- (Corresponding to pre-revised scales Rs.2750-4400) w.e.f 01.01.2006 subject to possession of prescribed qualifications/retraining. Further, in cases of promotions on or after 01.01.2006, fixation of pay is to be governed by Rule 13 of RS(RP) Rules, 2008 notified vide GSR 643(E) dated 04.09.2008 which permit one increment equal to 3% of sum of pay in the pay band and the existing grade pay in cases of promotions involving change in GP/Pay Band only. The situation is not restricted to the category of AC Coach Attendants but is available in various other categories/departments & Ministries. In view of the rule position mentioned above, the benefit of fixation cannot be granted to AC Coach Attendants as requested by NFIR. However, staff side stated that due to merger, promotion prospects of earlier Group 'D' staff have become limited. Federation also stated that AVC besides duties entrusted should be taken into account for extending benefit.

After discussion it was agreed to re-examine the matter.

28/2012: Grant of upgradation to P.Way Supervisors in the Pay Scale of `5000-8000/- (pre-revised) w.e.f. 01-11-2003.

GS/NFIR has explained in detail the injustice done to the category and urged upon the Board(MS) to expedite the matter for issuing orders and requested to finalise in a month's time.

The official side stated that matter is under examination.

32/2012: Lack of career growth-points Man category of Operating Department in the Railways.

The official side stated that 6th CPC has duly considered the existing pay structure and promotional avenues available to the category of Token Porter, Points man, Cabin man etc. While formulating their recommendations, 6th CPC observed vide para 7.36.45 that "in so far as upgradation of Cabinman and Switchman is concerned these posts have a distinct relativity with the post of Senior TNC Shunting, Jamadars, Shunting Master Grade II, Cabinman, Switchman and TNC's in scale of Rs. 4000-6000/ Rs. 3050-4590 have avenues of promotion to the category of Station Masters/Yard Masters and Guards etc. In scale Rs. 4500-7000. Thus all these categories are closely interlinked. Upgrading any one category could disturb the entire structure. The recommendations of the Commission have already been implemented.

However, Federation pointed out that avenue of promotion should be provided for Points Man, to the posts of TC, Commercial Clerk, Office clerk etc. in view of lack of career growth leading to staff dissatisfaction .

57/2012: Non-implementation of the benefit of cadre restructuring w.e.f 01/11/2003 on Raipur & Bilaspur Divisions of SEC Railway-reg.

Detailed comments are awaited from S.E.C. Railway. Federation requested to expedite the matter for doing justice to staff.

60/2012: Allotment of qualification related Grade Pay to ECG & Holter Technicians working in Railway Hospitals.

Federation requested to constitute a Committee to examine and submit report. It was agreed to examine the issue.

EDPC-I

18/2004:Revision of special allowance to the Accounts staff for passing Appendix II and III examination with effect from 1.1.96.

&

9/2012: Qualification pay to Accounts staff on passing Appendix III (IREM) Examination – Rectification of anomaly – reg.

The qualification pay to Appendix II qualified staff has been made admissible from the date an individual elects to draw pay in the revised scale of pay under Railway Services (revised pay) Rules, 1997 instead of 01.08.1997, vide Board's letter No.E(P&A)I-2012/SP-1/Genl.1 dated 12.09.2012.

Proposal for allowing qualification pay to Appendix III qualified staff also from this date is under process.

35/2004: Inadequate promotion opportunities for Technical Supervisors in railway printing presses.

This item stands clubbed with the issue regarding upgradation of certain percentage of Group 'C' posts in apex scale to Group 'B' (Gazetted) which matter is under consideration. Federation requested to speed up the matter as the delay is causing disappointment among staff.

8/2008:Fixation of pay to the staff posted from one project to the other.

The official side reiterated the existing instructions on the subject. Federation will give details for Board's consideration.

5/2010:Accumulation of leave on average pay (LAP) by the employees – Advance Correction Slip No.78 of IREC Vol. (1985 Edition) reprint edition of 1995.

A fresh proposal was sent to DOP&T who have not agreed for making a provision for accumulation of LAP beyond 300 days separately. Since Ministry of Railways cannot take any unilateral decision in the matter, Federation wanted copies of references and replies from DOP&T for taking up at DOP&T level. It was agreed to give copies.

(Closed)

13/2010:Payment of Transport Allowance to Railway Employees working at Ghaziabad, Faridabad, Gurgaon and Noida which are classified at par with Delhi as 'X'.

The official side explained that the demand was referred to the nodal Ministry i.e. Ministry of Finance, on this subject and Ministry of Finance did not agree with the same. The items was thus requested to be closed. Federation requested the copies of references.

1/2011:Grant of Financial Upgradation under MACPS to the staff who are in the same Grade Pay for more than 20 Years.

&

16/2011: Abolition of Pay Scale and Introduction of upgraded Pay Scale with revised designation – Senior Section Engineers (Drawing) – Clarification on entry Grade Pay – Reg.

The official side stated that both the issues have been referred to DOP&T, which is the nodal Ministry in this case. Federation requested to make available the copies of references made for pursuing with DOP&T.

5/2011: Categories exempted from the period of officiating – Revision of Daily Officiating Allowance.

Under consideration. Federation urged upon the Railway Board to expedite the matter.

8/2011:Reckoning of Additional Allowance as pay for all purposes including computation of Retirement Benefits - Running Staff.

Matter is still under consideration.

9/2011:Application of Safety Related Retirement Scheme (LARSGESS) to the Loco Pilots drafted to work as Crew Controllers.

