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All India Railwaymen's Federation
(Estd, 1924)

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Item No.1

Sub: Revised Training Modules for Supervisors of Mechanical Engineering Department

Ref: Board's letter No.E(MPP)2009/3/10 dated 03.06.2011(RBE No.81/2011)

Railway Board vide their letter under reference have introduced 26 weeks training for Jr. Engineers promoted against 25% Rankers Quota.

In this connection, it is pertinent to point out that the Technicians so promoted against 25% Rankers Quota were never subjected to such a long training and were directly promoted and put to officiate on the posts of Jr. Engineers immediately after their empanelment on selection, as they were already trained on job while working, presuming that they have already learned the job and developed the skill by the method "**Learning While Doing**". The pre-requisite training was only prescribed for the Jr. Engineers selected from amongst the Technicians against LDCE Quota .

Railway Board vide their letter under reference have arbitrarily issued Training Modules for the Rankers Quota Jr. Engineers of Mechanical Department for 26 weeks without consulting the Federation. with us. It is also very surprising that, on the one hand there is enough emphasis on reducing training period as recommended by the Human Resources Committee and to make it most appropriate by taking only relevant topics into account. The Training Modules were designed and finalized after consultation with the All India Railwaymen's Federation in all those cases except one mentioned above.

In this case Railway Board have taken u-turn and training has been introduced for those for whom there have been no training at all.

AIRF, therefore, desires that the above cited letter of the Railway Board, regarding introduction of 26 weeks training for Rankers Quota Jr. Engineers, should immediately be withdrawn to save man-hours as well as to avoid harassment of the Rankers.

Item No.2

Sub: Entitlement of Passes and PTOs by adding 30% of basic pay in the scale of Running Staff

Ref: Railway Board's letter No.E(W)2000/PS-5/1/10 dated 25.01.2011

In regard to Running Staff, 30% of their basic pay is added on to minimum/maximum of their pay scale to determine their eligibility for issue of 1st Class Passes, including 1st Class Suburban Passes in V CPC scales as per Rule 10(2) of Railway Servant(Pass) Rules, 1966(2nd Edition, 1993). For example, pay scale of Goods Driver is Rs.5000-8000. After adding 30% of their basic pay, this scale will be Rs.6500-10500. Therefore, Goods Drivers in scale Rs.5000-8000 are being issued with 1st Class Passes.

With the issue of Railway Board's letter No.E(W)2008/PS 5-1/38(RBE No.03/2011) dated 06.01.2011, entitlement of passes are determined with reference to Grade Pay, and the question of adding an element of Running Allowance is not being followed, consequent upon implementation of VI CPC scales.

The Board are requested to communicate necessary clarification to the General Managers of all the Zonal Railways for adding 30% of Basic Pay in the scale of Running Staff for their entitlement to Passes and PTOs.

In this connection, AIRF's letter No.AIRF/159(199) dated 30.7.2011 may also be got connected.

Item No.3

Sub: Granting of two Post-Retirement Complimentary passes to Group `C` employees who retire after completion of 20 years qualifying service

The existing Pass Rules provide for two Post-Retirement Complimentary Passes to Group `C` Railway employees who retired after completion of 25 years qualifying service.

Prior to implementation of VI CPC, the benefit of full pension was admissible to the employees superannuating/retiring after completion of 33 years qualifying service or the employees retiring voluntarily after completing 28 years service by giving weightage of 5 years. Consequent upon implementation of recommendations of VI CPC, the benefit of full pension is admissible to the employees retiring having completed 20 years qualifying service. As such, when the benefit of full pension has been extended by the Government of India to the employees retiring after completion of 20 years qualifying service, there should be no reason for not granting two Post-Retirement Complimentary Passes to Railway Servants who retire after completion of 20 years service.

It is, therefore, desired that all Group `C` employees should be provided with two Post-Retirement Complimentary Passes on their retirement after completion of 20 years service including to those erstwhile Group `D` employees who have now been classified as Group `C` on implementation of VI CPC recommendations. .

In this connection, AIRF's letter No.AIRF/82/2011(305) dated 14.11.2011 may kindly be got connected.

Item No.4

Sub: Special concessions/facilities to the Railway employees working in Kashmir Valley

The Railwaymen deployed in Kashmir Valley either in survey and construction or in train operation have been working in extremely difficult conditions.

