



सत्यमेव जयते

MINUTES

of

The PNM Meeting

between

Railway Board

and

All India Railwaymen's Federation

held

on 02nd & 03rd June, 2016

**MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD AND
AIRF ON 02ND & 03RD JUNE, 2016**

MEMBERS PRESENT

OFFICIAL SIDE

FEDERATION (AIRF)

S/Shri/Mrs.

1. Pradeep Kumar,
Member Staff
2. Dr. Anil Kumar,
DG(RHS)
3. Anand Mathur,
AM(Staff)
4. S.S. Narayanan,
AM(CE)
5. P.K. Agarwal,
AM(ME)
6. H.K. Agarwal,
AM(Tele)
7. Ambrish K. Gupta,
AM(TT)
8. G.R. Agarwal,
AM(Elect)
9. S.C. Jethi,
AM(Comm.)
10. Deepak Chhabra,
AM(C&IS)
11. R.S. Kochak,
AM(PU)
12. Umesh Singh,
AM(RS)
13. J.S.P. Singh,
Adv.(Elect./G)
14. A.S. Upadhyay,
Adv.(Safety)
15. Sunira Bassi,
Adv.(T&C)
16. P.V. Vaidyalingam,
Adv.(Finance)
17. P. Guha,
Adv.(Coaching)
18. B.B. Verma,
Adv.(Accounts)
19. Alok Kumar,
EDE(IR)

1. Shri Rakhal Das Gupta, President
2. Shri Shiva Gopal Mishra, Genl. Secy.
3. Shri N. Kanniah, Working President
4. Shri J.R. Bhosale
5. Shri C.A. Rajasridhar
6. Shri K.L. Gupta*
7. Shri Ashish Mukherjee
8. Shri Pradeep Sharma*
9. Shri K. Srinivas
10. Shri S.K. Pandey
11. Shri R.D. Yadav
12. Shri S.K. Tyagi
13. Shri S.K. Bandyopadhyaya
14. Shri Mukesh Mathur*
15. Shri Mukesh Galav
16. Shri Salil Lawrence
17. Shri Venu P. Nair*
18. Shri Ashish Biswas*
19. Shri Goutam Mukherjee
20. Shri N. Satpathy
21. Shri Manoj Behra
22. Shri S.P. Mishra*
23. Ms. Chapala Banerjee
24. Shri Sisir Chandra Mazumder
25. Shri L.N. Pathak
26. Ms D. Shaleel
27. Ms Champa Verma
28. Shri Pronoy Roy[#]

* attended on 02.06.2016 only.

attended on 03.06.2016 only.

OFFICIAL SIDE**FEDERATION (AIRF)**

20. Amitava Dutta,
EDH(G)
21. A.K. Dubey,
EDCE(G)
22. S.C. Jain,
EDCE(B&S)-II
23. Kalyani Chadha,
EDME(W)
24. Arvind Mital,
ED(Signal)
25. Tanveer Ahmed,
EDF(E)
26. Rashmi Chowdhary,
EDE(GC)
27. Dhruv Singh,
EDPC-I
28. Vikram Gulati,
EDPC-II
29. Neera Khuntia,
EDE(N)
30. Manoj Pande,
ED(T&MPP)
31. Amitabha Khare,
EDE(RRB)
32. S.P. Mahi,
EDE(Res)
33. A. Rastogi,
DME(PU)
34. M. Mahendran
Dir.(Ptg. & Stny.)
35. S. Pal,
JDE(G)
36. Debasish Mallik,
DE(IR)
37. Naveen Kumar,
DDE(LR)I

Section – A: INTRODUCTION

Member (Staff) as chairman of the forum addressed the gathering as under:

Shri Rakhal Das Gupta, President/AIRF, Shri Shiva Gopal Mishra, General Secretary/AIRF, other representatives of the Federation and my colleagues in the Railway Board, I extend a hearty welcome to all of you to this meeting. The last PNM with AIRF was held in November, 2015. So, this meeting is being held more or less as per schedule. However, in the meanwhile, we have met the President and General Secretary of the Federation many times to discuss important issues.

2. Your Federation has been playing an important role in maintaining harmonious Industrial Relations over Indian Railways and hope that the spirit of solving the problems through mutual consultation, dialogue and discussions will continue.

3. There is need to have a system of getting feedback about functioning of Railway system and I find that Federations have played an important and active role in this regard. A positive feedback helps us in overcoming our shortcomings and improving the system that we have, so that we are able to have a satisfied lot of workers who can deliver their best.

4. I briefly touch upon the performance of Indian Railways during the last financial year. As far as performance of the Indian Railways is concerned, during April, 2015 to March, 2016, we have carried freight traffic of 1104 million tonnes as compared to 1098 million tonnes in the last financial year which is 6 million tonnes i.e. 0.55% higher compared to last year. However, during the same period, Railways have witnessed a downward trend in number of passengers. In this financial year, the number of passengers booked stood at 8152 millions as compared to 8230 millions last year which is about 78 millions i.e. 0.95% lower.

5. As far as total approximate earnings of Indian Railways are concerned, during 2015-16, our earnings stood at ₹163384.74 crore showing an increase of ₹6313.16 crore (i.e. 4.02%) in comparison to last year. However, these earnings were lower than the budgeted target by approximately ₹4399.28 crore. As far as our ordinary working expenses are concerned, during 2015-16, it is 107709.25 crore (1.62% more) against ₹105995.88 crore during the corresponding period of previous year.

