

No.AIRF/NFIR/DC-JCM/II/2011

Dated: December 23, 2011

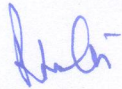
January 13, 2011

Shri P.K. Sharma,  
Addl. Member(Staff),  
Railway Board,  
New Delhi

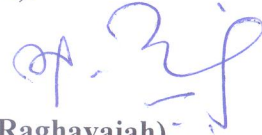
Dear Sir,

**Sub: Agenda items for the next meeting of the Departmental Council(JCM)**

Enclosed please find herewith 30 agenda items for discussing the same in the next meeting of the Departmental Council(JCM).



**(Rakhal Das Gupta)**  
**Working President**  
**AIRF**



**(M. Raghavaiah)**  
**General Secretary**  
**NFIR**

Encl: As above

## **Item No.1**

### **A. Sub: Children Education Allowance and Re-imbursement of Tuition Fee**

**Ref: Railway Board's letter No. E (W) 2008/ED-2/4 dated. 01-10-2008**

Under extant instructions, re-imbursement of Children Education Allowance can be allowed on the basis of self certification of original receipts on items like shoes, note books, uniforms, etc., purchased.

Staff representations have been received that the Zonal Railways(Central Railway in particular) are refusing to accept the receipts issued by road side shops on the purchased items listed in DoPT's O.M. dated 2<sup>nd</sup> September, 2008.

Administration's refusal to accept original receipts issued by small roadside shops is defeating the very purpose of providing Children Education Allowance for encouraging young children to avail the advantage for their school education.

Staff Side, therefore, requests the Railway Board to issue suitable clarification to the Zonal Railways to also accept original receipts issued by roadside shops and ensure reimbursement on self certification.

### **B. Sub: Reimbursement of Hostel Subsidy to the employees for keeping their children in the Hostel of a Residential School away from the station they are posted or residing irrespective of any transfer liability**

**Ref: Railway Board's letter No.E(W) 2008/ED-2/4 dated 22.02.2011 and DoP&T's O.M. No.12011/ 08/2010-Estt.(AL) dated 30.12.2010**

Staff Side invites attention of the Railway Board to the above cited references relating to grant of Children Education Allowance/Hostel Subsidy.

Vide Item No.V of DoP&T's O.M. dated 30.12.2010, it has been clarified that for the purpose of Hostel Subsidy, "**station**" would be demarcated by first three digits of the Pin Code of the area where the employee is posted or residing, the first three digits of the Pin Code indicate a Revenue District.

On the Indian Railways, employees posted at different station/place, keep their children in the Hostel of a Residential School/Institution away from their respective stations/places. With the issuance of clarification vide DoP&T's O.M. dated 30.12.2010, "**the station would be demarcated by the Pin Code of the area.**" In Revenue Districts, 1<sup>st</sup> three digits of various towns are one and the same of the 1<sup>st</sup> three digits of the Headquarters Town of the Revenue District. Thus, children of the Railway employees kept at the Hostel of Residential School in a town which is at a distance of 60 kms to 90 kms from their place of working/residence are denied Hotel Subsidy. It could be seen that DoP&T's clarification has been aimed at diluting its own O.M. issued previously pursuant to acceptance of VI CPC recommendation by the government only to deny legitimate Hostel Subsidy.

In a Revenue District, railway stations and work places where staff are working/residing while their children are kept in the Hostel away from stations are cited below as an example:-

## **Revenue District – Kurnool(Andhra Pradesh):-**

- (i) Kurnool - Pin Code 518 000
- (ii) Adoni - Pin Code 518 301, distance between Kurnool and Adoni 90 kms.
- (iii) Nandyal - Pin Code 518 501, distance between Kurnool and Nandyal 65 kms.
- (iv) Dhone - Pin Code 518 322, distance between Kurnool and Dhone 50 kms.

Staff Side, therefore, urges upon the Railway Board to apprise the problem in the Railways to the DoP&T for ensuring implementation of VI CPC recommendation as accepted by the Union Cabinet on 14<sup>th</sup> August, 2008.

### **Item No.2**

#### **A. Sub: Fixation of pay in case of one/two promotions received during the intervening period from 01.01.2006 to 31.08.2008**

Number of employees had received one or two promotions during the intervening period between 01.01.2006 & 31.08.2008. They have exercised option for fixation of their pay taking into the account their one or two promotion as the case may be during the intervening period. But the same has been refused. It may be mentioned that such fixation has been allowed in the Ministry of Defence with due approval from the Ministry of Finance. It is not understood, why Railway employees are being differently treated in the matter.

Hence, it is urged that fixation of pay in 6<sup>th</sup> CPC scale may be allowed taking into account one or two promotions received by an employees during the intervening period between 01.01.2006 and 31.08.2008.

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

There are cases of staff who got two promotions in the pre-revised pay scales during the period between 01.01.2006 and 04.09.2008. These promotions were granted prior to issuance of Railway Board's Notification, allotting VI CPC revised pay structure and Grade Pay to the staff.

Now the question of granting opportunity of option for pay re-fixation in these cases has arisen as the staff are pressing for another opportunity.

Staff Side contends that in the above situation, there is need to permit staff to give another option to enable them to opt for revised pay structure/grade pay subsequent to the date of grant of second promotion in the pre-revised pay scales.