Keeping in view the situation, Department of Personnel & Training(Government of India) vide its O.M. No. 18016/3/2010-Estt.(L) dated 27.01.2011 has extended special concessions/facilities to the Central Government employees working in Kashmir Valley in the attached/subordinate offices or Public Sector Undertakings falling under the control of Central Government. These facilities include Additional HRA and other concessions, messing facilities, adjustment of migrant employees, payment of leave salary/ad-hoc financial assistance, regularization of the period of absence of J&K migrant employees, payment of monthly pension to pensioners of Kashmir Valley, etc. etc. Unfortunately, these facilities/concessions are not being granted to the Railwaymen working in Kashmir Valley.

AIRF has many times demanded that the period spent while travelling from Kashmir Valley to Jammu and back even on availing leave by the Railway employees working in Kashmir Valley should be treated as "on duty" and they should also be suitably compensated for Road Mileage etc. besides providing above facilities as envisaged in DoP&T's Office Memorandum *supra*, but Railway Board's instructions to this effect have not been issued as yet.

AIRF, therefore, desires that necessary orders for extending all the facilities as provided for in DoP&T's Office Memorandum mentioned above and as demanded by AIRF in the above para may be issued without further delay to provide incentive and to motivate the Railway employees working in Kashmir Valley.

Item No.5

Sub: Covering pre-1.1.2004 temporary status employees under Old Pension Scheme

Large number of cases have come to the notice of the Federation(AIRF) that the employees who have attained temporary status prior to 1.1.2004 and were enjoying all the benefits admissible to temporary employees including deduction of Provident Fund from the salary etc.

It is highly surprising that after 3/4 years, deduction towards Provident Fund has been stopped on the pretext that now they will be covered under New Pension Scheme. This has been done particularly in the case of temporary status staff of East Central Railway and D.L.W., Varanasi.

Since the above-mentioned staff has already attained temporary status and enjoying all the facilities of temporary status employees, they should have been covered under Old Pension Scheme rather than treating them at par with employees appointed on or after 1.1.2004 covering them in New Pension Scheme.

AIRF, therefore, demands that all such employees should be covered under Old Pension Scheme.

Item No.6

Sub: Merger of all Permanent Way Supervisor with Jr. Engineer(P. Way)

All India Railwaymen's Federation(AIRF) has been regularly pursuing the Railway Board that all the posts of Mistries and Mistry Supervisors in all Engineering disciplines of the Railways, viz. Mechanical, Electrical, S&T, wherever existing, were merged 100% with Jr. Engineer for all purposes, but in case of P. Way Supervisors only 17.86% posts were merged into Jr. Engineer(P. Way), because of which deep sense of frustration is prevailing among this category of staff.

Most of the P. Way Supervisors are directly recruited from open market having academic qualification of BSc/Msc/Diploma etc. and imparted 18 months training after recruitment before posting against working posts. Their nature of duty is in all respect comparable to Jr. Engineer(P. Way), as such, designating them as Permanent Way Supervisor not only causes avoidable discontentment but is tantamount to gross injustice too.

In view of the above, AIRF strongly demands that all P. Way Supervisors should be merged with Jr. Engineer(P. Way) and designated as Jr. Engineer(P. Way) instead of Permanent Supervisor to avoid frustration among them.

Item No.7

Sub: Implementation of various welfare schemes announced by the then Hon'ble Minister for Railways during her Rail Budget Speech

The then Minister for Railways, Hon'ble Ms Mamata Banerjee, in her Rail Budget Speech, had announced various welfare schemes for the welfare of the Railwaymen and their families, viz. opening of Kendriya Vidyalayas, Navodaya Vidyalayas, Nursing Colleges, Medical Colleges, Engineering Colleges, ITIs/Polytechnics. But nothing has been done by the Railway Ministry in this regard. The pronouncement of the Hon'ble Minister for Railways – “House for All” is also a distant dream.

The Hon'ble Minister for Railways in the Rail Budget Speech for the year 2011-12 under para 56(ii) also stated as under:-

“Considering the Indian family structure and values, extending medical facilities to both dependent father and mother of Railway employee”.

But this pronouncement made in the Rail Budget Speech by the Hon'ble MR is yet to be implemented by the Ministry of Railways, necessary orders of the Railway Board to this effect as well need to be issued at the earliest.

AIRF, therefore, demands that the above cited welfare schemes, announcement made by the then Hon'ble Minister for Railways during her Rail Budget Speech, may be implemented immediately to create confidence among the Railwaymen and their families.

Item No.8

Sub: Extension of second chance in the matter of Aptitude Test under LARSGESS Scheme

Ref: Railway Board's letters No.E(P&A)I-2005/RT-14 dated 25.07.2006 and E(NG)II/2006/RC-1/GenI/9 dated 14.5.2010(RBE No.74/2010)

Railway Board vide their letter under reference at S.No.1 have extended second chance in case of the candidate who have failed in first Written Test under Safety Related Voluntary Retirement Scheme.