6. On the safety front, a broad look reveals that the number of train accidents decreased from 135 in 2014-15 to 107 in 2015-16. During the current year from 1st April, 2016 to 30th April, 2016, accidents have shown rising trend as compared to previous year (02 in 2015-16 to 10 in 2016-17). Concerted efforts by all need to be made to minimize the failure of Railway Staff and for improving the work culture. Innovative approach to minimize human dependence and Railway Staff's failure needs to be further explored.

7. I would like to share with you some of the recent developments/ initiatives taken place over the railway system:

- The IT Department of Indian Railways has started work on developing an online system called 'NIVARAN' for redressal of grievances of Railway Employees both

serving as well as retired which is likely to come into operation by 24.06.2016. Under this system, railway personnel will be able to submit their grievances online and can also track the progress in resolution or disposal of the grievances. The main focus area of the grievance redressal system will be reimbursement of medical claims, pension claim, compassionate appointment and improvement in staff quarters. The move will benefit around 13.26 lakhs serving railway employees and around 13.79 lakhs retired employees.

- On the subject of fixation of pay in cases of promotion taking place in the pre-revised pay structure between 01.01.2006 and date of notification of RS(RP) Rules, 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade, DOP&T's orders dated 16.10.2015 have been adopted on the Railways mutatis mutandis.
- Department of Pension & Pensioners' Welfare's decision contained in their O.M. dated 06.04.2016 that the revised consolidated pension of pre-2006 pensioners shall not be lower than 50% of the minimum of the pay in the Pay Band and the grade pay (wherever applicable) corresponding to the pre-revised pay scale as per fitment table without pro-rata reduction of pension even if they had qualifying service of less than 33 years at the time of retirement has been adopted mutatis mutandis on the Railways vide letter of dated 13.04.2016.
- It has been decided that Railway employees who are retired on grounds of total medical incapacitation and in whose cases compassionate appointment of any of their family members is in process, may be allowed retention of Railway accommodation for the maximum period upto 2 years on normal rent from the date of retirement.
- To meet the water crisis in the country, Indian Railways has once again risen to the occasion and decided to transport water in the drought affected areas in the country. On a request from Maharashtra Government and Central Railway, Railway Ministry has arranged two goods trains (rakes) consisting of 50 tanker like wagons each for the purpose of loading and transporting water in the drought-affected areas of Latur district in Maharashtra. Kota workshop of Indian Railways has been directed to undertake steam cleaning of wagons for the purpose of loading drinking water.
- Indian Railways has completed most of the work related to digitization of land record i.e. maintaining land data in digital form, for this purpose a web based application called Land Management Module integrated with Track Management System (TMS) of Indian Railways has been developed. Indian Railways have also digitized details of vacant plots of land measuring more than one acre to chalk out the blue print for monetization of its vacant land.
- Hon'ble MR has flagged off India's first semi high-speed train Gatiman Express capable of running at a maximum speed of 160 kmph, at a ceremony held at Hazrat Nizamuddin station on 05.04.2016. Powered by a 5500 HP electric locomotive, the non-stop train will have two Executive AC Chair Car and eight AC Chair Car coaches. The coaches to be used in Gatiman Express train are new LHB coaches with enhanced passenger amenities are turned out by RCF/Kapurthala. The coaches have been fitted with bio toilets and are fit to run at 160 kmph. Another unique feature of this train is free of cost on board entertainment facility.

- Hon'ble MR has inaugurated and launched works module of Indian Railways e-Procurement System (IREPS) and implementation of 'e-Tendering in Works Contracts'. This portal will enable railways to implement e-Governance in Works Contract with facilities like creation and publication of tenders online, enable tenderers to view tenders, submit their requisite amount and bid offers online. This new portal will lead to reduction in hassles related to tendering process, saving in cost and time, increase in ease of working, increase in efficiency, increase in competition, reduction in complaint related to tendering and easy access to information.
- In a historic development concerning rail connectivity of the Northeast, Hon'ble MR flagged off the much waited Silchar-New Delhi Poorvottar Sampark Kranti weekly special connecting Silchar in Barak valley of Assam with New Delhi on 20.02.2016.
- During the year 2015, 7575 children including trafficked children were rescued at Railway Stations and on trains. The Ministry of Railways in coordination with the Ministry of Women and Child Development has decided that stations may be identified for setting up the kiosks/Child Help Desks where children are reported missing/ abandoned/ trafficked. Accordingly, Child Help Desks/kiosks have been set up at 20 identified stations.
- Our Medical Deptt. has taken a major role in making India a "POLIO FREE COUNTRY".
- Online system of OPD Registration is commissioned at Eastern Railway in B.R. Singh Hospital & Howrah Orthopedic Hospital.
- For better implementation of Food Safety and Standard Act, awareness programme has been launched at Patna/ ECR, NAIR, Sealdah/ ER involving all the stakeholders i.e. Food Business Operators, IRCTC, Food Safety Officer of Railway and State.
- Dental Department in B.R. Singh Hospital Eastern Railway is upgraded by Commissioning OPG Machine (Orthopantogram), first of its kind in Railways.
- In the sports field, at the international level, Ms L. Bombayla Devi of Eastern Railway and Ms Laxmirani of SECR have won silver medal and Shri Mangal Singh Champia of Eastern Railway has won bronze medal in the 1st Stage Archery World Cup Tournament held at Shanghai, China from 24.04.2016 to 01.05.2016.
- At the national level, Hockey(Men & Women) team won the National titles in the Senior National Championship.
- On the basis of their performance in different championships in current financial year, 17 of our players have qualified for representing India in the Olympic Games, 2016.
- Retirement Age of all Doctors enhanced to 65 years and orders issued on 31.05.2016.

8. I wish all the best and hope this august body will deliberate in this meeting on important aspects which focus on employees' welfare as well as which are in the interest of the organization.