Federation was advised that Crew Controllers on return to running duties after completion of the tenure would become eligible for the scheme subject to fulfilment of prescribed conditions. However, based on discussions, Official Side agreed to re-visit the issue again.

22/2011:Grant of Transport Allowance to the employees availing the facility of Workmen Trains.

Federation requested to accord sanction as a Spl. Case in view of special circumstances as explained in the PNM meetings. The Official side stated that based on replies received from a couple railways, the matter would be re-examined by Board.

1/2012:VIth CPC Recommendation – Allowances to staff.

Instructions for allowing Special Allowance @ Rs.200/- p.m from 01.09.2008 and Rs.250/- p.m. from 01.01.2011 to staff working in Ticket checking Squad of Railway Board have been issued vide Board's order dated 13.12.2012.

Instructions in respect of revision in the rate of Special Allowance admissible to Nurses working in Operation Theatres/ ICU have yet not been received from Ministry of Health & Family Welfare. NFIR too have made a reference to the Ministry in this regard in November 2011.

7/2012:Payment of Allowance to the Running Staff working Duronto Express Trains.

The matter is under examination.

10/2012:Stepping up of pay of Seniors – Case of Loco Running Staff posted as Instructors in the Zonal Electric Railway Training Centres.

Under examination.

20/2012:Selection for promotion to the post of Loco Inspector (Electric Traction) – Western Railway.

The Official Side stated that the letter advising Western Railway has already been issued. Copy was given during the meeting.

22/2012:Grant of Incentive to the Accounts Stock Verifiers who have been posted from the cadre of Junior Accounts Assistant on passing Appendix – IV- A (IREM) Examination.

It was explained to the Federation that the issue regarding grant of special allowance to Accounts Stock Verifier coming from the feeder category of Jr. Accounts Assistants was considered by the Board but the same was not found feasible of acceptance. Federation, however, insisted to discuss the matter again alongwith the concerned Directorate (Accounts) or at higher level.

26/2012:Pay fixation of V CPC Pay Scale – Injustice to the Senior batch of directly recruited Apprentice Mechanics of I.C.F., Perambur – Rectification – Requested.

To be discussed in a separate meeting.

34/2012:Revision of Special Pay granted to Trolleyman working in Engineering and S&T Departments reg.

It was explained to the Federation that subsequent to VCPC, at the instance DOP&T, a Committee of Executive Directors was constituted to identify the categories eligible for Risk Allowance as per the revised guidelines.

Trolleyman is one such category which as been de-notified for grant of Risk Allowance. As such there is no question of any revision in the rate of Risk Allowance in respect of these categories which have been de-notified for grant of Risk Allowance including Trolleyman.

After detailed discussion, Federation requested for the list of the categories de-notified along with the decision of the Committee referred to above in order to review the matter for doing justice to staff.

40/2012:Admissibility of House Rent Allowance in the event of non-acceptance or surrender of Railway residential accommodation.

Under examination.

43/2012:Counting of period of EOL for granting the benefit under MACPs to the Railway Employees – Reg.

In terms of Para-11 of Annexure of Board's Letter dated 10.06.2009 'Regular Service' shall include all periods spent on deputation/foreign service, study leave and all other kind of leave, duly sanction by the Competent Authority.

The matter has further been examined in consultation with DOP&T, the nodal Department of Government on MACPs and it is clarified that unless the Competent Authority has specifically decided to exclude the period from counting as regular service, EOL period without Medical grounds duly sanctioned by the competent will also be counted as regular service for the purpose of grant of financial upgradations under MACPs.

The position as explained above has also been communicated to S.C. Railway vide Board's Letter dated 01.11.2012. Copy is being given to NFIR. **(Closed)**

45/2012(A):Problems faced in the implementation process of LARSGESS- Discontentment among safety staff – reg.

To be discussed in a separate meeting.

56/2012:Counting of service of D-2 khalasis in CLW for extending benefits of financial upgradation under MACP Scheme – reg. Ref.: NFIR's Letter No.III/CRMC/1 dated 19.09.2012

The specific issue raised by NFIR in PNM forum pertains to CLW. Comments on the above issue have been called for form CLW. The reply from CLW is awaited. On receipt the same, reply would be communicated to NFIR.

58/2012: Grant of PCO Allowance to the Drawing staff (Jig & Tool)working in Parel Workshop/Western Railway – reg.

As per the extant policy, PCO Allowance is intended to protect drop in emoluments in the case of staff transferred from Shop Floor to the Production Control Organisation (PCO). On the Shop Floor, the staff is entitled for Incentive Bonus, which is not admissible in PCO. As such PCO Allowance was introduced to attract suitable staff for the PCO from the Shop Floor and it is basically a monetary compensation, being given to staff drafted from Shop Floor to Production Control Organisation on

tenure basis for the loss in Incentive Bonus, which they are entitled to while working on Shop Floor. Staff who have been recruited specifically for PCO and borne on the cadre of PCO or have been permanently absorbed therein are not entitled for PCO Allowance.

Since the Drawing Staff are simply working in close coordination with PCO and have not been posted to PCO from Shop Floor in tenure basis, there is no question of drop in their emoluments and as such cannot be allowance the benefit of PCO Allowance. In the circumstances, Federation's demand to grant PCO Allowance to Drawing Staff (Jig & Tool) Parel Workshop is not feasible of acceptance. Federation however stated that after examining the contention of Board as above, the issue will again be discussed with Board.

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