Dear Comrades,

The 90th Annual Convention of All India Railwaymen’s Federation, that was organized by South Western Railway Mazdoor Union at Hubli (Karnataka) has been historic because of its decent arrangement is to be super historic due to the unanimous decision of “Indefinite Strike” in the said National Convention. This historic convention held at Hubli from 18-19 November, 2014 does all the heights presence welcome, rally, meals and with great zeal etc. At the same time the meaningful and point to point debate on the report of the General Secretary and the Resolution placed in this convention paved the way to intensify the struggle with the clarion call of “Indefinite Strike”.

The proven Capitalistic image of present Government was well known to all of us but nobody could predict that there would be so rapid attack on the interest of Labour. In the present situation owing to amendment in Labour Laws in the interest of capitalist, dis-investment of public sector undertaking, Non implementation of Old Pension Scheme replacing New Pension Scheme, non merger of Dearness Allowance in pay, denial of Interim Relief, Permitting 100% and 49% FDI respectively in Railways, Defence, Production and Insurance sectors, the Labour movement is left with no alternative than to “EITHER DO OR DIE”. The High Power Committee constituted for Restructuring of Railway under the Chairmanship of Dr. Bibek Debroy has been formed with the intension of Privatization of Indian Railways. Under this circumstance let us awake before it is too late and struggle is only alternative for survival of social security & dignity of labour. To implement the Resolution of 90th Annual Convention of AIRF, we have to forge broad-based unity for ground preparation of “Indefinite Strike” that will prove to be a historical landmark.

Let us make it a grand success.

With best wishes.
The 90th Annual Convention of the All India Railwaymen's Federation was held at Hubli (Karnataka) on 18-20 November, 2014. On this occasion meetings of the National Women and Youth Committees were convened at 10:30 hrs. on 18th November, 2014 in Railway Stadium Centenary Hall wherein more than one thousand women representatives from all the Zonal Railways and Production Units took part. In Youth Conference also, there was large gathering of young Railway employees, who participated in masses with enthusiasm and zeal. These conferences were addressed by the President and General Secretary AIRF besides other AIRF leadership and women leaders.

Apart from discussing specific issues related to women employees, the conference also deliberated in detail the major issues agitating all the Railwaymen and it was unanimously resolved that the women railway workers shall work shoulder to shoulder in the struggle to face the major challenges ahead.

A largely attended procession was also taken out in the afternoon, that started from Hubli Station and marching through various important streets and please culminated into mass gathering in the Railway Playground where Open Session of the 90th Annual Convention of the AIRF started at 18:00 hrs., wherein more than 30,000 men and women railway employees from all over the Indian Railways were present.

Inaugurating the Open Session, Com. Rakhal Das Gupta, President/AIRF, offered warm welcome to the leaders, politicians, other dignitaries, media persons and the participants who spared their valuable time to be present in the Convention. He briefed the background and the present state of affairs and cautioned that the policy of the present in the NDA Government allowing 100% FDI would not only destroy the present structure of the Indian Railways, but shall pose serious threat before the Railwaymen and the rail users as well. He, therefore, called upon all the Railwaymen and the Central Government Employees as a whole to forge unity for a united struggle against such anti-labour policies of the government.

Addressing the Open Session, AIRF General Secretary, Com. Shiva Gopal Mishra, talked in detail about the indifferent attitude of the Ministry of Railways and Government of India in resolving the major long pending genuine issues of the Railwaymen. He was critic of the policies of the present government allowing 100% FDI in all the sectors of the Indian Railways that would definitely pave the way for dismantling of the Indian Railways and complete privatization. Citing example of other major countries he told that wherever the Railways were disinvested and switched over to private sector, all those railway systems were paralyzed, and some of the governments, like New Zealand, Britain etc., had to revert their decision and those railways were again been brought under the direct control of the government. He, therefore, called-upon to unitedly fight this move tooth and nail to save the Railways and the Nation.

The Delegate Session was held at 10:00 hrs. onwards on 19th November, 2014 in Railway Playground, which was attended by more than one thousand delegates from all over the Indian Railways and was Presided over by Com. Rakhal Das Gupta, President/AIRF. After his initial presidential address, two minutes silence was observed to mourn the sad demise of a number of dignitaries who left for their heavenly abode during this period.

The General Secretary then presented his report, made a more than one-and-half detailed speech, describing all the organizational issues, status of the major demands, present national and international scenario, etc. etc.

After detailed deliberations it was unanimously resolved that, considering the dillydallying attitude of the Ministry of Railways and Government of India in resolving the major long pending issues, listed in the 36-point Charter of Demands and further allowing 100% FDI in all major sectors of the Indian Railways, Broad based unity of all the Railwaymen and other Central Government Employees shall be forced to launch an indefinite countrywide strike. The Convention was them concluded with enthusiasm and zeal.
The All India Railwaymen’s Federation (AIRF) though believes in industrial peace in Indian Railways, but has always struggled for the genuine cause of the Railwaymen, right from its inception in the year 1924. Owing to a number of major long pending genuine demands of the Railwaymen not being addressed by the Ministry of Railways and Government of India for quite some time, AIRF had made all out sincere peaceful efforts to resolve these demands through peaceful negotiation, and in this endeavour several rounds of discussion were held not only with the Railway administration, but also with the successive Hon’ble Minister for Railways and the then Hon’ble Prime Minister of India too. Aggrieved by non-settlement of long pending genuine demands, like removal of anomalies of 6th CPC, Scapping of New Pension Scheme (NPS), removal of ceiling limit of Rs. 3500 for payment of PLB, implementation of the Report of Joint Committee on promotion of Trackmen and others, reduction in duty hours, extension of the scope of LARSGESS and various demands of Loco & Traffic Running, Artisans, Tech. Supervisors and other categories of Railwaymen etc. etc. AIRF had to stage a massive demonstration on the Parliament on 28th March, 2012, simultaneously submitting a detailed memorandum, addressed to Hon’ble Prime Minister of India. It was also highlighted in the said memorandum that, keeping in view the financial condition of the Indian Railways, the government should reimburse the amount incurred due to social obligations undertaken by the Indian Railways. Since Social Security to retired Railwaymen and their families was achieved after sustained struggle by the AIRF, the New Pension Scheme in the name of National Pension Scheme is also being opposed by this Federation from the day-one, and a well participated demonstration was staged before the Parliament on 25 November, 2011, demanding scrapping of NPS and restoration of Pension and Family Pension Scheme that in vogue before 1.1.2004.

Considering the indifferent attitude of the Railway Board (Ministry of Railways), as there was no positive response on these long pending major demands of the Railwaymen, the 88th Annual Convention of the AIRF, held at Visakhapatnam in December, 2012, had to draw 36-Point Charter of Demands, including the demand for appointment of 7th CPC. Unfortunately, no negotiated settlement could be arrived at, which compelled the 89th Annual Convention of AIRF held at Patna in November, 2013 to take a decision to conduct Strike Ballot throughout the entire system of Indian Railways on 20th and 21st December, 2013. The Railwaymen all over the country overwhelmingly i.e. more than 96% voted in favour of indefinite strike, in case Government fails to settle 36-Point Charter of Demands, where-after Railway Board convened a meeting on 7th February, 2014, to discuss 36-Point Charter of Demands, wherein few issues, like inclusion of five categories of staff under LARSGESS Scheme, partial implementation of the report of the Trackmen Committee, where agreed upon. Subsequently, as per the agreement, the then Hn’ble Minister for Railways also wrote a letter on 29th March, 2014 to the then Union Finance Minister to cover all the Railwaymen under Pension and Family Pension Scheme, irrespective of their date of appointment, as applicable in the case of Armed Forces.

