

**Report & Recommendations Of The Joint Committee
To Resolve Issues Of Package And Career Progression Of Trackmen**

[Ref : Railway Board's letter no. ERB-I/2010/23/35, New Delhi, dated 02.11.2010]

1. The issues of working conditions & career growth of Trackmen categories have regularly been raised at various forums from time to time in the past through Federations & other representations. During GMs' Conference, held on 11th and 12th January 2010, both NFIR & AIRF mentioned as under, as recorded in minutes of the Conference :

11.1.4 Service & working conditions of Railway staff need to be improved.

11.1.5 There is no career growth in the Trackman/Gateman/Keyman category and they retire in the recruitment grade despite miserable working conditions.

11.1.6 Hon'ble Railway Minister was requested to take initiative for rectifying their situation. The Hon'ble railway Minister interjected & announced that a committee shall be constituted to consider all aspects in regard to Trackman/Gateman/Keyman categories for improving their career.

11.2.10 Special package be given to Trackmen because of their working in hazardous conditions.

The Hon'ble MR desired that a Joint Committee in association with the Federations to resolve the issues of Package & Career Progression of the Trackmen.

2. In pursuance to above, Railway Board vide letter no. ERB-I/2010/23/35, New Delhi, dated 02.11.2010 constituted a Committee of Executive Directors of Railway Board in association with the Federations viz. EDCE(G), EDF(E), EDPC-II, ED/Estt.(N), Shri S.G. Mishra, General Secretary/AIRF and Shri M. Raghavaiah, General Secretary/NFIR to resolve the issues of Package and Career Progression of Trackmen.

3. The Terms of Reference (TOR) of the Committee were :

- (i) Career Progression of Trackmen alongwith review of existing channel of promotion; and
- (ii) Review of package of facilities, allowance etc. to Trackmen.

The Committee was asked to submit its report within a period of two months.

4. The meetings of the nominated Joint Committee were held on 09.09.10, 23.12.10, 03.01.11, 06.01.11, 13.01.11 and 27.01.11 with the participation of -

Railway Board :

1. Shri Alok Kumar, EDCE(G), Convener
2. Shri R. Mukundan, ED/Estt.(N), Member
3. Ms. Urvilla Khati, EDPC-II, Member
4. Ms. Anjali Goyal, EDF(E), Member
5. Shri Madhu Kumar Ranjan, EDRS(G), Special Invitee on 23.01.11
6. Shri Prashant, EDPC-I, Special Invitee on 27.01.11

Federation :

1. Shri S.G. Mishra, General Secretary/AIRF, Member
2. Shri M. Raghavaiah, General Secretary/NFIR, Member

5. Following broad headings were deliberated for Trackmen categories (i.e. Trackman, Gateman, Trolleyman & Chowkidar) :
- Career growth - Cadre structure
 - Package & Allowances
 - Working & Living conditions

6. Works To Be Done By P.Way Gangs : Duties of Trackmen categories, i.e. Trackman, Gateman, Keyman, Gangmate etc. are detailed in Indian Railways Permanent Way Manual (IRPWM) in general and in Para 149 to 170, 912 to 914 and 1009 to 1011 of IRPWM quite specifically for these categories.

Here it is also worth mentioning that these categories of Railwaymen, associated with track maintenance activities work under open sky in hazardous and extreme weather conditions.

7. The nominated Joint Committee deliberated all referred issues in detail & depth and the observations & recommendations are as under :

- (1) Career Growth & Cadre Structure : To be categories as Artisans due to very technical nature of work & duties and, therefore, to be designated as Track Maintainer Cadre.

- (A) Track Maintenance Staff Strength On Indian Railways -
(Sanctioned Strength as per PCDO of July 2010)

SL	Category	Total	% of Total
1.	P.Way Supervisor	4407	1.63
2.	Gangman	197177	73.09
3.	Mate	10923	4.05
4.	Keymen	14544	5.39
5.	Gate Keeper	28949	10.73
6.	Trolleyman	13780	5.11
	Total	269780	100.00

- (B) Proposed Cadre Structure : In view of difficulties being encountered in working in open in extreme weather conditions.

Track Maintenance Cadre (Artisan Category) : [For existing categories of Trackmen, Gateman, Trolleyman & Chowkidar combined]

1.	Track Maintainer Grade-III	Pay Band Rs. 1800	20%
2.	Track Maintainer Grade-II	Pay Band Rs. 1900	30%
3.	Track Maintainer Grade-I	Pay Band Rs. 2400	35%
4.	Track Maintainer Incharge	Pay Band Rs. 2800	15%

(C) The Existing & Proposed Cadre Structure : At A Glance

Existing		Proposed	
Category	Grade Pay (Rs.)	Category	Grade Pay (Rs.)
Trackman (old)	1800	Track Maintainer Gd. III	1800 (20%)
Sr. Trackman (old)	1800	Track Maintainer Gd. II	1900 (30%)
Hd. Trackman (old)	1800	Track Maintainer Gd. I	2400 (35%)
Keyman	1800	Track Maintainer Incharge (Junior to perform duties of Keyman & Senior to perform duties of Gangmate)	2800 (15%)
Gangmate	1900		

(2) Package & Allowances :

- i. Uniform Washing Allowance needs to be given, as applicable to other categories
- ii. Shoe Allowance @ Rs. 1000 per year (in lieu of two canvas safety shoes/year)
- iii. Special Allowance to each Gatemen for tough & technical duties related to train operation - @ Rs. 1000 p.m. 500

(3) Working & Living Conditions :

Both Working and Living conditions are very poor. Hazardous working conditions in open line cause many unfortunate run-over cases (average one case per day on IR).

- i. CUG Phone : Each Keyman & Gangmate need to be given CUG connection on individual basis and for the Patrolman on duty, it should be made T&P item, so that the Patrolman on duty are equipped with proper communication system.
- ii. Walkie Talkie Sets : These to be made part of T&P for each P.Way Gang working on open line sections.
- iii. Improved Working Tools : These need to be improved and proper means for bringing the heavy tools to work site to be thoughtfully provided.
- iv. Uniform :
 - Quality of uniforms being supplied should be to the satisfaction of users.
 - There should be tighter inspection mechanism for warmness of the clothing.
 - Qualitative superior Jerseys to be supplied or otherwise, as for shoes, reimbursement of amount for Jersey may be allowed.
 - Protective Helmets with miners light to be made T&P items for night patrolman.
 - Raincoats to be issued to each individual on every three/two years basis.
 - Retro-reflective clothing should be timely supplied to each individual.

- v. Working On Track In Suburbs : Separate mechanism to be deployed for cleaning of track in suburban areas, so that trackmen may work properly for safety of track
- vi. Protection To Gangs Against Accidents : Warning System/Hooter to be developed and to be made part of each P.Way Gang working on open line conditions.
- vii. Night Patrolling - Team of 2 persons should be mandatory for Extremist/Terrorist & Nexalite areas also, as prescribed for Wild life areas, dacoits affected areas & Ghat sections vide Para 1004 (a) of I.R.P.Way Manual.
- viii. Accommodation :
- Family accommodation (similar to army) needs to be provided at suitable stations to take care of education & health of children & family.
 - Also, rent-free Barrack/Duty Huts type proper accommodation to be provided at work places (stations) of gangs' jurisdiction and HRA should be paid, if separate family quarter has not been provided by Railways.
 - DRMs should assess the requirement and identify suitable places/stations and Railway Board should sanction the requisite works/projects on priority.