

**Sub: Agenda items for next PNM Meeting of AIRF with Railway Board**

**Item No.01/2016**

**Sub: Implementation of the report of the E.D. Committee regarding granting Zonal Railway status to Metro Railway Kolkata**

**Ref.: AIRF's letter No.AIRF/Sub-Committee 73 dated May 5, 2016**

It may be recalled that, **Metro Railway Kolkata** was declared 17<sup>th</sup> Railway Zone by the Ministry of Railways w.e.f. 22.10.2010. Accordingly, one committee, comprising of the Executive Directors, was constituted by the Railway Board, vide their letter No.ERB-1/2010/23/42 dated 28.12.2010, to work out the modalities for revision of status of Metro Railway Kolkata as Zonal Railway.

The said committee submitted its report in July 2011, which was duly accepted by the Railway Board in June 2012. But it is quite unfortunate that, in spite of consistent persuasions made by our Metro Railway Kolkata affiliate - Metro Railwaymen's Union Kolkata as also by the Metro Railway Kolkata Administration, recommendations of the above cited committee are still pending, for implementation, in Rail Bhawan. As a result, distribution of Group 'A', 'B' Cadre, creation of Division for monitoring operation and maintenance works, have not been done as yet. Only one recommendation of this committee, i.e. recognition of the union through secret ballot, has been implemented.

As a result of inordinate delay in implementing the report of the aforementioned committee, there is serious unrest and discontentment among the staff of Metro Railway, Kolkata.

AIRF, therefore, urges that, recommendations of the aforementioned committee be implemented in letter and spirit without further delay.

Besides the above, RDSO has been declared a **Zonal Railway**, but the affiliate of AIRF – **RDSO Karamchari Sangh** has not been given recognition by the administration.

**Item No.02/2016**

**Sub: Recruitment Rules for introduction and filling-up the initial grade vacancies of Fire Cadre, Metro Railway Kolkata**

**Ref.: AIRF's letter No.AIRF/321(608) dated May 5, 2016**

It may be recalled that, owing to AIRF's intervention, Fire Department in Metro Railway Kolkata was retained.

The initial posts were filled-up from amongst the RPF Staff after taking necessary option, but with the passage of time, major portion of the staff has been superannuated, thereby, the number of vacancies is increasing day-by-day, which is required to be filled-up. But due to non-availability of Recruitment Rules, these posts are lying vacant since long.

As a result of regular persuasions by our affiliate in Metro Railway Kolkata – **MTP Railwaymen's Union**, Metro Railway Kolkata Administration approached the then EDE(N), Railway Board, but so far no reply has been received from the Railway Board in this regard. Now, the Chief Personnel Officer, Metro Railway Kolkata, vide letter No.MRTS/E.322/1/Fire/Pt.-III dated 19.02.2016(copy enclosed) has again reminded the Railway Board on the subject matter.

The Board are, therefore, requested to communicate necessary guidelines and sanction to Metro Railway Kolkata Administration for filling-up of vacancies of Fire Cadre in Metro Railway Kolkata, in the initial grade of Fireman (PB-I Rs.5200-20200 + GP Rs.1900).

**Item No.03/2016**

**Sub: Clarification in regard to para 4(C) of Railway Ministry's decision in Rule 18 of the Railway Services(Conduct) Rules, 1966**

**Ref.: AIRF's letter No.AIRF/36(487) dated 14<sup>th</sup> December, 2015, followed by reminder dated April 29, 2016**

Para 4(C) of Railway Ministry's decision in Rule 18 of the Railway Services(Conduct) Rules, 1966, stipulates, **“in case where the expenditure to be incurred on repairs or minor construction work in respect of any immovable property belonging to a Railway Servant, is estimated to exceed Rs.1,000 sanction of the prescribed authority is required”**.

This provision was issued way back in the year 1966, based on the pretext of 1957, which is no more relevant.

In this connection, the General Manager(P), Maligaion, N.F. Railway, vide letter No.E/6/2 Pt. VIII(C) dated 07.09.2015, has referred the issue to Railway Board.

The Board are requested to enhance the limit to at least Rupees Five Lakh, taking the factor of the present cost of building materials, like cement, steel, bricks, labour charges etc., into account.

**Item No.04/2016**

**Sub: Acute shortage of Doctors in Rangiya Division of N.F. Railway – Denial of SDA to Contract Doctors**

**Ref.: AIRF's letter No.AIRF/36(456) dated 16<sup>th</sup> November, 2015, followed by reminder dated 29<sup>th</sup> April, 2016**

To attract Contract Doctors to join the Railways, Railway Board vide their letter No.2013/E(GR)II/1/5 dated 20.05.2014 have granted Special Duty Allowance(SDA) to all Contract Medical Practitioners(CMPs) engaged in the N.E. Region, except West of Rangiya and including Rangiya. This order is most discriminatory.

It may be mentioned that, Special Duty Allowance(SDA) is being paid to all Group 'A', 'B', 'C' and 'D' staff working in the N.E. Region with no exception. It is not understood, why the Contract Medical Practitioners(CMPs) working in West of Rangiya, including Rangiya, have been exempted from the purview of SDA. Decision to exclude the CMPs of West of Rangiya and including Rangiya is a blatant injustice to them.

AIRF, therefore, demands that, instructions be issued to N.F. Railway Administration to pay SDA to all CMPs, including those posted in West of Rangiya, inclusive Rangiya also.

**Item No.05/2016**

**Sub: Uncalled for clarification on LARSGESS**

**Ref.: AIRF's letter No.AIRF/447(554) dated March 15, 2016**

After prolonged discussions and sustained persuasions by the AIRF, the Railway Board ultimately had agreed to do away with the clause "**working on track**" while extending the benefit of LARSGESS in case of below mentioned categories:-

- (i) **Electrical Power Staff,**
- (ii) **Track Machine Staff,**
- (iii) **Bridge Staff,**
- (iv) **TRD and**
- (v) **PWI Khalasi**

The orders issued by the Railway Board, being crystal clear, are being implemented on all the zonal railways without any hurdle, however in West Central and Central Railways **Electrical Power Staff** are designated as **OSM**, whereas Central Railway Administration, knowing very well that OSM Category is nothing but Electrical Power Staff, is extending the benefit to these staff under LARSGESS, but the West Central Railway Administration had made an uncalled for reference to Railway Board, seeking clarification in the matter, and unfortunately, Railway Board, without going into the detail of the case and not analyzing the duties and responsibilities carried out by the OSM Category, had given some negative clarification to West Central Railway Administration.