Staff Side, therefore, urges upon the Railway Board to get the issue examined for the purpose of extending opportunity of one more option to the staff to enable them to opt for revised pay structure and grade pay from a date subsequent to the date of second promotion.

### **Item No.3**

**Sub: Granting of House Rent Allowance(HRA)**

Entitlement of Railway quarter has been specified vide Railway Board's letter No. 2008/LMB/10/16 dated 27.01.2011.

In many places, staff could not be provided quarters appropriate to their grade pay and offer lower type of quarters. When they refuse to occupy such quarters, HRA is denied to them.

Further, due to poor maintenance of quarters, staff are offered quarters which are not at all habitable like absence of door/window/roof leaking badly etc.

It would be appreciated that staff can not be compelled to live in a quarter, type of which is below their entitlement. The staff also cannot be compelled to stay in a quarter not at all habitable.

In the event of both the above cases staff may be granted HRA.

**Item No.4**

**Sub: Line Box for Loco Pilot and Guard – Revision of cost – Reg.**

**Ref: Railway Board's letter (i) No.E(G) 92 ALI-24 dated 06-08-1993(RBE No.121/93) and No.2001/M(L) 467/2 dated 10-05-2011**

Pursuant to the demand discussed by the Staff Side in DC/JCM Meeting, Railway Board had increased initial payment towards the cost of Line Box from Rs.80 to Rs.200 for Guards and Drivers vide letter No.E(G)92ALI-24 dated 06-08-1993.

In view of heavy increase of cost in the market, the amount fixed in the year 1993 needs to be revised upwardly.

Staff Side therefore urges upon the Railway Board to review the matter and revise reimbursable amount towards the cost of Line Box to not less than Rs.1000.

**Item No.5**

**Sub: Pass facilities to the Running Staff**

In terms of Railway Board's letter No.E(LL)84/HER/1 – 18 dated 31.05.84, both Loco & Traffic Running Staff are entitled for the class of Pass, taking into account 30% Pay Element. On the introduction of pay scales of 6<sup>th</sup> CPC, this benefit has been denied to Loco & Traffic Running Staff, causing, serious resentments amongst them.

Hence, it is urged that Pass be allowed to both Loco & Traffic Running Staff taking into account 30% of Pay Element.

**Item No.6**

**Sub: Increase in the rates of interest on Railway Provident Fund**

There has been 80% increase in the rates of interest in the Public Sector Undertaking Banks between the period from March, 2010 to October, 2011. Whereas, Provident Fund interest, which has been reduced to 8% on the analogy of reduction in the rates of Bank interest, has not been raised.

It is urged that due action may be taken to raise the interest of Railway Provident Fund from Rs.8.00 p.a. to Rs.12.00 p.a.

**Item No.7**

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

Staff Side invites Railway Board's attention to its letter No.PC-V/2008/A/0/3(OTA) dated 20.05.2011, wherein decision has been given to revise the date of effect of revised overtime rates to the employees as 01.01.2006 instead of 01.09.2008.

In this connection, Staff Side desires to state that in terms of Railway Board's letter No.E(P&A)II-80/RS-10 dated 17-07-1981, Breach of Rest Allowance is required to be paid to Running Staff at the rate of 2 hours for every hour by which rest fall short of rest period prescribed. Breach of Rest Allowance is, therefore, needed to be calculated at the revised rates of Overtime w.e.f. 01.01.2006. As Railway Board's letter dated 20.05.2011 has not covered this aspect, Zonal Railways are not agreeing to make payment of Breach of Rest Allowance at the revised rates of Overtime for the period from 01.01.2006 onwards.

Staff Side, therefore, requests the Railway Board to issue clarification for allowing payment of Breach of Rest Allowance to Running Staff at the revised Overtime rates w.e.f. 01.01.2006.

**Item No.8**

**Sub: Induction of Trackman/Gateman/Trolleyman/Safaiwala and Store Khalasis in Workshops, Traffic Operating and Commercial Departments**

On the recommendation of Class IV Staff Promotion Committee, headed by G. D. Tapsay, orders were issued for transfer of Trackman, Gateman, Trolleyman, Safaiwala and Store Khalsis to Workshop and Traffic Operating and Commercial Department against 10% vacancies with 50% seniority. Age limit for transfer was originally 35 years for such transfer subsequently raised to 38 years. Due to acute shortage of Gangman, age limit for them was raised to 45 years vide Railway Board's letter No.E(NG)I-99/CFP/23 dated 08.04.2002 in detriment to the interest of such employees. Thus the benefit available to the Trackman, Gateman etc. have been virtually denied.

Hence, it is urged that Trackman, Gateman, Trolleyman be also allowed to seek transfer to Workshop and Traffic, Operating and Commercial Department within the same age limit of their counterparts i.e. Safaiwala, Store Khalasi etc. within the age limit of 38 years.

**Item No.9**

**Sub: Allotment of Type II quarters in favour of staff working in Grade Pay Rs.1800**

As per classification of services, pay scales ranging above Rs.4000, as per 5<sup>th</sup> CPC pay scale, was classified as Group 'C'. Railway Board vide their letter No.98/LMB/10/62 dated 10.01.2000 and 21.09.2000 have ordered that all group 'C' staff who are in pay scales, maximum of which is equal to or less than Rs.7000, are entitled for Type II quarters. This has been embodied vide Para 2.0 of Master Circular No.49(Revised) issued by the Railway Board, the pay scale of Rs.2750–4400 in 5<sup>th</sup> CPC term has been bracketed with lower pay scales and Grade Pay Rs.1800 has been allotted in terms of 6<sup>th</sup> CPC. Railway Board vide their letter No.2008/LMB/10/16 dated 27.01.2011 have bracketed all the staff in Grade Pay Rs.1800 for the purpose of allotment of quarters and those staff have been entitled for Type I quarters. This has deprived the staff those who were in scale Rs.2750–4400 from the benefit of having entitlement of Type II quarters. .