In the meantime, the Government of India also appointed 7th CPC, by a notification dated 28th February, 2014, but did not accede to the demands of Merger of Dearness Allowance with Pay and Payment of Interim Relief.

The matter of indefinite strike was reviewed in the General Council Meeting of AIRF held at Kota on 17th February, 2014 and the strike decision was deferred to July, 2014 in view of declaration of General Election of the country.

Consequent upon results of the 16th Lok Sabha elections, the BJP-led NDA Government, with Shri Narendra Modi as Prime Minister, was formed, as such General Council Meeting of AIRF held at Chennai on 3rd and 4th July, 2014, had further decided to defer the strike decision in order to allow the new Government to settle down. Unfortunately, the Government instead of resolving long pending demands of Railwaymen issued a notification on 100% Foreign Direct Investment in all section of Indian Railways, viz. construction, operation and maintenance, where not a single percentage of FDI was previously allowed.

The Working Committee Meeting of AIRF, held at Nanital on 25th & 26th August, 2014, strongly condemned the move of Government of India and cautioned that, the 100% FDI will result in total privatization and disintegration of Railways. AIRF called for a nationwide “SAVE RAILWAY - SAVE NATION” protest demonstration 19.9.2014 and
despite lakhs of Railwaymen all over in India registered their strong protest, the Government moved ahead with formation of a Committee on 22.9.2014 in order to Restructure the Railway Board and place the functioning of Railways and Railway Ministry, so that IAS officials takes over the policy making of Railways, leaving the Railway Board a mere Executive Body.

The 90th Annual Convention of AIRF took serious note of the present state-of-affairs, intensifying the Restructuring of Railway Board and Ministry of Railways and speed up 100% FDI in the identified 17 key areas.

While the Railwaymen continue to struggle in order to achieve their long pending demands are now under tremendous pressure and threat on account of these proposed FDI, which may result in privatization and put serious repercussion on their future and that of the Railway Industry.

In order to meet this huge challenge thrown before the Railwaymen, this 90th Annual Convention of AIRF calls for total unity among all Railway Trade Unions, irrespective of its class/affiliation, so that a nationwide movement against the move of the Government of India can be build up in order to save the Railways in its present status and to preserve the unity of India.

The 90th Annual Convention of All India Railwaymen’s Federation, held at Hubli from 18-20 November, 2014, having reviewed the whole situation and taking stock of the present scenario, notes with grave concern that all out peaceful efforts made by AIRF through different negotiating for a, as also having serious discussions with the successive Ministers for Railways and even with the then Hon’ble Prime Minister of India, have failed to yield desired positive results in respect of 36-point Charter of Demands. The situation has been further aggravated by permitting 100% FDI in all major sectors of the Indian Railways by the present government, paving the way for total privatization of the Railways, as such, All India Railwaymen’s Federation has left with no alternative, but to take unanimous decision to go on an indefinite strike, after uniting all the organizations of the Railwaymen and other Central Government Employees, mobilizing the rail users with a view to “Save the Railways – Save the Nation”.

This Convention gives a clarion call to all Railwaymen and Railway Trade Unions for forging total unity for direction action to meet grave situation.

This Convention authorize the Standing Committee of AIRF to take all steps and to decide the date of indefinite strike in consultation with other sister organizations of the Indian Railways and JCM Constituents.

MESSAGE TO RAILWAYMEN BY HON’BLE MINISTER FOR RAILWAYS, GOVT. OF INDIA

At the outset, I would like to convey my best wishes upon joining the Indian Railways- which is life line of the nation. We have the onerous responsibility to provide the best transportation facilities to the countrymen and give impetus to the economic growth of the country. I consider you all as my family members and as I am serving at an apex of this great organization, I consider myself as the head of your family.

Indian Railways is the growth engine as well as the powerhouse of the country. It has assumed enormous importance in today’s world not only due to the numbers associated which it, such as the number of passengers carried daily, tonnage loaded and transported, its network size, revenues generated, the sheer strength of its staff but also due to its intimate connection with every Indian citizen.

However, as is true for every dynamic system, a catalyst is required from time to time to take the momentum forward. I would like you to be that catalyst and take the Railway forward into the future and along with it, India. I would also like you to own your Railway system as one for its amelioration, progress and its leap into the future.

Leo Tolstoy said “Everyone thinks of changing the world, but no one thinks of changing himself.” We must together follow this if we wish to bring the change required in the system; this change has to come from within. Our focus must remain utmost safety of the passenger and employee and the quality of services offered to our customers.

With the above goals in mind, we must resolve to be committed in our role of sustaining the Indian Railways as the pivot of the national economy, the life-line of the nation and its binding force.
Reply of AIRF’s letter No. AIRF/MACP/2014 (302) dated 7.10.2014 from Railway Board

Sub: 3rd Financial Upgradation under MACP Scheme.

The undersigned is directed to refer to AIRF’s letter No. AIRF/MACP/2014 (302), dated 07.10.2014 and to state the matter has already been consulted with DoP&T, the nodal department of Government on MACPS, and they have advised as under:

As regards the order dated 31.05.2011 in OA No. 1038/CH/2010 (Raj Pal Vs UOI) of Hon’ble CAT, Chandigarh which was upheld by the High Court and Apex Court, it may be stated that the Apex Court has not considered the issue on merit. The said SLP was dismissed due to insufficient explanation to condone the delay in the filling of the SLP. As regards implementation of CAT Order dated 9.5.2012 in OA No. 141/2012, the administrative Department was advised for implementation for the petitioners only subject to outcome of Review Petition in view of Contempt case. It may also be stated that generally the judgments passed by Hon’ble Tribunals/Courts are applicable/implemented to the specific case, unless there is any direction for similar dispensation to be extended to similarly placed persons. Hence, the above Orders pronounced favoring the applicants by the Tribunal/Courts and implemented on attaining finality or due to contempt or due to any other reason may be taken as exceptions/aberration.

In the matter, DoP&T have advised to maintain status quo with regard to the provisions for grant of MACPS benefits. It may be clarified that financial up-gradations under MACPS would continue to be granted in the successive grade pay in the hierarchy of recommended revised pay band and grade pay as given in Section 1, Part-A of the first Schedule of the Railway Services (Revised Pay) Rules, 2008 and not in the promotional hierarchy, where functional promotion are allowed in the same Grade Pay, MACP benefits would also be regulated in the Grade Pay only.

Since, DoP&T is the nodal department on MACP Scheme and financial up-gradation under the scheme are regulated as per instructions/clarifications issued by them from time to time. In view of the above, it is not feasible to deviate from the instructions issued by the nodal department on the subject viz. DoP&T.


