



सत्यमेव जयते

MINUTES
of
The Meeting of the
Departmental Council
of Railways (JCM)

held

on 22nd – 23rd June, 2021

**MINUTES OF THE DC/JCM(RAILWAYS) MEETING HELD BETWEEN
RAILWAY BOARD AND NFIR ON 22ND – 23RD JUNE, 2021**

MEMBERS PRESENT

OFFICIAL SIDE	STAFF SIDE
S/ Shri/ Smt.	AIRF
1. Suneet Sharma Chairman, Railway Board & CEO	1. Dr. N. Kanniah, President/AIRF
2. Naresh Salecha Member(Finance)	2. Shri S.G. Mishra, Genl. Secy./AIRF
3. Sanjeev Mittal Member(Infrastructure)	3. Shri J.R. Bhosale
4. Rahul Jain Member(T&RS)	4. Shri S.K. Tyagi
5. S.K. Mohanty Member(O&BD)	5. Shri Mukesh Mathur
6. Smt. Urvilla Khati AM(Staff)	6. Shri Mukesh Galav
7. Smt. Alka Arora Misra AM(HR)	7. Shri Venu P. Nair
8. Rajesh Argal AM(Planning) as AM(CE)	
9. Rahul Agarwal AM(Signal)	NFIR
10. Radhey Raman AM(Traction)	1. Shri Guman Singh, President/NFIR
11. Mukesh Nigam AM(Commercial)	2. Dr. M. Raghavaiah, Genl. Secy./NFIR
12. Mohit Sinha AM(Revenue)	3. Shri R.P. Bhatnagar
13. Sanjeev Kishore AM(PU)	4. Shri B.C. Sharma
14. O.P. Singh AM(L&A)	5. Shri R.P. Singh
15. A.K. Singhal PED(Bridge)	
16. Kishore Kumar PED(EF/RS)	
17. Ramesh Kumar Jha PED(Vigilance)	
18. Deepak Peter Gabriel PED(IR)	

OFFICIAL SIDE	STAFF SIDE
19. Dr. K. Sridhar EDH(G)	
20. Prem Sagar Gupta EDCE(G)	
21. Tushar Kant Pandey EDTK(M&MC)	
22. Shivendra Mohan ED(EnHM/ME)	
23. Neeraj Sharma EDPM	
24. Basant K. Singh EDF(E)	
25. Sanjeet EDPC–I	
26. Mahendra Kumar Gupta EDPC–II	
27. Navin Agarwal EDE(N)	
28. Sunil Kumar EDE	
29. R.K. Sinha DE(IR)	

SECTION – A: INTRODUCTION

CRB & CEO as Chairman of the meeting addressed the gathering.

Chairman, Railway Board welcomed Shri N. Kanniah, President/AIRF, Shri Shiva Gopal Mishra, General Secretary/AIRF, Shri Guman Singh, President/NFIR, Dr. M. Raghavaiah, General Secretary/NFIR, other representatives of the Staff Side and members of the Official Side to the Departmental Council (JCM) Meeting of Railways. He observed that in view of Pandemic, all of us are passing through circumstances which are challenging for everyone personally, socially and professionally and these challenges are also for Indian Railways and the country as a whole. However, with the cooperation of Labour Federations, Indian Railways will be able to overcome the challenges. CRB & CEO congratulated and appreciated all the railwaymen for their performance and hard work being done during the challenging times of COVID pandemic. Despite 2020 being an unprecedented year, the manpower of IR rose to the occasion and not only kept the wheels moving, but also did the unthinkable by achieving highest ever performances in many areas. CRB informed the Staff Side as under:-

- As far as performance of the Indian Railways is concerned, during 2020-21 we surpassed many earlier records and turned the scenario of despair during COVID into a scenario of unprecedented achievements. During the COVID period, though we are not able to run all the coaching trains, we achieved a record highest ever loading of 12.33 Million Tonne in 2020-21 during the difficult times against the previous record of 12.23 Million Tonne. From 20th August 2020, our freight traffic started picking up. During September, 2020 to June, 2021, IR carried record freight every month and more freight month-wise in comparison to corresponding months of previous year. This could be achieved only with the brave support and dedication of 12.0 lakh railway employees.
- On safety front, no passenger fatality has taken place in any train accident and the number of train accidents also came down in 2020-21 to 22 in comparison of 55 train accidents during the previous year. This was also due to technological changes.
- On punctuality front, much improvement has taken place and punctuality performance has improved from 75% to 95%. However, during the Covid period, we have not been able to run normal coaching services. Presently, we are running 1127 trains against 1785 trains run during pre-Covid period.
- We utilized the Covid period for maximum maintenance and repairs such as Block Renewal, Bridge Rehabilitation, Railway Electrification commissioning, removal of old infrastructure bottlenecks, etc. 370 big / small works were completed during this period. All this resulted into increase in capacity building and also increase in speed of trains.
- Average Speed of Freight Trains has been increased from 23 kmph to 45 kmph, etc. Sectional train speed was also increased on 12,000 route kilometers.