Cases have come to the Staff Side, where even if Type II quarters are lying vacant, the staff in Grade Pay Rs.1800 are denied allotment of the same, resulting in loss of Railway Revenue and denial of quarters to the staff.

Hence, it is urged that wherever Type II quarters are surplus to the requirement of the staff in Grade Pay Rs.1900 and above, the same may be allotted to the staff working in Grade Pay Rs.1800.

**Item No.10**

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

The posts of Loco Inspectors are filled through selection process by Loco Pilots who fulfill certain conditions including that of minimum 75,000 kms driving experience.

Many Loco Pilots have opted for Loco Inspector promotion foregoing the kilometerage advantage with a hope that they will have better career growth and increase in the emoluments through successive Pay Commissions. Consequent upon implementation of VI CPC, revised pay structure/grade pay w.e.f. 01.01.2006, Loco Inspectors category is seriously disappointed and frustrated as their emoluments are far less by about Rs.10,000 p.m. in comparison with their juniors who joined as LIs after 01.01.2006. In this connection, a comparative pay fixation chart is enclosed for proper appreciation.

Railway Board are aware that the role of Loco Inspectors is very crucial in safe and efficient running of train services. Loco Inspectors intensively monitor and counsel Loco Pilots/Asst.Loco Pilots as they are made accountable for any lapse on the part of Loco Pilot. Their genuine grievance relating to loss of emoluments in comparison with their juniors joined after 01.01.2006 has not been addressed by the Railway Board. Almost all Loco Inspectors(joined prior to 1<sup>st</sup> January, 2006) intend to go back to their parent post of Loco Pilot out of disgust and prefer to work on foot plate.

Staff Side also invites Railway Board's attention to their letter No.ERB 1/2008/23/29 dated 13.10.2008, wherein a committee was constituted consisting of the AM(ME) and AM(L) to go into the pay fixation anomaly of Loco Inspectors. The Committee had submitted its report on 04.12.2008, making the recommendation as follows:-

- (a) Under no circumstances should a Loco Inspector promoted prior to 01.01.2006 draw lesser salary than an erstwhile junior who continues to work as a Loco Pilot.
- (b) A notional basic pay, as on 31.12.2005 in Loco Pilot Cadre should be worked out for Loco Inspector promoted prior to 01.01.2006. This notional basic pay be calculated on the basis of pay drawn as a Loco Pilot but for his promotion as a Loco Inspector.
- (c) Benefits of notional promotion to higher grades, viz. Rs.5500-9000 and Rs.6000-9800 should be given from the due dates.
- (d) An initial notional pay fixation in the new PB-2 duly applying 2.118 multiplying factor should be done as applied to other Loco Pilots.
- (e) The final fixation of pay should be done by adding 30% element to the pay in the Loco Inspector cadre w.e.f. 01.01.2006.
- (f) The codal provision for stepping up of pay need not be applied in this case in view of special circumstances prevailing in the Loco Pilots/Loco Inspectors Cadre.

Staff Side, therefore, requests the Railway Board to consider the points brought out above and grant special dispensation for the purpose of pay fixation to the pre 01.01.2006 Loco Inspectors duly calculating their notional pay in the Loco Pilot Cadre and apply 2.118 multiplier factor for pay fixation w.e.f. 01.01.2006 and grant pay re-fixation as Loco Inspectors duly adding 30% of pay.

**CHART SHOWING COMPARATIVE EMOLUMENTS BETWEEN PRE 01.01.2006 SR. LOCO INSPECTORS AND POST 01.01.2006 LOCO INSPECTORS**

ITEM	LOCO INSPECTOR (Promoted as LI prior to VI CPC)	LOCO INSPECTOR (Promoted as LI after VI CPC)
Basic Pay as on 31-12-2005	Rs.9475/-	Rs.7700/- (as a LP)
Basic Pay as on 01-01-2006	Rs.9475 X 1.86 = Rs. 17,630/-	Rs.7700 X 2.118 =Rs.16,310/- (as LP)
Fixing Basic Pay with 30% pay element for promotion as LI (Applicable to only LP)	----	Rs.23,720 + GP Rs.4600
Pay as on 01-07-2008	Rs.23540	Rs.28320
Pay as on 01-07-2009	Rs.24250	Rs.29170
Pay as on 01-01-2011	Rs.24980	Rs.30050
HRA @ 30%	Rs7494	Rs.9015
TA	Rs.2416	Rs.2416
Total Salary as on 01-01-2011	Rs.47630	Rs.56807
<b>Net difference</b>	<b>Rs.9177 (19.26%)</b>	

The emoluments of the person who is most senior and working as Loco Inspector over a decade are lesser by 20% to the Loco Inspector joined after 01.01.2006.

#### **Item No.11**

##### **Sub: Treatment of the cadre of the Cook as a regular cadre in the Track Machine Organization vis-a-vis extending the benefit of restructuring**

Cook is a cadre in all other departments except Track Machine Organization. In Track Machine Organization, Cook is treated as ex-cadre post and as such they have no avenue of promotion.