“NATIONAL PROTEST DAY” – 5TH DECEMBER, 2014

NFRMU : The N.F.R.M.U observed National Protest Day by holding sit in dharna at the State Capital, Guwahati. Hundreds of NFRMU members led by Shri ajoy Dutta, Sh. Ashis Biswas President & General Secretary/HMS Assam State respectively and Shri Pijush Chakraborty and Shri Samir Chakraborty, Jt. General Secretary of NFRMU participated the movement. After Sit in dharna a rally marched to DC Office and staged demonstration against FDI and Anti Labour Policies of the Central Government.

NWREU : The NWREU staged demonstration against FDI, amendment in labour laws. Thousands of workers from Govt. and non Govt. sector gathered in Pink City Jaipur. The rally was organized on the call of all Central Trade Unions viz. HMS, BMS, INTUC, AITUC, CITU, ACCTU. HMS took the lead starting the rally from Rly. Station with 3 thousands workers under the leadership of Com. Mukesh Mathur and Mukesh Galav. Highlight of the rally was participation of large number of women holding the red flags and banners with full enthusiasm and shouting the slogan against the Central and State Govt. anti labour policies like “FDI will not be accepted”, “The Govt. of Industrialist will be accepted” “Takeback the amendment in labour laws” “Privatization we condemn” etc.

Com.Mukesh Mathur and Mukesh Galav (HMS), Rajbihari Sharma and B.S. Rana (BMS), D.K. Changani, M.L. Yadav (AITUC), Guman Singh and Jagdish Mali (INTUC), Ravindra Sukla and Vijay Singh (CIT),
FAST TRACK COMMITTEE – RECORD NOTE OF DISCUSSIONS HELD ON 08.09.2014

In the second meeting of the Fast Track Committee held on 08.09.2014, the following issues were deliberated upon:

1. To resolve problem of AC Attendants and ACCI’s.
2. Liberalization with of GDCE Scheme from 25% to 50% to give chance to brilliant staff available with the Railways recruited through RRC.

On Item No. 1 above, General Secretaries of the Federations states that similar issue has also been raised by the Federations as PNM item where a separate meeting with Board (ML and MM). It was agreed to take further action accordingly.

On Item No.2, it was observed that the scheme of General Departmental Competitive Examination (GDCE) was introduced in August, 1993 for filling up of 25% of the net direct recruitment quota vacancies in Group “C” categories having DR quota of 25% or more except the categories of Law Assistants, Categories Supervisors (Rs. 3200-4900) and those in Accounts Cadres. However, General Managers have also been delegated powers to allow filling up of DR quota vacancies in excess of 25% of the DR quota vacancies already earmarked to be filled by GDCE under the existing scheme, up to the limit of 50% of DR quota vacancies in essential categories, under their personal approval. These instructions will be reiterated.

FAST TRACK COMMITTEE – RECORD NOTE OF DISCUSSIONS HELD ON 16.09.2014

In the third meeting of the Fast Track Committee held on 16.09.2014, the following issues were deliberated upon:

1. Recruitment of Substitutes 10% by giving benefit to wards of railwaymen.
2. Stepping up to pay of pre 01/01/2006 appointed Loco Inspectors of Railways.
3. Liberalization of GDCE Scheme from 25% to 50% to give chance to brilliant staff available with the Railways Recruited through RRC.
4. Parity in pay structure for Stenographers in Railway at par with CSS/RBSS.

Item No.1 above – Discretionary powers are already vested with General Managers of Zonal Railways for engaging Substitutes in exigencies of work. However, the existing instructions will be reiterated.

Item No. 2 above – The matter could not discussed in the absence of EDPC-I.

Item No. 3 above - The scheme of General Departmental Competitive Examination (GDCE) was introduced and General Managers were delegated powers to till upto 50% of direct recruitment quota vacancies by GDCE in individual cases, under their personal approval. In view of the fact that highly educated persons are being recruited in G.P. Rs. 1800 through RRCs, the extant instructions issued vide Railway Board’s letter no. E(NG)-I-2001/PM/12 dated 21.01.2002 have been reiterated on 16.09.2014 to all Indian Railways and Production Units advising that these instructions may be invoked as and when required to fill up the vacancies, with the personal approval of General Managers.

Item No. 4 above – The revised pay structure as recommended by 6th Central Pay Commission has already been implemented with respect to stenographers in Railways. However, on the demand of the Federations, the matter in under further examination in consultation with the Ministry of Finance.
General Secretaries of both the Federations further stated that stenographic assistance is to be provided as envisaged in Board’s letter No. PC-IV/89/30/20/25 dated 27.11.1989 which is not being presently done. EDPC-II agreed to issues suitable instructions/ clarifications to the Railways in the matter.

File No. 2014/E(LR)II/13/2

**Declaration Adopted for Deliberation and Discussion for JCM Meeting on 11 December, 2014.**

The National Convention of the Central Government Employees Organizations, participating in the JCM, being held at New Delhi on 11th December, 2014, adopted the following after detailed deliberations and discussions:-

2. The workers in general and the Central Government Employees in particular were and continue to be the victims of severe economic offensive of the successive Governments that came to power in the country since the new economic policies were ushered in 1991. While the Government of India had been modulating these policies on the advice and direction of the IMF and World Bank and WTO, the State Governments were mandated to adhere, some abided willingly and others by compulsion. Systematic downsizing and outsourcing of Government functions; closure of Government departments; privatization of public enterprises, amending labour laws to facilitate exploitation; lowering interest rate, unbridled inflation, allowing the foreign and domestic monopoly capital to loot and plunder the indigenous resources had been some of the visible characteristics and impacts of the reforms undertaken.

3. During the period when the UPA was in governance of the country it pursued the neo-liberal reforms, phased out all welfare and social security measure, accentuated unemployment, privatized the privatized the Public Sector Undertakings, allowed unhindered entry of foreign capital, ruined the indigenous industry, destroyed the livelihood of the farmers and agricultural labourers, ensured that the prices of all essential food items to soar beyond the purchasing capacity of the common people; granted huge tax concessions to corporate houses; indulged in large scale corruption; squandered away the national wealth; siphoned off the poor mean’s earnings into the hands of a few rich, sub-served the interest of imperialist powers, especially the United States of America. These measures ultimately drove the majority of Indians to be below the poverty levels. In the comity of Nations, India became the poorest and last ranking in every field of human development activities. Indian youth were driven to be paupers at the doorsteps of transnational corporations of the developed Nations. It was in this background the UPA II sought the mandate to continue their reign for a further period of five years.

