

MINUTES

9th ZONAL PNM MEETING

WITH MRMU

(2023)

HELD ON

23rd & 24th MAY, 2023

METRO RAILWAY / KOLKATA

<u>OFFICIAL SIDE</u>	<u>UNION OFFICIAL SIDE</u>
Sri P. Uday Kumar Reddy, GM	Sri Sisir Chandra Majumder, Zonal Secretary, AIRF
Sri Surya Prakash, PCPO	Sri Pronoy Roy, President
Sri Rajesh Kumar, PCSO	Sri Gadadhar Sarkar, Working President
Smt Sanjay Biswas, PCME	Sri Shyamal Kumar Das, Vice-President
Sri Basant Kumar Singh, PFA	Sri Ajoy Shankar Roy, Vice-President
Sri V.K. Shrivastava, PCE	Sri Raja Mondal, Vice- President
Sri Satish Kumar, PCSTE	Md. Jamiul Hasan, Vice President
Sri M.K.Dey, PCMM	Sri Sujit Kumar Ghosh, General Secretary
Sri Sanjay Biswas, PCOM (look after)	Sri Prodyut Mukhopadhyay, Jt. Genl. Secretary
Sri Saurabh Trivedi, DIG cum PCSC	Smt. Debashree Das, Jt. Genl. Secretary
Dr. Amitava Dutta, PCMO	Sri Dhanapati Routh, Jt. Genl. Secretary
Sri Asim Kumar Majumdar, PCEE	Sri Debabrata Sen Sharma, Jt. Genl. Secretary
Sri B.C.Roy, Secy.to GM	Sri Kallol Gupta, Jt. Genl. Secretary
Sri M.K.Dey, PCMM	Sri Ranjit Saha, Org. Secretary
Sri A.K.Roy, Dy.CPO	Sri Pritish Mukherjee, Org. Secretary
Sri P.C. Das, SPO	Sri Atanu Halder, Org. Secretary
Sri V.P.Baxla, FA & CAO	Sri Subir Kr. Das, Org. Secretary
	Sri Arindam Chowdhury, Org.Secretary
	Sri Saumen Das, Finance Secretary
	Sri Anirudha Dey, President/HQ Branch

	Sri Debashis Das, President/NOA Branch
	Sri Biswa Ranjan Chakraborty, Secretary/NOA
	Sri. Baren Kumar Patra, Jt. Secretary/TOL Branch

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SECTION 'A' : INTRODUCTION

Introductory speech of Sri Surya Prakash, PCPO/ Metro Railway, Kolkata :

Zonal Secretary/AIRF, Sri Sisir Chandra Mazumder, Sri Pranoy Roy, President/MRMU, Sri Sujit Kr. Ghosh, General Secretary/MRMU, PHODs, CHODs and other Union Officials all are heartily welcomed in the zonal PNM meeting.

Department	Promotion	MACPs	Seniority List published
Electrical (E-II)	201	15	07
Civil Engg. (E-IV)	---	25	12
Traffic (E-I)	100	98	04
S & T (E-V)	07	27	14
Ministerial (E.O)	14	31	13
Total	322	196	50

Traffic Assistant panel of 149 nos. have been received and joining is under process.

Necessary steps has been taken to implement the introduction of conducting examination through OMR and now this system is very successful.

Selection for the post of 31 No. Traffic Assistant has already been conducted through OMR System. Promotion of 143 nos. Technician-III of Electrical Deptt. Has

already been given and filling up of the 42 posts of Technician-III of Electrical Department is under process.

Cordial relation has been maintained by Union. The Metro Railway administration has tried its best to fulfill genuine demands for the betterment and wellbeing of staff as raised by MRMU.

It is expected the items raised by MRMU in the Zonal PNM meeting will be discussed in cordial atmosphere.

Introductory speech of Sri P.Uday Kumar Reddy, GM/ Metro Railway, Kolkata :

First I welcome to all my officers, staff and union representatives in the 9th PNM. I am posted as GM only 2 months. It is a great pleasure that everyday 7 lakh people use this Metro system. Some important points are need to be mentioned:

1. Operating ratio of Metro Railway is 400. It is high from other zonal railways. We should give extra effort to bring down the operating ratio.
2. Now Kolkata Metro working in good. Green Line Metro has the capability to run the train without Motorman. No. of trains should be increased in Green Line.
3. In Metro Bhavan lot of our staff come very late and some go early. I need your suggestion. Ensure that staff come on time.
4. We have conducting Motorman for monitoring only the door of trains. We required tantamount Motorman.
5. LI/Motorman rest room is required in Kavi Subhas.
6. Toilet of station is very much nasty. Sufficient toilet is required.
7. Drinking water problem is facing in Metro Bhavan. RO plant will be installed.
8. Tech-III/Elect. promotion have been given.
9. Canteen of Metro Bhavan is not good. Only meal is served and Tiffin is not served.

We hope that all problems will be solved.

SPEECH OF SUJIT KUMAR GHOSH GENERAL SECRETARY/MRMU

GS/MRMU raised the following issues in the 9th PNM held on 23rd & 24th May 2023 as out of agenda:

Respected General Manager Sri P. Uday Kumar Reddy, PCPO Sri Surya Prakash ji, and other PHODs, President Metro Railway Men's Union and other colleagues, at the outset I would like to thank our Honourable General Manager and PCPO to arrange 9th PNM after lapse of almost 1 and ½ year. In this context, I would like to draw your attention regarding some burning problems, which I expect to solve in this forum.