- As a part of capacity building, to reduce the terminal detention time and to improve throughput, 400 Goods Terminals were planned to be improved and 250 such terminals were improved with the provision of sheds, flooring, merchant room, illumination, rest room, toilets, etc.
- IR needs to improve its modal share of traffic from existing 27% to 45% as it is an eco-friendly transport system, by way of improving networks and capacity. We have improved our capacity by adding about 1000 kms of dedicated freight corridor on the Eastern and Western Corridor which is a major achievement. On the Eastern Corridor, presently 40 trains are running daily. On the Western Corridor also, only a few trains were earlier being run due to pending NI work on Palanpur side which got held up during Pandemic. First train was run yesterday from Palanpur side. We hope to increase the number of trains on the 500 route kilometers of Western corridor in the next fifteen days. We have the facility to run double stack containers and also RO-RO trains on western corridor.
- IR received record allocation of Rs.2,15,000 crore from Niti Ayog during 2020-21 for capacity augmentation against last year's expenditure of Rs.1,55,000 crore which is the highest ever expenditure for capacity augmentation. Our challenge this year is Rs.2,15,000 crore. There is a general change in perception that if investment is done in Railways, it will be more eco- friendly and will save diesel/fuel which is largely imported.
- Last year, electrification was done over 6000 route kilometers which is the highest ever achievement in railway electrification and we plan to complete the remaining work of electrification in the next two years.
- 14 super critical projects were completed last year.
- 500 Kisan Rail trains were run to carry the produce of farmers on 46 routes and IR carried 1.5 lakh Tonne of vegetables, fruits, other farm produce during 2020-21.
- 4600 Shramik Special trains were run during Covid period to carry migrant labourers from Maharashtra, Punjab, Gujarat, Uttar Pradesh, Bihar, Tamil Nadu and Karnataka as per requirements of State Govts. About 2.0 crore meals and 2.0 crore water bottles were distributed to such migrant labourers.
- From South side, earlier automobiles were transported by road. We modified our LMG coaches in our workshops to carry Maruti and other big cars. Last year, 1300 LMG coaches were suitably converted for carrying automobiles. Previously, we used to carry only one rake per month for carrying automobiles. Now, we are carrying one rake of automobiles per day. There is 95 percent increase in automobile traffic by railways. This is a major achievement for IR and this traffic shall always remain with us.
- Good progress has been made in construction of ROBs/RUBs and elimination of UMLCs. About 1000 UMLCs were eliminated by way of conversion to Manned Level Crossings/RUBs/ROBs.

- For security of passengers, CCTVs have been installed at 198 stations and 6021 stations have been covered with provision of Wi-Fi facility. Almost all stations have been covered with Wi-Fi.
- We formed Business Development Units on zonal railways to attract traffic from market and to negotiate with them. Steps are also being taken for freight diversification. Traditionally, coal, iron ore, cement and steel were the main freight items and now, we have added stone chips, sand, fly ash and automobiles. We have created one single portal for all freight traffic on the lines of passenger portal, regarding queries such as route congestion, wagon availability, type of wagon available, commodities to be carried, warehousing facility en-route, concerned officers on zonal railways dealing with freight traffic alongwith their telephone numbers, etc.
- E-office has been implemented on IR and digitalization of records was done.
- BIS certification has been accorded to RDSO as a standard developing organization a month ago.
- One of the major challenge before us was to motivate the employees. In our fight with the Covid Pandemic, Covid beds were increased from 3000 to 6000; ICU beds with Oxygen and Ventilators for Covid treatment were increased from 273 to 576. Constant efforts have been made to add critical medical equipments like BIPAP machines, Oxygen Concentrators, Oxygen Cylinders, etc. in Railway Hospitals.
- Eight(08) oxygen generating plants have already been installed and these are functional in major Railway Hospitals. GMs have been given power to sanction oxygen generating plants in all Hospitals. It has been sanctioned for more than 90 hospitals. This will reduce our dependence on oxygen. Tendering has already been done for installation of 50 oxygen generating plants and orders have been placed for 12 such plants.
- About 35,000 Railway Health care workers and about 70,000 RPF personnel were initially vaccinated as frontline staff. Till date, 7.7 lakh Railway employees have already been vaccinated. We need to cover all Railway employees and their families. For us, the age group 18-45 is very important and we hope that in the next one and a half month, we will be able to cover all Railway employees and their families.
- Our achievement in running oxygen special trains is unparalleled. 823 Oxygen Special trains were run and 33,000 MT of liquid oxygen was supplied to 15 states. These oxygen tankers were delivered to States as per their demand. This was a big achievement of IR and the credit goes to brave Railway employees including female Railway employees.

- Large number of Railway employees lost their lives due to getting infected by Covid. 1600 families of such deceased Railway employees have since been settled. 900 have already been given compassionate appointment and 1400 compassionate appointments are under process.
- During the last two years, recruitment of 60,000 ALPs was completed. Many of them have joined duty and some are undergoing training. Major recruitment was also done for JEs, para-medical staff and technicians. NTPC category exam is going on it is expected to be completed by August, 2021.
- During 2020-21, 6900 employees were given compassionate appointment. Last year 5568 were given compassionate appointment.
- Currency of GDCE scheme is being extended.
- Promotion from Group 'C' to 'B' has been decentralized and orders have been issued so that such selections may take place in field.
- We permitted promotion of Safaiwalas and Level 2 staff as Clerks in Commercial Deptt.
- In view of Pandemic, we had to stop training in physical mode. Therefore, we started system of online training. This has been received well by the trainees and our objective is to continue with online trainings.
- Retention of Railway accommodation has already been extended in view of Pandemic.
- GMs have been given full power in respect of re-appropriation of funds from Staff Benefit Fund for Covid treatment.
- Zonal Railways have been asked to analyse their vacancies through MIS and to take steps to expedite filling up of vacancies in all categories.
- Mutual transfer requests should be implemented on priority so that employees do not suffer.
- JCM meetings will be held regularly so that process of negotiation continues.