This issue was also raised by the AIRF during last meeting with the Railway Board, urging upon the Railway Board to review the issue and to clarify West Central Railway Administration to extend the benefit under LARSGESS to OSM Category, being Electrical Power Staff, but the same is still awaited.

AIRF, therefore, demands that, necessary clarification may be issued to West Central Railway Administration to include the category of OSM, being Electrical Power Staff, under the purview of LARSGESS without further delay.

**Item No.06/2016**

**Sub: Cadre Restructuring of leftover categories**

**Ref: (i) Railway Board's letter No.PC-III/2013/CRC/4(RBE No.102/2013) dated 08.10.2013**

**(ii)AIRF's letter No.AIRF/364(VI CPC)(271) dated 14.10.2013 followed by reminders dated 29.01.2014 and 19.05.2014**

Reference above, Cadre Restructuring of the below appended categories of the Railway Staff has not been undertaken, with the result that, these categories shall be left out and would not be facilitated any advancement through this process.

- (i) Nursing Staff(Medical Deptt.)
- (ii) Law Asstt.
- (iii) Stenographer
- (iv) Sr. Wagon Movement Inspector(Traffic Deptt.)
- (v) Catering Inspector
- (vi) Catering Staff(Commercial Deptt.)
- (vii) Transit Inspector
- (viii) Erstwhile Group `D' Staff(now Group `C' in GP Rs.1800),  
Helpers and Safaiwala
- (ix) Canteen Manager of Staff Canteen
- (x) Laboratory Asstt.(CMT/Mechanical Deptt.)
- (xi) Photographer
- (xii) Occupational Therapist
- (xiii) Horticulture Staff
- (xiv) Unit Purchase Cell Staff(Stores Deptt.)
- (xv) Accounts Cadre(JA, AA, AC)
- (xvi) IT Cadre(JE & SE)

Above-mentioned categories shall be deprived of benefit of promotion in case restructuring of the respective cadre is not undertaken as has been done in the case of staff covered by the Railway Board's letter under reference.

It would, therefore, be in the fitness of the thing that the restructuring of the above categories is also done for justice and parity.

**B. Cadre Restructuring of Cipher Staff over the Indian Railways  
Railway Board's letter No.PC-III/2013/CRC/4(RBE  
No.102/2013) dated 08.10.2013**

Vide above cited letter of the Railway Board, restructuring of various Group 'C' categories has been done, but unfortunately Cipher Staff under S&T Cadre, has been deprived of the benefit of cadre restructuring.

The Cipher Organization is a secret organization to carry out duties under lock and key. This organization deals with all types of classified message and documents, viz. top secrets, secret, confidential and restricted, including maintenance of security of cipher equipments. Cipher Staff on the Indian Railways discharge their duties under the instructions of Joint Cipher Bureau, Ministry of Defence and Ministry of Home Affairs. The said staff is selected from the Ministerial Staff as per Railway Board's letter No.E(NG) I/88/PM 85 dated 01.03.1989.

The Cipher Organization on the Indian Railways comprises of two Cipher Operators, headed by the Cipher Inspector at the zonal level and some of the Railways, viz. Northern and Western Railways, have permanent operators in the divisions. Total sanctioned strength of the Cipher Staff under S&T Department, which includes Cipher Staff of the Railway Board, is about 60 personnel as per Railway Board's letter No.2007/Telecom/CP-16(A) dated 08.05.2007.

It is worth-mentioning here that, the benefit of cadre restructuring was given to the staff working in the Cipher Organization earlier in the years 1984, 1995 and 2003, **but this time they have not been granted the benefit of cadre restructuring while issuing orders of Cadre Restructuring** vide Board's letter referred to above.

Details of the cadre restructuring accorded to the Cipher Staff in the past are as follows:-

**Cipher Inspector**

**Cipher Operator**

S. No.	Reference of Railway Board's letter	w.e.f.	Pay Scale	% age	Pay Scale	Existing % age	Revised % age
1.	PC-III/91/CRC/1 dated 05.04.1995	01.04.1995	Rs.1600-2660 + Rs.200 Special Pay	-	Rs.1600-2660 Rs.1400-2300	60% 40%	50% 50%
2.	PC-III/2003/CRC/6 dated 09.10.2003	01.04.2003	Rs.6500-10500	-	Rs.5500-9000 Rs.5000-8000	50% 50%	65% 35%

As per 6<sup>th</sup> CPC, details of the sanctioned and posted staff of the Cipher Organization and their pay scales are as follows:-

- (i) **Cipher Inspector**, Pay Scale PB-2 Rs.9300-34800 with GP Rs.4600

- (ii) **Cipher Operator**, Pay Scale Pay Scale PB-2 Rs.9300-34800 with GP Rs.4200(needs to be **re-designated** as **Cipher Inspector Gr. II**)

The Board are, therefore, requested to grant benefit of Cadre Restructuring to the staff working in the Cipher Organization and accord justice to them.

It is also requested that, **designation of the Cipher Staff** may please be changed as:-

- (i) **Cipher Inspector**, Pay Scale PB-2 Rs.9300-34800 with GP Rs.4600  
(ii) **Cipher Inspector**, Pay Scale PB-2 Rs.9300-34800 with GP Rs.4200

**C. Restructuring of Sr. ALP and Jr. ALP in CLW/CRJ**

**Ref:(i) AIRF's letter No.AIRF/364(VI CPC)(584) dated April 5, 2016 and May 3, 2016**

**(ii) Railway Board's letter No.PC-III/2013/CRC/6 dated 25.04.2016**

Restructuring of Senior ALP and Junior ALP in Chittaranjan Locomotive Works has not done till date, whereas in 2010 restructuring was done in the Open line Railways and in 2013; restructuring of all the cadre effected from November 2013 in the Indian Railways; including CLW, but unfortunately, these ALPs did not get their benefits.

In view of the above, the Board are requested to ensure early Cadre Restructuring of the ALPs working in Chittaranjan Locomotive Works, Chittaranjan.



## **Item No.07/2016**

### **A: Delay in granting of sanction of Honorarium to Accounts Staff over Northern Railway in the competency of Railway Board for the years 2010-11, 2011-12, 2012-13 and 2013-14**

The claim of honorarium of Accounts Staff of Northern Railway for the year 2010-11, 2011-12, 2012-13 and 2013-14, beyond the power of General Manager pending with the Railway Board for want of sanction. The staff has worked beyond the yardstick fixed by the administration for individual items, like fixation and re-fixation of Pay and Pension after implementation of 6<sup>th</sup> Pay Commission, passing of PLB Bills with remarks in paid vouchers, accounts closing and accordingly they claimed their honorarium as per administrative approval years to years, but beyond the power of the General Managers, the claim of the honorarium for the years 2010-11, 2011-12, 2012-13 and 2013-14 stands referred to Railway Board for obtaining sanction of the competent authority, which is still awaited. This claim of honorarium has been shuttling between Railway Board and Northern Railway for quite some time, because of which, deep sense of discontentment is brewing among the affected staff.