It is urged that the post of cook in Track Machine Organization be en-cadred and due promotional scope is extended to them by way of restructuring the cadre as has been done in other departments.

#### **Item No.12**

##### **Sub: Absorption of the staff working in quasi-administrative offices/organizations in the Railways – Restoration of earlier policy – Urged**

**Ref: Railway Board's letter No.E(NG)II/95/RR-1/40 dated 11.06.1997, No.E(NG)II/99/RR-1/15 dated 30.05.2000 and No.E(NG)II/99/RR-1/15 Vol. IV dated 03.05.2006**

Staff Side wishes to point out that the Ministry of Railways had in consultation with the Federations laid down policy during the years 1973 and 1977 that the staff working in the quasi-administrative offices/organizations connected with the Railways shall be considered for regular absorption duly placing them below the empanelled casual labour. This policy has accordingly been continued for over two decades, and the staff of the quasi-administrative units/organizations were screened, empanelled and regularized.

In June, 1997, Railway Ministry had arbitrarily cancelled the policy without prior consultations with the Federations. The unilateral decision of the Railway Board was resented by the Staff Side and the issue has been dealt in PNM/DC-JCM meetings a number of times seeking restoration of the old policy. But unfortunately, Railway Board has not restored earlier policy decision.

The Railway Board had, however, issued instructions on 30<sup>th</sup> May, 2000 and again on 3<sup>rd</sup> May, 2006 that those who were on rolls as on 10<sup>th</sup> June, 1997 may only be considered for regular absorption. These instructions have given scope for absorption of small number of staff while the remaining staff who had joined after 10<sup>th</sup> June, 1997 are continued to suffer without the benefit of regularization.

It is pertinent to bring to the notice of the Railway Board's that, when the casual labour system was in vogue in the Railways, the policy of screening and empanelment of staff of the quasi-administrative units/organisations below the empanelled casual labour for absorption was introduced (in 1970s). With the abolition of casual labour system and introduction of new alternative policy of "Substitutes Engagement," in September 2010, all the substitutes engaged from time to time are being screened and absorbed, whereas the quasi-administrative units staff are denied similar regularization.

Absorption of the quasi-administrative offices staff in Group 'D' vacancies would in no way cause any problem to the system, and on the contrary, some vacancies in Grade Pay of Rs.1800(PB-I) can get filled by them and their knowledge of Railway working will be an advantage to the system.

In view of the above, Staff Side requests the Railway Board to restore the old policy, facilitating regularization of the staff of the quasi-administrative units/organizations against GP Rs.1800 vacancies as is being done in the case of the substitutes.

#### **Item No.13**

##### **Sub: Refund of Income Tax deducted from the salary of Running Staff**

Railway Board vide their letter No.F(X)i-91/23/3 dated 28.12.2010 have issued orders raising exemption limit from Rs.6000 to Rs.10000 per month for deduction of Income Tax on Running Allowance w.e.f. 01.09.2008. In the meantime, deduction of Income Tax has been made on Running Allowance granting exemption up to Rs.6000 p.m. during the year 2008-09 and 2009-10.

The procedure for seeking refund from Income Tax Department is most cumbersome and it is hardly possible for Running Staff to get in excess to the limit of Rs.10000 p.m. back the amount deducted.

Hence, it is requested that due mechanism may be devised so that Running Staff can get the amount from Income Tax Department which has been deducted in excess from their salary.

#### **Item No.14**

##### **Sub: E-reconciliation – Problems being faced by the Accounts Staff**

##### **Ref: Railway Board's letter No.2008/ACI/6/2/Meeting dated 24.06.2011**

Railway Board vide their letter referred to above have issued instructions for introduction of e-reconciliation on transfer transaction of accounts Intra and Inter-Railway w.e.f. 01.04.2011. Through these instructions, the scheme of accounts reconciliation is being ventured to replace age old system of personal interactive manual reconciliation and exchange of debits/credits.

While noting that computerization of reconciliation process aims at minimizing physical transfer of documents and staff movement, Staff Side desires to point out that the introduction of e-reconciliation without a proper plan of action for smooth transition is causing a lot of difficulty and inconvenience to the staff concerned due to the following :-

- The programme is introduced without any parallel/test run to ensure its correctness and practicality.
- Training was not imparted to the staff regularly involved in the accountal activity.
- There is a major problem of connectivity to the e-recon portal owing to the server.
- The infrastructure is not made available to the sections concerned.

Sudden full-fledged implementation of web based e-recon w.e.f. from April 2011, instead of making work of reconciliation easy, smooth and error proof is complicating and increasing the existing workload to the staff and creating numerous problems.

A few such issues are listed below:-

- Preparation of TCs hitherto was a two minutes work is now taking hours together.
- The staff who used to attend other phases of work are to sit before a computer waiting for TC preparation through e-recon portal only, leaving other works pending.
- In the earlier system, particular sections/units were allotted transaction pertaining to their sections/units only by the central books section. However, in the e-recon, the entire data of the zone/division is flowing without any filter to all the sections making each section to search for the particular transaction pertaining to them from the huge data. This is like searching for a needle from the heap of haystack.
- Limited user IDs are allotted to units/divisions/zones centrally by Western Railway, whereby staff involved in transfer transactions are facing connectivity problems to the portal.
- The system envisages acceptance of inward TC/TDs without routing through the concerned Executive who is the authority to accept/reject the Debit/Credit, thereby the onus being fixed on Accounts Department.