In case of appointment on compassionate ground for the post of ASM and ALP, Railway Board have permitted second chance for passing Aptitude Test after a gap of three months on case to case basis vide their letter quoted under reference at S.No.2.

It is seen that some of the wards of Loco Pilots seeking retirement under LARSGESS for appointment of their son as ALP under this scheme, while qualifying written examination, but unfortunately do not qualify the Aptitude Test as only one chance is given to them. This is merely a discriminatory treatment with the wards as their appointment under LARSGESS is also comparable to appointment on compassionate ground.

The Board are requested to communicate necessary sanction to the General Managers etc. of the Indian Railways to extend second chance Aptitude Test in favour of the wards of Loco Pilots to be appointed as Asstt. Loco Pilot under LARSGESS where wards have passed Written Test but could not clear Aptitude Test.

Item No.9

Sub: Provision of multiple chances to the widows/wards of the deceased Railway employees for their recruitment against compassionate grounds

Ministry of Railways have always been liberal in providing compassionate grounds appointments to the wards of deceased Railway employees.

In certain cases it is seen that after the death of breadwinner, the widow and the ward of the deceased Railway employee are so disturbed by the prevalent circumstances that they fail to qualify written examination conducted for offering them appointment on compassionate grounds in one or two attempts already provided to them.

While such widows/wards are already having requisite academic qualification which they have acquired by passing the prescribed written examination of the Education Board or the University as the case may be, however, they still fail to pass written test conducted for compassionate grounds appointment only because of certain family circumstances after the death of Railway employees to whom they are dependent.

It would, therefore, be highly fair that they should be provided with multiple chances for appearing in written test to be conducted for offering them appointment on compassionate grounds as per their academic qualification, so that they are able to qualify the same and get proper employment commensurate with their educational qualification to sustain their families.

It is, therefore, demanded that instead of providing them one/two chances, it should be kept open for the widows/wards to avail chances for appearing in written test as per their options.

Item No.10

Sub: Out of turn promotion to the sportspersons on sports account

The sportspersons are entitled for out of turn promotion on account of sports achievements within immediate two preceding financial years at the time of considering such cases.

It has been noticed that, on several occasions, the cases of out of turn promotion are not processed by the concerned department immediately after the sports persons submit request based on their sports performance, making him/her eligible for out of turn promotion, and in certain cases, the cases are delayed for more than two years.

In such circumstances, such sportspersons are deprived of out of turn promotion in the absence of his/her sports achievements in the immediate preceding two years.

It is, therefore, demanded that the condition of having sports achievement within immediate preceding two years may be removed in the cases of out of turn promotion. If a sportsperson get the required sports achievement and becomes eligible for out of turn promotion on sports account, he must be considered for out of turn promotion, though he has not given subsequent performance.

Item No.11

Sub: Provision of 10 days Casual Leave to Workshop and Stores staff

The office staff were entitled to avail 12 days Casual Leave and 2 days Restricted Holiday, whereas Open Line Staff were availing benefit of 15 days Casual Leave in a calendar year before implementation of V CPC recommendations.

One third(1/3rd) curtailment in Casual Leave was affected on implementation of V CPC report thereby the office staff become entitled to avail 8 days Casual Leave plus 2 days Restricted Holiday(total 10 days leave) in a calendar year while the employees working in Workshop and Stores were also entitled to avail 15 paid holidays who were not covered by the term “**Workshop Staff**” and the other Workshop staff were entitled to all public holidays and Workshop paid holidays, prior to implementation of V CPC.

After curtailment of one third(1/3rd) Casual Leave, the Workshop and Stores Staff are being discriminated against as they are entitled for 8 days Casual Leave only without provision of additional 2 days RH and this is resulting in deep frustration prevailing among them.

AIRF, therefore, requests that the provision of either 10 days Casual Leave or 8 days Casual Leave plus 2 days Restricted Holidays for Workshop and Stores Staff, should be made to bring them at par with other staff.

Item No.12

Sub: Provision of Post Retirement Complimentary Passes in favour of widows of ex-railway employees

Widows of ex-railway Railway employees died in harness are appointed on compassionate grounds due to loss of breadwinner in the family as a gesture. It is, however, unfortunate that such widow Railway employees appointed on compassionate grounds are not entitled for Post Retirement Complimentary Passes, in case they do not complete 20 years of qualifying service at the time of superannuation.

They are, therefore, subjected to undue hardship because of not being provided with Railway Passes for travelling in trains with their dependent family.

Board are, therefore, requested to take a sympathetic view in the matter and make a provision for grant of Post Retirement Complimentary Passes to the widows having less than 20 years service by adding the length of service rendered in the Railways by their husbands before their sad demises.