CRB & CEO assured the Staff Side that issues raised by them will get due attention. He expressed his gratitude to both the Federations and Railway employees for their cooperation during the difficult times of Covid-19 pandemic and in achieving new records for IR.

Staff Side raised following points in their opening remarks during the meeting:-

Shri N. Kanniah, President/AIRF

S. No.	Points raised
1.	IR lost 2800 railwaymen due to the Covid pandemic. He appreciated that Ministry of Railways took the Federations into confidence and it is persuading the Central Government to treat railwaymen as 'Frontline Workers'. Railwaymen should be treated as Frontline Workers.
2.	Introduction of Privatization or Corporatization of Railways is not appropriate. He gave the example of AIR India and BSNL. In the interest of Railway family, Ministry should impress upon Government of India not to introduce privatization or corporatization in Railways.

Shri Guman Singh, President/NFIR

S.No.	Points raised
1.	The Railway employees who got Covid infection while performing duty and later on died should be given the same relief as is given to the frontline staff. They should be granted ex-gratia of Rs.50 lakhs, duly treating them on the same lines as Medical Department Staff who died due to Covid as a result of infection in the course of performing duties. This will be a real tribute to the Railwaymen who sacrificed their lives during Covid-19 pandemic (1 st & 2 nd waves).
2.	He appreciated the treatment given to Covid patients in Railway Hospitals and also the arrangement for vaccination centres in these hospitals, though there was some scarcity of oxygen at certain places.
3.	The formal system of redressal of grievances should be strengthened and PNM as well as DC/JCM meetings should be held regularly for effectively resolving the issues through sustained dialogue.
4.	All pending issues raised by Staff side through letters/discussions on MACPS should be addressed satisfactorily and in those cases where Staff Side proposals are not feasible of acceptance, separate meetings be held for resolving the same. In the case of Guard category, they retire in the next higher Grade Pay 4200. DOP&T has issued O.M. to grant financial upgradation under MACP Scheme in the standard pay structure hierarchy and if this O.M. is implemented, the Guard category will get GP 4800 as 3 rd financial upgradation.
5.	As per Supreme Court's judgement, recoveries in respect of any payment made during the preceding five years before retirement should not be resorted to. Orders in this regard were issued by Government of India and Railway Board also adopted it. However, without any intimation, such type of recoveries are being affected on Railways and in 50% of such cases, such recoveries are being made from deceased railway servants. It should be ensured that orders issued by the Board are implemented in the field.

6.	Secret Ballot Elections for recognition of Trade Unions on Zonal Railways is pending since long.
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Shri Shiva Gopal Mishra, General Secretary/AIRF

S.No.	Points raised
1.	GS/AIRF opposed Government's decision to run 150 trains by private operators and requested for discussion with Federations.
2.	He opposed Corporatization of MCF/Rae Bareilly which is the best production unit. It was observed that IR manufactures coach at a low cost. Therefore, why IR should purchase coaches from a private party at a higher cost.
3.	More than 2800 Railwaymen died due to Covid while running the trains or during maintenance work. Therefore, they should be treated as Frontline workers. Loco Pilot, Guards, Trackmen, JE, maintenance staff, etc. should also be treated as Frontline workers on the lines of RPF and Healthcare workers.
4.	Compassionate ground appointment and settlement of dues of Railway servants who lost their lives due to Covid is still pending on some of the Zonal Railways and this needs to be expedited.
5.	Special drive should be launched at the level of DRMs/CMSs for reimbursement of medical expenses of Railway employees and their families who got infected due to Covid.
6.	Recognised Federations are major stakeholders and therefore, in the matter of all major policy decisions relating to Railway employees, the Federations should be consulted in advance. The Federations were ignored in the matter of decision regarding merger of cadres because this is an issue of railway industry as a whole and also promotion from Group 'C' to Group 'B' is involved.
7.	Secret Ballot Elections for recognition of Trade Unions on Zonal Railways should be held as these are pending since long and modalities have already been notified and circulated.
8.	Calender of PNM meetings and Departmental Council meetings are not being adhered at Board level. As a result, Zonal Railways are also not holding such meetings.
9.	Ex-Gratia of Rs.50 lakhs should be given to railwaymen who died due to Covid while performing duty and Ex-Gratia amount of Rs.10 lakh should be given from Railway Minister's Relief Fund to those railwaymen who got infected while performing duty.
10.	Absence of railwaymen who fell sick or were in quarantine due to Covid while performing duty as well as those who absented during lockdown should be treated as Special Casual Leave and they should not be forced to take their own leave.
11.	All preparations for third wave of Covid should be done well in advance and Railway should not face any shortage of medicines. On South Central Railway, there was shortage of medicines for Black Fungus.