Hence, Staff Side urges that the following pre-requisites should be complied with before embarking such a major shift in the system of accounting reconciliation:-

- There should be wider discussions with the staff/sections involved in the reconciliation process along with the representatives of the trade unions.
- A parallel run of both new and old systems are to be continued for certain period to compare and weed out the inherent teething problems of new system.
- Procurement of adequate infrastructure like scanners, upgraded version computers, internet connectivity etc. to all the sections involved in the reconciliation of accounts.
- Full training to all the connected staff both in computer web based technology and skills needed to undertake e-recon in detail(a namesake training by slide show/power point presentation given to a few is certainly inadequate).

#### **Item No.15**

##### **Sub: Implementation of the report of the Committee on Trackmen**

Railway Board had formed a Committee for widening the scope of promotion and for extending other benefits in favour of Trackman, Gateman, Trolleyman, Keyman, Mate etc.

The Committee has since submitted its report on 28.06.2011, Trackman, Gateman, Trolleyman, Keyman, Mate etc. are eagerly waiting for implementation of the report of the recommendation of the said Committee.

Hence, it is urged that implementation of the report of the Committee on Trackmen may please be expedited.

#### **Item No.16**

**Sub: Appointment on Compassionate grounds – Delegation of power – Reg.**

**Ref: Railway Board's letter No. E(NG)II/98/RC-1/64 dated 31-05-2011**

Para 4 of Railway Board's letter No.E(NG)II/98/RC-1/64 dated 31-05-2011 has prohibited the General Manager from reviewing/re-opening the cases decided earlier, resulting in hardship to the families of deceased/medically de-categorized staff.

Staff Side further points out that the provision already exists for re-opening of rejected claims when new facts are brought to light. This provision got nullified by Railway Board's orders dated 31.05.2011(Para 4).

Staff Side, therefore, once again urges upon the Railway Board to suitably amend Para 4 of Railway Board's letter dated 31.05.2011 facilitating the competent authorities to review the rejected cases when new facts are brought to light.

#### **Item No.17**

**Sub: Arbitrary orders denying revision of Pension and Family Pension in favour of the Pensioners who were in receipt of Compulsory Retirement Pension and Compassionate Allowance under Rules 64 and 65 of the Railway Services (Pension) Rules, 1993**

In terms of Rules 64 and 65 of the Railway Services(Pension) Rules, 1993 Compulsory Retirement Pension and Compassionate Allowance are sanctioned. Such Compulsory Retirement Pension and Compassionate Allowance, whenever sanctioned, are revised as and when Pension/Family Pension were revised.

Railway Board vide their letter No.F(E)III/2008/PN1/12 dated 06.09.2011 have issued order not to revise the Compulsory Retirement Pension and Compassionate Allowance.

It may be appreciated that these order will badly affect living standard of the retired employee and his family.

Hence, it is urged that these order may please be called back and revision, already undertaken, be allowed to stay so that such retiree can maintain himself and his family.

#### **Item No.18**

**Sub: Entitlement of Passes to Group 'D' staff(retired) and widows of Railway employees**

**at par with Group 'C' retired staff – Reg.**

In terms of Railway Services Pass Rules 9 of 1986(Annexure –V), widows of the Railway Employees who die while in service shall be entitled to a minimum of one set pass every alternate year.

In the wake of VI CPC recommendation, allotting Grade Pay of Rs.1800 to all Group 'D' employees, the concept of Group 'D' is eliminated. All the Group 'D' employees of the Railways have now come under the classification of Group 'C'.

Group 'C' employees who have put in 20 years of service are entitled for full pension by adding another 5 years service. When the concept of Group 'D' is eliminated with the implementation of VI CPC recommendation and full benefits of retirement are admissible, the same policy should be applied for granting PRCP also.

In the Supplementary Action Taken Statement, given to the Staff Side on 3<sup>rd</sup> May, 2011, on the points raised in the DC/JCM meeting held in July 2010, it has been mentioned by the Railway Board that the matter was under consideration.

The Staff Side, therefore, demands that erstwhile Group 'D' employees(retired) and widows of ex-employees and ex-servicemen may be granted PRCP at par with employees retired/retiring on or after 01.01.2006 from the Railways.

**Item No.19**

**Sub: Arbitrary orders issued, depriving staff from their existing promotional prospect – Raising of qualification for promotion to the post of Radiographer in Grade Pay Rs.2800**

**Ref: Railway Board's letter No.E(NG)I-2003/PM10/4 dated 02.12.2011**

At present 50% posts of Radiographer in Grade Pay Rs.2800 are being filled-up by the staff in PB-1 in Grade Pay Rs.1800 working as X-Ray Attendant, possessing qualification of Matriculation with Physics and Chemistry and others with a minimum of 5 years service. By these orders under reference, the qualification of departmental candidates for promotion against 50% vacancies of Radiographer in Grade Pay Rs.2800 has been raised to:-

- (i) 10+2 or equivalent examination passed with science subjects from a recognized Board, and
- (ii) Radiographers/X-Ray Technologist course of minimum one year duration(including in field training in Diagnostic Radiology) passed from a recognized institution.

These orders will deprive the existing X-Ray Attendants from their existing scope of promotion.