Shri Rakhal Das Gupta, President/AIRF

1. Shri Das Gupta thanked Mr. Pradeep Kumar, Member Staff, all Officials of Railway Board and Office Bearers of All India Railwaymen's Federation and conveyed good wishes to all the participants of the meeting.
2. Shri Das Gupta said that passenger trains are running overcrowded but statistics said that there is decline in number of passengers. This is because due to acute shortage of Ticket Checking Staff, many passengers are travelling without ticket. This also affects the earning of the Railways. Apart from the same, annual average increase in passenger fare is only 0.24%, whereas inflation in prices are manifold. This affects earning on passenger badly. In fact Railway is a victim of Political decision.

Shri Das Gupta said that it appears in the News Paper that Indian Railway has asked for additional fund from Finance Ministry to tide over the safety measures. AIRF would be glad if, a copy of the Report is supplied to AIRF.

3. Shri Das Gupta said that AIRF affiliate National Railway Mazdoor Union (Central Railway) has come at the help of the draught affected people and in this regard they have adopted two villages of Lathur District of Maharashtra for extending all help.
4. Shri Das Gupta requested the Railway Board to regularise the services of all Contract Medical Practitioners who have served for atleast 5 years and also to continue the services of Railway Doctors who have retired within last 2 – 3 years, so that their services are available for another some years.
5. Recruitment process both RRBs & RRCs are delayed inordinately.

Shri Das Gupta said that Railway Board have issued orders that there would be no recruitment Notice during 2015 & 2016 and only in 2017 Notification would be issued. In the meantime atleast 3% staff are retiring, new sections are being opened for traffic but there is no staff to man them. Existing staff are being shifted from one place to the other to man the new stations & New Assets – violating HOER. New Sections are being opened but no additional staff are being sanctioned.

6. Shri Das Gupta said that there is fund crunch in SBF. WCR has made a specific reference in this regard. The per capita contribution to SBF needs to be enhanced from the existing ₹800/-.
7. Shri Das Gupta said that in many cases there is inordinate delay in appointment on Compassionate Ground. The ward in the meantime continue study and acquire qualification. But those qualifications are not taken into account during appointment. Even Zonal Administration has been refusing to record the enhanced Qualification in Service File.
8. Shri Das Gupta said that due to introduction of IPAS, there has been inordinate delay in the matter of granting and payment of Pension.

In case of person retiring in LARSGESS Scheme, the delay is over a year.

The procedure need to be straightened so that staff after retirement are not to move from pillar to post to get their due pension.

9. Shri Das Gupta said that there is serious shortage of Doctors and Paramedical Staff for which the medical facilities are practically denied to a large section of people, specially who are working in remote areas, small and roadside Stations, where the dispensaries are without Doctor & without Paramedical staff. The procedure for approval of Referral Hospital atleast for those places should be liberalised without insisting on CGHS rates.
10. Shri Das Gupta said that the condition of the maintenance of Railway Quarters are aweful. They are not repaired. Simultaneously inhabitable Quarters are kept in the building register and allotted to the staff. The staff can not live in such Quarters. Even in those cases when staff claims HRA, the same is refused. AIRF strongly feels that Quarters should be maintained and kept in good fettle for occupation, else HRA should be granted.
11. Shri Das Gupta requested to enhance the power of General Managers to provide appointment to the wards of railwaymen from 20 years to 25 years, as there are hard cases of delay, specially when the family has been residing/ shifted to a remote place and did not get proper advice.
12. Shri Das Gupta said that AIRF had submitted 36 point Charter of Demands to the Railway Board in the year 2013. Finding no response, all affiliated Unions of AIRF has conducted Strike Ballot in December, 2013.
13. Shri Das Gupta said that to settle the issues a meeting with full Railway Board and Federation were held on 07.02.2014 and on the proposal of the Railway Board a Joint Committee has been formed on 01.08.2014, where 13 issues were remitted. Out of 13 issues only two issues could be resolved. Two issues where the Joint Committee had agreement, those issues also could not be resolved.
14. Shri Das Gupta said that to resolve the burning grievances of both Loco & Traffic Running staff, a Joint Committee has been formed on 01.09.2014 by the Railway Board where 8 issues were remitted. Unfortunately none of the issues could be resolved.
15. Shri Das Gupta said that to review the duty hours etc., Running and other Safety categories of staff pending since February, 2006 a Committee was appointed by the Railway Board on 25.05.2011, the said Committee had submitted its report in August, 2012. AIRF has already submitted rejoinder on the recommendations. The report is yet to be implemented.
16. Shri Das Gupta said that the Govt. of India has decided to induct 100% FDI in all Sectors of Indian Railways and enter into Contract with two Multi National Companies for manufacture of Electric and Diesel Locomotives and their maintenance for long thirteen years against the interest of Railways.
17. Shri Das Gupta said that there has been widespread dissatisfaction amongst the Railwaymen against injustice done by 7th CPC in the matter of unjust and retrograde recommendations of the 7th CPC.

18. Shri Das Gupta said that, unfortunately despite all out efforts of Staff Side and AIRF, the issues could not be resolved compelling AIRF to take the painful decision to serve Strike Notice for an indefinite period on 9th June, 2016.
19. Shri Das Gupta said that AIRF is still open for discussion to decide the issues and urge upon the Railway Board and the Ministry of Railways to intervene and settle the issues.

Shri Shiva Gopal Mishra, General Secretary/AIRF

At the outset Shri Shiva Gopal Mishra thanked the Member Staff and others.

Shri Mishra emphasized on payment of Washing Allowance to all those railway employees who are getting uniform.

While speaking on compassionate ground appointment, Shri Mishra asked why action has not been taken against those who do not implement compassionate ground appointment policy in true spirit.