While Railway Board vide letter No.F(X)II-2013/PW/4 dated 25.07.2013 have delegated full powers to the General Managers for sanctioning of honorarium to the staff of Cash & Pay, accordingly they are getting their yearly honorarium claim years to years at the zonal level, but the same has not been implemented in case of Accounts Staff. It is felt appropriate that, after implementation of 6<sup>th</sup> CPC, powers for sanctioning honorarium claim of Accounts Staff also should have been delegated to the General Managers to avoid unnecessary delay.

AIRF, therefore, urges that, necessary sanction of honorarium claim of Northern Railway Accounts Staff, for the years 2010-11, 2011-12, 2012-13 and 2013-14, that stands referred to Railway Board, sanction of the competent authority be communicated to Northern Railway Administration so as to arrange payment of the same as it is already inordinately delayed. It is further requested that, full power to sanction the honorarium to Accounts Staff also be delegated to the respective General Managers to avoid avoidable delay in payment of genuine claim thereof.

### **B. Sanction of Honorarium claim**

North Western Railway Administration has communicated honorarium claim of Cash & Pay and Accounts Staff of North Western Railway for the year 2009-2010 to Railway Board for obtaining sanction of the competent authority. This case is still pending with the Railway Board despite lapse of around two years time for the reasons best known to Railway Administration.

AIRF, therefore, urges the Railway Board to communicate necessary sanction, as sought by North Western Railway Administration, so as to facilitate payment of honorarium claim of Accounts and Cash & Pay Staff of North Western Railway for the period mentioned above.

**Item No.08/2016**

**Sub: Grant of enhanced qualification pay to Accounts Staff on passing Appendix III(IREM)**

**Examination w.e.f 01.01.2006 instead of 01.09.2008**

Consequent upon implementation of 6<sup>th</sup> CPC recommendation, those Accounts Staffs who have qualified Appendix III (IREM Examination) were granted qualification pay of Rs.80 for the first year and Rs.140 from the second year onwards till they are promoted to SO(Accounts). This Qualification Pay has been revised from 01.09.2008 from Rs. 80 to Rs.140 for the first year and Rs.140 to Rs.280 from the second year till they are promoted to SO(Accounts) as a result of VI CPC recommendation.

In this connection, it is pointed out that, revised rates, i.e. Rs.140 and Rs.280 has been made effective from 01.09.2008, led to discrimination and anomaly as the AA promoted to SO(Accounts) between 01.01.2006 to 31.08.2008 got Rs.80 and Rs.140, whereas those promoted from 01.09.2008 are drawing Rs.140 and Rs.280.

It is further pointed out that, Qualification Pay is taken into account for pay fixation at the time of promotion to SO(Account). In case of employees promoted after 01.01.2006, but prior to 01.09.2008 they draw less pay than those promoted after 01.09.2008. As Qualification Pay is not an allowance, therefore, revision should have been given effect from 01.01.2006 instead of 01.09.2008.

It is worth mentioning that, at the time of implementation of V CPC recommendation relating to grant of Special pay to Accounts Staff through Board's letter No.E(P&A)I-99/SP-1/Gen-2 dated 12.06.2001, revised rates of Special Allowance/Pay @ Rs.80 and Rs.140 during 1<sup>st</sup> and 2<sup>nd</sup> year onwards of passing of Appendix III-A Examination w.e.f. 01.01.1996.

Keeping in view the above, the Board are requested to issue necessary orders for granting revised Qualification Pay to qualified Appendix III-A Accounts Staff w.e.f. 01.01.2006.

**Item No.09/2016**

**Sub: Undue dependency of the Ministry of Railways on DoP&T, MoF and other nodal ministries and non-implementation of orders of these ministries in the Railways in respect of staff matters**

It has been observed that, dependency of the Ministry of Railways on the DoP&T, MoF and other nodal ministries, in respect of staff matters, has increased over the years. Railway Board frequently approaches the DoP&T, MoF etc. before issuing instructions in respect of staff matters, which causes avoidable inordinate delay in issuance thereof. In this connection, undernoted references made by AIRF to Railway Board from time to time need to be referred to:-

**No.AIRF/101(572) dated 21.08.2015**, followed by reminder dated 13.04.2016 - Review of RRs, upgradation of pay scales and change in nomenclature of designations of Medical Lab. Staff of the Indian Railways – Ministry of Health & Family Welfare's O.M. No.A-28020/11/2008-PMS(Part-I) dated 17.07.2015

**No.AIRF/53(579) dated 05.11.2015**, followed by reminder dated 04.04.2016 - Cases of promotion taking place in the pre-revised pay structure between 01.01.2006 and the date of notification of CCS(RP) Rules, 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common grade – fixation of pay – Ministry of Finance(Deptt. of Exp.)'s O.M.No.F-2-1/2015-E.III(A) dated 16.10.2015.

**No.AIRF/24(C)(580) dated 22.12.2015**, followed by reminder dated 04.04.2016 - Simplification of procedure for verification of service – adherence to the revised format - Reg. – DOP&T's OM No.18019/7/2013-Estt.(L). dated 30/09/2015

**No. AIRF/24(C)(581) dated 23.12.2015**, followed by reminder dated 04.04.2016 - Verification of Qualifying Service after 18 years service and 5 Years before retirement - Reg. - Ministry of Personnel, Public Grievances & Pension's O.M. No.1/19/2013- P&PW(E) dated 16.09.2015

**No.AIRF/24(C)(578) dated 04.04.2016** - Recovery of wrongful/excess payment made to Government Servants – DOP&T's letter No.18/03/2015/Estt.(Pay-I) dated 02.03.2016

**No.AIRF/24(C)(582) dated 05.04.2016 – Regulation of pay on imposition of a penalty under CCS(CCA) Rules, 1965 – DoP&T's O.M.No.6/3/2013-Estt.(Pay-I) dated 06.02.2014**

**No.AIRF/64(600) dated 19.04.2016 - Entire process of Recruitment should be completed within a period of 6 months - Ministry of P.P.G. & P's O.M. F No.14017/15/2015-Estt(RR) dated 16.01.2016**

It is worthwhile to mention here that, railway employees are industrial workers and highest number of employees working in 730 categories in the Railways round-the-clock to keep the wheels of Railways moving.