1. Arrangement of PTO Encashment at PRS Counter at Metro Bhavan. To be started at the earliest. Railway Board already issued necessary guidelines vide Rly. Bd's letter No. 2011/C&IS/PRS/NCR/12 dated 06.07.2022.)
2. Implementation of Court Order- regarding settlement benefits of TS/TRS employees of Metro Rly/Kolkata.(Already a letter from Union was issued on 22/8/2022).
3. Transfer of Smt. Sukla Das/OS Medical Deptt. to HQ at Metro Bhavan. She is a Cancer Patient and her husband needs to take Haemodialysis regularly. If she gets 1 extra leave at Saturday it will be helpful for her.

14. Replacement of Computer with scanner/Printer which is more than 08 years old in the PREM office for conducting PREM activities. Union given a letter to Secy. to GM on 02/6/2022 & 04/11/2022. Till date the same has not been replaced.
15. Promotion in Trackman cadre from TM-I to TM-4.
16. 30% promotion of Level – 1 employee should be implemented in all departments as per Railway board's guideline.
17. For Sports persons – sparing, practice, dress allowance and other facilities to be looked into.
18. It is very unfortunate that the speech of General Secretary/MRMU not included in the Minutes of last PNM held on 16th & 17th December 2021.
19. It is noticed that, during since 21-22 & 22-23 financial years, various allowances are not charged into the salary bill in the months of the January to March of each financial year due to shortage of fund. The matter should be taken care of so that recurrence should not occur.

OLD ITEMS.

20. Transfer Case of Office Bearer Sri Santu Sardar. (Old PNM Item No. 22/8/21.)
Decision- will be examined.
21. RO Plant of East-West Metro Yard. The Present RO system not working. (Old item No. 10/8/21.)
Decision: Matter will be re-examined.
22. Arrangement for Centrally Air Conditioning system of Metro Rail Bhavan. (Old PNM Item No.04/2/14) Proposal for providing centrally AC Plant will be prepared and will be put up to GM for approval for sending to Rly. Board. (Item. Pending.) In this context, Railway Board's letter 2012/Elect(G)/114/1 dated 15.05.2023 may be looked into. (As per Geneva Convention Report).
23. Provision of ladies toilet at 4th and Ground floor.
24. Repetition of Election duty to Accounts and Store employees despite earlier PNM decision due to non changing data at Election Commission's office.

Introductory speech of Sri Sisir Chandra Majumder, Zonal Secretary/AIRF/Metro Railway, Kolkata :

At the outset, I would like to appreciate our new Hon'ble General Manager Sri P. Uday Kumar Reddy for his initiative to study the situation in Metro Railway at ground level. He also took initiatives to give legitimate promotions to the employees. We are also hopeful that in future all promotion cases will be dealt on time bound manner. Our Metro Bhavan Canteen was last renovated during the year 2000 by the then General Manager. Our Hon'ble General Manager also took same responsibility to renovate the Canteen. Last year PNM was not held. Due to our

Hon'ble General manager, the same is happening, although the back log will clear if another PNM to be held in November 2023.

*The pending work of Personnel Branch has happened due to lack of proper training of Personnel Branch employees.

*Regarding punctuality in attendance, the Union is positive.

*03 posts of Sr. TIA is vacant from Oct 2020. Filling up of post of Sr. TIA in Accts. Deptt. immediately. (Given a letter to GM on 25/5/22 & 09/5/2023 and copy to PFA). In this context it is to be pointed out that Station inspection duty yesterday itself is allotted to a junior most employee Sri Prabir Malakar, JAA which is highly irregular. One can pass IREM III with specialisation paper on Traffic and station to qualify as Sr. TIA which is a specialised job. There is no provision in IREM Vol I for performing station inspection duty ny other than Sr. TIA. Till now no alternative arrangement has been suggested by Railway Board.

*All surface shutter gate of all the stations of North South section should be operated by automatically, it is very difficult for CP staff because maximum no. of CP staff are above 50/55 years age and it is also difficult for Female CP to operate the same gate. At present in East West the same has been operated automatically.

*PREM has been discontinued. It is requested to start at the earliest.

*Accommodated Union Central Office at Dum Dum.

* Ensure the quarterly meeting with all departmental PHOD.

Speech of President/MRMU:

Entire Tunnel light and parapet light reported to be switched off for which visibility inside the Tunnel extremely reduced. In this connection, intensity of head lights of AC(BHEL) rakes requires to be increased. Moreover, in case of emergency instant 'Switching On' of Tunnel lights to be ensured. Otherwise it may invite a catastrophic situation.

Non supply of drinking water & cleaning arrangement at any electrical sub-stations. (Old PNM item No.10/7/2019). Water purifier are ready but till not installed.

Actual roster of promotion of Helper to Tech III of Electrical deptt. is through 50% Direct & 50% through promotion as per Railway Board's guideline. This should be maintained in Metro Railway which is not maintained now.

**ITEM FOR DISCUSSION IN PNM MEETING – 2023
BETWEEN METRO RAILWAY ADMINISTRATION & MRMU**

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PNM MEETING – 2023
BETWEEN METRO RAILWAY/KOLKATA &MRMU
ON 23.05.2023&24.05.2023

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4	PFA	1, 3, 9,
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1	PCEE & PCPO	21, 25

AGENDA No.01/09/2022 : Fixation of Minimum Pay of SR.SO (A) as on 01.01.2006 6th CPC.

SR.SO (A) is being deprived of getting Minimum Pay as on 01.01.2006.in 6th CPC. In RBE No.158/2018 dt.12.10.2018, there is clear instruction that the pay of promoted Sr. SO (A) should not be less than Rs.18150/ as on 01.01.2006.