Shri Mishra said, “MS has talked about the laurels brought by the railwaymen, but unfortunately they receive no appreciation from the Railways which they deserve”.

While talking about medical facilities to railway employees, Shri Mishra reminded the Official Side(Railway Board) about the introduction of Mobile Medical Vans and Cashless Medical Card. Shri Mishra said, “Cancer has become an epidemic, therefore, in emergency railwaymen should be allowed to take treatment in any hospital”.

Shri Mishra further said that there should be some timeframe to decide PNM items of the Federation.

While demanding implementation of Cadre Restructuring in RCF/RBL, Shri Mishra said, “in RWF/ Yelahanka/ Bangalore; Cadre Restructuring has been implemented with prospective effect, i.e. 28.04.2016 in respect of vacancies arisen due to retirement/ death of railway employees. He stressed on implementation of Cadre Restructuring in RWF/ Yelahanka/ Bangalore with retrospective effect, i.e. 01.11.2013. Shri Mishra demanded, “at least in PUs Cadre Restructuring should be implemented in letter and spirit.

Shri Mishra stressed on payment of honorarium to P. Branch, Accounts and Cash & Pay Offices Staff.

While asserting on creation of posts against RSP Works, Shri Mishra said, there is an urgent need to review the matter and to find out a solution.

Shri Mishra insisted on proper utilization of Plant & Machineries in DLW Varanasi.

He said, “it has been found that costly machines worth crores, purchased through COFMOW, are not being opened”.

Shri Mishra complained that, many Zonal Railways have not implemented GDCE or half-heartedly. He demanded age relaxation for GDCE candidates.

Shri Mishra talked about various hurdles created and excuses given by zonal railway administrations in providing compassionate ground appointment to the wards of railway employees.

Shri Mishra complained that CLW Administration is inclined to abolish the name of Lok Nayak Jay Prakash Narayan from the list of Blood Donor Clubs, in association with other Private Blood Banks, while a number of other Clubs have been running on different names in the area.

He insisted on enhancement in the rate of Secretarial Allowance.

He demanded representation to recognized federations in the committees constituted by the Railway Board from time to time on various subject matters.

He further demanded constitution of a Joint Committee on Running Rooms at the apex level and appropriate representation to organized labour in the said committee and consultation with the recognized federations.

Shri Mishra also showed his anguish on formation of the committee on Running Allowance, keeping the Organized Labour in dark. He said, “any tinkering to Running Allowance and retirement benefits will be met with serious agitations”.

He demanded medical facilities to widow daughter-in-law of the railway employees.

Talking about completion of one cycle in six months in the matter of appointment under LARSGESS, Shri Mishra said, “there must not be injustice to those who applied under LARSGESS”. He demanded withdrawal of Railway Board’s letter dated 01.12.2015, and all those who applied in time, their wards should not be deprived of.

Shri Mishra demanded abolition of ban on inter-railway transfer in North Western Railway. He further demanded relaxation in 5-year service condition in the matter of inter-railway transfer, duly withdrawing Board’s extant orders and reiteration of Board’s orders issued earlier. He also demanded relaxation in the matter of mutual transfer.

He insisted on at least one 3 AC Pass to Yellow Pass holders after superannuation.

He demanded Special Allowance to the staff working on CIC Section in ECR and other naxal areas.

Shri Mishra said, “while making any change by the IRCTC Policy reg. supply of snacks and meal in Rajdhani/Shatabadi Trains on optional basis, it should be ensured that the facilities availed by the pass holders must continue”.

Shri Mishra emphasized on accommodation to on-board staff in Rajdhani Express trains.

He demanded provision of sufficient staff for newly opened railway sections.

While expressing concern on acute shortage of train Operating Staff, particularly on North Central Railway, Shri Mishra, said, “this leads to safety hazard”.

He further said, “owing to shortage of doctors and other paramedical staff, Health Units/ Dispensaries are on the verge of closing”.

Shri Mishra stressed on provision of Trolley Mounted Jet Pump for cleaning of railway tracks for maintain cleanliness on railway tracks.

Shri Mishra demanded recognition to Kota Heart Institute; as recommended by the West Central Railway Administration.

Shri Mishra expressed anguish on the 13-year maintenance contract to some agency; which will manufacture Electrical and Diesel Engines at Madhepura and Marhowra.

Shri Mishra demanded granting of Revised Qualification Pay to qualified Appendix III-A Accounts Staff w.e.f. 01.01.2006. He further demanded to conduct further Appendix III-A Examination for re-engagement of interested retired/ retiring SSOs in Accounts Department at least for a period of 02 years.

Shri Mishra also demanded absorption of surplus Cash & Pay Staff in Accounts Department.

Shri Mishra stressed on issuance of suitable advice from Railway Board to West Central Railway Administration to include OSM Category (being Electrical Power Staff) under the purview of LARSGESS.

Shri J.R. Bhosale, Treasurer/ AIRF

Orders should be issued for payment of retirement benefits @55% to the Running Staff who retired voluntarily without joining stationary posts as agreed in Railway Board's PNM held on 22.05.2015.

Railway Board issued orders regarding one additional increment @3% to the promotees in merged grades between 1.1.2006 and 4.9.2008 vide letter No. PC-VI/2012/I/RSRP/1 dt. 23.3.2012 RBE No. 40/2012. Railway Board is requested to consider for ignoring the refusal given by the employees during that period for promotion in the merged grade for grant of MACPS benefits.

DoP&T's orders dated 2.3.2016 not to recover excess payment from pensioners/ family pensioners in case of minimum pension paid @50% of the corresponding pay scale be issued.