4. At the husting, the Indian Common men handed the Indian National Congress, who led the UPA II regime the worst even defeat in its history. Those who came to power over the defeat the century old party, i.e. the NDA led by the Bhartiya Janatha Party have no different approach on policies or governance. They were in fact hand in glove with the UPA II to pauperization of the people, supported every legislation to intensify the liberal policies. But for their solid support the PFRDA bill could never have been passed by the UPA. The conglomeration of Corporate houses and the corporate controlled media supported by the BJP to the hilt in the election process for they were certain that BJP shall be more pliant and compliant to the. Though various policy pronouncements the new Government has made its intentions clear and loud. A complete ban on recruitment in Governmental organizations has been instituted; privatization of the Railways and Defence is on the anvil; 100% FDI in all activities of the Indian Railway, viz. construction, operation and maintenance, and 49% in Defence Production Units has been allowed and are being vigorously pursued, which had been excluded due to public opinion by the UPA; the New pension scheme will replaced all existing defined benefit pension dispensations; decided to close all Government of Indian Printing Presses; handed over the functions of the Medical Depots to private contractor firms rendering thousands of workers redundant and jobless; withdrawn the guidelines regulating the prices of essential and life saving medicines; proposed to reduce the number of subsidized gas cylinders; announced the PPP model for infrastructure development in Railways; declared further disinvestment of the profit making PSUs and closure of all loss making enterprises; introduced legislation to drastically amend the labour laws to jeopardize the interest of workers especially in small establishments; indicated to give further concessions to corporate houses on taxation and to increase the
indirect taxes to reduce fiscal deficit; made legislation to increase the FDI in Insurance and effect further reforms in the Banking Sector; dismantled the Planning Commission and above all has taken tacit steps to disrupt the secular social fabric of the country.

5. It is reported in the media that the BJP which become the Ruling Party at the National General Election 2014 has spent huge sum of amount. Without the Corporate financial oligarchy’s support and backing no political party can undertake such huge campaign programme indicating unambiguously that the working poor or their parties can never aspire to be elected to Indian Parliament in the near future. Naturally and obviously, the new Govt. is duty bound to reciprocate to the demands of the Corporate giants. In the days to come, the country will witness the unfettered hegemony the Corporate entities in the formulation and implementation of its economic policies.

6. It is in the backdrop of this National scenario that the Central Govt. employees must look up for settlement of their demands. The Central Govt. employees had been active participants in the struggles of the Indian working class in the last two decades against the neo liberal policies. They have marched to the Parliament House shoulder to shoulder with other segments of the working people on several occasions and more recently on 5th December, 2014 to register and demonstrate the emphatic protest and opposition to anti-labour economic policies of the Govt. While being part of the common struggles of the working class, they will have to chalk out programmes to ensure that the ban on recruitment in Government institutions is lifted; the decision to close down printing presses and medical facilities is rescinded; growing contractorisation, privatization and outsourcing of perennial nature of the Government functions are halted; the proposal to allow FDI and privatize the Railways and Defence Establishments in nipped in the bud itself; the proposed labour reforms are taken back; that the casual and contract labourers are paid the minimum wage and scheme drawn up for their regularization within a stipulated time frame and the social security measures presently available to the form of defined benefit pension scheme is not restored back.

7. They must simultaneously endeavour to ensure that the JCM functioning is revived; periodicity of its meeting is increased to conform to the rules; the meeting of the Councils at the Departmental level are convened; the unions are recognized as per the rules; the National Anomaly Committee items are taken to its logical end and the awards of the Board of Arbitration are not referred to the Parliament for rejection.

8. Above all, they must strive immediately that the Government takes a decision on the date of effect of the Wage revision as 1.1.2014; the ambit of the 7th Central Pay Commission covers the most exploited segment of civil servants, i.e. the Grameen Dak Sewaks; that the wage structure of GDS is not allowed to be at the whims and caprices of Postal bureaucrats; that the Central Government Employees are granted interim relief at the rate of 25% of their pay plus GP; the Dearness Allowance which stood at 100% of pay as on 1.1.2014. is merged to become Dearness Pay and the 7th CPC adheres to its time frame of 18 months and all the JCM participating organization are given sufficient opportunity to present their case before the Commission.

9. The Convention, on the basis of the discussions amongst the participating organizations, formulates a charter of demands containing the following important issues. The Convention also adopts the following programme of action to culminate in an indefinite strike action if the demands are not negotiated and settled.

10. The Convention sets up a National Joint Council of action with the representatives of the participating organizations to spearhead the movement. The JCA will prepare a detailed pamphlet to explain each of the demands in the Charter and to circulate the same amongst the mass of the employees for an intensive campaign. The JCA at the National level will monitor the implementation of the programme. The Convention directs the participating Federations/Unions and Associations to form such Joint Committee in all States to ensure that the programme of action is carried out in all States uniformly.

11. The Convention calls upon all Central Government Employees and their Unions and Federations to be action participants in all the programmes of action to about a satisfactory settlement of the demands.
CHARTER OF DEMANDS

1. Effect wage revision of Central Government Employees from 1.1.2014 accepting the memorandum of the Staff Side JCM; grant Interim Relief @ 25% of Basic Pay and merger of 100% of DA. Ensure submission of the 7th report within the time frame of 18 Months.
2. Removal of all the anomalies of 6th CPC.
3. Scrap PFRDA and restore the defined benefit statutory pension scheme.
4. Include the Grameen Dak Sewaks within the ambit of the 7th CPC.
5. No privatization of FDI in Railways and Defence establishments.
6. No ban on recruitment/creation of posts and fill all vacant posts.
7. No outsourcing, contractorisation, privatization of governmental functions; withdraw the proposed move to close down the printing presses and medical facilities; regularize the existing daily rated/casual and contract workers.
8. No labour reforms which are inimical to the interest of the workers.
9. Lift the arbitrary ceiling on Compassionate appointments.
10. Revive the JCM functioning at all levels as an effective negotiating forum for settlement of the demands of the CGEs.
11. Remove the Bonus ceiling.
12. Ensure five promotions in the Service Career.

PROGRAMME OF ACTION

1. Organize State/District/Divisional level Joint convention to popularize the declaration before February, 2015.
2. To organize massive dharna/rally at all the State Capitals jointly by all the participating unions in March, 2015.
3. To organize campaign fortnight throughout the country in the first two weeks of April, 2015.
4. To organize Rally before the Parliament house in the month of April (3rd or 4th Week) when the house will be in budget session to declare the date for the commencement of the indefinite strike action and the programme and date of serving strike notice.

COM. MENON IS NO MORE

Militant and Selfless leader of the National Railway Mazdoor Union and the Railway Workers Movement, Comrade P.R. Menon passed away on 5th December, 2014 in the night.

NRMU (C. Railway) dips its red banner in memory of this extraordinary leader and shares the deep grief of his son, daughters, other family members and the thousands of railway workers to whose welfare he dedicated its revolutionary life.

All affiliates of AIRF in Zonal Railways and Production Units conducted condolence meeting on sad demise of our beloved leader Com. P.R. Menon, Ex. General Secretary, National Railway Mazdoor Union. On this occasion the participants spoke at length about the contribution made by Com. Menon to the working class.

We pay heartfelt condolence on the sad demise and pray the Almighty that departed soul may rest in eternal peace and to give enough strength to the family to bear this loss.
NEWS FROM AFFILIATES

WREU

WREU MET MR FOR STAFF PROBLEMS


While presenting Memorandum, the Railway Minister was apprised of resentment amongst railway employees against 100% FDI in railways. He said that the decision will not only affect adversely the Railway employees but also to the rail users and poor section of citizens of India. In addition, the issues related to large section of railway employees was submitted and discussed in detail viz. Scrapping New Pension Scheme for railway employees, maintenance of railway quarters, Facilities of Homeopathic and Ayurvedic Dispensaries for railway employees, etc.