The issue was deliberated in the PNM held on 16/17 December 2021 where it was agreed to examine the case. But sorry to mention that after lapse of 11 months, nothing has been done.

Remarks

The proposed benefit of minimum pay to Sr.SO(A) not less than Rs. 18150/-w.e.f. 01.01.2006(6th CPC) has not been extended in any Zonal Railways. However, two Sr.SO(A)s of this Railway originally drafted from SE Railways have jointly filed case at CAT/Kolkata against SE Railways and Metro Railway. Under the instruction of Railway Board, South Eastern Railway is defending the case.However, entry pay of Rs. 18150/- as demanded by the applicants as per Section 2 of the 1st Schedule, Part A of RS(RP) Rules, 2008 in the revised pay structure is meant only for direct recruits appointed on or after 01.01.2006.Hence, Rule 8 of RS(RP)Rules 2008 is not applicable to them for they not being a direct recruitment/appointment to the post of SO(A)/Sr.SO(A) on or after 01.01.2006 but promoted to the post of SO(A) in 2005.

Railway Board is well apprised of the fact.Since, the matter is under subjudice,decision will be taken after Court's Order followed by Railway Board's guidelines.

[PFA]Decision: As the matter is sub-judice before the Hon'ble CAT/Kolkata, Railway Board will be apprised with the facts of the case.

Contd...P/2

AGENDA No.02/09/2022:Continuous Night Duty of Trackmen.

All on a sudden w.e.f.01.09.2021 the civil engineering department imposed a duty roster for TM with only night shift duty.

Union urges for roster with human face at the earliest and arrange enhancement of budget allotment from Railway Board to re-engage contractor labour for track maintenance at the earliest in the interest of passenger safety. Vacant position of trackman to be filled up immediately to relieve the tremendous mental and physical pressure of the trackman. The issue was deliberated in the last PNM vide item no:27/08/21 when it was assured that the roster will be re-examined to grant some relief to alleviate the stress for continuous night duty. Recently Hon'ble CAT gave judgement against the same.

But this is very unfortunate and regretted that despite several representations at your junior officer level some Trackmen have been allotted Day Shift Duty on "Pick and Choose" basis. Considering the requirement there may be some work in the scope of day duty as you deemed fit. But while allotting the roster in day time only "fixed set of Trackmen" are receiving favouritism from the administration since their appointment which is only discriminatory but also against the humanity and unbecoming of any administration. Moreover, the very purpose of "R&H" allowance to these set of employees divulges the outlook of the administration. This has created much discontentment amongst the discriminated trackmen. The matter was deliberated threadbare in the above in the above referred PNM and you assured to dispel the discrepancy and will allow all the trackmen to share the day roster to break the continual night duty. But sorry to mention that the assurance remains unimplemented. The issue was raised to CE,O&M number of times when it was reassured to wipe out discrimination and distribute the opportunity of day shift to all trackmen equally. Union is bewildered how the legitimate claim against discrimination is denied by administration for months together. The only lady trackmen may be exempted from the night shift.

Union urges to implement roster without any favouritism and revisit the issue in the light of (ii) of subsidiary instruction of Rly.Board letter No.E(LL)97/HQ/13 dated: 11.8.09. **Contd...P/3**

Remarks

In Metro Railway, there is no scope of maintenance during day time i.e. during commercial hours. General Rules and Subsidiary Rules of Metro Railway also restricts entry of any person/official inside tunnel during commercial hours i.e., day time. Therefore, no maintenance through dayshift duty is possible. Hence, as it is not possible to alternate the duties with day shift one day compensatory rest has been allowed after ten (10) continual night duty.

Instructions have been given to all supervisors for rotating the day duty as allowed for one or two trackmen as per requirements. There is no specific grievance. However, same will be looked into once received.

[PCE]

Decision: Railway administration will re-examine the issue in the light of the discussion.

Contd...P/4

AGENDA No.03/09/2022 : Discrimination while extending Bunching benefits.

After deliberation in the sixth Zonal PNM held on 6/7 Feb,2019 vide agenda item no 28/06/ 18, action has been taken in awarding bunching benefit. Unfortunately a large no eligible employees have been discriminated. It is seen that only employees with basic pay Of Rs 7430/ have been considered for the benefit. In accounts department not single employee got the benefit. Union vide letter no MRMU/HQ/Bunching Benefit dt.13.09 submitted the detailed analysis of eligible incumbents in tabular form which may kindly be linked.

Remarks

This department has only two such cases.It is not factually correct statement that nota single employee got the bunching benefit in Accounts Department.

Sri Soumen Bhakta,OAA was given the bunching benefit w.e.f. 01.01.2016 along with arrear payment vide this O.O. No.MR/A/Admn/17/2022 dtd. 07.03.2022.

But the case of Anushree Chatterjee,Ex-OAA could not been granted bunching benefit duly following Board's guide line vide RB No. 50/2019.Such disallowance has already been intimated to the concerned staff and the President/HQ Branch/Metro Railway Men's Union /Kolkata vide this office letter: MR/Admn/71/Class IV/Pt.II dated 22.09.2022

[PFA]

Decision: The extension of bunching benefit to eligible employees is guided by Railway Board circular no.50/2019. However, upon furnishing of a list of all such eligible employees of all departments by the union, a committee comprising of AFA/III and APO/IC will examine all such cases and submit their recommendations within two months of the receipt of the list by the administration.