Shri Bhosale demanded for extension of tenure of CMPs from 10 to 15 years and for enhancement of retirement age in case of Paramedical Staff also to 65 years, if not at least 62 years.

Shri Bhosale demanded that penalty of “Removal from Service” in SPAD cases should be abolished as per High Power Committee's recommendations.

Classification for the post of Shunting Master Grade Pay ₹4200 be revised to seniority-cum-suitability.

The pilot project for Motorman on both side cab in Mumbai Suburban Section should be kept in abeyance.

Western Railway notified GDCE selection for ASM, Guards and other posts in the year 2013, which exam could not be held and subsequently cancelled while issuing fresh Notification No.1/2016 on 29.04.2016. Many employees who applied for earlier GDCE selection (which was cancelled) have become ineligible to apply for fresh GDCE selection on account of over-aged. Railway Board is requested to advise GM/Western Railway to give one time exemption to those over-aged employees who had applied for 2013 notification for the fresh GDCE selection for the post of ASM and Guards.

Minimum Wages of contract workers be raised to ₹10,000.

SECTION- B: MINUTES (69 items)

DG/RHS

55/2012: Sanction of adequate manpower for Central Hospital, West Central Railway, Jabalpur.

Federation was advised that out of 25 posts in non-gazetted cadre, 18 posts have already been created for Central Hospital, JBP and remaining 7 are under process. Reg. creation of Gaz. Posts it was agreed that this will be sorted out with GM/WCR as no matching surrender is necessary.

14/2014: AVC for the categories where there is no avenue of promotion of Group 'B' staff etc.

&

15/2015: Creation of posts of various categories of paramedical staff in Medical Department on the basis of yardsticks issued by the Railway Board.

Matter is under consideration.

27/2014: Reimbursement of expenses towards purchase of Medtronic Insulin Pump in case of diabetic patients.

Existing instructions for procurement of medical equipments will be modified and procurement of Medtronic Insulin Pump will also be included in these instructions. The same will be issued shortly. Item to be closed thereafter.

12/2015: Cancer disease be covered in the definition of "Emergency Criteria"

A proposal is under active consideration to the effect that in 27 Hospitals all over the country which are specialized hospitals for cancer treatments, a railway employee can directly approach without going through Railway Hospitals / Dispensary. Necessary orders to issue shortly.

55/2015: Filling-up of a large number of vacancies in Medical department in N.F. Railway.

As agreed in the last meeting, letter to CMD/NFR for arranging a tie-up with local hospitals in the field of Neurology & also to process for a special drive for recruitment of doctors for North Frontier Railway only to tide over the situation has been issued on 30.11.2015. A reminder in this regard has also been issued on 16.05.2016.

AM(CE)/ Adviser(Bridge)/ EDCE(G)

16/2005: Package of allowance to Gangmen.

&

39/2012: Implementation of recommendations of the Joint Committee on Package and Allowance to Trackmen

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6/2013: Implementation of the already agreed to recommendations of the Joint Committee on Package and Career Progression for Trackmen.

As suggested by the Federation, it was agreed that these issues will be discussed in a separate meeting.

AM(Elect.)/ Adv.(Elect./G)/ EDEE(G)

25/2014: Revision and standardisation of electrical fittings in the staff quarters.

&

47/2015: Revision in the electrical specification of Type I quarters.

Necessary orders are being issued. Item will be closed after issue of instructions.

2/2015: Restoration of process of recruitment of Motorman from open market through RRB in case of Metro Railway Kolkata.

Federation requested for a separate meeting with Board (ML) which was agreed to.

06/2015: Difficulties being faced in smooth operation of train service of Metro Railway, Kolkata.

Detailed position was explained to Federation regarding measures taken to avoid the difficulties being faced and ensuring smooth operation of train service of Metro Railway.

(Closed)

AM(ME)/ EDME(Chg.)

41/2015: Deployment of Escorting Staff on Rajdhani/ Shatabdi type trains.

The matter was discussed and it was agreed that the existing yardstick is adequate and need to be implemented.

AM(PU)/ EDME(W)

12/2009: Grant of PCO Allowance/Incentive Bonus to technical staff supporting shops/ Sections (including CMT/C&M Lab.), Drawing/Design, I.T. Power Supply and Stores etc.) – in Railway Workshops and Production Units- Treating them as part of Inspection, Planning & Planning & Progress wings of PCO.

The Official Side mentioned that PCO allowance is not applicable even to those staff whose lien is in PCO. Also CMT staff who do not work on shop floor, are not entitled to PCO

allowance. However, a study has been initiated at RWF through RITES for review of the incentive scheme during the course of which recognized unions will also be consulted by RITES before study. In addition, Tirupati Workshops is also undertaking a study for identifying new & leftover activities. Federation requested that these studies should be expedited.

54/2012: Modification of RITES Incentive Scheme – Approval of the Railway Board.

The Official Side mentioned that this item has already been discussed in a separate meeting with AM(PU) on 26.05.2016. The original demand of AIRF was for approval of Board for “review of incentive scheme” in RYPS done by RITES, which has been already accorded by Board. The Federation, however, represented that 281 vacancies are available at present, which should be filled up. The Official Side stated that a letter will be sent to GM/SCR for filling up the vacancies. The item to be treated as closed thereafter.

24/2014: Indiscriminate outsourcing in Production Units.

This item was discussed separately in the chamber of AM(PU) on 26.05.2016 and again during the PNM on date. It was explained by the Official Side that items which are being outsourced consume certain number of man-hours and if these items are manufactured in-house then there will be a reduction in the total output of complete rolling stock. In case, the total outturn is less than the traffic demand, then the balance rolling stock will have to be procured from Trade/PSUs, etc. results in loss of incentive to certain sections of staff. However, specific instances of idle man-power, if any, may be brought out by Staff Unions and adequate workload will be given to such staff.