The Staff Side records its strongest resentment on these arbitrary orders and urges upon the Railway Board to allow continuance of the existing criteria for promotion against 50% promotion to the post of Radiographers in Grade Pay Rs.2800.

**Item No.20**

**Sub: Applicability of Liberalized Pension Scheme in the case of temporary status attained substitutes in the Railways regularly absorbed after 1<sup>st</sup> January, 2004 – Reg.**

On the Indian Railways, the competent authorities had resorted to induction of substitutes against clear vacancies in exigency of services. Similarly, Substitute Bungalow Lascars have also been engaged by the competent authorities. Many such substitutes have attained temporary status well before introduction of New Pension Scheme (prior to 1<sup>st</sup> January, 2004). However, they were regularized subsequent to 1<sup>st</sup> January, 2004.

The substitutes attained temporary status prior to the date of introduction of New Pension Scheme and later on became regular staff have been denied benefit of Liberalized Pension Scheme. In this connection, Staff Side desires to point out that the status of substitutes in the Railways is akin to that of temporary Railway Servants as they are entitled for all privileges, annual increments and pay fixation benefit on regular absorption. In terms of extant provision, the date of attainment of temporary status is taken as date of appointment, provided the substitute service is followed by regularization without any break in service. It would, therefore, be unfair to deny them the benefit of old Pension Scheme when they attained temporary status prior to 1<sup>st</sup> January, 2004.

Staff Side, therefore, requests the Railway Board to consider the above merits of the case of temporary status attained substitutes in the Railways prior to 01.01.2004 who were subsequently regularized and make them entitled for Liberalized Pension Scheme (Old Pension Scheme).

**Item No.21**

**A. Sub: Extension of Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) to Safety Categories Staff with Grade Pay of Rs.1900 - Reg.**

**Ref: Railway Board's letter No.E(P&A) I-2010/RT-2 dated 28.06.2011**

Para 4 of Railway Board's letter No.E(P&A) I-2010/RT-2 dated 28.06.2011 is a total deviation to the announcement made by the Hon'ble Railway Minister during her Budget Speech on the floor of the Parliament on 25.02.2011. Staff Side further states that there is no logic in imposing harsh condition in the case of Safety Category Staff with Grade Pay of Rs.1900.

In the DC/JCM Meeting held on 29.06.2011, Staff Side conveyed its serious objection to Para 4 of Railway Board's letter dated 28.06.2011 and urged for appropriate modification of Railway Board's letter for ensuring that the conditions in the case of Safety Staff with Grade Pay of Rs.1900 are similar to those with Grade Pay of Rs.1800.

Staff Side, therefore, urges upon the Railway Board to take immediate action for modifying Para 4 suitably.

Staff Side also requests that the procedure laid down for compassionate appointment claims be made applicable for the appointment of wards of Safety Categories Staff under LARSGESS so that the scheme can be implemented successfully without hassle.

**B. Reckoning eligibility age**

Railway Board vide letter No.E(P&A)I-2010/RT-2 dated 11.09.2010, extended the benefit of this scheme to other Safety Categories Staff with Grade Pay Rs.1800 by reducing qualifying service from 33 years to 20 years and the eligibility age from 55-57 to 50-57 years. Categories which were covered under this scheme were notified in the annexure to Railway Board's letter ibid dated 11.09.2010.

Main features of the extended scheme remained the same as laid down in Railway Board's letter No.E(P&A)I-2001/RT-2(KW) dated 02.01.2004. Therefore, employees belonging to the categories which were considered eligible w.e.f. 11.09.2010 are being deprived of the benefits as they attained the age of 57 years between 11.09.2010 and 29.06.2011 although they were within 57 years of age on 11.09.2010 but not made eligible to apply up to 31.07.2010 vide para 2(vii) and (vii) of Railway Board's letter *supra* dated 01.01.2004.

In order to provide justice to those employees who sought retirement under the scheme from 11.09.2010 to 30.06.2011 but attained the age of 57 years prior to 30.06.2011, the stipulation as provided in Para 2(vii) of Railway Board's letter dated 02.01.2004 is needed to be relaxed. Eligibility age of 57 years may be reckoned from the date of application when he sought retirement under the scheme instead of 30.06.2011. Cut-off date for reckoning the age be relaxed appropriately.

Staff Side, therefore, requests the Railway Board to review eligibility age criteria and reckon the age of 57 years from the date of application of staff seeking retirement under the scheme instead of 30.06.2011.

**Item No.22**

**Sub: Filling-up of posts of Junior Engineer GP Rs.4200 against 25% D.P. Quota – Calling of candidates for holding selection**

25% vacancies of Junior Engineer in Grade Pay Rs.4200 against D.P. Quota are to be filled-up by calling candidates in 3 X formula. So far eligibility of the candidates is concerned, the same has been stipulated as follows vide Railway Board's letter No.E(NG)I-97/PM1/39 dated 7.9.1998:-

**“... The staff in immediate lower grade with a minimum of two years of service in that grade only will be eligible for promotion...”**

The same has also been circulated vide Advance Correction Slip No.150 of Para 215(i) of IREM Vol. I. The immediate lower grade of Jr. Engineer is Highly Skilled Grade I in Grade Pay Rs.2800. As such, Highly Skilled Grade I in Grade Pay Rs.2800 are entitled to be called for appearing in the selection for the post of Jr. Engineer II in Grade Pay Rs.4200, provided they are coming within the ambit of 3 X formula.