AGENDA No.04/09/2022 : Problem related with TSMH/Medical department

- (i) At present no Dental OPD is functioning at TSMH.
Union opines that functioning at TSMH should be started as early as possible.
- (ii) 2 nos. of Vacant Post of Hospital Attendant at TSMH may be filled up early.

Remarks

- (i) To engage contractual Dentist, the process is underway.
- (ii) 02 nos. of vacant Hospital Attendant posts will be filled up through CGA.

[PCPO]

Decision: 2 posts of HA has been filled up and posting of Dentist will be made within 3 months.

AGENDA No.05/09/2022 :Repairs & Maintenance of Staff quarters.

Staff quarters of Belgachia & Tollygunge all are in dilapidated condition. Repairing works are not satisfactory. Vats are not cleaned regularly, Children Park at Belgachia is not properly maintained, so it cannot be used by children.

Union urges for immediate action.

Remarks

(i) Belgachia

1. One work of improvements of quarters at Belgachia (Rs.99.39 Lkh) – In progress, **70% Progress.**
2. 2nd work of improvements of quarters at Dum Dum, Noapara & Belgachia (61.00 Lakh) – **Tendering is under process.**

(ii) Tollygunge

1. One work of external improvements of quarters (Rs. 73.14 Lakh) – In progress, **95% Progress.**
2. 2nd work of improvements of quarters at Tollygunge (61.00 Lakh)- **Tendering is under process.**

New Proposals:-

1. PB-(1) Improvement of officers Quarters and staff quarters at various locations—Cost =Rs. 13.18 Crore, **Sanction not received.**

[PCE]

Decision: Work is in progress. Matter closed.

AGENDA No.06/09/2022: Arrangement rest/dress change room for HKAs posted at Metro Bhawan.

It is most unfortunate that both rest room / dress change room HKAs which was allotted since inception at basement of Metro Bhawan was snatched by the administration without any alternative arrangement. It would be worthy to mention here that vide agenda PNM 01.06.2018 the rest room was renovated after joint inspection. Thus the above administration exposed its disregard to constitutional forum under PREM. There were several representations both from the aggrieved as well as union. But the administration did not sort out the problem.

The issue was discussed in the last PNM vide agenda item no. 21//8/21 where it was assured that this will be done. But after lapse of 11 months there is no development.

Union urges immediate accommodation for HKAs of Metro Bhawan.

Remarks

One rest/dress change room has been provided at 5th floor and is under use.

[PCE] **Decision: Rest Room is provided and currently being used by the female employees. Contd...P/7**

AGENDA No.07/09/2022: MACP of HKA, Commercial Porter.

Now, after completion of 10 years continuous service, HKA & CP are entitled MACP. The matter was deliberated in detail in the last PNM vide item No. 03/8/21 where it was assured to take early action. But till date there is nothing in the horizon. As many as 8 no's of HKAs under SSE(W)/O&M/South have not got the benefit under MACP in spite of vigilance clearance on 10.09 2020.

Union urges for immediate granting MACP to all HKA & CP

Remarks

12-House Keeping Assistant(HKA), 86-Commercial Porter(CP) who were eligible for financial upgradation under MACP Scheme upto May 2023 has been granted. 01-CP, 03-HKA who will be eligible for MACP after May,2023 will be granted MACP within 15th June, 2023.

[PCPO]

Decision:Railway Board will be approached for suitable guidelines.

AGENDA No.08/09/2022: Filling up the post of Canteen Manager at Metro Bhavan.

The post has been lying vacant since the retirement of last person holding the post of canteen manager. In the last PNM vide item No. 02/8/21 6(of) when it was decided to fill up shortly. But till today there is no development.

If there is no interested person in canteen, the post may be filled up by option from other department.

Remarks

Canteen Manager Gr.III in L-3 will be filled up within 6 months. [PCPO]

Decision: Canteen Manager has been posted. Matter is closed.

Contd...P/8

AGENDA No.09/09/2022 :Promotion of eligible Level -1 employees of Accounts department.

Unlike other Zonal railways in metro railway, the appointing authority is PCPO for erstwhile group D in the accounts department. Metro Railway accounts cadre is very poor in strength. As a result, there is little scope of promotion of erstwhile group D staff in the accounts ladder. Previously, there was no bar for this set of staff to apply in other departments. Now the administration is following other Zonal railway practice of debarring the level 1 employees from such scope. As a result, for decades the eligible qualified L- 1 employees are suffering from frustration. At present due to retirement the number of on roll AA and JAA are diminishing hampering the work at different sections.

To resolve the issue union vide letter no MRMU/HQ/LDCE/LEVEL 1 dt.13.09.21 extended suggestions for promotions in the accounts department by temporarily downgrading the post and holding LDCE. Railway Board vide letter no E (NG)1-2020/PM1/5/Pt.Idt.7.12.20 and 29.07.2021 instructed to enhance the LDCE quota by 10%.

Union urges for a pragmatic strategy to alleviate the grievances as well as filling up the vacant posts as one time relaxation.

Remarks

These are only two revenue Accounts Clerk posts. All the posts are filled up. Hence, there is no immediate higher posts vacant that could accommodate erstwhile Gr.'D' on promotion through competitive exam as per para171(1) of IREM, Vol-I. Enhancing 10% quota on the 02 sanctioned A/C Clerk posts may not be adequate, rather insignificant proportion to meet up any requirement.

On availability of clear vacancy, this issue may then be taken up. However, this Department exerting other possible ways to sought out the issue. This matter may be taken in to consideration in future if situation prevails.

[PFA]

Decision: Applications of erstwhile Gr.D staff desirous of promotion in other departments will be forwarded, as well as modalities to be examined for their career progression within Accounts department.