It would be quite appropriate that, to resolve the genuine grievances of such a huge number of staff, the Ministry of Railways(Railway Board) should take its own decision in the interest of industrial relation in this complex and vital industry. It would also be in all appropriateness that, Railway Board(Ministry of Railways) should adopt and implement orders of the DoP&T, MoF and other nodal ministries in respect of staff matters without any loss of time.

**Item No.10/2016**

**Sub: Acute shortage of staffs in Accounts Department(especially in Supervisory SSO Cadre)**

Attention of the Railway Board is invited towards shortage of the staff in the Accounts Department, especially in the Supervisory SSO Cadre over the Indian Railways.

We are quoting here example of Northern Railway, where, as on 01.04.2016, there were 94 vacancies of the SSO, and in the coming 2-3 months, around 50 vacancies are likely to increase due to promotion in Group 'B' and normal retirements.

It is worth-mentioning here that, in the recently declared result of the Appendix III-A Examination, only 07 staff have qualified from Northern Railway. There appears to be rare chances in near future to fill-up vacancies of the SSOs, and due to huge shortage of the SSOs, working of the Accounts Department is suffering badly. Similar situation prevails in almost all the zonal railways

Presently, most of the SSOs working in this zone are senior and at the verge of retirement also facing overburdened as they have been doing additional work due to large vacancies. In near future, it will be very difficult to manage working of the Accounts Department as also quality of the work will be affected.

In light of the above facts and circumstances, it will be better in the interest of the organization to re-engage interested retired/retiring SSOs in the Accounts Department, at least for a period of 02 years, so that

working of the Account Department over the Indian Railways be managed for the time being till formation of panel of the SSOs by Board's Office.

The Board are, therefore, requested to conduct further Appendix III-A Examination at the earliest and issue necessary orders for re-engagement of the interested retired/retiring SSOs in Accounts Department at least for a period of 02 years.

**Item No.11/2016**

**Sub: Selection from Group 'D' to Group 'C' against 33 1/3 % quota and 16 2/3% quota in Civil**

**Engineering Bridge Department of N.F. Railway**

**Ref.: AIRF's letter No.AIRF/36(607) dated 01.10.2015**

In Bridge Department of N.F. Railway practice was in vogue since a very long time to promote Khalasi along with other categories of staff to the post of Office Clerk. But this has been discontinued on receipt of Railway Board's letter of 19.02.2013.

In this connection, General Manager(P), N.F. Railway vide his letter No.E/301/71(Misc)/E-Pt.2 dated 07/10.10.2014 has clarified the position and explained that, in N.F. Railway, Khalasis of the Bridge Department and Safaiwalas of the Medical Department were eligible to be promoted against 33 1/3% quota and 16 2/3% quota respectively for the post of Clerk. The matter has also been reminded by the General Manager(P), N.F. Railway, vide letter dated 24.06.2015.

Hence, the Board are requested to allow continuance of promotion of Khalasis of the Bridge Department and Safaiwalas of the Medical Department to the post of Clerk in N.F. Railway against 33 1/3 % quota and 16 2/3% quota respectively .

**Item No.12/2016**

**Sub: Modification in the AVC for promotion to Guard(Goods) Grade  
Pay Rs.2800 against 60%**

**D.P. Quota**

**Ref.: AIRF's letter No.AIRF/36(388) dated 16.02.2016**

The AVC for filling-up Departmental Promotion Quota vacancies is always decided by the Zonal Railways in consultation with the recognized unions, but the Railway Board vide their letter **No.E(NG)I-2012/PM2/1 dated 05.06.2012** have directed the Zonal Railways that, the same would be decided by the Railway Board.

N.F. Railway Administration has discussed this issue with both the recognized unions and sent an unanimous recommendation in this regard to Railway Board vide their letter **No.E/301/30/115(T) dated 01.2014**, but unfortunately, no reply has been received by N.F. Railway from Railway Board.

It is worthwhile to mention here that, a large number of Departmental Quota posts of Guard(Goods) are lying vacant and any sundry staff is being booked to work as Guard(Goods), causing serious safety hazard.

Hence, the Board are requested to allow modification in the AVC of Guard(Goods) for filling-up Departmental Quota vacancies by the N.F. Railway Administration.



**Item No.13/2016**

**Sub: Payment of Foreign Allowance to the staff of Thar Express**

**Ref: (i) Railway Board's letter No.2008/E(0)11/30/3 dated 02.12.2015**  
**(ii) AIRF's letter No.AIRF/443(563) dated 28.03.2016**

The staff of **North Western Railway**, who are deputed to work on **Thar Express Train**, have to go to Pakistan on each trip. The issue regarding payment of **Foreign Allowance** to the staff of North Western Railway, who have to work on Thar Express Train, was raised by AIRF during last PNM Meeting with the Railway Board held on 5-6 November, 2015.

North Western Railway Administration had already referred this issue to Railway Board, whereupon certain queries were made by the Railway Board, seeking some information from the North Western Railway Administration. The General Manager(P), North Western Railway, Jaipur, vide his letter No.600E/ Bills/Hq/ NWREU/101/2012 dated 12.02.2016, has already furnished the required information to the Railway Board.

Since staff of North Western Railway, who was deputed to work on Thar Express Train, have to stay in Pakistan for many hours, AIRF, urges that, necessary sanction be communicated from the Railway Board to North Western Railway Administration, for making payment of **Foreign Allowance** to the staff of North Western Railway working on Thar Express Train.

Similar is the case of **Northern Railway** Staff who also have to work on **Samjhauta Express** and other goods trains across the border and they are also not being paid **Foreign Allowance** for their working up to Pakistan. This also needs to be addressed.

**Item No.14/2016**

**Sub: Non-filling up the post of Material Collector/Chaser in Ajmer Workshop of NWR**

**Ref.: AIRF's letter No.AIRF/443(564) dated 28.03.2016**

The issue to operate the posts of Material Collector/Chaser with the PCO or include in the Incentive Scheme was raised by our North Western Railway affiliate - **North Western Railway Employees' Union** in their GM/PNM.

These posts are presently non incentive posts and are being filled from the same grade staff working in other streams since there is no financial benefits to the staff, these posts remained unfilled since long.

The General Manager(P), North Western Railway, Jaipur, vide letter No.961-E/1/NWREU/HQ/Loose (Mech.) dated 06.10.2015 has referred the matter to Railway Board.