While calling candidates for selection to the post of Jr. Engineer against 25% of D.P. Quota, Zonal Railways, i.e. N.F. Railway, called Sr. Technicians only, denying the benefit of calling Highly Skilled Grade I are coming completed 2 years of service and within the field of eligibility of 3 X formula, taking plea of Railway Board's letter No.E(NG)I/99-PM7-3 dated 22.5.2005 although this particular letter was issued to meet certain situations only where Senior Highly Skilled Grade I did not opt for promotion to MCM/Sr. Technician when MCM/Sr. Technician was not treated as a cadre post.

Staff Side, therefore, requests the Railway Board to issue necessary instructions to Zonal Railways in the matter of calling candidates for selection to the post of Jr. Engineer in GP Rs.4200 against 25% D.P. Quota.

Staff Side is of the opinion that, both Sr. Technician and Highly Skilled Grade I should be called, maintaining 3 X formula of course, Sr. Technicians *enblock* will be treated as Senior to Highly Skilled Grade I.

**Item No.23**

**Sub: Reservation on Railway Passes – Revised Guidelines**

**Ref: Railway Board's letter No.94/TG-I/20/P/14 dated 28.8.2009**

According to para(iii) of Railway Board's letter No.94/TG-I/20/P/14 dated 28.8.2009, "in case of confirmed reservation on Privilege, Post Retirement Complimentary and other Passes, the Pass holder can make maximum three time reservations, provided the earlier one has been cancelled before chart preparation. If the confirmed reservation is not called before preparation of chart, the Pass will be treated as used. In exceptional cases, discretionary powers for allowing reservation on such Passes only once can be delegated to a JAG level officer. At Divisional level, where any JAG level commercial is not available, the next senior most Commercial Officer may be delegated these powers."

With the implementation of Railway Board's instructions contained in their letter *ibid* dated 28.8.2009, some of the Pass holders are facing hardship, as their Passes are treated as used if they failed to reach station and board the train.

"For example, a Pass holder living at Rohini, which is 25 kms away from New Delhi Railway Station, failed to reach station and board the train due to heavy traffic congestion on roads. He missed the train due to the circumstances beyond his control in spite of his best efforts. In these situations, para(iii) Railway Board's letter referred to above renders the Pass as used, causing hardship to Pass holder."

Staff Side, therefore, requests the Railway Board to review the matter and delete/modify para(iii) of above cited letter of the Railway Board so as to enable the Pass holder not to forego his Pass availing privilege.

**Item No.24**

**Sub: Exemption of Transport Allowance from the purview of Income Tax – Enhancement of exemption limit from Rs.800 to Rs.3200 plus D.A. thereon**

Transport Allowance was introduced with the concept of providing financial support to the Central Government Employees who incur considerable amounts for their day-to-day travel from their residence to the work place. This had materialized based on the recommendations of the V CPC which introduced Transport Allowance in 3 slabs at the rate of Rs.100, Rs.400 and Rs.800, based on the classification of the cities/towns under Urban Agglomeration Act. Further, a prerequisite was introduced to allow this facility for those who stay beyond 1 km. radius from the place of work. Conceivably, it is presumed that the Pay Commission might have come to the conclusion that the cost of transport is frugal.

A rational decision was taken to equate such allowance on par with normal Travelling/Daily Allowance and these amounts have also been exempted from computation of annual income and exempted from the purview of Income Tax vide Income Tax(Eighth Amendment) Rules, 1995 notified vide F.No.142/95-TPL dt.7-7-1995.

The VI CPC, while reviewing the system of grant of Transport Allowance has recommended to enhance the quantum from Rs.100 to Rs.800, Rs.400 to Rs.1600 and Rs.800 to Rs.3200, based on Pay Bands 1 to 4, duly withdrawing the CCA element. Obviously, the Pay Commission was of the view that such allowance should be considered as a part of compensation to meet travel expenses and also encompasses other expenses that are to be met by the Government Servants by way of travel and staying in and around urban agglomeration, who would have to spend a sizeable amount to commute to workplace from the place of residence. It was also recommended to provide the coverage of D.A. to Transport Allowance as per increase in the Consumer Price Index. Logically this is done considering the fact that the impact of increase in petrol and consequent increase in the fare of Public Transport and also tariff of commercial vehicles.

It is urged that due action may be taken for granting exemption of Transport Allowance from the purview of Income Tax from Rs.800 to Rs.3200 + DA thereon.

#### **Item No.25**

**Sub: Penalty of withholding increments imposed under V CPC scales and operated in the VI CPC pay plus grade pay – reg.**

**Ref: Railway Board's letter No.E(D&A)2009/RG 6-45 dated 31.3.2010**

Staff Side invites the attention of the Railway Board towards their letter No.E(D&A) 2009/RG 6-45 dated 31.3.2010, wherein instructions were issued that in the light of VI CPC scales, w.e.f. 1.1.2006, the Appellant/Revising authorities while considering appeal/revision petition against the penalty of withholding of increments imposed under V CPC pay scales and continuing on 1.1.2006 or imposed/effected between 1.1.2006 and 4.9.2008 may also take into account greater monetary loss that would be sustained by the Appellant/Petitioner on account of re-fixation of his pay under VI CPC scales w.e.f. 1.1.2006 and take suitable decision regarding quantum of penalty.