Item No.13

Sub: Children Education Allowance and reimbursement of Tuition Fee etc. **Ref: Railway Board's letter No.E(W) 2008/ED-2/4 dated 01.10.2008**

In terms of extant instructions, Railway Servants are entitled for reimbursement of Tuition Fee, uniform items etc. up their two children.

It is noticed that some zonal railways are not accepting cash receipt issued by the roadside shops for the purpose of reimbursement of amount spent on uniform items by the employees.

AIRF desires that instructions may be issued to all the zonal railways directing them to accept cash receipt issued by any shop or on self certification and ensure reimbursement of the amount spent on purchase of uniform items.

Item No.14

Sub: Grant of HRA till allotment of accommodation as per entitlement

It is noticed that in certain places Railway staff are not allotted railway accommodation as per their entitlement and are forced to accept inferior Railway quarter whichever is lying vacant with the pool holder. Even if quarter is not well maintained and not ready to move, the employee is asked to occupy the same, and in case he/she does not take possession of it, no HRA is charged in his/her salary.

AIRF, therefore, demands that instructions should be issued to all the Railways to ensure that no employee is compelled to accept the quarter which is below than his entitlement or sub-standard one, and in case of refusal to occupy such quarters, arbitrary stopping of charging HRA should not be insisted upon.

Item No.15

Sub: Fixation of pay of the staff promoted after 1.1.2006 on par with directly recruited staff in the same grade pay

The pay of the staff promoted after 1.1.2006 was fixed lower than those who were directly recruited in the same pay band and grade pay, where element of Direct Recruitment was available.

Railway Board had, therefore, rightly issued instructions to step-up the pay of the promotees promoted after 1.1.2006 at par with those Railway employees recruited directly in the same pay band and grade pay against Direct Recruitment Quota, e.g. Sr. Clerk promoted from Jr. Clerk (pay stepped-up on par with directly recruited Sr. Clerk). The staff working in other categories, who were promoted after 1.1.2006 in the grade pay where no element of direct recruitment was available, were, however, not extended this benefit. Thus such promotes are drawing less pay than their counterparts working in the categories where element of direct recruitment is available. This is a serious anomaly and seer discrimination.

The Board are, therefore, urged upon to issue instructions to step-up the pay of all categories of staff promoted after 1.1.2006 on par with directly recruits in other categories having same grade pay.

Item No.16

Sub: Creation of additional posts of Ticket Checking Staff for manning new trains and additional coaches

A number of proposals for creation of additional posts of Ticket Checking Staff for manning new trains and additional coaches are pending in the Railway Board for sanction because of non-availability of matching value in the Vacancy Banks of the respective zonal railways.

Because of non-availability of adequate Ticket Checking Staff, substantial Railway revenue is being lost as irregular travelling is not being checked properly. It is pertinent to point out that 25 per cent of the matching surrender amount is credited to Railway Board's Vacancy Bank by all the zonal railways, which is not being utilized properly to create additional posts in zonal railways.

The Board are, therefore, urged upon to either release adequate amount or dealing the creation of additional posts of Ticket Checking Staff so as to enable the zonal railways to create adequate manpower for manning new trains and additional coaches to arrest loss of substantial Railway revenue.

Item No.17

Sub: Facility of companion to the Senior Citizens entitled for 1st Class and 1st A passes
Ref: Railway Board's letter No.E(W) 95 PS 5-8/2 dated 5.1.1999 and 24.7.2000

Railway Board vide letter quoted above have extended the facility of companion to 1st and 1st A Class pass holders on attaining the age of 65 years or above.

The Government of India have also given rebate in Income Tax to the Senior Citizens on attaining the age of 65 years and this has been the basis of prescribing the age of 65 years while extending the facility of companion to 1st and 1st A pass holder Senior Citizens.

The Government of India have reduced the age for rebate in Income Tax to Senior Citizens from 65 to 60 years w.e.f. 1.4.2011 in the General Budget for the year 2011-12, as a result of which, Senior Citizens in age 60 years and above are now entitled for rebate in Income Tax which was earlier available to those Senior Citizens attaining the age of 65 years.

It would, therefore, be in the fitness of the things that the age limit for facility of companion to 1st and 1st A pass holder Senior Citizens should also be correspondingly reduced to 60 years from the existing 65 years.

Item No.18

Sub: Payment of Breakdown Overtime Allowance to Mechanical Supervisors(C&W) – Mechanical Department

The staff of C&W Wing under Mechanical Department are also booked to attend the breakdown in cases of accidents etc. and they work in cohesiveness with the staff of other departments attending the same breakdown.