The Railway Minister took very good interest on staff matters, discussed in details and assured to do needful on every issue at the earliest. He appreciated present dedicated services of railway workers all over the Indian Railways and requested the unions to give suggestions for enhancing operating ratio further to meet with the future challenges before railway industry. He also said that the unions are playing pivotal role for smooth functioning of railways.

NWREU

Jaipur

UN DAY

25th November, 2014 – The UN Day for Elimination of Violence and Discrimination against Women was observed by the railway women working in General Manager’s Office and Divisional and Sub-divisional offices of Jaipur, by carrying out a large procession.

The rally took place under the banner of NWREU to give a massage in the society to encourage women to come forward and oppose and raise their voice against any kind of violence and discrimination at any place, may it be home, society or workplace. The rally, after being, flagged on with waving of Green flag together by our special guests of Honour, Madam Sangeeta Mathur, and by Mr. Virendra Kumar, DRM, Jaipur.

The rally was witnessed by thousand of people as it proceeded through Power House Road, Rly. Station, Hasnapura Road, Ganpatinagar, Loco Colony and back to Divisional Office, with zeal and enthusiasm, shouting slogans “Stop female feticide, stop domestic violence, say no to dowry, make strong laws to prevent rape and honor killing cases with zeal and enthusiasm.

The mob was addressed by Com. Mukesh Mathur, GS/NWREY, Vibha Taaparia, AGS, Meensa Saxena Pratiksha Mathur, to show united efforts towards the issue of injustice to women. More then 100 ladies and 100 male activists of union also participated in the procession.

AJMER

On that day a seminar was held at Ajmer under the banner of NWREU Ajmer Division and the leadership of Com. Sarika Jain, Mr. Arun Gupta, Mohan Chelani Parul Mathur, Neha Gurjar expressed their views in the seminar and calls upon the workers to unite against the evil practices of our social system.
OBSERVED WORLD AIDS DAY

To commemorate the World AIDS day on 1st December, 2014, all the 49 branches of N.F. Railway Mazdoor Union affiliated to AIRF spreaded over 1300 KM organised cleanliness drive throughout N.F. Railway with a campaign “Clean NFR-Green NFR”. (NFR stands for Northeast Frontier Railway which is one of the 17 zones of Indian Railway).

Shri R.S. Virdi, General Manager while addressing the participants of the programme at Maligaon and Pandu congratulated the workers of N.F. Railway Mazdoor Union for undertaking the Drive and express hope that it would not be a one day affair, the message should be carried to take up the task as a mission in each and every house throughout 365 days.

Hundreds of activists of Maligaon Branch and Ladies branch jointly launched the programme which was monitored by Shri Rakhal Das Gupta, President, AIRF and General Secretary, N.F. Railway Mazdoor Union.

The programme was held spontaneously at Katihar, Kishanganj, Siliguri, Alipurduar Junction, New Coochbehar, Fakiragram, Bongaigaon complex, Pandu, Maligaon, Guwahati, Lumding and Tinsukia.

Report of International Day for the Elimination of Violence against Women 2014

International day for Elimination of violence and harassment against women was observed by all the affiliates of AIRF with commitment and great zeal. The report received from various part of country and affiliates spread the message to never commit or remain silent about violence against women is widely spread in whole of the country, the message given through several activities like seminars, workshops, discussions, education programme, protest march and street plays. The affiliates conducted several activities at their place as per the demand of state. At most of the places the day is observed on 25.11.2014.

Women’s wing of NRMU observed the International Day for the Elimination of Violence against Women on 25.11.2014 at court yard of AIRF/Delhi. A street play was organized to give the message to say NO to Violence and don’t remain silent about violence against women. The session was open with the speech of General Secretary Com. Shiva Gopal Mishra he said that this is our foremost responsibility to create healthy and fear free environment for women, through in the past few years our society faced few fierce and brutal evidences which not only shaken up but also awaken up, hence this the time to take this responsibility especially our never be silent in case of violence against women. He also requested to take oath to never commit or remain silent about violence against women. The oath was taken by 500 comrades present there. It was matter of satisfaction that maximum no. of male comrades not only participated but they speak about violence. Com. Jaya Agarwal said that violence is not local issue but it’s threatening globally. She also informed about the issue taken in the world women Congress at Delhi and detailed hoe the issue taken in the women conference at ITF Congress at Sofia in Aug 2014. the Concept of NO were explained by her, many of the male comrades iniitiated to mark NO on their hand and promised to keep maintain the significance of this “NO”. The street play subjected to non violence was played by Asmita group of theatre. Female infanticide, Road teasing, acid attack, domestic violence, and discrimination were the issues showed and at the end of the show a group discussion was done by group leader and holywood actress Shilpa Marwaha. The present group of 500 male and female took part in this interactive session. The long session of discussion was very informative. In the closing session General Secretary convey his thanks and reminded the oath and took promise to stick on it. NWREU an affiliate from north eastern part of the country conducted seminars, workshops, awareness campaign, at Lumding, Darjling and Guwahati. A huge none day workshop was conducted by SCRMU at Hyderabad, SECRMU reported that women leaders were visted several offices and distributed white ribbon and calendar, collect grievances and created awareness by giving small message of Zero tolerance for Violence against women. Two days awareness workshop was conducted at Chennai by women’s wing of SRMU. The clear simple but strong message of equality and respect to women was given by western and central zones at Mumbai central, Kurla, Thane, Churchgate, Dadar, Pune and the women wing of Eastern zones conducted education programmes at Patna,
Hajipur, Kolkata and Jamalpur. The message of no violence was given through welfare activities i.e. health check up, Yoga and meditation, Cervical cancer awareness workshops etc reported by northern zones at Allahabad Gorkhpur IZatnagar, Varanasi, Lucknow, Firozpur and Ambala. Rally was organized by East Coast Region Women holding position in society was invited to convey the message and encourage the gathering. SWRMU an affiliate organized an photo exhibition on violence to create awareness, and the Documents regarding status of women, their rights and how to deal with it, was distributed among the women workers to make them able to fight for their rights.

REFERENCES FROM AIRF TO RAILWAY BOARD

Sub: Proposed Scheme for Cashless Treatment of RELHS Beneficiaries in Private Empanelled Hospitals.

In reference to your above aforementioned letter, AIRF would like to point out the following:-

(i) Basically this facility is intended for Senior Citizens, who may not have that much of man power to move from one place to other to avail the facility. A large number of such retired persons are living in remote places and they may not have Aadhar Card.

(ii) Referral Hospitals may not agree to undertake the ordeals, as laid down, and wait for the approval for the treatment of the patient from Railway Hospital, once the patient is admitted in the hospital.

(iii) Delay in getting approval by the Referral Hospital from Railway Hospital, may be fatal for the patient.

As such, hassle-free procedure may be adopted, so that common Senior Citizens can avail the facility and the procedure, so adopted, are acceptable to Referral Hospital.

No. AIRF/101(326) dated 8.11.2014.

Sub: Recruitment qualification for JE & SSE in TMC of the Indian Railways.

Railway Board have prescribed recruitment qualification for open market recruitment of JE & SSE in Civil Engineering, Electrical, Mechanical, S&T and Track Machine Organization vide their letter under reference above.