AGENDA No.10/09/2022: Promotional Avenue/Restructuring of Helper/Technician cadres in Engineering department.(PCE)

It is irony of fate that in the present promotional structure of Civil Engg. department is not conducive for career advancement of Helper/Technician.

Now Railway Board has formed a Cadre restructuring committee who will consider the restructuring of different cadres of different departments vide their letter No.ERB-I/2022/23/22 dated 25.04.2022.

Union urge to consider the cadre restructuring of Helper/Technician cadre within the purview of Cadre restructuring committee to grant some relief to those poor and deprived staff of the cadre.

Remarks

Union may raise the issue at the Railway Board level. The matter will also be referred to the Railway Board on priority basis.

[PCPO]

Decision: Selection Calendar for filling up of vacancies in artisan category under IOW/PWI will be communicated.

AGENDA No.11/09/2022: Less cooling of station & inadequate ventilation.

It has been noticed, Traffic staff working in Tunnel station have been facing heat and suffocation during their duty hours since last couple of months which has become a health issue. It is also seen that cooling fans are not utilize selectively in stations. The ambient temperature within the Tunnel has been cumulatively emitting heat each time. Even passengers waiting for trains are also expressed their discomfort. The issue was deliberated in the last PNM vide item No. 18/8/21 when it was assured that it will be examined.

Union opines that maintain of soothing temperature according to the season & ventilation at Tunnel station should be ensured.

Remarks

Temperature is maintained as per manual/codes.Any complain is attended after checking station temperature promptly .**[PCE]**

Decision: Problem will be resolved soon.

Contd..P/10

AGENDA No.12/09/2022:Grievances of Controllers regarding not implementation of RBE 102/2013 of Control Cadre.

Staffs those are directly responsible for functioning of Metro service (365X24) in all odds are very much afflicted and frustrated over the promotional avenue. You must be aware that with a view to strengthen and rationalize the staffing pattern RBE 102/2013 are issued, where 90% post were allotted for Chief Controller but in our Railway only 9 posts were sanctioned as Chief Controller out of 18 posts (i.e.50% total post) resulting eligible section controllers are being deprived for their legitimate claim.

In the above context, Union demands immediate implementation of standard percentage in right perspective against the post of Controller's cadre as enunciated in RBE 102/2013.

Remarks

Vide Office Order No.2/2018 a sanction memorandum was issued for creation of 68 posts wherein specifically 1 post in GP- Rs.4600/- Chief Controller and 8 posts Section Controller in GP-Rs.4200/- have been created. Restructuring came from Railway Board in the year 2013 and creation of the post in questions was done in the year 2018 hence, restructuring of post created in 2018 is not possible as per extant rules.

[PCPO]

Decision: Matter will be discussed in next PNM.

AGENDA No.13/09/2022: Functioning of Metro Railway Recreation Club:

Already regarding this matter, an E-mail has been sent to you on 05-08-2022. The club stopped its functioning w.e.f 31-03-2019 because there is no elected body to run the Club.

Union urges kindly do the necessary intervention to resume the day to day activities of the Club.

Remarks

Railway administration under the advice of the General Manager has already taken initiative for functioning of Metro Railway Recreation Club.

Cleaning process has already been done. Some Engineering works is under process. As there is no elected body to run the club, Railway administration is constituting body from administration side to run the club provisionally.

[PCPO]

Decision: Discussed and Closed.

AGENDA No.16/09/2022: Promotional avenue/Cadre Restructuring of Commercial Porter and HKA in Metro Railway/Kolkata.

It is irony of fate that the present HKA & CP (around 600 Nos.) posted in the Traffic department who were absorbed belated as per order of CACLB after serving Metro stations for nearly two decades have been languishing in the lowest pay where they were absorbed due to lackadaisical attitude of the administration to these categories. It is sheer negligence on the part of the administration for which 'no avenue of promotion' could be implemented for these staff, as a result, many of the staff due to their age superannuated at the same GP/level. Union is continuously chasing the issue even submitted Honourable Chairman, VII CPC with some AVC of CP & HKA where we have proposed 100% promotion on completion of 2 year of service as Sr. Commercial Porters/Sr. HKA and 100% promotion to the post of Jamadar Commercial Porters/Jamadar HKAs on the basis of written test. At present there is no scope of promotion CP & HKA.

We have apprised that from our union side we submitted memorandum before Justice Mathur during his sojourn at Kolkata for recommending ladder of promotion. But due to lack of reciprocal initiative on the part of the administration the issue didn't move to our desire. We, hope that you would appreciate the uniqueness of the Commercial Porter cadre in Metro Railway wherein they are deprived of any regular promotional benefit in their cadre throughout the service life due to lack of avenue of ladder of promotion.

Now Railway Board has formed a Cadre restructuring committee who will consider the restructuring of, different cadres of different departments vide their letter No. ERB-1/2022/23/22 dated 25-04-2022.

Union vide letter No. MRMU/Restructuring of CP dated 20-9-2022 urged for compliance of Rly. Bd's letter No. PC-III/CRC/2023 dated 19-9-2022.

Union urge to consider the cadre restructuring of Commercial Porter within the purview of Cadre restructuring committee to grant some relief to those poor and deprived staff of the cadre.

Remarks

The case is a policy matter and hence the matter may be raised at Railway Board level.

[PCPO]

Decision: Railway Board will be approached for suitable guidelines. Closed.

AGENDA No.17/09/2022:Arrange extra man power in the Fire Department.