It is worthwhile to mention here that, these posts are required to be linked with the PCO.

The Board are, therefore, requested to communicate necessary sanction to North Western Railway Administration on the subject at an earliest possible.

**Item No.15/2016**

**Sub: Payment of TA/DA with higher rates**

**Ref.: AIRF's letter No.AIRF/443(565) dated 28.03.2016**

Railway Board have issued instructions for restructuring of various post w.e.f. 01.11.2013. These orders although issued from the Railway Board on 08.10.2013(RBE No.102/2013) but implemented in most of the categories after about one year.

Most of the staff promoted under restructuring were entitled for payment of TA/ DA with higher rates due to change in entitlement.

Our North Western Railway affiliate - **North Western Railway Employees' Union** raised this issue in their GM PNM under item **No.71/2015**. Subsequently, General Manager(P), North Western Railway, Jaipur, vide letter No.600-E/Bills/HQ/NWREU/71/2015 dated 29.02.2016 referred the matter to Railway Board.

The Board are, therefore, requested to communicate necessary sanction to North Western Railway Administration for the payment of TA/DA to the staff working on North Western Railway on higher admissible rates at an early date.

**Item No.16/2016**

**Sub: Sparring of talented players under Railway's Centre of Excellence(COE) Scheme**

**Ref (i) Railway Board's letter No.2014/E(Sports)/4/(2)/3(SCL) dated 29.10.2015(RBE 139/2015)**

**(ii)AIRF's letter No.AIRF/413(569) dated 29.03.2016**

Railway Board vide above cited letter have provided the benefit of SCL to the sportspersons on the lines of Centre of Excellence(COE) Scheme of SAI for the players having medal winning performance in current All India Railway Championships, National Championships and also for participation in those international events which are recognized for recruitment purpose on the Railways.

Special Casual Leave is very much required for the sportspersons for their practice so that they can be consistent on winning medal. Boxing is one of the games which is allowed for that benefit and the boxers got 3<sup>rd</sup> position in the All India Railway Championship are not being given Certificate from the Railway Board. Due to this reason they are being deprived of from the benefit of Special Casual Leave. In the absence of Special Casual Leave they will not be able to have practice and will not be consistent on winning medal.

The Board are, therefore, requested to communicate instructions to the General Managers of the Indian Railways to grant the benefit of Special Casual Leave to the sportspersons, so that can be consistent on winning medals for the Railways.

**Item No.17/2016**

**Sub: Running of Holiday Trains - Facilities of Passes**

**Ref.: AIRF's letter No.AIRF/86(576) dated 04.04.2016**

During marriage/holiday season, the Railway runs special trains on the name of holiday trains. Fares of these trains are decided on the pattern of Mail/Express Train with some charges in addition. But even after that, the fares realized are less than the fares of the Duranto and Rajdhani. These trains are also not treated as Premium Trains. The Railway Staff, however, are not permitted to travel in these trains on Privilege Passes and PTOs, which is not fair.

**Para 8** of the **Commercial Circular No.30 of 2015**, issued under Board's circular **No.2014/TG-I/20PM dated 21.05.2015**, might be the reason of this. This para might be wrongly interpreted because reservation on the Passes of Railway Staff cannot be treated as **Concessional Booking**. Therefore, there is an urgent need to make necessary modification in the software of the PRS System.

The Board are, therefore, requested to make necessary modification in the PRS System, so that, Railway Staff may be allowed to travel in these trains; availing the facility of Passes/PTOs.

**Item No.18/2016**

**Sub: Merger of Senior Cashier's grade with the ADC/IOC post**  
**Ref.: AIRF's letter No.2016/AIRF/RB-12 dated 11.01.2016**

Prior to 2007, Cashier's Cadre, comprises five-tier grade structure, as mentioned below:-

<b>Jr. Cashier</b>	-	Rs.4000-6000
<b>Sr. Cashier Gr. II</b>	-	Rs.5000-8000
<b>Sr. Cashier Gr. I</b>	-	Rs.5500-9000
<b>ADC/IOC</b>	-	Rs.5500-9000
<b>Divl. Cashier</b>	-	Rs.6500-10500

In terms of Board's letters **No.E(NG)I-2004/PM9/2 dated 27.07.2007 and 18.02.2008**, the post of Cashier's Grade I was merged with the post of ADC/IOC, and the post of Sr. Cashier Gr. II was designated as **Sr. Cashier**.

Consequent upon implementation of VI CPC pay scales, the cadre of Cashier is as under:-

<b>Sr. Cashier/Head Shroff</b>	-	PB-II Rs.9300-34800 with GP Rs.4200
<b>ADC/IOC</b>	-	PB-II Rs.9300-34800 with GP Rs.4200
<b>Divl. Cashier</b>	-	PB-II Rs.9300-34800 with GP Rs.4600

It is worth-mentioning here that, the VI CPC has recommended for merger of pay scales of Rs.5000-8000 with pay scale of Rs.5500-9000 with an objective of de-layering of structural set up of various categories. Despite clear recommendations of the VI CPC and also the fact, the post of ADC/IOC in pay scale of Rs.5500-9000, they have not been merged. This has resulted in placing both these posts lying as promotional and feeder post in the same grade pay of Rs.4200(PB-II). Further, promotion to the post of ADC/IOC from Sr. Cashier's post is being counted for the purpose of MACPS. Thus, this situation has turned disadvantageous to the employees of the cadre.

In view of the above, it is requested that, on the lines of Board's decision, contained in their letters referred to above and also in accordance with the spirit of VI CPC, the post of Sr. Cashier may be merged with the post of ADC/IOC.

**Item No.19/2016**

**Sub: Modification in the Retired Employees Liberalized Health Scheme(RELHS 97)**

Retired Employees Liberalized Health Scheme(RELHS 97) has since been modified vide Railway Board's letter No.2011/H/28/1/RELHS/Court Case dated 31.05.2012, which stipulates that, railway employees retiring after issuance of the said letter of the Railway Board have to mandatorily join this scheme at the time of their retirement.

This provision is helping a lot in respect of medical aid to retired railway employees and their family members, however, in case where both husband and wife are railway employees, both of them have to mandatorily join RELHS at the time of their retirement.

It may be appreciated that, in such cases, both husband and wife shall be required to deposit last one month salary for joining RELHS 97, whereas, only one of them is Railway Servant, the amount required to deposit for RELHS 97 would be one month salary of one employee, thereby meaning that, if both are employees in the Railways, they will be subjected to financial loss of last one month salary. This tantamount to a highly discriminatory provision.