It may be seen that, while prescribing educational qualification for direct recruitment to the post of JE(TC), Diploma in Automobile Engineering and Production Engineering, which were existing in under Para 146-A(ii), have been withdrawn and for direct recruitment of SSE(TMC), Degree in Production Engineering has also been withdrawn.

It may be appreciated that, in Track Machine Organization, all the Track Machines invariably have heat engine, therefore, knowledge of Automobile Engineering should have been considered as a qualification for recruitment in the cadre of Track Machine Organization. Similarly, Diploma/Degree in Production Engineering also of immense importance nowadays, which is already prescribed for recruitment to the post of JE/SSE in Civil Engineering Deptt. other than Track Machine Organization.

I would, therefore, request you to personally intervene in the matter, so that Diploma/Degree in Automobile Engineering & Production Engineering are also considered as recruitment qualification for the post of JE/SSE in Track Machine Organization also in order to eliminate disparity in recruitment qualification for other JEs/SSEs of the Engineering Department.


Sub: Staff Benefit Fund.

In continuation of our earlier letter dated 3rd September, 2014 on the subject matter, we send herewith a copy of letter No. 915-E/1/HQ/SBF dated 10.09.2014 of North Western Railway Administration, addressed to Railway Board, reiterating whatever we have demanded in our letter under reference.
The Board are requested to issue revised instructions, rectifying the discrepancy as has been done in Board’s letter dated 30.7.2014 (RBE No. 83/2014)

No. AIRF/150(280) dated 25.9.2014

RAILWAY BOARD ORDER’S

Sub: Issue of Privilege Passes/PTOs covering Udhampur-Katra Section.

Queries are being received from Railways/PU’s seeking Board approval for issue of Pass/PTOs on Udhampur-Katra Section.

In this connection, it is clarified that Railway Sections/Stations which have since been opened for passenger traffic, are part of Indian Railways. Hence, Pass/PTOs for such sections/stations may be issued. There is no need to seek Board’s approval in such cases. In future also, Passes/PTOs may be issued for such sections/stations, without making any reference to Board’s Office.

This disposes of RCF’s letter No.65-E/RCF/KXH/PASS/PTO/2014 dated 5.9.2014

No. E(W)2012/PS5-10/1 dated 10.10.2014.

Sub: Applicability of Old Pension Scheme to Substitutes who attained temporary status prior to 1.1.2004 but regularized after 1.1.2004 – clarification regarding.

This issue of coverage of substitutes who had attained temporary status prior to 1.1.2004 but regularized after 1.1.2004 under Old Pension Scheme, has been raised by both the recognized Federations (AIRF & NFIR) under PNM/AIRF item No. 05/2012 and PNM/NFIR item No. 15/2011 respectively. The issue has also been raised under DC/JCM (Railways) item No. 20/2012.

2. The issue has been examined by Board and it has now been decided that substitutes who got temporary status prior to 1.1.2004 but regularized/absorbed after 1.1.2004 and after regularization, it the date of appointment is prior to 1.1.2004, in terms of provison of Board’s letter No. E(NG)II/90/SB/Master Circular dated 29.1.1991 (M.C. No. 20/91) and Para 6 of letter No.E(NG)II/2008/SB/SR/15 dated 17.09.2010, then they may be covered under Old Pension Scheme.

3. Further, the employee and employer contribution of the NPS corpus of the Substitutes, mentioned in Para 2 above, who so far have been covered under the National Pension System (NPS) may be adjusted in terms of the instructions contained in Board's letter No.2010/AC-II/21/18 dated 31.3.2014 (RBE no.5/2014)

No. 2012/F(E)III/1(1)/2 (RBE No.121/2014) dated 29.10.2014.

Sub: Clarification regarding educational qualification for engagement/appointment/recruitment on the railways.

For appointment/engagement and recruitment to post in Pay Band-1 of Rs.5200-20200 (Grade Pay Rs. 1800/-), possession of qualification as prescribed in terms of Board’s letter No. E(NG)II/2009/RR-Pt. dated 09.12.2013 is mandatory.

2. Persons already engaged/appointment/recruited against erstwhile Group ‘D’ posts, prior to implementation of 6th CPC pay structure, may be extended benefit of revised pay structure of Pay Band-1 (Grade Pay Rs. 1800)
provided they are in possession of prescribed qualifications. In case of non-possession, benefit would be subject to imparting of requisite training as per instructions contained in Board’s letter No. E(MPP)2008/3/17 dated 24.9.2008.

3. Further, persons engaged with relaxed qualification in terms of Board’s letter No.E(NG)II/2009RR-1/10/Pt. dated 05.01.2011 and 27.04.2011 may be kept in – 1S Pay Band of Rs. 4440-7440 (Grade Pay Rs. 1300) till they also are imparted requisite training as per instructions contained in Board’s letter No. E(MPP)2008/3/17 dated 24.9.2008.

4. Widows, even if not possessing the prescribed qualification but being considered for appointment on compassionate grounds, have to be placed in Pay Band-1 of Rs. 5200-20200 having Grade Pay Rs. 1800 directly, without insisting on fulfillment of educational qualification norms provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be preformed with help of someone job training (RBE No. 102/2012).

5. Persons engaged with relaxed qualification in terms of stipulation made in Board’s letter No. E(NG)II/2011/RR-1/11 dated 9.12.2011 will remain in – 1S Pay Band of Rs. 4440-7440 (Grade Pay Rs. 1300) and continue to be governed under the provision contained in Para 2 of letter issued under RBE No.166/2011 dated 9.12.2011 till they acquire the prescribed qualification.

6. All those not covered under the above paras will have to possess the prescribed qualification for appointment to a post on the Railways.

7. All these are equally applicable to persons appointed as substitutes.


Sub: Treatment of Contractor Labours & their family member engaged by Railway Administration.

It has been decided by the Board that the contractors engaged by Railway administration and their staff are not entitled to free medical attendance and treatment facilities. They and their family members may be treated in Railway hospitals and health units as per city specific Non-NABH CGHS rates charged for non Railway Patients. This issue with the concurrence of Finance Directorate of Railway Board.

Advance Correction Slip (S.No. Health 2014 amending Sub-section (16) Para 617(1) of IRMM, 2000 is enclosed.

Advance Correction Slip to Sub-para (16) of Para 617 (1) of IRMM, 2000

Sub-section (16) Para 617(1) of IRMM, 2000 may be substituted as under:-

“Contractors engaged by Railway administration and their staff are not entitled to free medical attendance and treatment facilities. They and their family members may be treated in Railway hospitals and health units as per city specific Non-NABH CGHS rates charged for non Railway Patients.

(Authority: Boards’ letter No. 2012/H-1/2/2/ELR dated 10.11.2014.).

Sub: Grant of provisional pension to retired railway servants against whom departmental or judicial proceedings are in progress.

Rules on payment of provisional pension are contained in rule 10 of Railway Services (Pension) Rules, 1993. The amount to be paid as provisional pension has been clarified vide Board’s letter No. F(E)III-78 PN1/11 dated 17.5.78 which inter-alia states that in such cases, 100% pension which is otherwise admissible to the railway servant should be authorized as provisional pension, as in cases of normal retirement.