44/2015: Provision of adequate manpower for Unit-II in ICF, Chennai.

Official Side informed that no proposal has been received at Board from ICF for creation of posts. Moreover, over the years, due to technology up-gradation, there has been reduction in requirement of manpower.

(Closed)

AM(Comm'l.)/ EDPM

10/2008: Manning of UTS and PRS Terminals by Commercial Staff – Reg.

Merger of ECRCs with Commercial clerks with Graduate qualification was agreed by Federation. However, Federation raised objection to merger of Ticket Checking staff with ECRCs and commercial clerks.

16/2012: Creation of additional posts of Ticket Checking Staff for manning new trains and additional coaches.

&

33/2012: Creation of additional posts of ticket checking staff/TTE and filling up of existing vacancies in ticket checking cadre.

It was explained to the Federation that from Board's Vacancy Bank, 1250 posts have been created and from Zonal Railway Vacancy Bank 675 posts have been created. Federation desired railway-wise break up which was agreed to be furnished.

20/2014: Feeding of distance of the station for which BPTs are issued through UTS.

The matter is under consideration, CRIS has been asked to submit proposal regarding hardware/ network bandwidth for issuance of BPTs by getting distance automatically from RBS.

28/2014: Revision of norms of manning of coaches.

Matter is under Board's consideration.

AM(Comm.)/ EDPM/ Adviser(Coaching)

25/2008: Provision of berths for Guards/Crew working spare.

The issue was discussed threadbare and it was agreed to review/ revise the crew links so that the situation of working spare is avoided/ minimised.

AM(T&C)/ ED(T&C)

29/2014: (C) Issue of Form 16-A to Commission Vendors.

Necessary instructions have been issued by IRCTC for issuance of Form 16-A to Commission Vendors vide their letter No.GGM/DCS/IRCTC dated 29.04.2016.

(Closed)

Adviser(Safety)

26/2010: Implementation of the recommendation of the Railway Safety Review Committee, 1998.

&

29/2012: Punishment to be imposed in accidents and derailment.

The minimum penalty for Signal Passing at Danger is as under:

“Removal or compulsory retirement where entirely due to neglect of driver; reduction to a lower grade if there are compulsory factors like loss of brake power on the run which he could not have detected when he took charge of the engine.”

It was also agreed that the punishment imposed in SPAD cases should be analysed.

34/2012: Accident Free Service Certificates.

Railway-wise position of Accident Free Service Certificates issued in year 2013-14 and 2014-15 was provided to the Federation and it was agreed to close the item.

(Closed)

Adviser(Accounts)/ DF(CCA)

30/2011: Issue of PPOs and making entry of payment of Medical Allowance to Pensioners/ Family Pensioners.

Federation was advised that as decided in the last meeting position was called for from Northern Railway who has confirmed that endorsement regarding admissibility of FMA is being done by all Accounting units of Northern Railway. In cases where the retiree opts for FMA at the time of retirement, endorsement in PPO is done concurrently, based on the sanction of the Pension Sanctioning authority. In instances where the retiring employees opts for availing of OPD facilities at the time of retirement but subsequently wishes to draw FMA, a separate letter of sanction from the competent authority is sent to this effect to the CPC of the pension paying bank for commencing payment of FMA. Northern Railway has advised that all accounting units have been directed to take special care and ensure that clear endorsements regarding payment of FMA are being made on the PPOs.

Federation mentioned that the above procedure causes a lot of delay and demanded that Banks should be authorized without referring to Railway for commencing payment of FMA. Official side however clarified that this will not be practically possible as proper accounting records are to be maintained by the Railways. It is therefore essential that in such cases separate sanction letter from competent authority is issued to the bank. It was however, agreed that necessary instructions will be issued to speed up the process and the item to be closed thereafter.

40/2012: Earmarking of posts for promotion of Non-Appendix 3 IREM Qualified Accounts Assistants in the merged cadre of Sr.SO(A/Cs) and SO(A/Cs).

Discussed.

(Closed)

Adviser(Finance)

48/2006: Washing Allowance to all Railway Employees who are supplied uniforms.

Matter will be further reviewed.

3/2014: Non-charging of annual increment in case of prolonged sickness followed by sad demise of Railway employees.

The Federation was apprised that DOP&T has been consulted in the matter and they have drawn attention to their O.M. No.16/13/88-Estt(Pay-I) dated 16th February, 1989 for taking further action. Based on the above O.M., instructions will be issued and item will be closed thereafter.

Adviser(L&A)

59/2006: Maintenance of Railway Colonies.

Instructions to all the Zonal Railways and Production Units to take suitable action, in regard to make material for petty repairs/ improvement available to artisan staff so that artisan staff may not be idle and work of maintenance of quarters do not suffer for want of material, have been issued vide Board's letter No.2016/LMB-II/12/7 dated 10.05.2016 (Annexure-B). The federation demanded that, the staff, including SSEs/JEs' of the Engineering Works should be taken out of the list of Obsolete Categories, and all the vacancies should be filled-up.

EDF(X)-I

56/2012: Reckoning of Running Allowance as Pay for the purpose of deduction of Income Tax –Enhancement in ceiling limit reg.

Federation insisted that percentage component of DA in running allowance should be worked out and future reference to MOF should be for notifying the exemption on the basis of percentage of Running Allowance.

EDE(GC)

29/2015: Implementation of recommendations made in para 7.2, 8.3 and 14.1 of the report on Revamping & Streamlining of Legal set-up on Indian Railways.

Status on the issues raised in the Agenda has already given to Federation. Further, Cadre Review of Legal cadre has since been issued vide Board's letter No.2003E(GC)12-14(64) dated 30.05.2016.