It is, however, noticed that the staff of C&W Wing under Mechanical Department who attend the breakdown are denied payment of Breakdown Overtime Allowance, whereas the staff of other departments attending the same breakdown are paid with the same. This tantamount to gross injustice being meted out to them.

South Central Railway Administration vide its letter No.P(R) 64/VI/Pilot dated 10.2.2010 has sought clarification from the Railway Board in this regard.

The Board are requested to issue necessary orders to the Zonal Railways to make them entitled for payment of Breakdown Overtime Allowance.

Item No.19

Sub: Formation of Food Safety and Standard Act, 2006, Organize Railways
Ref: Ministry of Health & Family Welfare's Gazette Notification(G.S.R.362(E)) dated 5.5.2011

Ministry of Health and Family Welfare through the above cited Gazette Notification has drafted Food Safety and Standard Act, 2006 and notified the same to be implemented all over the country except Indian Railways.

The Chief Executive Officer of Food Safety and Standard Authority of India called a meeting on 20th September, 2011, and the minutes of the said meeting were circulated on 14th November, 2011. As per provision of Food Safety and Standard Act, 2011, Railways have to follow and establish a separate Food Safety Directorate in the Indian Railway and all Zonal Railways. The standard form is enclosed with the Gazette Notification numbering 10 are to be executed with the specific designations such as a Food Safety Officer of the area etc.

Therefore, Railways has to establish Food Safety Directorate, nominating three officers, viz. Food Commissioner, Designated Officer and Food Safety Officer, as per Ministry of Health and Family Welfares' Gazette Notification.

The notification of the Ministry of Health stipulates food safety and maintaining standard food supply to the costumers by the Railways, which should be free from adulteration. It is, therefore, suggested that this Food Safety Standard Directorate may work full-time as per standard rules, for which qualified employees(as per this Act) may be designated and put to work in this organization(such as AHO and Food Inspector) at all levels. It will reduce utilization/burden of the Railway doctors(which are already short).

AIRF, therefore, desires that Food Safety Standard Directorate should be set-up to work full-time as per standard rules, for which qualified staff as per the Act may be designated and put to work at all levels and this issue may be discussed threadbare with AIRF and its affiliates at the Zonal level before taking a final decision in the matter.

Item No.20

Sub: Employees medically unfitted under provisions of para 522 (2) (1) of IRMM vis-à-vis need for initiation of D&A proceedings

In one of the cases, an employee who happened to be a Pointsman in Nagpur Division in Central Railway was sent for second periodical medical examination on 14.2.2006. On examination, at the Divisional Hospital, he was found to be ishara defective. Due to non-availability of IRMS ophthalmologist at the Divisional Hospital, he was directed to go to Zonal Hospital at Byculla. On examination by the ophthalmologist at the Zonal Hospital, he was referred for examination by a Medical Board. Medical Board examined the employee on 27.7.2006 and the findings that he had been unfitted in terms of para 522 (2)(1) IRMM duly accepted by the CMD was conveyed to the employee vide M9B dated 28.9.2006 issued by the Sr. DMO/NGP.

Further, the ADRM/NGP/CR vide his letter dated 8.6.2007 prematurely retired the employee retrospectively from 28.9.2006.

In this connection, necessary clarification may please issued from Railway Board on the following:-

- 1) Would the employee be entitled to be treated as “On Duty” in terms of para 524 (ii) of IRMM since the employee was sent for PME on 14.2.2006 and the examining Medical authority came to its first decision and communicated the same only on 28.9.2006?
- 2) Could the employee under the circumstances mentioned above be compulsorily retired from the service retrospectively w.e.f. 28.9.2006 by an order dated 8-6-2007?
- 3) Whether an employee sent for PME and medically unfitted in terms of provisions of para 522 (2) (1) of IRMM can be imposed with a penalty of Compulsory Retirement without invoking provision of Railway/Servants Discipline and Appeal Rules 1969?
- 4) Whether an employee medically unfitted for all categories in terms of provisions of para 522 (2) (1) of IRMM and being compulsorily retired from service since psychologically unfit amounts to a violation of section 47 (1) of the persons with Disabilities(Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and Railway Board's letter No.E(NG)/96/RE3/9(1) dated 29.4.1999?
- 5) Whether provisions of para 3 of Railway Board's letter No.E(NG)/95/RC-1/94 dated 18.1.2000 is applicable in such cases?

Though only one case has been cited, two other cases of similar nature are to be finalized on this Railway.

In this connection, it is pertinent to mention that this issue was discussed in the Headquarters level PNM Meeting by our affiliate on Central Railway - National Railway Mazdoor Union vide item No.575 and 4223 on 01.3.2011 but unfortunately the same was rejected by the Central Railway Administration.