2. It is reiterated that the instruction contained in Board’s letter dated 17.5.78 that provisional pension will be equal to 100% pension which is otherwise admissible to the railway servant still holds good.
Sub: Scheme of General Department Competitive Examination (GDCE) for filling up of 25% of net direct recruitment quota vacancies in Group ‘C’ categories – Partial shift in the duty of agency conducting GDCE regarding.


In continuation of Board’s letter of even number dated 20.10.2014 on the above subject, the Board (MS) has decided that EDE (RRB)/Railway Board may nominate concerned Chairman of Railway Recruitment Board (RRB) for different Railways.

2. It is also clarified that Railway Recruitment Centres (RRCs) mentioned in Para 2(i) of the letter dated 20.10.2014 may be read as Railway Recruitment Cells.

Sub: Improvement in pay scales and formation of proper AVC for Artificial Limb Centre Staff.

The undersigned is directed to refer to AIRF’s letter No. AIRF/101(172) dated 08.05.2014 on the above subject and to state that reply given earlier in this regards vide Board’s letter No. PC-VI/2014/RU/AIRF-NFIR/8 dated 15.07.2014 still holds good.

Sub: Incentives in case of posting to USBRL project and to the difficult projects (National) in N.F. Railway on retention of quarter.

The question of allowing house retention in case of postings to USBRL project in Jammu and Kashmir and the postings to the difficult projects (National) in N.F. Railway (As per annexure) have been considered by the Ministry of Railways (Railway Board) following the recommendation on the subject by the committee on incentives formed for the purpose. The Board has agreed to allow the following incentives:

<table>
<thead>
<tr>
<th>Incentives proposed for USBRL Project</th>
<th>Incentives proposed for identified “Difficult Project” of N.F. Railway</th>
</tr>
</thead>
<tbody>
<tr>
<td>For officers and staff, posted in J&amp;K (USBRL project) permission to retain Railway accommodation at previous place of posting as per Railway Board’s guidelines.</td>
<td>For Officers and staff, posted on “Difficult Projects” of N.F. Railway to retain Railway accommodation at previous place of posting as per Railway Board’s guidelines.</td>
</tr>
</tbody>
</table>

The above incentives will be limited to the project construction phase only and are effective from 1.4.2012.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

ANNEXURE

List of Difficult Projects (National) in N.F. Railway

1. Bhairabi – Sairang (Mizoram)  
2. Jiribum – Tupul – Imphal (Manipur)
3. Dimapur – Zubza (Nagaland)  
4. Agartala – Sabroom (Tripura)
5. Bogibeel Rail–cum–Road Bridge(Assam)  
6. Murkongselek-Pasighat(Arunachal Pradesh & Assam)
Sub: Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2013-2014.

Board’s letter of even number dated 26.09.2014 on the above mentioned subject may be referred to. Vide Board’s letter of even number dated 05.11.2014 the provisional sanction for payment of PLB for 78 days was regularized. However, queries are being raised whether the wage calculation ceiling limit of Rs. 3500/- p.m. had been removed. It is hereby clarified that there is not change in the wage calculation ceiling limit of Rs. 3500/- p.m. for calculation of PLB.


Sub: Reckoning of 30% of pay element for the purpose of payment of Transport Allowance to Running Staff.

The undersigned is directed to refer to your letter No. AIRF/97(LI)(153) dated 24.04.2012 on the above subject and to state that the issue of reckoning of 30% of pay as ‘pay element’ for the purpose of Transport Allowance to Running Staff has been examined in detail and it has not been found acceptable.

It may be recalled that Transport Allowance was introduced as a new allowance based on the recommendation of Fifth CPC and it was not in place of CCA and that CCA along with Transport Allowance remained in existence till 31.8.2008. During Fifth CPC period Transport Allowance was admissible to Railway employees based on the pay scale held by them. Further, consequent to implementation of Sixth Central Pay Commission’s recommendations, CCA was abolished and fresh instructions, for grant of Transport Allowance in continuance of earlier instructions, had been issued. It provided for grant of Transport Allowance based on the Grade Pay in Pay Band of the employee. The VIth CPC in Para 4.2.8 inter-alia of its report had noted that –

“The Commission is recommending adequate revised rates of HRA and Transport Allowance separately. Consequently, no rationale exists for continued payment of City Compensatory Allowance. Rates of Transport Allowance are being increased substantially and will subsume the element of CCA. Accordingly, the Commission recommends abolition of City Compensatory Allowance. The Commission is aware that as per the extant rules, not all employees are eligible for Transport Allowance. The Commission has recommended certain liberalization in the rules relating to payment of Transport Allowance. This may not, however, benefit all the employees and there could still be some isolated cases where the employee remains ineligible for Transport Allowance. This category of employees will face a loss in terms of withdrawal of CCA. Such loss, however, cannot be termed iniquitous as enjoying the facility of Government transport. Further, the loss will be notional as the adequate increase being recommended by the Commission in salaries and other allowances will more than make up the loss on account of withdrawal of CCA in respect of this category of employees.”

Further, the rates of Transport Allowance are not calculated as a percentage of the basis pay but given as fixed slabs including DA thereon, on the basis of Grade Pay held by the employee or his pay in the Pay Band.

Based on the above, there seems no justification to add on 30% of basic pay (as pay element) for the purpose of grant of Transport Allowance to the running staff.

The issue was raised earlier also, by the Federations in the forum of DC/JCM as item no. 14/1999. After detailed consideration and discussion the demand to include ‘Transport Allowance’ as one of the specified benefit for add-on benefit of 30% pay element was not agreed to and item was closed vide Board’s letter no. E(P&A)I/99/JCM/DC-1 dt. 12.01.2000 (copy enclosed)

Sub: Grant of Transport Allowance to the Running staff by taking into account pay plus 30% of pay-JCM/DC Item No. 14/99.

I am directed to refer to the discussions held in the JCM/DC meeting held on 30th November & 1st December 1999 on the above Item. Pursuant to the above discussions, the issue has again been examined in detail by the Board. The Staff side demand for adding 30% of pay to the pay scales of the Running staff for determining the scale of pay for...
the purpose of deciding the entitlement of rate of transport allowance to the Running Staff has however, not been found feasible of acceptance. It is requested that the above Item may be treated as closed.


Sub: Merger of Dearness Allowance equal to 50% of basic pay w.e.f. 01/04/2004 – Reckoning as pay running staff.

Ref: DC/JCM Item No.15/2009.

Please refer to discussions during meeting held on 25.6.2014 with Board on the subject noted above. The matter was considered in this office. In this regard, it is stated Ministry of Railways adopts the recommendations of Ministry of Finance, the nodal Ministry, in the matter of pay and emoluments as recommended in the Pay Commissions and further clarifications, if any, from time. Ministry of Finance vide its O.M. dated 1st March, 2004 decided to merge DA equal to 50% of the existing basic pay with the basis pay and shown distinctly as Dearness Pay (DP) which was to be counted for purposes like payment of allowances, transfer grant, retirement benefits, contribution to GPF, Licence fee, monthly contribution for CGHS, various advances etc. The said O.M. of ministry of Finance further stipulated that the entitlements of LTC, TA/DA while on tour and transfer and government accommodation were to continue to be governed on the basis of the basis pay alone without taking into account the Dearness Pay. The said O.M. do not provide for reckoning of Dearness Pay for the purpose of fixation of pay is respect of any category of employees. The O.M. dated 01/03/2004 has been adopted by this Ministry vide Board’s letter No. PC-V/2004/A/DA/1 dated 11/3/2004.