AIRF, therefore, demands that, in case where both husband and wife are employed in the Railways, one of them should be allowed to exercise negative option, permitting not to join RELHS 97, as one of them and their dependent family members are already covered under RELHS 97 in case one of them opts to join this scheme.

**Item No.20/2016**

**Sub: Counting of motor cycle in case of calculation of TVU**

As per existing methodology, motor cycles are not counted as an unit while calculating TVU of level crossing gates.

In the instructions of TVU calculation, motor vehicle, bullock cart, tonga are taken as one unit, whereas cycle rickshaw and auto rickshaw are taken as half unit.

As motor cycle is also a motor vehicle, covered under the framework of Motor Vehicle Act, the Gatemen also have to open and close LC Gate to pass motor cycle, and its number is increasing day-by-day.

This issue was raised by our Eastern Railway affiliate – **Eastern Railwaymen's Union** in their GM PNM, held on 7-8 December, 2015, wherein following remark was given:-

**“This is a policy matter and will be taken up at the appropriate level”.**

AIRF, therefore, demands that, the methodology for calculating TUV be modified to incorporate motorcycle/ scooters(two-wheelers) also for the purpose of calculating TUV for Level Crossing Gates, and instructions to this effect circulated to all the zonal railways at an early date.



## Item No.21/2016

### Sub: Change in the colour of dress of contractual labour engaged in AC Coaches

With the introduction of a good number of new trains and due to large number of vacancies in the cadre of AC Staff, contractual labourers are being engaged in different AC Coaches along with regular railway employees. But the problem arises when any untoward incident, like theft or loss of luggage/belongings of the passengers, are taking place, unnecessarily railway staff (AC Escorting staff) on duty are being manhandled, FIR is lodged and in many of the cases they are being arrested, harassed, and even put behind the bars for long period. Fallacy is that, in many cases it is seen that, the contractual agency people are responsible for such misdeeds, but due to same dress code, innocent railway staff are being victimized.

This issue was raised by our Eastern Railway affiliate – **Eastern Railwaymen's Union** in their GM PNM, held on 7-8 December, 2015, wherein following remark was given:-

**“Railway Board has been approached for guidelines. Copy of the reference will be handed over to union officials. The issue is under consideration”.**

This issue is not confined with the Eastern Railway only, but is a general problem on all the Indian Railways. Railway Board have been approached by the Eastern Railway Administration for necessary guidelines vide letter No.EL/203/Rep./DB dated 24.04.2014 followed by reminders dated 10.07.2014 and 19.08.2015.

AIRF, therefore, demands that, the staff employed on contractual basis on AC Coaches should be provided with some distinctly separate dress code, so as to discriminate between regular railway employees and contractual employees deputed for onboard services.

**Item No.22/2016**

**Sub: Withdrawal of Railway Board's instructions reg. Ticket Checking Squad – Stipulating five-year period and 2-years cooling off period**

**Ref.: (i) Director, Passenger Marketing, Railway Board's letter No.2016/TG-V/21/53/Policy(P) dated 03.05.2016**

**(ii)AIRF's letter No.AIRF/66(614) dated 12.05.2016**

It is quite unfortunate that, above cited letter of the Railway Board has been issued without consulting the organized labour.

The said letter stipulates that, tenure of the Ticket Checking Staff working in the squad is fixed as five-year. The letter further stipulates that, a Ticket Checking Staff can work in a particular squad, only once in his life time, and on completion of five-year tenure, such squad TTEs can be posted to another squad only after the cooling off period of two-year, which can, however, be relaxed by the CCM concerned.

It is understood that, based on a letter of the General Secretary of another federation, addressed to Member Staff, Railway Board, Commercial Directorate, Railway Board, has issued this letter, which is totally unwarranted for as Ticket Checking Staff, like Commercial Clerk and ECRC, are subjected to periodical transfer once in four-year as per Board's letter under reference, which categorically stipulates that, in order to achieve fundamental objective of periodical transfer and to achieve the purpose of avoiding frontline Commercial Staff by forming nexus with the public while working in sensitive post, the staff can be transferred from one seat to another, one location to different locations within the same unit/station or one station to another in the same section or within the same urban agglomeration. As such, possibility of a TTE working in the same squad for more than four years does not arise, and in the divisions, where only 7.5% sanctioned posts of the Ticket Checking Cadre is operated as squad, the TTE working in the squad naturally moved away from the only squad of such division to other activities like sleeper or station duties.

In the divisions, where sub-urban sections are available, and 15% of the sanctioned strength is operated as squad, naturally there are more than one or two squads(in Chennai Division, there are about 18 squads in three different directions, further divided into section-wise/gender-wise(separate two ladies squad) and the TTEs working in the squads are moved from one squad to another during periodical transfer on completion of four-year, and this arrangement was even approved by the A.M.(Commercial), Railway Board, during his discussion with the representatives of **Southern**

**Railway Mazdoor Union** on periodical transfer in the month of March 2016.

Even in the periodical transfer, on the analogy of avoiding nexus with public/trade by remaining in the same post for a prolonged period, is a misnomer as far as Ticket Checking Category is concerned, as Ticket Checking Staff, whether he works in the squad or sleeper depot or at stations, never deals with the same passenger or trade/public as travelling public is global in nature, and forming nexus with a TTE with different sections of travelling public is a least possibility, however, in order to avoid TTEs' gaining and undue influence in remaining on a particular post, they are covered under Periodical Transfer, which is more than sufficient and no further separate Transfer Policy for the squad is required. However, fixing tenure and cooling off period is only for Ex-cadre posts, like Vigilance Inspector, Enquiry Inspector, Work Study Inspector, Instructor etc., where such posts are filled by the volunteers from different departments, and in order to extend the opportunity for all other staff, the tenure/cooling off period is fixed.

Since Ticket Checking squad is a part of Ticket Checking Cadre and confined to activities of ticket checking/plugging of revenue/detecting ticketless travelers and impose penalty to augment revenue, this post cannot be fixed with tenure/cooling off period.

Keeping in view the above, AIRF demands for early withdrawal/cancellation of above cited letter of the Railway Board as these instructions run contrary to the **Master Circular** on **Periodical Transfer** as also the decision taken in the DC/JCM Forum.

**Item No.23/2016**

**Sub: Development of the S&T Workshops in Indian Railways**

Signal & Telecommunication Department is expanding day-by-day with the introduction of new technology. Railways have been purchasing accessories from open market. Very often there is abnormal delay in respect of materials from the trade, resulting in dislocation of maintenance of S&T equipments.