As you at present have been looking after the job of Eastern Railway also, you are already well informed with the devastating fire hazards that destroyed valuable human lives and property on 8th March 2021 evening. Electronic and Print media has highlighted the deficiencies in our system. It has also been reported in the media that the civil fire brigade personnel were not able to deliver the service at the crisis moment.

You are aware that due to persuasion from AIRF, the fire wing of Metro Railway was retained vide Board's letter No. 91/Sec(Spl)/200/8/1 dated 29-8-1997 considering the unique characteristic. Accordingly, a separate Cadre for Fire wing was formed w.e.f 31-01-2001 with a sanctioned strength of 74 vide Railway Board's order No. AU/O&M/4/2000 dated 29-12-2000. These posts were manned by taking option from RPF and Fire wing (at that time there was no separate fire cadre being under RPF) of Eastern Railway. With the passage of time, there is significant attrition of fire fighting staff due to retirement and no fresh intake during this period.

Remarks

As decided, vacancies are to be filled up by available CGA candidates and suitable training imparted to them.

Vacant post of DCPO can be filled up by existing Motor Vehicle Driver.

Like earlier arrangement, option may be called from willing RPF Personnel for posting against the vacant Fire wing post. Further, discussion will be made in the PNM forum.

[PCPO]

Decision : The matter will be looked into and suitable action will be taken in consultation with MRMU within two months.

AGENDA No.18/09/2022 : Non-payment of TA Bill /Elect. Deptt./Noapara.

The 48 Nos. TA claims of Elect. Deptt/Noapara has been pending since 14-12-2020 when CEE/RS/Metro Railway has accorded his sanction. But it is regretted to point out that till date, no TA bill has been passed and paid to the concerned employees. This has created the resentment amongst the employees.

Union urged to release all the TA bills without further delay.

Remarks

TA Bill of staff working under Noapara for the year 2021-22 received in this office in November,2022.Matter is under process for delay condonation after delay condonation case will be sent to Finance. Matter will be sorted out within 2 months.

[PCEE]Decision : Payments shall be made within 2 months.

Contd...P/14

AGENDA No.19/09/2022 : Promotion of Shunter to Motorman and artisan to shunter.

The importance of Shunter in Metro RTS is absolutely indispensable. But there is no initiative from administration in recruiting shunters from artisan category and also from other zonal Railways on regular basis. As a result of which, shunters those who are presently on roll, are stuck into the same positions for years. In Metro railway Kolkata, shunters were recruited from Artisan in 2010 and 2011 and promoted to Motorman in 2000, 2001, 2009 and 2014. Union is therefore urges to recruit Shunters from artisan and other zonal railways for promotion of existing Shunters to Motorman.

Replacement of Helper in S&T/NOA has not been done after superannuation. As a result, there is shortfall of Helper in S & T/Noa.

Union urges the fill up the post of Helper in above mentioned places immediately.

Remarks

For filling up the post of Shunter from Artisan category will be examined as per extant rules and if it is found feasible it will be done in terms of the extant policy.

Promotional aspects from Shunter to Motorman will be referred to Railway Board as there is a ban on recruitment against the post of Motorman directly in Metro Railway, Kolkata.

Helper in S&T in Noapara will be provided after examination of availability of Helper in S&T department.

[PCPO]

Decision: Shunters working under M.Rly/KOL who were promoted from Artisan category will be examined within 4 months. Promotion of Shunter from Artisan category will be examined within 4 months in the light of earlier selection.

AGENDA No.20/09/2022: Helper for KKVS and East west Crew Lobby / Motorman Rest Room and S & T /Noa.

In KKVS Crew Lobby 3 persons (CP/HLP) were deployed to perform various works like, movement of files between HQ/Noapara and KKVS, opening & closing of Crew lobby and Motorman Rest Room, etc. They perform duty in two shifts, one person in each shift and one LR/RG. Presently one of them retired on 30.06.2021. Remaining two persons are working, without having any LR/RG. In East west Metro there is no helper available for this purpose. Helpers should immediately be deployed at KKVS and East west Metro to ensure smooth running of Crew Lobby and Motorman Rest Room.

Remarks: It is under process. [PCEE]

Decision: Matter will be discussed with CEE/RS for solution.
Contd...P/15

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AGENDA No.21/09/2022: Fixation increment when Goods drivers made to work as Motorman.

As per JPO, Electric Loco Pilot(Goods) having Pay scale Rs9300-34800,GP-4200 (6th CPC)are drafted from other zonal Railways to work as Motorman having Pay scale Rs 9300-34800,GP-4200 + Rs500 in Metro Railway Kolkata, subject to fulfilment of all the criteria prescribed for the selection of Motorman by the Railway Board from time to time (para 5.2ii, JPO). They are also required to pass the aptitude test(psycho) prescribed for Motorman (para 5.3, JPO) and 24 weeks pre-promotional training (para 5.4 & 5.4.1, JPO), before working as a Motorman. As the movement from Loco Pilot(Goods) to Loco Pilot (Passenger), part of normal promotional hierarchy and involves assumption of duties and responsibilities of greater importance. So the benefit of fixation increment is admissible to them as laid down in Railway Boards letter No. E(P&A)II-2010/RS-31, date 07.01.2014, PC-VI/2011/IC/1 (RBE 95/2013), date 12.09.2013, RBE 54/2014, date 22.05.2014 and Rule 1513 (b) of IREC-II/1987. Union is therefore strongly urge to extend the benefits to redress the deprivation without further delay.