In this connection, Staff Side desires to convey that Railway Board's orders contained in their letter ibid dated 31.3.2010 are not mitigating the hardship/monetary loss incurred by the staff on whom penalty of withholding of increment was imposed. In the cases where appeals and revision petitions were disposed of prior to 31.3.2010, the employees continue to suffer monetary loss in comparison with the penalty of withholding increment imposed in V CPC pay scales and quantum of amount. Until and unless Railway Board issue clarification to the General Managers or competent authorities to review/re-open disposed of appeals/revision petitions for the purpose of ensuring that the quantum of monetary loss should not exceed in the revised pay structure/increment, staff grievances continuously leading to representations and protests. Staff Side would like to bring it to the notice of the Railway Board that the Zonal Railways are refusing to review the cases already decided by the appellate and revising authorities on the plea that instructions do not exist for review afresh.//

Staff side, therefore, requests the Railway Board to re-examine the matter and issue suitable clarificatory instructions to the General Managers etc. of the Indian Railways for ensuring that monetary loss should not exceed the quantum decided in the V CPC pay scale by the Disciplinary/Appellate/Revisionary Authorities.

#### **Item No.26**

**Sub: Upgradation of Central Railway School and Junior College from Class XII to Graduate level**

Kalyan is the most important station of Central Railway with large concentration of Railwaymen's habitation. The Central Railway School, Kalyan was established in the year 1918. It has chequered career. The school is imparting education up to Class XII in all the three streams, i.e. Science, Commerce and Arts.

It may be mentioned that the children of the Railwaymen studying in the school who could not get admission in any Engineering College or Medical College are to proceed studies to obtain degree. As of today, the admission in any degree college needs a hefty capitulation grant etc., which common Railwayman cannot bear with.

It is urged that the school may be upgraded to Graduate standard in all the three streams so that children of the Railwaymen can get the scope of higher education.

#### **Item No.27**

##### **Sub: Removal of restriction imposed by the Railway Board in the matter of sanctioning the benefit of MACP**

It was an age long procedure that MACP was granted by the Personnel Departments after following due procedure.

Of late, Accounts directed the Railway Board for issuing instructions that before granting MACP, Finance approval will have to be obtained in the matter of sanctioning of MACP.

Hence, it is urged that Railway Board's order prohibiting restriction of granting MACP without Finance Concurrence may please be withdrawn.

#### **Item No.28**

##### **Sub: Career prospect of Safaiwala/Jamader**

The Safaiwala and Jamader mostly belong to downtrodden class of the people in the society. They are appointed and retired in same category. This issue was discussed at length during the meeting of the PREM at the apex level on 28<sup>th</sup> April, 2011, when the Chairman, Railway Board himself suggested that there should be career advancement for Sanitary Cleaner/Safaiwala and Jamader.

Hence, it is urged that a Joint Committee be formed to examine and draw out career advancement for the Sanitary Cleaner/Safaiwala and Jamader.

#### **Item No.29**

##### **Sub: Extension of facility of ex. gratia pension to widowed/divorced/unmarried daughter**

Widowed/divorced daughters have been covered under family pension scheme vide Railway Board's letter No.F(E)III/98/PN 1/4 dated 13.10.2006 w.e.f. 25.08.2004 or from the date of occurrence whichever is earlier. The same has been extended to unmarried daughters also vide Railway Board's letter No.F(E)III/2007/PN1/5 dated 18.09.2007.

The Board are requested to extend the facility of ex. gratia pension to widowed/divorced/unmarried daughters.

### **Item No.30**

#### **Sub: Improvement in the conditions of Running Rooms and Rest Houses**

For improvement in the condition of Running Room, an Executive Directors Committee was appointed, and the Committee has recommended as under:-

#### **A) Running Rooms**

1. Running Rooms should be classified on the basis of number of users per day, **Category "A"** – above 51 users, **Category "B"** – Between 21 – 50 users and **Category "C"** – up to 20 users.
2. **All Running Rooms should have:-**
  - a) Basic amenities like proper hygiene, adequate toilet facilities and clean drinking water.
  - b) Proper ventilation and lighting.
  - c) Desert coolers.
  - d) Reading room with magazines and papers
  - e) Cooking facilities to meet the needs of the Running Staff.
3. A norm of not more than two beds per room/cubicle should be adopted. Existing Running Rooms may be provided with cubicles in due course of time. New Running Rooms should be built as per the norm. Shortfall in the Running Room capacity should be made good by additional Rooms/New Running Rooms. A time bound programme should be made and monitored.
4. Where necessary, boundary wall/fencing should be provided for the Running Rooms.
5. Standby power arrangements may be provided.
6. Mosquito Nets/Mosquito repellents etc. should be provided.
7. Railway and DOT phones should be provided.
8. Cooking utensils should be of stainless steel type.
9. Lockers should be provided to Running Staff for keeping their belongings/valuables.
10. First Aid Box and firefighting equipments should be provided.
11. Good quality linen should be provided. Fresh linen should be given to each user.

Unfortunately, recommendations of the said committee in respect of providing not more than two beds per room/cubicle have not yet been implemented in most of the Running Rooms.

The condition of the Subordinate Rest Houses needs lots of improvements in respect of providing beds, latrines and urinal facilities, providing gizzard, Aquaguard etc.

It is urged that due action may be taken for improvement in the Running Rooms and Rest Houses.

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