The existing S&T Workshops on the zonal railways do have capacity and manpower to augment the same to cop-up with the requirement of spares etc. required for modern signalling system, in case marginal input is provided to these Workshops in the form of finance, Machine & Plant and requisite training to the available manpower.

AIRF strongly feels that, S&T Workshops, now running in the Zonal Railways, should be developed to the standard as that of **Podanur Workshop** in Tamilnadu(Southern Railway).

**Item No.24/2016**

**Sub: Setting-up of dormitory for accommodation of companions of cancer patients sent to Tata**

**Memorial Cancer Hospital, Mumbai from JRH(WR) and Byculla Railway Hospital(CR)**

A good number of cancer patients from different zonal railways are being sent to **Tata Memorial Cancer Hospital**, Mumbai, either through **Jagjivan Ram Hospital**(Western Railway) or **Byculla Railway Hospital** (Central Railway).

There is acute shortage of accommodation for companions of cancer patients, compelling them to hire accommodation in Mumbai at exorbitant rates.

It is, therefore, urged that, adequate number of dormitory may please be constructed, so that companions of cancer patients can conveniently stay and come to attend cancer patients.

**Item No.25/2016**

**Sub: Misinterpretation of rules with regard to withholding of increments for a specified period as a measure of penalty and consequent financial loss to the employees**

The rule position, to deal the cases of withholding of increments for a specified period as a measure of penalty in terms of para 1318(FR 24) of IREC is as under:-

**“When the increment is withheld for a specified period as a measure of penalty, the increment should be drawn from the date from which the penalty imposed ceases to operate. The subsequent increment shall, however, be admitted/drawn from the first of the month in which they fall due under normal rules, the period of dies-non like break in service etc. being treated in the same way as leave without pay”.**

**(Ref.: Railway Board’s letter No.PC-III/75/Inc/2 dated 10.11.1975)**

Surprisingly, despite such a clear rule, one of the divisional administrations on South Central Railway is not drawing increments to an employee undergoing punishment of withholding of increment for the entire period of the punishment, i.e.an employee who is imposed punishment of withholding one increment for a period of three years is not granted increment for the entire period of three years of punishment, resulting in the employee suffering double the punishment than intended by the Disciplinary Authority.

Our South Central Railway affiliate - **South Central Railway Mazdoor Union** contested the above action and explained to the administration that, withholding increment for the entire period of the punishment is against the rule and is causing unintended financial hardship to the employee undergoing punishment. Our union’s argument was that, only increment that was expressly withheld by the DA/AA should be granted after completion of the punishment and increments that fall due in normal course during the currency of punishment of withholding of one increment for a specified period be granted as a matter of course.

After detailed deliberations in their GM PNM, vide item **No.130/28/16**, our affiliate appreciated its viewpoint to the South Central Railway Administration, but the zonal railway administration expressed its inability to take a decision in the light of illustrations given under **para 16** of the **Master Circular No.66** and has made a reference to Railway Board vide letter **No.P(R)/227/XVII dt.10-5-2016**.

In this connection, it is stated that, provision of the IREM, being statutory provision, will take precedence over the said Master Circular, which is nothing, but a compilation of executive instructions issued from time to time.

The illustration, given under **para 16 of the Master Circular No.66**, is clearly a case of misinterpretation of the rule, as is explained hereunder:-

Scale of Pay	-	Rs.5500-175-9000
Pay	-	Rs.6200
Date of Increment	-	1 <sup>st</sup> June.
Date of Imposition of Penalty	-	01.03.2000

The penalty of withholding of increment for 2 years without having the effect of postponing future increments (also termed as without cumulative effect with temporary effect, etc.)

Date of effect of penalty 01.06.2000, i.e. only from the date on which next increment falls.

<b>Operation of Penalty as per M.C. No.66</b>	<b>AIRF's contention</b>
Pay as on 01.06.2000 - Rs.6200	Pay on 01.06.2000 - Rs.6200.
Pay on 01.06.2001 - Rs.6200	Pay on 01.06.2001 - Rs.6375
Pay on 01.06.2002 - Rs.6725	Pay on 01.06.2002 - Rs.6725
Financial loss - Rs.6300	Financial Loss - Rs.4200

Even though pay of the employee on completion of punishment is same on both the occasions, our contention is that, the employee is losing increment due on 01.06.2000 for 24 months and also increment due on 01.06.2001 for 12 months, aggregating to a total loss of the value of increment for 36 months. Even though punishment is for withholding of one increment due on 01.06.2001 for a period of two years, withholding increment due on 01.06.2001, on the pretext, that, it falls during the currency of punishment is against the spirit of the orders of the competent authority, whose intention is to inflict a penalty equivalent to 24 months value of increment. Additional loss sustained by the employee is to the tune of Rs.2100 + Allowances thereon in the above example. The loss further amplifies when punishment is imposed for a period of 36 months.

Also, in terms of **para 1318(FR 24)** an increment other than increment next above, an efficiency bar shall ordinarily be drawn as a matter of course unless it is withheld. An increment may be withheld from a Railway Servant by the competent authority if his conduct has not been good or his

work not been satisfactory. This being the rule position, withholding of increment due on 01.06.2001 by the bill drawing officer, who is not a competent authority, that too when competent authority's intent is to inflict a loss for a specified period is against the spirit of D&A Rules, 1968.

The Board are, therefore, requested to review the matter in the light of AIRF's contention and issue necessary correction to Master Circular No.66 and also advise the zonal railways to take necessary action to implement the rule in its true spirit.



**Item No.26/2016**

**Sub: Geotechnical Engineering Organization in the Zonal Railways – Provision of manpower – reg.**

In terms of guidelines issued by the Ministry of Railways(RDSO), each Zonal Railway should establish **Geo Engineering Cell**. The objective of setting-up of Geo Engineering Cell is that, Railways should be able to collect field data, conduct surface exploration and to test the soil samples for engineering properties on their own.

Two types of laboratories were suggested to be set-up, depending on the requirement of individual railway, viz. scale 1 laboratory and scale 2 laboratory. Various tests to be conducted and the manpower required to achieve the objective are detailed in the guidelines issued.