(Closed)

ED(T&MPP)

17/2009: Upgradation of the facilities in the Zonal Railway Training Schools/ Centres.

Joint inspection with AIRF representatives and ED/Trg. done on 7.12.2015. Copy of Inspection Note given to GS/AIRF in the Spl meeting held in Jan 2016.

Action taken:

- a) Quality of Mess Food - Old committee dissolved & new Mess management committee has taken charge from May 2016. Both the Menu and the purchase of vegetables have been entrusted to trainees. Menu is decided weekly in consultation with trainees.
- b) Seating capacity in the mess is being augmented by opening one closed mess no 7 within June 2016.
- c) Seven submersible pumps installed to ensure water supply.
- d) Aqua guards provided in Hostels through MMC.

e) Census was carried out. 100 mattresses need replacement for which action initiated.

23/2011: Creation of posts for additional workload provided to Rail Coach Factory, Kapurthala by the Railway Board.

The EDs Committee held its meeting on 26.05.2016. One SAG officer of the RCF also attended. Since all details were not furnished during the meeting, the RCF representatives will be sending details shortly after which the matter will be examined/ decided.

48/2012: Revision of rate of incentive for acquiring higher academic/technical education during service.

Position was appraised. AIRF suggested a reminder be issued to DOP&T.

52/2012: Sanction of additional staff for manning newly constructed railway lines opened for traffic.

&

32/2015: Creation of additional posts for maintenance and manning of new assets and trains.

It was apprised to the AIRF that posts are created from the vacancy bank of Railway Board only when the Zonal Railway is unable to do so on its own. In 2016, 122 posts were created for AGC-ETW new line. Many other proposals are under examination, but the funds are much less than posts required. As there are vacancies in zones which are not needed to be filled, these can be used as matching surrender for creating posts required for new assets. Such proposals need not come to Railway Board.

12/2013: Action Plan Targets for the year 2012-13 in respect of Manpower Planning.

It was appraised to AIRF that contrary to general belief there has been an increased in the sanctioned strength in the current year. They were also apprised that in last 3 years (2013-2016), the sanctioned posts in safety categories have increased by over 29,000. However, identification of redundancies and surpluses is a continuous process.

30/2015: Additional manpower required for POH of additional AC Coaches at Carriage Repair Shop, Tirupati.

Posts have been created by SCR.

45/2015: Filling-up of vacant posts in ICF, Chennai.

&

53/2015: Absorption of Course Completed Act Apprentices in the Railways.

The subject of appointment/ absorption of Course Completed Act Apprentices against vacancies and issue of instructions in compliance of the amendments in the Apprentices Act, 1961 is under examination.

60/2015: Creation of additional posts in various categories in East Central Railway as per yardstick.

General Managers are empowered to create posts for new assets/ new Organisations on matching saving basis. Railways have also been asked to identify and surrender vacancies in non-safety non-essential categories for which indents have not been placed to generate matching savings for much needed safety posts. As per BOS as on 01.04.2014, there are approximately 1300 such vacancies on East Central Railway which can be used as matching surrender to create essential posts. It is also pointed out that money value available in Railway Board's Vacancy Bank is limited.

EDPC-II

16/2009: Granting of Additional Allowance in favour of Loco and Traffic Running staff – extension of recommendation of VI CPC.

The proposal as referred earlier has been pursued with Ministry of Finance from time to time. The copy of this reference has been provided to the Federation vide Railway Board's letter of even number dated 29.02.2016. In the meanwhile, in reply to a reference from Ministry of Finance, further inputs have been provided and Ministry of Finance has again been requested to expedite the issue vide Board's O.M. No.PC-VI/2008/NAC/1 dated 08.04.2016.

However, this issue has now been examined afresh by 7th Central Pay Commission. 7th Central Pay Commission has recommended vide para 11.40.62 that "It is recommended that the Special Running Staff Allowance should be raised to ₹2,250 pm for Loco Pilot Mail/ Express, ₹1,125 pm to Loco Pilot Passenger/Motormen and ₹1,125 for Guard Mail/ Express. In addition, Loco Pilot Goods and Sr. Passenger Guard should also be extended this allowance at the rate of ₹750 pm. This will incentivize the movement of LP Shunter-I to LP Goods. As before, Dearness Allowance will be payable on this allowance. However, it will not count for pensionary benefits."

The decision of Government on the recommendation of 7th Central Pay Commission is expected shortly.

26/2011: Grant of parity to the Stenographers working in the Zonal Railways.

There are number of pending Court cases on the issue and the matter is sub-judice.

42/2012: Fixation of Pay of Section Officers of the Accounts Department who were promoted after 01.01.2006 opting to switch over to the revised pay structure from the date of promotion under Rule 5 of RS(RP) Rules, 2008.

It was advised to the Federation that MOF's O.M. dated 16.10.2015 regarding admissibility of one increment in revised pay structure in cases of promotion taking place in grades which have been merged, has been adopted on the Railway vide Board's letter No.PC-VI/2015/IC/1 dated 08.04.2016.

(Closed)

31/2015: Implementation of Cadre Restructuring in RCF/ RBL.

Proposal under consideration.

54/2015: Change in the designation of Trains Guard.

The issue of revision of designation of Guard is under examination in consultation with Traffic Directorate.

EDE(N)

43/2002: Review of system of construction reserve posts for non-gazetted staff .

In the last meeting, it was agreed that Zonal Railways will be asked to publish the seniority list of those employees who are working in construction organisation and holding lien in the Railway. Accordingly instructions have been reiterated vide letter No.E(NG)II/2002/PO/IR/1 dated 02.06.2016.

