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All India Railwaymen's Federation

(Estd, 1924)

4, STATE ENTRY ROAD,
NEW DELHI-110055
INDIA

No.AIRF/DC/JCM/I/2010 (422)

Dated: March 22, 2010

The Secretary(E),
Railway Board,
New Delhi

Attn: Shri P.K. Sharma, Addl. Member(Staff),
Railway Board


Dear Sir,

Sub: Replacement of DC/JCM Agenda Item No.13

Ref: Staff Side's letter No.AIRF/NFIR/DC-JCM/I/
2010 dated 18.2.2010

Kindly replace earlier DC/JCM Agenda **Item No.13 – Problems of the Station Master**, with the attached one, sent to the Railway Board vide above-cited letter of the Staff Side.

Yours faithfully,


(Shiva Gopal Mishra)
General Secretary

DA/As above

Copy to: General Secretary, National Federation of Indian Railwaymen,
3 Chelmsford Road, New Delhi, along with a copy of above-mentioned
agenda item.

DA/As above

✓ Copy to: General Secretaries, all affiliated unions, along with a copy of
above-mentioned agenda item.

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Item No.13

Sub: Problems of the Station Masters

The post of Station Master is a popular icon most often associated with the Railway system. This important category is responsible for receipt and despatch of trains on the stations, overall supervision and coordination of work between the staff of different departments on the station(para 83.124 of the report of the V CPC).

Minimum qualification for ASM was enhanced to Degree from the year 1982.

The following is the selection procedure:-

- Written Test
- Psychological Test
- Medical Test with A-2 vision
- Initial training of about six months including online training

Operating

- General and Subsidiary Rules(G&SR)
- Operating Manual
- Accident Manual
- Block Manual

Commercial

- Booking, Goods, Luggage and parcels and other commercial works.

Accounts

- Personal and Medical

OHE Training

- Safety Training, Customer Care Training

After successful completion of training, he is posted at the station and works independently during his 8/12 hours duty. While working independently at the station, he also works as in-charge of the station in his shift; so he should be known as “**Station Master**” instead of Asstt. Station Master.

While working at the station, his duty includes:-

- (i) Safe and punctual train working;
- (ii) Commercial work such as booking parcel and luggage, goods, etc.
- (iii) Establishment work and staff welfare.
- (iv) Stores management.
- (v) Inspections and their compliance
- (vi) Safety
- (vii) Medical work
- (viii) Co-ordination with other departments, viz. S&T, Engineering, Mechanical, OHE, Electrical and also GRP/RPF.
- (ix) Operating Public Address System(PAS), public dealings and guidelines to the passengers/customers.
- (x) Cleanliness of station and its surroundings.
- (xi) Upkeep of 37 registers of operating and in all 130 registers are to be maintained.
- (xii) Other duties at the time of abnormal working like public agitation, unusual occurrence, etc.

Besides the above, he also attends Periodical Medical Examination, Refresher Course regularly without fail and attends safety seminars and meetings.

Station Master/Asstt. Station Master is the link between his staff and the administration. He also supervises and co-ordinates like a Manager of a Team. He has been entrusted with safe and efficient operation of train, handling of traffic and rendering of satisfactory service to the public.

Railway Ministry has created a combined cadre which consists of the YM, SM and TI. Therefore, there is a need to evolve one recruitment grade for this cadre.

Recommendations of the COMs of various Zonal Railways for improvement of pay scales and working/service conditions are given as under:-

S. No.	Railway	Recommendations for pay scales
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1.	COM-ECR	Recruitment grade Rs.9300-34800, Grade Pay Rs.4200 + 30% Safety Allow.
2.	COM-CR	Initial grade Rs.9300-34800 Grade Pay Rs.4200
3.	COM-WR	Initial grade Rs.9300-34800 Grade Pay Rs.4200
4.	COM-ECoR	Initial grade Rs.9300-34800 Grade Pay Rs.4200
5.	COM-WCR	Present grade seems to be grossly inadequate and it is strongly recommended that the Asstt. Station Master cadre should be treated at par with Running Staff as both categories play similar role in train operation.
6.	COM-NR	30% Hardship Allowance and 10% Risk Allowance inclusive of Basic Pay + D.A.
7.	COM-SER	Initial grade Rs.5200-20200, Grade Pay Rs.3600 and Special Allowance as an incentive should be provided.
8.	COM-SECR	To adopt principle of Supervisor to be placed above the supervised in pay scales of Station Master.

Recommendations to improve working and service conditions

- Posting of additional Asstt. Station Master at Central Panel Station.
- Vacancies should not be allowed in the cadre so that staff get leave in time without inconvenience.
- Attached toilet facilities with ASM Office, resting facilities for LR/RG with cooking facility or Cooking Allowance.
- SM/ASM are the Brand Ambassadors of the Railways image for public. The Railways should provide them better Chamber/Rooms with good furniture, etc. to boost their morale and image of the Railways.
- Cost free meals and accommodation at the Training Centres and Safety Camps in addition to normal D.A. (one of the recommendations made by the RSRC)

The Assistant Station Master has to work independently in his shift duties. After completion of prescribed training when he is posted at a station, he may be a junior to his senior but not an Assistant because in whatsoever shift he works, he works independently and remains responsible always towards his duties of train working. As such, to designate him while appointing Assistant Station Master is not justified so his designation should be **Station Master** and not **Assistant Station Master** at the time of appointment.

Secondly, the present Station Master Rs.5000-8000(V CPC scale) and Dy. Station Superintendent Rs.5500-9000(V CPC scale) have been given Grade Pay of Rs.4200 by the VI CPC by upgrading them to Rs.6500-10500(V CPC scale). Similarly, Station Superintendent Rs.6500-10500(V CPC) has been upgraded to Rs.7450-11500(V CPC) and after merger has been given Grade Pay of Rs.4600.

All the above points are submitted to justify that the initial grade of ASM shall be placed in PB-2(Rs.9300-34800) with Grade Pay of Rs.4200 instead of PB-1(Rs.5200-20200) with Grade Pay of Rs.2800 with the designation as **Station Master instead of Asstt. Station Master**.

So the designations should be revised as under:-

<u>Existing Designation</u>	<u>Proposed Designation</u>
Asstt. Station Master Rs.4500-7000(V CPC)	Station Master, PB-1(Rs.5200-20200), Grade Pay Rs.2800
Station Master Rs.5000-8000(V CPC)	Deputy Station Manager, PB-2(Rs.9300- 34800), Grade Pay Rs.4200
Dy. Station Supdt. Rs.5500-9000(V CPC)	Deputy Station Manager, PB-2(Rs.9300- 34800), Grade Pay Rs.4200
Station Supdt. Rs.6500-10500(V CPC)	Station Manager(Non- Gazetted), PB-2 (Rs.9300-34800), Grade Pay Rs.4600
Station Manager Rs.7450-11500(V CPC)	Station Manager(Non- Gazetted), PB-2 (Rs.9300-34800), Grade Pay Rs.4600

Staff Side urges upon the Railway Board to consider the above-mentioned facts and revise the Entry Grade Pay and Designations of the staff as proposed above.