On South Central Railway, though a cell was set-up, manpower is not provided as per above guidelines. During its annual inspection, RDSO has been pointing out about the lack of required manpower in the GE Cell since 2012, but to no avail. Minimum required man power as per RDSO's Inspection Note, vis-à-vis, existing manpower is as detailed below:

<b><u>As per RDSO Guidelines</u></b>	<b><u>Existing Manpower</u></b>
DEN/AEN - 1	Dy.
CE/Bridge Design - 1	(Not
exclusive)	
AXEN/Bridge Design - 1	(Not
exclusive)	
SSE - 1	
JEs - 2	
Nil	
Supervisors - 3	
Nil	
Fitter - 1	
Nil.	
Khalasi/Helper - 8	
- 3	
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Total - 16	
6	

Following tests on soil/ballast samples has been carried out in the GE Lab between 24.07.2013 and 27.10.2014:-

<u>Type of Test</u>	<u>Test</u>	<u>No. of</u>
Classification Test including LL, PL and Hydrometer Analysis		579
Compaction Tests (Modified Proctor)		421
Abrasion Test on Ballast Samples		1295
Impact test on Ballast Samples		1295
Specific Gravity/Water Absorption		1295
Direct Shear Test		27

As there is no separate lab for the Construction Organization, samples of the Construction Organization are also being tested in the Openline Lab.

Above issue was taken-up by our S.C. Railway affiliate – South Central Railway Mazdoor Union in their Zonal PNM meeting. Instead of appreciating the importance of the Geo Technical Laboratory and its relevance to safety, the S.C. Railway Administration has not only refused to create required manpower, but also trivialized the issue by saying that, GE Cell is not mandatory and the same can be managed with the help of Group 'D' Staff without any training. Our affiliate demanded that, not only required manpower is to be provided, but also the same needs to be catered to ensure that, those Group 'D' Staff who have been working in the GE Cell for more than a decade now can have improved promotional prospects.

It may not be out of place to mention that, while the openline authorities are against augmentation of manpower, the Construction Organization has in fact decided to open a new GE Cell.

As work of the GE Cell is of paramount importance and has a direct bearing on safe running of trains, the Board are requested to review the matter in the light of non-serious attitude of South Central Railway Administration and issue necessary instructions to man the GE Cell as per RDSO's guidelines, duly catering the staff, as the staff working in the

GE Cell require a given set of skills as against the Openline Staff, with whom seniority of the staff at present lies merged with.

**Item No.27/2016**

**Sub: Transfer of Trackmen/Gatemen and others to Workshop and Traffic Department**

As per extant rule, Trackmen, Gatemen and others are allowed to seek transfer to Workshop, Operating and Commercial Branches of the Traffic Department against 10% vacancy with 50% seniority. Recently, the cadre has been restructured and some persons have been favoured with promotion in Grade Pay Rs.1900 and or Grade Pay Rs.2400 and thus become ineligible for seeking such transfer. Besides, due to benefit on MACP Scheme also, some such persons have got the scope of higher in Grade Pay Rs.1900 and Rs.2400.

Similarly, such staff are entitled to seek their transfer to other departments against 40% vacancy on bottom seniority. But due to age factor they could not seek such transfer, and in the meanwhile they have been elevated to Grade Pay Rs.1900 or Rs.2400 either through MACP benefit or recent restructuring of the cadre of Track Maintainers.

In this connection, please refer to Railway Board's letter **No.E(NG)I-99/CFP/23(Vol. II) dated 02.08.2012**, wherein permissible age for Trackmen/Gatemen were reduced from 45 years to 40 years for 10% vacancy and 40 to 33 years against 40% vacancy vide Railway Board's letter **No.E(NG)I-99/CFP/23(Vol. II) dated 14.11.2013**.

AIRF urges upon the Railway Board to allow such staff who got financial benefit of Grade Pay Rs.1900 and Rs.2400 under MACP Scheme to seek transfer against 10% or 40% quota and also allow staff promoted to G.P. Rs.1900 and or Rs.2400 to seek reversion to avail the benefit either against 10% or 40% quota.

The Board are further requested to reduce minimum age to 25 years for both the cases.

**Item No.28/2016**

**Sub: Recording of qualification acquired during intervening period  
by compassionate ground  
appointees**

While most of the railway administrations make sincere efforts to offer appointment on compassionate ground to the wards/dependent family members of deceased or medically de-categorized/medically incapacitated railway employees. Nevertheless certain cases come to the notice of this federation where cases of appointment on compassionate ground are delayed for quite a longer period of time and the appointees have to wait for that, may be due to non-availability of vacancies against Direct Recruitment Quota in the categories wherein such appointment is to be made. During the intervening period, such candidates continue their academic/technical qualification and acquire some higher qualification through duly recognized institutions. Unfortunately, the higher educational/professional education, attained by such candidates, who are compelled to wait for appointment due to administrative reasons, are denied to record in their service record, which is not fair.

AIRF, therefore, urges upon the Railway Board to allow recording of higher educational/technical qualification acquired by the compassionate ground appointees during the intervening period of their application and offer of appointment.

**Item No.29/2016**

**Sub: Granting of holiday to Ministerial Staff working in Workshop and Workshop administrative offices at par with the staff working in Zonal/Divisional Headquarters administrative office**

A substantial number of Ministerial Staff is posted in the Workshops, including the administrative offices in the Workshops.

It has been noticed that, these Ministerial Staff are neither being extended the benefits available to Ministerial Staff posted in the administrative offices, which entails **5-day** a week working, **16 Gazetted Holidays and 02 Restricted Holidays** per year, nor they are being treated at par with other Workshop Staff, i.e. Technical Staff, who are entitled for payment of Incentive/PCO Allowance as the case may be. This discriminatory treatment with Ministerial Staff, posted in the Workshop administrative offices, is brewing serious discontentment among them.

It may be appreciated that, Ministerial Staff, posted in the Workshop, do undertake same nature of work as Ministerial Staff posted in other administrative offices of the open line establishments, as such, need to be treated at par with them.

AIRF, therefore, demands that, either Ministerial Staff working the Workshops be brought under Incentive Scheme or alternatively they should be allowed to avail **16 Gazetted Holidays + 02 Restricted Holidays** and **5-day a week** working at par with Ministerial Staff of the administrative offices in open line establishments.

**Item No.30/2016**

**Sub: Violation of the Rest Rules for Running Staff by various Zonal Railways**

Various complaints are pouring in the office of AIRF regarding gross violation of the Rest Rules for Running Staff, and frequently call books are served on them before completion of their rest at the Headquarters. This is virtually a safety hazard as Running Staff are unable to take complete rest in such cases and have to work the train under rest. This is grossly unsafe and unfair practice.

The Board are, therefore, requested to advise all the zonal railway administrations to strictly follow the Rest Rules for Running Staff without any violation thereof in the larger interest of safety of rail operation.