Federation, however, mentioned that they are more concerned about those staff who are directly recruited by the Construction Organisation and are continuing without any lieu/seniority. It was agreed that instructions in this regard will be sent to the CAOs of the Construction Organisations and item to be closed thereafter.

26/2008: Upgradation of Horticulture staff.

Matter is under examination in consultation with Civil Engineering Directorates and Zonal Railways (NR, NE & NCR).

22/2010: Appointment on compassionate grounds to the wards having physical disability 20% and above.

&

22/2012: Grant of compassionate appointment to the ward of deceased employee who has been declared medically unfit against general vacancies and even not being considered against Physically Handicapped Quota due to ward's having 30% disability.

Instructions issued by Health Dte. vide Board's letter No.2013/H/5/5 dated 20.10.2015.

(Closed)

21/2011: Implementation of recommendations of 6th CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts.

Views of Mechanical Directorate on the proposal have been received and further examination of the issue is being done.

25/2011: Selection for J.E. Pay Band ₹9300-34800 – Eligibility thereof.

Separate meeting will be held.

4/2012: Special concessions/ facilities to the Railway employees working in Kashmir Valley.

As agreed in the earlier meeting, Federation will reply which will then be examined.

30/2013: Fixation of pay of disabled/medically unfit running staff on being appointed against alternative (stationary) posts in revised (6th CPC) pay structure.

This matter was deliberated in the Joint Committee's meeting and is slated for further discussions on 06.06.2016.

21/2014: Non-regularization of the Substitutes after 120 days of their engagement.

It was agreed to issue a suitable clarification to RWF about the 42 Course Completed Act Apprentices.

22/2014: Revision of percentage distribution of posts of Track Maintainers.

Under consideration.

26/2014: Allotment of GP ₹1800 in PB-I to Commercial Porters and Safaiwalas of MTP Railway Kolkata.

A separate meeting to be held associating CPO/Metro Railway.

04/2015: Acceptance of certificates/qualifications awarded by various Boards of School Education in India for the purpose of employment on the Railways.

Matter is under examination in consultation with M/o HRD & DoP&T.

05/2015: Sanction of Work Charged posts – regularization thereof.

Reference has been made to East Central Railway. However, reply is still awaited.

10/2015: Posting of Traffic Apprentices in Safety Category without Psycho Test.

Instructions have been issued vide letter No.E(NG)I-2012/PM1/25 dated 16.02.2016.

(Closed)

21/2015: Absorption of the staff who opted from various Zonal Railways etc. in RCF/RBL.

Matter is sub-judice.

26/2015: Filling-up of the vacancies of Dresser Gr.III/Operation Theatre Asstt. Gr.III in PB-I ₹5200-20200+GP ₹1900 in Medical Department.

Necessary instructions have been issued vide Board's letter No.E(NG)I-2000/PM10/2 dated 03.05.2016.

(Closed)

33/2015: Residency period for promotion from Helper(placed in PB-I with GP ₹1800) to Technician Grade III (GP ₹1900).

Federation was told that reply has been received from 4 Zonal Railways and based thereupon, the matter is under examination.

42/2015: Mandatory provision of passing Typing Test in case of promotion to the post of Jr. Clerk-Cum-Typist in the Railways.

Views of different Dtes. have been sought. The matter is still under examination.

58/2015: Grievances of RCF/RBL Staff - Incentive to serving railway employees on joining RCF/RBL.

Matter is under examination.

Section – C: SUMMARY

Items	Items discussed	Items could not be discussed	Items finalised
126 (Old) + 30 (New)	90	66	11

Guards' Brake Van: A multi-disciplinary Committee consisting of DME(Frt.), DTT(POL) and Director (Wagon)/ RDSO regarding introduction of Guard Friendly Brake Vans recommended 17 modifications/ novel features to be incorporated in the existing brake van design. These were reviewed at the level of Board (MM&MT). Board (MM & MT) had approved the following 11 modifications/ novel features to be incorporated in the existing brake van design:

- a) Provision of additional window.
- b) Provision of cushioned fixed seat with arms.
- c) Provision of table with sunmica top for writing.
- d) Provision of storage space in cabin for Guard's equipment.
- e) Provision of additional railings and fencings for safety during exchange of signals.
- f) Provision of door locking arrangement from inside and outside.
- g) Provision of extended roof on both sides with steel sheet.
- h) Provision of modified footsteps with rounded corners.
- i) Provision of side window glass of transparent acrylic sheet with wire mesh.
- j) Painting outside with silver paint and inside with white enamel paint.
- k) Painting of railings with reflective red colour to make them visible during the night.

The work of modification of brake vans to guard friendly vans for the 11 features have been completed.

2. In addition to the above, all new design Brake Vans manufactured are also provided with the following in addition to the 11 features above:

- a) Toilet facilities in a separate enclosure,
- b) A western style water closet has been provided in the toilet.

3. In order to provide lighting arrangement in the Guard Brake vans, following action has been taken:

- a) In the year 2004, 50 Brake Vans based in Waltair and to be utilized in KK line were provided with light and fan on a trial basis to gain field experience. This system was provided by Raipur workshop during POH.
- b) Based on the field experience gained, a decision to standardize solar type lighting arrangement in brake vans was taken. In this arrangement, brake vans have been provided with a fan, two lights and two charging points for charging mobile phone.
- c) As per sanctioned RSP, Amritsar Workshop has been assigned the work of providing solar type lighting arrangement in 50 guard brake vans.
- d) Amritsar Workshop/ NR shall be turning out six (6) Guard Brake Vans (BVZI/BVCM) fitted with solar type lighting arrangement for field trial by 31st May 2016.