12.	Vaccination arrangement is not good everywhere. Vaccination facility for Railwaymen who are in the age group of 18 to 45 years also need to be looked into.
13.	He opposed privatization of CONCOR and requested to save this established Railway PSU.
14.	He opposed handing over of Railway Sports grounds/stadiums to RLDA for commercial exploitation and requested to stop any such move as these grounds/stadiums are located in Railway colonies for use by Railway employees and their families.
15.	In view of pandemic, periodical transfer of Railway employees needs to be further extended.
16.	20% quota earmarked for Course Completed Act Apprentices should be filled only from them and such Act Apprentices should not undergo any written test conducted by RRB/RRC and any physical efficiency test.
17.	He demanded upgradation from 1800 GP to 1900 GP in technical categories in view of increase in entry qualification and also from 4600 GP to 4800 GP on the ground that no restructuring was done for them.
18.	He raised the demand for grant of Group 'B' status to railwaymen in all categories in GP 4600.
19.	On the pattern of Accounts cadre, other cadres should also be given the GP 5400.
20.	Ceiling limit for payment of Night Duty Allowance should be removed.
21.	Cadre restructuring of S&T cadre is also over due.
22.	Trains were stopped during the Covid period and staff who could not be deputed for running duties should be given stationery allowance. Travelling Allowance in many cases, is being given for 15 days only against 30 days duties.
23.	Cadre restructuring of Pointsmen cadre should be done on the lines of Trackmen to provide relief to them.
24.	He demanded that direct recruitment be reduced by 10% to fill those vacancies by serving employees.
25.	LARSGESS scheme should be re-introduced through some other way like SALUTE. Some midway should be worked out through meeting so that motivation does not die in Railway employees.
26.	Board issued letter for Zone-wise surrender of 14,000 posts without consulting the Federations. Such surrender involves redeployment and therefore, Zonal Unions should be consulted. Surrender of posts should only be in the lowest recruitment grade i.e. Level 1.
27.	Decision for closure of 5 Railway Printing Presses needs to be reviewed and both Federations should be consulted.
28.	The issue of Quasi Administrative Staff needs to be addressed as number of such staff working in Union Offices, Canteens, etc. is very little.

29.	UMID Card could not be issued to all due to large number of fields in the software prepared by CRIS.
30.	Operation of HRMS is very tardy due to large number of fields. As a result, Railway employees sometimes become unable to get Railway passes. Digitalization should be an easy process.
31.	Validity of Pass/PTO should be extended in view of Covid pandemic.
32.	Resting facility for AC staff needs to be addressed.
33.	Federation has not been consulted by the Committee which is looking into Career Progression of IT cadre.
34.	Additional Allowance is not being given to Guards of NER from 01.07.2017.
35.	Mathura Station under NR is getting higher HRA but Mathura under NER is getting lower HRA.
36.	20% Graduate Quota in direct recruitment should be restored.
37.	Old pension scheme should be extended to those Railway employees who appeared against vacancy notification issued before 01.01.2004 and examinations were held before 01.01.2004. Department of Pensions have already issued order in this regard.
38.	The amount of Honorarium being given for Secretarial Assistance under PREM needs to be increased after 2010.
39.	Staff Council elections are due at various places due to Covid. Recognition to such a Staff Councils should be extended.
40.	Induction training period should be counted for all benefits in respect of all employees.
41.	Deposit of Rs.30,000 for cashless treatment has now become redundant after UMID card. Therefore, the money of Rs.30,000 should be refunded.
42.	Track Maintenance in the morning becomes very difficult. Therefore, a general policy should be taken to send a hydraulic machine for cleaning of Tracks before maintenance takes place.
43.	Requested for re-designation of Guards as 'Train Manager'.
44.	He opposed transfer of Kharagpur workshop to North East Frontier Railway as this would involve dislocation of Staff working there.
45.	In case of creation of new assets, such as electrification, doubling, etc. corresponding posts should also be created and the new assets should not be maintained by re-deployment.
46.	Quasi Administrative Staff are not getting UMID Card facility due to no provision of any such field of persons without PPO etc. in the CRIS software.
47.	GS/AIRF raised the issue of poor maintenance of Rly quarters due to diversion of funds and requested for renovation of 100 year old quarters by constructing new structures.
48.	Regular Doctors be posted on ECoR in the place of CMPs.

49.	On WCR, the lunch period for track maintainers is three hours which needs to be looked into.
50.	GDCE is not being held on many Zonal Railways, namely, NR and NWR.
51.	Child Care Leave for female railway employees has been reduced by 20% every year.