Item No.21

Sub: Promotion of Group `D` staff(Helpers Grade-I and II) in Workshops, Divisions, Diesel/Electrical/EMU Loco Sheds and Production Units against Direct Recruitment Quota

Ref: (i) Railway Board's letter No.E(NG)/2006/PM7/19 dated 7.8.2006 and E(NG)/-2006/PM7/19 dated

(ii) AIRF's letter No.53(151) dated 01.06.2011

Railway Board vide their letter referred to above had directed the General Managers of the Indian Railways to extend promotion to the Helpers working in the Workshops, Divisions, Diesel/Electric Loco/ EMU Sheds and Production Units to the post of Technician Grade-III in Pay Band 1(GP Rs.1900) by diverting respective Direct Recruitment Quota vacancies and adding the same to Promotion Quota as one time measure up to 31.7.2007, subject to passing the prescribed trade test.

Above orders of the Railway Board facilitated a large number of staff to get promotion during that time.

A number of qualified erstwhile Group 'D' staff who possess the prescribed qualification of open market recruitment in Group 'C' are available in Workshops, Divisions, Diesel/Electric Loco/EMU Sheds and Production Units who are awaiting promotion because of non-availability of vacancies in Promotee Quota.

The Board are, therefore, urged upon to issue instructions to fill-up the posts earmarked for direct recruitment from amongst the erstwhile Group 'D' staff as was done vide Board's letter dated 31.7.2007 *supra*.

Item No.22

Sub: Grant of compassionate appointment to the ward of deceased employee who has been declared medically unfit against general vacancies and even not being considered against Physically Handicapped Quota due to ward's having 30% disability

Under the extant orders of the Railway Board, compassionate ground appointment is given either to widow of the deceased employee or to eldest son/daughter for providing immediate relief to the family, where an employee dies in harness, leaving his family in penury and without any means of livelihood. The whole object of granting compassionate ground appointment is to enable the family to tide over the sudden crisis due to loss of sole bread winner. Such cases should have considered against Physically Handicapped Quota.

We have come across a case where Shri Dhirubhai Makwana, ELF-I/TL/WM/BVP/WR expired on 7.12.2007 while he was in service. His eldest son, Shri Yogesh, applied for compassionate ground appointment on 23.7.2008. His request was considered and he was offered appointment in group 'D' post but he has been declared unfit for all group 'D' category posts by the CMS/BVP/WR since he is 30% orthopaedically handicapped.

In this connection, it may be pointed out that Shri Yogesh is the elder son of the deceased employee and both his younger brother and sister are studying. He has also the responsibility of looking after his grandmother.

Since Shri Yogesh is having 30% disability, his case for appointment against Physically Handicapped Quota is not considered by the administration as it is to be given to the person having 40% disability. In this case, Shri Yogesh is denied appointment on compassionate appointment against General Quota because he is not declared fit for any job in group 'D' posts. At the same time, he is also not considered for a job against Physically Handicapped Quota since less than 40% disability is required for filling vacancies earmarked for Physically Handicapped Quota.

In view of above-mentioned pathetic situation, it is the need of time to appoint Shri Yogesh in group 'D' post, looking his physically handicapness with less percentage of disability against the quota kept for Physically Handicapped as a special case. The only ground which can justify compassionate appointment is the penurious condition of the family of the deceased employee.

The Board are requested to consider it case as a special case as one time exemption.

Item No.23

Sub: Provision of dress changing room and separate toilet, tiffin room etc. for women workers

With the rapid changes taking place in the Indian Society, the number of women employees is increasing day-by-day in the Railways also, as such, a substantially large women employees are now working in almost all Workshops, Sheds, Depots, Sick-lines, Stations, Offices, Hospitals, Reservation Centres, etc. etc.

Of late, Railways have launched Women Empowerment Programme throughout the Indian Railways Network, however, it is pointed out with serious concern that the installations where women employees are working in substantial number, are still lagging in basic amenities, as no separate Dress Changing Room, Toilet, Tiffin Room, Common Room, Crèche etc. In the absence of which, the working environment for the women remains quite unsatisfactory.

AIRF and its affiliates have been pursuing these issues at all appropriate levels since long, but the progress does not seems to be up to the mark till date.

AIRF, therefore, demands that in the wake of all around talks about women empowerment and for keeping their dignity, provision of separate Dress Changing Room, Toilet, Tiffin Room, Common Room, Crèche etc. should be made at their work places without any loss of time.

Item No.24

Sub: Special Allowance to the Trackmen, Patrolmen, Maintenance Staff of Diesel/Electric, C&W, Signal, Bridge, TRD etc., Ticket Checking Staff, Yard Staff, ASM, E&RC, Commercial Clerk, etc.