Remarks

At present Metro Railway inducts Motorman from open Railway i.e. Eastern Railway & South Eastern Railway on loan basis with specific terms & conditions of induction. The Motorman who are working in Metro Railway are not eligible for additional increment as their service governing principle as per the terms & conditions of induction on loan basis do not permit. Moreover, it is mentioned herein that the LP Goods/LP Passengers after being sent from the other Railway on loan basis are put to psychological test and on job training thereafter the successful candidates are put to work as Motorman in Metro Railway. These are the implied condition of loan basis induction against which they were/are taken in Metro Railway. Hence additional increment is not admissible to the LP(Goods)/LP(Passenger) working in Metro Railway on loan basis.

[PCPO]

Decision: New JPO has been prepared which will be shared with MRMU for suggestion.

AGENDA No.22/09/2022: Construction of road from KKVS shed to station and East to West gate/Noapara car shed.

Shunters has to travel frequently between shed and Lobby of KKVS for rake withdrawal, injection and Shunting etc. through the yard (charged 3rd rail) in all weather conditions, which is not safe. The distance through outside road is too far and there is no vehicle available for this purpose. It is therefore very much needed to construct one internal road along the wall towards eastern Rly. side for safe movement of shunters and other staff also.

The condition of connecting road between East gate and West gate of Noapara Car shed is in very poor condition and should be repaired immediately.

Remarks

RVNL has been informed vide letter no. Metro/O&M/E/CLI/525(410) dtd. 09.01.2023, about construction of road in between KKVS-KSCS. East gate to West gate in KNCS road is available.

[PCEE & PCE]

Decision: For repair of the road in Noapara carshed office of PCE shall be approached. For KKVS the road shall be arranged by RVNL as requested by Metro Railway. CEE/RS shall examine the safety of the shunter using the existing pathway specially during rainy season keeping in mind the presence of snake in Noapara and KKVS, the hired vehicle/TOTO of the lowest rent shall be processed for vetting and shall be arranged.

AGENDA No.23/09/2022: Acute shortage of manpower across all departments of Running category.

Metro Railway Kolkata is suffering from acute shortage of manpower in Running category. Union had been continuously engaging attention of Metro administration for filling up of vacancies of Running staff. However, no physical improvement of the situation is noticed. At present on roll strength of Motorman is 200, which will further decreased to 194 in Feb'23 as against sanctioned post of 268 (as per 2018 crew review) and there will be shortage of manpower in other categories of Running staff, CC/LC, CLI, Shunters as well. Annual crew review has not been done after 2018, which should have been done to assess the requirement of additional crew for additional train services (new sections) from ER & SER (50% each) during that year (Para 5.1, JPO). The replacement of staff against superannuation is not even done by ER & SER (Para 5.11, JPO). As a result, steady attrition of manpower is taking place, LR/RG capacity is eroding, which in turn develops resentment of Running staff. Union is therefore strongly urge to fill up all the vacancies immediately and making provision for additional manpower for new assets.

Remarks

The matter of shortage of Motorman has been brought to the notice of Railway Board and Railway Board has given one time exemption to induct Motorman from All India Railway on loan basis. Accordingly, necessary notification has been issued with last date of submission of application 15th May, 2023. Eastern Railway and South-Eastern Railway has provided 19 Goods Driver as Motorman and 3 Shunters from January, 2022-23.

[PCPO]

Decision: The matter of shortage of Motorman has been brought to the notice of Railway Board and Railway Board has given one time exemption to induct Motorman from All India Railway on loan basis. Accordingly, necessary notification has been issued with last date of submission of application 15th May, 2023. Eastern Railway and South-Eastern Railway has provided 19 Goods Driver as Motorman and 3 Shunters from January, 2022-23.

AGENDA No.24/09/2022: Up gradation of Motorman Rest Rooms.

Dilapidated condition of KKVS and KDMI Motorman Rest Rooms. Old/broken furniture, Outdated iron cot, mattress, pillows, bed sheets also became old and shattered. Toilet/latrines, kitchen and dining area require modification and restoration. In KDMI Rest Room roof is cracked, water dripping during rain. Shifting of Crew lobby and Motorman Rest room from SVSA to SDHM is not finalised after inspection being done by Dy. CEE/ East West. Drinking water not available in KDMI and SVSA rest rooms. Thorough modification and up gradation of Motorman Rest Rooms is required to maintain a decent ambience.

Remarks

New crew lobby has been planned at KNAP and the KDMI lobby will be shifted thereafter, availability of fund the replacement of Cot, Mattresses, Sofas and other will be done at KKVS lobby.

[PCEE]

Decision : After discussing all the stake holders PCEE come back with mutually acceptable solution.

AGENDA No.25/09/2022 : Seniority & Promotion of Tech-III to Tech-II and Helper to Tech III in both S&T and Electrical Deptt.

Union have represented in several times about this serious issue but till date their seniority has not been recasted correctly advancement of their career of progression has been kept hanging. As a result, there is cumulative financial loss to the incumbents. This is gross injustice.

It may also be mentioned here that vacancy created by the promotion of Tech III to Tech II may simultaneously be filled up by eligible candidates from Helper of both Electrical and S & T department to ensure their career advancement.

Union vide letter No. (1) MRMU/Tech-III/Elect and No. (2) MRMU/Tech-III/S&T addressed to PCPO on dated 01-11-2022 have reminded the administration on the issue.

Union urges for immediate action for early promotion of staff on the basis of corrected seniority list as per Railway Board's order.

Remarks

Promotion from Tech-III to Tech-II for 140 posts have been implemented and time schedule for next promotions from Tech-III to Tech-II/Elect. have been circulated. The process of filling up of the 42 posts of Tech-III/Elect. from Helper has been initiated.