Dr. M. Raghavaiah, General Secretary/NFIR

S.No.	Points raised
1.	The Railway employees got infected with Covid in the course of performing duties, consequently underwent medical treatment, but unfortunately passed away. The families of such employees should be granted ex-gratia of Rs.50 lakhs.
2.	More than 40% Railway employees are yet to be vaccinated despite Board's request to MoH&FW for quota for vaccination of railway employees.
3.	Production Units gave recorded output and produced Rolling Stocks of world's standard. Despite this, there is a proposal to corporatize Production Units without any prior consultation. Corporatization of Production Units should be immediately stopped.
4.	The proposal for running trains by private operator should be withdrawn in the overall interest of the citizens of India and the Railways.
5.	Closure of five(05) Railway Printing Presses should be stopped.
6.	Railway Sports Grounds/ Stadiums should not be given for commercial exploitation because these are being used by Railway employees and their families.
7.	Despite creation of new assets such as new lines, gauge conversion, doubling, 3 rd line, 4 th line etc. during Covid-19 pandemic period, corresponding creation of post has not yet been done for effective maintenance of newly created assets. There is a heavy shortage of staff on Zonal Railways resulting into existing staff getting overburdened. These are required to be addressed.
8.	Targets are revised upward by Railway Board but no corresponding post creation or staff is provided. Request for sanction of 138 posts for Carriage Workshop, Tirupati is pending in Railway Board. In several Workshops, workload has been increased tremendously due to revised targets, but additional posts not sanctioned while existing vacancies have also not been filled.
9.	Pointsmen category is facing serious stagnation. Four grade pay structure for Pointsmen with Apex Grade Pay 4200/Level 6 recommended by the EDs Committee is still pending in Railway Board for acceptance and implementation.
10.	PNM and DC/JCM machinery needs to be made effective. NFIR gave PNM Agenda on 29 th May, 2019, but however meeting has not be convened even after lapse of two years. This has led to accumulation of hundreds of staff issues.

11.	Upgradation of 75% posts from GP 4600 to GP 4800 is pending. SSEs were recruited in GP 4600 and there is no avenue for them. Consequently there is serious frustration among SSEs on Indian Railways.
12.	Other categories should also be given GP 5400 on the lines of Accounts cadre.
13.	Revision of designation of Train Guards as 'Train Manager' or 'Train Captain'.
14.	Lateral induction of Track Maintainers against 10% vacancies in all departments. Though instructions have been issued, implementation is still pending on some Zonal Railways.
15.	Mandatory 78 weeks' induction training issued for two categories should be implemented in all Technical Departments.
16.	Additional increment for nursing staff who possess B.Sc Degree has not been implemented on some Zonal Railways despite issue of order by Board.
17.	Revised norms for S&T cadre issued in 2010 have not been implemented. On some Zonal Railways, duty rosters not issued and OTA denied when the ESMs etc., attend failures beyond their duty hours.
18.	Promotions orders wherever due need to be issued before 30 th June so that eligible employees do not lose one increment.
19.	Although the candidates for ALP posts were subjected to RRB examination for pre-December, 2003 vacancies and written test results declared prior to 01.01.2004, due to delay in conducting Psycho Test etc., their appointment orders were delayed. Thus they have been deprived of exercising option for coverage under Old Pension Scheme on the ground that they were not declared selected before 01.01.2004. The Hon'ble High Court of Delhi as well the Supreme court have directed that those participated in the examination in the year 2003 should be covered under Old Pension Scheme. In view of this, the Railway Ministry should pursue the case of these ALPs for coverage under Old Pension Scheme in place of NPS.
20.	In all Departments, Diploma Holders are getting GP 4200 while on Railways ALPs who are Diploma Holders are getting Rs.1900 which needs to be looked into for placement in GP 2800/Level-5.
21.	Additional allowance should be reckoned as Pay for Running Staff as they have been brought down to GP 4200 from higher pay scale of 5 th CPC.
22.	Daily officiating allowance should be restored to 36 category of employees like Keymen, Pointsmen, Station Master, etc.
23.	In view of increase in qualification of Helpers in technical departments from Matriculation to Matriculation plus ITI, the entry grade in GP 1800 should be replaced by GP 1900.
24.	Harmonisation of Laboratory cadre is required and a proposal in the case of Laboratory Superintendent cadre of Medical Department has already been prepared in Board's office.
25.	There should be no ceiling limit for grant of Night Duty Allowance. The pay limit restriction should be got removed and for the said purpose, the Railway

	Ministry should pursue with DOP&T for early clearance as the Railway employees are extremely unhappy due to discontinuance of Night Duty Allowance.
26.	Those Staff and Officers promoted prior to 31 st December, 2005, but not relieved to effect promotion due to administrative reasons, their promotions were effected after 01.01.2006, thus they lost benefit of annual increment w.e.f. 01 st July, 2006. This needs to be addressed and proforma promotion from the date of promotion order be allowed for the purpose of granting increment benefit with effect from 01.07.2006.
27.	The pay scale of Loco Pilots (Mail/Express) Rs.6000-9800 (5 th CPC) has been replaced with GP 4200 which Grade Pay was in fact equal to 5 th CPC Pay Scale Rs.5000-8000. This injustice has not been remedied and on the other hand the Additional Allowance granted is not reckoned as pay for retirement purposes. A review is required.
28.	In Medical Department, the para-Medical categories of Staff such as OT Assistants/Dressers, Laboratory Superintendents etc., are agitated over non-grant of improved pay structure despite 7 th CPC recommendations.
29.	The Quasi Administrative Staff have been inducted in the Railways by the Committee headed by Railway Officer and they are granted privileges. Therefore, they are not rank outsiders. They deserve to be absorbed in Pay Level-1 in Railways.
30.	Ministry of Railways has reserved 20% Level -1 vacancies to be filled by Course Completed Act Apprentices of Railways. General Managers be given powers to fill this quota of 20% by Railway Act Apprentices, without linking with RRB/RRC recruitment process.

SECTION – B: MINUTES

DG(RHS)/ EDH(G)

12/2009: Recognition of hospitals and tie-ups for Neurosurgery patients on Central Railway.