It is quite appreciable that the Railway Board vide their letter No.E(P&A)I-2010/SP-1/Gen-1 dated 03.01.2012(RBE No.03/2012) have granted Special Allowance @ Rs.2500 p.m. to the Vigilance Inspectors in Zonal Railways and Production Units so as to attract experienced and talented staff. This would definitely provide incentive and motivation to this particular category of staff.

It is the considered opinion of AIRF that the other staff, as mentioned above, are also engaged in valuable working of the Railways and because of their sincere and untiring efforts, the system runs quite smoothly round the clock throughout the country. They also deserve similar incentive/motivation for their sincere work and devotion towards their duties.

AIRF, therefore, desires that the benefit as granted to Vigilance Inspectors vide Board's letter *supra* should also be extended to Trackmen, Patrolmen, Maintenance Staff of Diesel/Electric, C&W, Signal, Bridge, TRD etc., Ticket Checking Staff, Yard Staff, ASM, E&RC, Commercial Clerk, etc., which would help a lot in boosting their morale.

Item No.25

Sub: Curtailment of the privileges in case of Metro Railway employees

Of late, the employees working in the first ever Metro Railway in India, i.e. Metro Railway, Kolkata, were availing the privilege of Free Travelling facility since 1984, i.e. the year of its inception. This facility was being availed by the officers and the staff of Metro Railway before and up to 30.8.2011, where-after Smart Card System was introduced due to introduction of new Reversible Automatic Gage(RAG) System adopting latest technology.

Our affiliate, i.e. MTP Railwaymen's Union, therefore, requested the MTP Railway Administration to issue Smart Cards in lieu of Token Passes, but their request was not acceded to, instead Concession Ticket Order(CTO) are being insisted to be issued to the staff. It is worth-mentioning that the officers of the MTP Railway have already been issued Smart Cards, but the staff is being discriminated against by insisting to issue CTOs to them, which highly unfair.

AIRF, therefore, desires that the Smart Card System as issued to the officers of the MTP Railway should also be implemented in case of the staff in lieu of the facility of Free Token System which was being availed by the staff during the last 27 years, and this facility should not be curtailed, restoring the same immediately for peaceful working in Metro Railway, Kolkata.

Item No.26

Sub: Fixation of pay of Running Staff

Ref: Railway Board's letter No.PC-VI/2008/II/RSRP/1 dated 12.9.2008(RBE No.109/2008)

Detailed Fixation Table(FTR 1-7) for each stage of the pre-revised scales of Running Staff was issued by the Railway Board vide their letter under reference.

On some of the Railways, different divisions are following different methods in fixing the pay of Asstt. Loco Pilots who are initially appointed. Some divisions are following above instructions and fixing their initial pay as per Fixation Table(FTR 1-7) issued for the Running Staff on their appointment as Asstt. Loco Pilot, whereas some other divisions are following these Fixation Table(FTR 1-7) only for the existing Running Staff, and for initial fixation of pay, common Fitment Tables issued under above cited letter of the Railway Board is followed while fixing pay of Asstt. Loco Pilot on appointment.

Necessary instructions are required to be issued by the Railway Board to all the Zonal Railways clarifying to fix the pay of Asstt. Loco Pilot as per FTR 1-7 issued vide Railway Board's letter ibid dated 12.9.2008, so that Asstt. Loco Pilots are not deprived of their legitimate fitment.

This issue was also raised by the General Secretary of our affiliated union on South Western Railway – South Western Railway Mazdoor Union in his opening speech during last PNM Meeting of AIRF. But nothing has been done so far in the matter.

AIRF, therefore, demands that immediate action should be taken in this regard and necessary clarification be issued to the Zonal Railways in this regard.

Item No.27

Sub: Stoppage of recovery of payment of reimbursement of Children Education Allowance made to the Railway employees

Consequent upon acceptance of the recommendations of the V CPC by the Government of India in respect of reimbursement of Children Education Allowance, including Tuition Fee, Hostel Subsidy etc., the orders were issued by the Railway Board in supersession of all earlier orders on the subject vide Board's letter No.E(W)2008/ED-2/4 dated 01.10.2008. Accordingly, reimbursement of Children Education Allowance, including Tuition Fee, Hostel Subsidy etc., became available for the Railway employees under this scheme for a maximum of two children.

A number of Railway employees have, therefore, submitted their claims for reimbursement of Children Education Allowance, including Tuition Fee, Hostel Subsidy etc. for two elder school going children and received payment of the same.