The seniority of Tech Gr.III/S&T/Signal will be circulated upto 15.06.2023 and further action for promotion from Tech Gr.III to Tech Gr.II will be taken

[PCPO] Decision: Promotion from Tech-III to Tech-II for 140 posts have been implemented and time schedule for next promotions from Tech-III to Tech-II/Elect. have been circulated. The process of filling up of the 42 posts of Tech-III/Elect. from Helper has been initiated.

Contd...P/19

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AGENDA No.26/09/2022: Lack of suitable infrastructure & Training in POH and Running shed.

i) For Rakes with advanced Technology, the maintenance of Medha Rakes in POH/RS, the staffs have been facing teething trouble. The conventional tools & spare have become obsolete. Moreover there is no training for POH/RS of Medha Rake have been imported. As a result, accidental cases are increasing. Recently, 02 employees of bogie section faced head injuries during duties & had to be hospitalised. So, there is need of supplying modern equipments and spares/Tools for working in the POH/RS shops for Medha Rakes.

ii) Sufficient lighting arrangement should be done in POH and RS Pit area.

(iii) Filling up of the post of Welder, Crane driver, Mechanist/Turner and Fork lift driver to be done immediately in ancillary section.

Remarks

(i) Infrastructures for overhauling of MR-300 series rakes are already available with POH. However, same infrastructures for MR-400 series rakes like CTRB puller, lifting tackles, lifting jack, universal valve test bench, provision of 15 MT crane, etc. have already been made available in POH. Moreover, procurement of deep trolley, light run test bench for traction motors, RMPU dusting & cleaning booths, etc. are under procurement stage. Some battery operated impact torque wrench have also been procured, procurement of hydraulic jacks for removing of conical spring of MR-400 series rake is also under procurement to execute the work safely. Further, various proposals have also been sent to Rly. Board for procurement of spares of Medha rake for paucity of fund in revenue head of allocation. Staff from POH are also being deputed during major activities by OEM in Medha rakes to get them trained.

Necessary tools and spares for running maintenance are available and under procurement for running maintenance of rakes. Maintenance activities of Medha rakes are being carried out since last two years at running shed.

(ii) Informed time to time to PD/Electrical/Maintenance for attention. Lighting arrangement has been made in POH pit areas. Presently, pit lights attention under progress at running shed.

(iii) Against the sanctioned post of 150 in Technicians category in POH, 74 post are lying vacant. It is being highlighted in MCDO of every month.

[PCEE]

Decision : Discussed and closed.

Contd...P/20

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AGENDA No.27/09/2022: Sitting arrangement and storage of Documents in Personnel Branch.

There is shortage of space in Personnel Branch. Overall cadre of Metro Railway has been increased since 2010. More than 60 staff are working in a suffocated condition. Most of the furniture such as chairs, Almirahs are in broken condition.

Modernisation of furniture was last carried out in 2014 at Personnel Branch. Due to broken condition of Almirahs, record keeping is very much difficult. Due to present space constraints, there is no provision for sitting arrangement of visitors, retirees and others.

Union urges immediate renovation of the Personnel Branch to facilitate the sitting arrangement as well as storage of documents in a safe manner.

Remarks

Sitting arrangement of the staff has already been made. Almirahs have been shifted in another room. For digitization of old records, action has been initiated. Personnel Deptt. has been provided a small record room.

[PCPO]

Decision: In the light of the Railway Board's letter no.2012/Elect(G)/114/1 dtd. 15.05.2023, Union proposed that the detailed master plan should be made for all departments in Metro Bhavan to work in a good environment.

AGENDA No.28/09/2022: Accommodation in Rest House in New Delhi.

Since inception of Officer's Rest House at NDLS, a room was earmarked for GROUP-"C" on duty employees. But suddenly the facility has been discontinued. Staffs booked for NDLS Rly, Board duty have been facing much inconvenience to get shelter.

Union urges to restore the erstwhile facility of accommodation in the Officer's rest house at the earliest.

Remarks

A room no.4 is earmarked for Group. 'C' in New Delhi rest house.

[Secy. to GM]

Decision : Closed.

Contd...P/21

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AGENDA No.29/09/2022: Holiday Home at Puri.

It was agreed in the PNM held on 19/20 December 2014 that as a measure of staff welfare Holiday Home at Puri will be arranged. The Administration took initiative but unfortunately that was not materialised. The issue was discussed no of times with the administration on vide letter No. MRMU/Staff welfare/Holiday Home dated 18/8/2022.

Now, it is requested to take fresh initiative to implement the decision at the earliest.

Remarks

Demand of the Union for the welfare of the staff is being appreciated. A Committee will be formed shortly with administrative side and Union side for locating rooms and arrangement of Holiday Home at Puri for the staff will be done accordingly.

[PCPO]

Decision: Action should be taken so that Holiday home at Puri may start before Durga Puja'2023.

AGENDA No.30/09/2022: Ladies Toilet at Noapara PWI office.

There are no ladies toilet in the above office resulting inconvenience to the ladies staff posted there. Immediate arrangement is necessary.

Remarks

One ladies toilet has been provided at Noapara PWI office and the same is under use.

[PCE]

Decision: Discussed and closed.

Thank you.

Concluding Speech of PCPO/M.Rly./Kol.::

The meeting is conducted in very cordial atmosphere. Thankful to GS/MRMU and their delegates.

ghe
12/06/2023

GENERAL SECRETARY/MRMU

ghe
12/06/2023

FOR GENERAL MANAGER

PCPO's Speech