Jaslok Hospital, Mumbai has again refused to provide treatment for Neurosurgery cases at CGHS rates even after repeated negotiations.

The Staff Side insisted that the Railway Board should accord approval for recognition of Jaslok Hospital, Mumbai for treatment of Neurosurgery cases.

14/2010: Medical facilities to the staff working at the road side stations and ganghuts.

It was informed to Staff Side that presently 12 Mobile Vans are operational on Indian Railways.

Staff Side stated that this being an agreed Item, there has been an abnormal delay. Therefore, quick action should be taken for providing Mobile Vans for ensuring medical treatment to the staff of Road Side Stations and Ganghuts.

27/2011: Issuance of incorrect Medical Certificates in the case of medically de-categorised staff leading to avoidable problems and denial of compassionate appointment.

Medical Certificate are issued based on physical fitness and visual standards. They are advised for alternate employment on medical grounds.

AM(Revenue)/ EDF(E)

12/2005: Payment of Washing Allowance.

&

8/2011: Demands of the AC staff of the Indian Railways.

Staff Side raised the demand for payment of Washing Allowance from 2005 (when the Item was raised) to 2017, when the orders were issued subsequent to 7th CPC. It was raised that Board's letter No.F(E)I/2005/AL-29/4, dated 01.05.2015(**RBE No.41/2015**) issued by Finance Dte. should apply to past cases.

Staff Side demanded that in as much as payment of Washing Allowance was permissible upto 30th June, 2017, the said Allowance for the past period may also be paid.

AM(Signal)

17/2009: Arbitrary cancellation of norms for non-gazetted categories of Signalling Staff (Group 'C' & 'D') – S&T Department.

Revised yardstick for Signaling and Telecom Department is under finalisation.

Staff Side expressed disappointment over abnormal delay in finalizing the revised Yardstick and insisted that this should be finalised expeditiously.

AM(Traction)

4/2009: Provision of ACs in the UTS machine offices on the suburban section.

Provision of ACs at all UTS/ PRS Centres of Central Railway has been completed and it will be completed on WR by the end of December 2021.

9/2011: Scale of electrical fittings for staff quarters – Provision for installing air-conditioners in residential quarters.

Number of Sockets and Light Points as given in Board's letter 21.06.2016 will be reviewed.

4/2012: Line Box for Loco Pilot and Guard – Revision of cost – Reg.

This matter will be examined and a separate meeting of Staff Side with AM(Traction) will be convened.

Staff Side invited the attention of Railway Board to its letters disagreeing with the decision for introduction of trolley bags and explained practical difficulties expected to be faced by Loco Pilots and Guards. Staff Side requested that action be taken on those references and instructions be issued to Zonal Railways not to replace Line Boxes with trolley bags till the matter is discussed and consensus reached at Railway Board's level.

30/2012: Improvement in the conditions of Running Rooms and Rest Houses.

In view of the Staff Side observation regarding deficiencies in Running Rooms, feedback shall be taken from the Zonal Railways and action will be initiated for visible improvement in the condition of Running Rooms.

AM(CE)/ PED(Bridge)

28/97: Yardstick for staff under Junior Engineer/ Section Engineer (Works).

It was informed that detailed yardstick has been made out and it is under circulation with concerned directorates. Thereafter, the yardstick will be put up for Board's approval. Efforts will be made to finalise the yardstick within 2-3 months.

46/2003: Additional workload on Keyman-Correction slip No.58 and 73 - Para 170(6) of IRPWM.

Staff Side will submit their suggestions on reduction of workload of Keyman duly reducing the beat length. A joint meeting on the subject will be held with Staff Side.

15/2012: Implementation of the report of the Committee on Track Maintainers.

The work of implementation of restructuring of Track Maintainers on all Divisions will be completed by 30.09.2021.

17/2011: Implementation of Rest Rules for the staff of Track Machine Organization.

Rest Rules for the staff of Track Machine Organisation have been implemented on 8 zones and it is under implementation in the remaining zones. Efforts will be made to implement it in the remaining zones as early as possible.

11/2012: Treatment of the cadre of the Cook as a regular cadre in the Track Machine Organization vis-a-vis extending the benefit of restructuring.

Staff Side will give suggestions with reference to regular cadre of cook in the Track Machine Organisation, which will be examined by Civil Engineering directorate in consultation with Establishment directorate.

The Staff Side however requested the Railway Board to furnish the information relating to manning of the posts of Cook presently available, besides the total number of posts with division-wise break-up to facilitate review and send suggestions.

AM(CE)/ AM(ME)

24/2011: Provision of accommodation to Track Maintainers in Accident Relief Train.

Zone-wise status of provision of accommodation to Track Maintainers in Accident Relief Train will be shared with Staff Side and if required, provision of additional accommodation for Track Maintainers will be examined.

AM(PU)

40/2001: Arbitrary reduction of incentives bonus to SEs and SSEs – withdrawal of Board's decision –urged.

Staff side demanded that incentive payments for SSEs should be made at a flat rate of 15% irrespective of days of attendance as it is being done in case of PCO allowance. It was informed that since the staff and junior supervisors who are working on shop floor also get

paid based on actual work done and not for days of absence due to any reason whatsoever, the SSEs should be treated in the same manner and the existing practice of payment based on actual number of days should remain in force.