Keeping in view of the above, it has been decided that DP shall also be reckoned as pay for the purpose of computation of specific benefits as mentioned in Rule 25 of “The rules for payment of Running & other allowances to the Running Staff on the Railways 1981” excluding (a) Entitlement of Passes & PTOs, (d) Fixation of pay in Stationary posts & (g) Entitlement of quarters. Accordingly, letter No. E(P&A)-II-2006/RS-28 dated 24/04/2007 and 02/07/2008 were issued to all Zonal Railways and Production Units.

Since Ministry of Finance is the nodal Deptt. of Govt. on the subject, it is not feasible to deviate from the instructions issued by them.


O.M. Dated 1st March, 2004

Sub: Merger of 50% of Dearness Allowance/Dearness Relief with basic pay/pension to Central Government Employees/Pensioners w.e.f. 01/04/2004.

The Fifth CPC in Para 105.11 of their report had recommended that DA should be converted into Dearness Pay each time the CPI increase by 50% over the base index used by the Pay Commission.

2. this recommendation of fifth CPC has been considered and the President is pleased to decide that, with effect from 01.04.2004, DA equal to 50% of the existing basic pay shall be merged with the basic pay and shown distinctly as Dearness Pay (DP) which would be counted GPF, Licence fee, Monthly contribution to CGHS, various advances, etc. The entitlements of LTC, TA/DA while on tour and transfer and government accommodation shall, however, continue to be governed on the basis of the basis pay alone without taking into account Dearness Pay. In case of existing pensioners, Dearness Relief equal to 50% of the present Pension will, w.e.f. 01.04.2004, be merged with pension and shown distinctly as Dearness Pension. Dearness Allowance/Dearness Relief converted into Dearness Pay/Dearness Pension respectively would be deducted from the existing rate of Dearness Allowance/Dearness Relief.

3. To ensure that pensioners retiring between 01.04.2004 to 31.01.2005 do not face any loss in fixation of pension, as a special dispensation in their case, DA equal to 50% of the basic pay would be treated as basic pay for
purposes of computation of pension in respect of basic pay received by them prior to 01.04.2004. Consequently, element of dearness pension will exist only for pensioners retired/retiring from Government of India up to 31.03.2004.

4. Insofar as the persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

Sub: Purchase of Staff Cars – Revision of guidelines reg.

The list of vehicles approved for use as staff cars as issued by Ministry of Finance, Deptt. of Expenditure from time has been adopted for use on the Railways. The current list of such vehicles is contained in Board’s letter No. E(G) 2000 AL4/13 pt. dated 1/5/2006 (RBE No.54/2006), 22-01-2009 and 13-9-2013/20-9-2013.

The ministry of finance, Deptt. of Expenditure vide their O.M. No. 03(1)/E-IIA/2009 dated 6/8/2014 have issued revised guidelines on the models to be used as staff cars. It has been decided to adopt these instructions in so far as purpose of staff cars on the Railways is concerned.

Accordingly, in supercession of instructions contained in letters dated 1/5/2006, 22.01.2009 and 13.9.2013/20.9.2013 referred to above, it has been decided that modals of cars with Net Dealer Price (NDP) of upto Rs. 4,75,000/- available in the DGS&D Rate Contract only shall be considered for purpose as staff car. The purchase may be made only through DGS&D rate contract mode.

No. E(G)2014 AL4-14 Dated 29.09.2014.

Sub: Clarification regarding reckoning of 20/33 years of qualifying service in respect of Drivers, Gangmen, Specified safety categories in GP 1800 and 1900 under Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) –PNM/AIRFNo.23/2013 and NFIR’s letter No. II/NFIR/95/pt.IV dated 03.07.2014.

The issue of reckoning of prescribed 20/33 years of qualifying service in specified safety categories or otherwise for determining the eligibility of Drivers, Gangmen, Specified safety categories in GP 1800 and 1900 under Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) has been under consideration of the Board for quite some time.

2. In partial modification of the clarification contained in Board’s letter No. E(P&A)-2011/RT-6 dated 11.03.2013, it has now been decided by Board that for determining the eligibility of the employee in respect of the prescribed qualifying service of 33/20 years under LARSGESS, an employee is required to render total qualifying services of 33/20 years, out of which the employee should have rendered at least the last ten years in the concerned safety category post. Past cases decided otherwise by the railways need not re-opened.

3. In view of the above, for determining the eligibility of the employee under the Scheme, the eligibility conditions for the specified safety categories for seeking retirement under LARSGESS would be as under:-

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Category</th>
<th>Eligibility conditions on the cut off date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Qualifying service</td>
</tr>
<tr>
<td>1.</td>
<td>Drivers and specified safety category posts in GP 1900</td>
<td>(i) Total 33 years. (ii) Last ten years in the concerned safety category post.</td>
</tr>
<tr>
<td>2.</td>
<td>Gangmen and other specified safety category posts in GP 1800.</td>
<td>(i) Total 20 years. (ii) Last ten years in the concerned safety category post.</td>
</tr>
</tbody>
</table>

The other terms and conditions of the Scheme would remain unchanged.

Sub: Recruitment Rules for Official Language Staff of Indian Railways.

Pursuant to issue of instructions vide Board’s letter of even number dated 03/01/2013 (RBE No. 149/2013), references have been received from some railway establishments seeking clarification whether Translation Training Course Certificate of three month duration awarded by Department of Official Language, Central Translation Bureau, M/o Home Affairs can be accepted in lieu of the Diploma/Certificate Course in translation from Hindi to English and vice-versa as prescribed in para 2(a)(ii) of ACS No. 223 circulated vide RBE No. 149/2013.

The issue has been examined in consultation with Department of Official Language, Central Translation Bureau, M/o Home Affairs and Official Language Directorate of this Ministry and it is clarified that aforesaid certificate course obtained from M/o Home Affairs can be accepted in lieu of Diploma/Certificate Course in translation from Hindi to English and vice-versa as prescribed in para 2(a)(ii) of ACS No.223 circulated vide RBE No. 149/2013.

Apart from above, the instructions contained in RBE No. 149/2013 are clear, self-explanatory and unambiguous and may be adhered to strictly.

Subsequent issues, if any, may be processed in terms of instructions contained in Board’s letter No.E(NG)II/RR-1/8 dated 28.8.2014.


Sub: Staff Benefit Fund.
Ref: Board’s letter of even number dated 30.7.2014 (RBE No.83/2014)

Please refer to Item No.1 under the heading “Education” of Board’s letter cited above, where under the scheme of scholarship for higher Technical/Professional Education @ Rs.1500/- per month is applicable for wards of railway staff in Grade Pay of above Rs. 2400/- and up to Rs. 4200/-.

2. Based on the requests received from the Federations and Zonal Railways. Board have reconsidered the matter and have decided to remove the ceiling limit of Rs. 4200/-. Accordingly, the aforesaid scheme is now available for wards of all non-gazetted Railway employees as was being done prior to issue of Board’s letter ibid subject to the staff in lower Grade Pay being given precedence.