Railway Board have further issued clarification vide letter No.E(W)2008/ED-2/4 dated 10.6.2009, stating that the reimbursement of Education Allowance, as above is only admissible for the two eldest surviving children studying in recognized school affiliated to Board of Education. On account of this clarification of the Railway Board, the Audit Department have raised audit objection in respect of the payment of Education Allowance already received by the Railway employees before issuance of clarification letter by the Railway Board *supra*, for which recovery of substantial amount is being affected from the salary of such staff which is highly unfair.

AIRF, therefore, desires that as the payment of reimbursement of Education Allowance, as explained above, was done in the light of the instructions issued by the Railway vide their letter dated 01.10.2008, as such recovery being made of the amount paid is highly unfair and should be stopped forthwith.

Item No.28

Sub: Sanction of Flood Relief Fund for the flood affected staff over the Indian Railways

Different Zonal Railways etc. have sought Relief Fund from the Ministry of Railways for their staff who have sustained substantial loss of their properties being affected by the floods in different parts of the country.

Railway Board's sanction in this respect is still hanging fire for quite some time, with the result that the staff awaiting relief from the Ministry of Railways is still facing problems, resulting in avoidable discontentment prevailing among them.

AIRF, therefore, desires that the Railway Board may communicate immediate sanction in respect of Flood Relief to the affected staff of different Zonal Railways etc. who have sustained substantial losses on this account.

In this connection, it is pertinent to point out that the references made by the Northern Railway Administration vide letter No.949-E/MR's Relief Fund/2004/E IV dated 30.09.2010 to the Railway Board for granting flood relief to Railway employees of Varanasi, Jaunpur, Mughalsarai and Ambala are pending with the Railway Board since long, sanction of which needs to be expedited.

tem No.29

Sub: Punishment to be imposed in accidents/derailments

Railway Board vide their letter No.99/Safety/A&R/6/1 dated 23.04.1999 circulated norms of punishments prescribed by it in different accidents/derailments. The Disciplinary Authorities have been instructed to impose minimum penalty as prescribed therein and factors like employee's past good record of service and other extenuating circumstance, like shortage of manpower and material etc. are to be considered by the Appellate Authority, if and when appeal is made.

Above instructions were issued in utter violation of Railway Servant Disciplinary & Appeal Rules, 1968, as Disciplinary/Appellate/Revisionary Authorities should not be influenced by the administrative considerations or instructions/directions given by their superiors.

AIRF has raised the issue at several occasions that with the large number of existing vacancies, shortage of manpower, increase in volume of traffic and speed, change of technologies, Railway assets cannot be maintained with perfection despite best efforts made by the Railwaymen.

AIRF, therefore, demands that the instructions on the above referred matter immediately be withdrawn to met the ends of natural justice and fundamental objectives of Railway Servant Discipline & Appeal Rules, 1968.

Item No.30

Sub: Shortage/excess of petty cash by the Commercial Clerks working on the Booking Counters

The Commercial Clerks working on the Booking Counters are often confronted to a situation when there is shortage/excess of a very petty cash because of a number of cash transactions done by them attributed to various circumstances, i.e. non-availability of change etc.

Northern Railway Administration had, therefore, permitted a small limit of Rs.30 in shortage/ excess of cash for the staff working in Computerized Reservation System, and this limit was further enhanced to Rs.100 and made available to the Booking Clerks and Parcel Clerks also besides E&RC who too do handle the cash. It was made clear while stipulating this limit of shortage/excess of cash that in case the staff concerned is found having shortage/excess in his/her cash up to this optimum limit of Rs.100 shall not be taken up under D&AR. It is, however, a matter of deep concern that these instructions were arbitrarily withdrawn vide Railway Board's letter No.TC-II/28701/06 dated 16.03.2010, which is highly detrimental to the staff working on earning windows of the Railways and no AIRF was consulted while issuing such arbitrary orders by the Railway Board.

AIRF, therefore, desires that Railway Board's orders, withdrawing permissible limit of Rs.100 as shortage/excess in cash for the Commercial Staff, i.e. Booking Clerk, Parcel Clerk and E&RC, may be withdrawn forthwith in the larger interest of the staff who are deployed on earning windows.

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All India Railwaymen's Federation

(Estd, 1924)

4, STATE ENTRY ROAD,
NEW DELHI-110055
INDIA

No.AIRF/PNM/II/2012

Dated: January 11, 2012

The Secretary(E),
Railway Board,
New Delhi

Dear Sir,

Sub: Agenda items for the next meeting of the PNM

Enclosed please find herewith 30 agenda items for discussing the same in the next meeting of the PNM.

Yours faithfully,

(Shiva Gopal Mishra)
General Secretary

DA/As above