Staff Side demanded to discuss this item with the Chairman and CEO, Railway Board.

2/2005: Extension of Incentive Scheme in left-out shops/sections in Railway workshops/Production Units covered under CLW type Incentive Scheme.

The issue, as it stands now, relates to introduction of incentive scheme in Ajmer Diesel POH workshops. It was informed by Railways that the matter has been reviewed and it has been found that the present and immediate future trend of arising of workload of POH of BG Diesel loco/DEMU/SPART/APARME is insufficient to support introduction of incentive scheme at Diesel POH Shop, Ajmer.

Staff Side however, stated that, this item was discussed with the AM(PU), Railway Board, separately, wherein it was decided that, to bring all the cadres of the Workshops and Production Units, a General Study will be made of one Workshop and one Production Unit, but that has not been done so far. Staff Side demanded to discuss this item with the Chairman and CEO, Railway Board.

Staff Side also stated that the present workload of Ajmer Workshop warrants introduction of incentive scheme and suggested that details may be obtained from N.W. Railway for further discussion.

AM(Commercial)

5/2009: Reservation in the trains for Running Staff (*other Officer concerned*).

The Staff Side will give specific details as to where Running Staff is facing problems. Zonal Railways will also be advised to study and implement minimum spare running of crews.

AM(Commercial)/ EDPM

20/2010: Quantum of debits to be raised in case of missing PRS Ticket/Rolls.

Para 229 of IRCM Vol.I stipulates, on receipt of intimation regarding loss of ticket, the Traffic Accounts Office will raise debit for the value of such tickets. However, the method for judging the value of such tickets will be advised to Staff Side.

AM(L&A)

14/2009: Corporate Welfare Plan.

Zone-wise expenditure information will be collected and a separate meeting will be convened with Staff Side. Progress of implementation shall be apprised to Staff Side.

The Staff Side also pointed out that the condition of residential quarters in Central Railway, particularly in Mumbai Division has deteriorated, warranting immediate action and Board should arrange funds for mitigating the situation. Staff Side also apprised Central Railway's problem to CRB.

3/2012: Granting of House Rent Allowance(HRA).

&

9/2012: Allotment of Type II quarters in favour of staff working in Grade Pay ₹1800.

Board's letter dated 18.04.2016 will be reviewed in consultation with Establishment Directorate.

AM(EnHM)/ ED(EnHM/ME)

16/2010: Linen Management in trains.

It was decided that Para 8 of Board's letter dated 14.09.2017 will be reiterated further to Zonal Railways. Staff Side raised the concern regarding capability of contractors' staff for checking of control panel/ electrical points. Duty list of 'Coach Mitra' for AC coaches has already been circulated vide Railway Board's letter dated 14.09.2017 and the same will be reiterated for effective implementation.

Staff Side did not agree with the contention of the Official Side and requested to discuss this issue separately with the concerned Board Member.

PED(Vigilance)

1/2011: Disciplinary proceedings arising out of Vigilance cases against Group 'C' and 'D' staff.

It was decided to finalise the Item.

(Finalised)

AM(Revenue)/ EDF(X) I

26/2010: Special Duty Allowance – Exemption sought for from the purview of Income Tax.

It was decided to finalise the matter.

(Finalised)

EDPC-I

46/2001: Allotment of pay scale of ₹3050-4590 to Khalasis/Khalasi Helpers of Track Machine Organisation.

Discussed and closed.

(Finalised)

13/2004: Entitlement of Transport Allowance to Railway employees employed at cities classified as 'A-I' and 'A'.

Matter will be re-examined.

25/2004: Denial of Allowance in lieu of Kilometerage (ALK) to the medically decategorised Drivers drafted to perform duties of Power/Crew Controller.

Discussed and closed.

(Finalised)

15/2009: Merger of Dearness Allowance equal to 50% of basic pay w.e.f. 01.04.2004- Reckoning as pay for running staff.

Item will be discussed further. Staff Side however suggested that a special meeting at the level of Member(Finance) should be convened soon as this Item is pending since over one decade.

16/2009: Upgradation of posts from group 'C' to group 'B' gazetted on the Railways.

The demand for grant of Gazetted status to Supervisory category has been examined by a High Level Committee and the same is not possible in view of huge ramifications involved. Acute stagnation prevailing in Supervisory Cadre has been taken note of and remedial measures to ameliorate the acute stagnation is under consideration.

Staff Side expressed disappointment over the negative position taken by the Railway Board on the agreed Item that too after delay of more than one decade. Staff Side insisted that 25:50:25 ratio for Supervisory cadre in GP 4600/-, GP 4800/- and GP 5400/-, respectively be got approved soon.

Staff Side also requested that this issue should be discussed with the Chairman and CEO, Railway Board.

18/2009: Reckoning of Additional Allowance for the purpose of computation of retirement benefits – Classification thereof.

The Staff Side requested that the matter be discussed by them at the level of CRB & CEO.

11/2010: Rates of Stipend to Trainees/Apprentices on the Railways.

It was decided that the matter may be reviewed. Staff Side demanded that revision of rates of stipend should be made effective from the date of revision of pay scale/ pay matrices.

3/2011: Denial of overtime payment to the Supervisors (excluded) when called out in connection with accidents/ breakdowns.

Staff Side raised the issue that due to merger of grades, Supervised Staff in GP 4600 should not be treated as 'excluded' and only Supervisors in-charge of the Depot or Section should be treated as 'excluded'. On the request of the Staff Side, it was decided that the definition of 'Supervisors' under HOER Regulation needs to be examined.

Staff Side further stated that the number of posts already classified as 'Supervisory' pursuant to the interaction with the Ministry of Labour and Employment should continue unaltered and mere upgradation will not automatically make the staff as Supervisory.

**4/2011: (a) Implementation of MACPS – Anomalies.
(b) Implementation of MACPS in the category of Sr. Supervisors/P.Way in PB 2 with GP ₹4200.
(c) Grant of financial upgradation to Accounts Staff under MACPs Scheme.**

(a & c) It was decided to treat the issues as finalised.

(Finalised)

(b) It was decided that a separate meeting of Staff Side with EDPC-I will be held.

14/2011: Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) with Grade Pay of ₹1800.

&

21/2012: Extension of Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff(LARSGESS) to Safety Categories Staff with Grade Pay of ₹1900 - Reg.

It was decided to treat as finalised.

(Finalised)

18/2011: Earmarking posts of Section Officer (Accounts) for Non-Appendix III IREM Exam qualified Accounts Assistants.

It was decided to treat as finalised.

(Finalised)

7/2012: Revised rates of overtime to Railway Employees – Date of effect – Grant of Breach of Rest Allowance w.e.f. 01-01-2006 to the Running Staff – Reg.

It was decided to treat as finalised in the light of instructions issued by the Railway Board.

(Finalised)

10/2012: VI CPC pay fixation – Serious imbalance in the pay between Loco Inspectors inducted prior to January 2006 and those joined after 01.01.2006 – Rectification – requested.

It was decided to treat as finalised.

(Finalised)

27/2012: Removal of restriction imposed by the Railway Board in the matter of sanctioning the benefit of MACP.

It was decided to treat as finalised.

(Finalised)

EDPC-II

26/2009: Merger of upgraded group 'D' posts in pay scale of ₹3050-4590 (Group 'C') of Diesel/ Elect. Loco/EMU Sheds in Technician III cadre.

It was decided to treat as finalised.

(Finalised)

11/2011: Grant of parity in Grade Pay and Pay Band to the categories of Stenographers and Rajbhasha Staff.

The matter of parity in Grade Pay/ Pay Band to the stenographers is sub-judice. The details of Court Cases have been provided to the Staff Side. The same is again being provided.

Staff Side, however, stated that the Railway Board's Establishment Directorate had already processed for providing parity in Grade Pay/ Pay Band to the Indian Railways Stenographers and approval of the higher authorities was also obtained. Considering the nature of duties being performed by Indian Railways Stenographers in comparison with Railway Board's Secretariat Stenographers, there is ample justification for granting parity.

20/2011: Grievances of the staff of Railway Staff College, Vadodra.

It was decided to treat as finalised.

(Finalised)

2/2012: (A) Fixation of pay in case of one/ two promotions received during the intervening period from 01.01.2006 to 31.08.2008.

(B) Grant of re-option for pay re-fixation of the staff who got two promotions in between 01.01.2006 and 04.09.2008.

(A & B) It was decided to treat as finalised.

(Finalised)

Items transferred from Standing Committee of NC/JCM

34/2019: Implementation of 7th CPC recommendations – Upward revision of pay scales of various categories.

It was decided that a separate meeting of Staff Side with EDPC-II will be held regarding upward revision of pay scales of CMA, CMS and ACMT of CMT department.

36/2019: Implementation of Pay Scales recommended by the 7th CPC in case of several common categories.

It was informed that the proposed cadre restructuring of Medical Laboratory Staff of Railways is under examination.

The Staff Side urged to expedite the cadre restructuring proposal for rendering justice to the Laboratory Staff working in the Medical Department (Railway Hospitals/ Health Units etc.)

46/2019: Fixation of pay on promotion to a post carrying higher duties and responsibilities but carrying same grade pay.

It was decided to treat as finalised.

(Finalised)

EDE(N)

Items transferred from Standing Committee of NC/JCM

1/2019: Policy formulation for direct appointment of Trained Trade Apprentices of Central Government Industrial Establishments like Railways, Defence etc. as per the amended provisions of Section 22 of Apprentice Act, 1961.

Staff Side stated during the discussions that this is an agenda Item (No.SC/1/21) for 48th meeting of NC/JCM being held on 26.06.2021 where the issue will be discussed further.

Staff Side demanded absorption of Course Completed Act Apprentices in the Railways, as was done in the past, by proper screening, as they had undergone almost 09 exams. Staff Side demanded a review.

25/2019: Counting of full service of temporary casual labourers for pensioners and retirement benefits in Railways.

Official side stated that the existing practice is aligned to DOP&T rules, Hon'ble Supreme Court judgements and other regulation. Staff Side stated that they will examine related judgements and orders, etc. on the issue.

Staff Side further stated that particularly in Railways, the temporary status casual labourers have worked against vacancies, therefore, the case of railways needs to be reviewed without linking to DOP&T rules.

SECTION – C: SUMMARY

Items listed for discussion	Items discussed	Items could not be discussed for want of time	Items finalised	Balance
84	50	34	14 + 1 partly	69 + 1 partly
