



सत्यमेव जयते

# **MINUTES**

**of**

**The PNM Meeting**

**between**

**Railway Board**

**and**

**National Federation of Indian Railwaymen**

*held*

*on 06<sup>th</sup> & 07<sup>th</sup> June, 2024*

**MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD  
AND NFIR ON 6<sup>th</sup> & 7<sup>th</sup> JUNE, 2024**

**MEMBERS PRESENT**

**OFFICIAL SIDE**

**S/ Shri/ Smt.**

1. Jaya Varma Sinha  
Chairman, Railway Board & CEO
2. Roopa Srinivasan  
Member(Finance)
3. Satish Kumar  
Member(T&RS)
4. Anil Kumar Khandelwal  
Member(Infra)
5. Braj Mohan Agrawal  
DG(Safety)
6. Dr. Man Singh  
DG(RHS)
7. Manoj Yadava  
DG(RPF)
8. Naveen Gulati  
DG(HR)
9. V.G. Bhooma  
AM(HR)
10. Dinesh Kumar  
AM/L&A
11. Amit Kumar Agarwal  
AM(ME)
12. Pramila H. Bhargava  
AM/Staff
13. Vijay Pratap Singh  
AM(Traction)
14. Mohit Chandra  
PED/EE(RS)
15. Dr. M. Ravindran  
PED(Health)
16. Sanjay Mishra  
PED(Safety)
17. Ashish Bansal  
PED/TK(M&MC)
18. D.K.Singh  
PED(Vig.)

**STAFF SIDE**

**S/ Shri/ Smt.**

1. Guman Singh, President/ NFIR
  2. M. Raghavaiah, Genl. Secy./NFIR#
  3. R.P. Bhatnagar
  4. B.C. Sharma
  5. T.K. Chatterjee
  6. R.P. Singh
  7. P. S. Suriyaprakasam
  8. Munindra Saikia
  9. Somnath Malik
  10. C.P. Singh
  11. K. Rajaraman
  12. Binod Sharma
  13. R.G. Kabar
  14. Ashok Sharma\*
  15. R.C. Sahoo
  16. S.R. Mishra
  17. G. Ganeswar Rao
  18. V. Gopalakrishnan
  19. Ramesh Mishra
  20. Taposh Mukherjee
  21. P. S. Chaturvedi
  22. Vinod Kumar Rai
  23. Indrajit Singh
  24. M.V. Tulasidas
  25. T.D. Satyavani
  26. Sonia Sharma
- \* attended on 06.06.2024 only  
# attended on 07.06.2024 only.

**OFFICIAL SIDE****STAFF SIDE**

19. Neeraj Sharma  
PED(PM)
20. Gautam Arora  
PED/Coord.(Signal)
21. Renu Sharma  
PED(IR)
22. Bandana Sharma  
EDF(E)
23. Sundeep Pal  
EDPC
24. Ravindra Kumar  
EDE(N)
25. Vinod Kumar  
EDME/W&Dev.
26. Vijay Singh  
ED/TK(M&MC)
27. Pankaj Tyagi  
ED/L&A
28. Ashok Kumar Nakra  
ED/EE(Safety)
29. Anurag Kapil  
EDF(X)
30. Aashima Mehrotra  
EDTC(G)
31. Rameshwer Meena  
ED/Sig.
32. Shatrughna Behera  
ED/(MPP)
33. Sudhir Kumar  
EDE(LL)
34. Anvita Sinha  
EDE(GC)
35. Vineet Pandey  
ED/Training
36. Tej Pratap Narayan  
OSD/EE(G)
37. V.D. Sharma  
Dir./E(RRB)
38. Mahesh Kumar Meena  
JDE(LL)
39. Hem Chander  
JDE(IR)
40. Goutom Mondal  
DDE/Res.

## **Section – A: Introduction**

### **CRB & CEO's Opening Speech**

CRB & CEO welcomed Shri Guman Singh Ji, President/NFIR, Dr. M. Raghavaiah Ji, General Secretary/NFIR, other representatives of the Federation and her colleagues in Railway Board along with members of the Official Side. She wished that the Agenda items will be discussed and resolved fruitfully during the meeting.

She mentioned that Indian Railways are undergoing massive transformation and modernization. Government has fully backed this process and reposed massive faith in the Indian Railways as the primary mover of passengers and cargo. In past, Indian Railways has suffered for decades for want of adequate funding to augment our capacity. But now with the unprecedented Gross Budgetary Support, we are ready to transform railways into a network that has capacity ahead of demand.

### **Freight Loading**

Indian Railways recorded its highest ever freight loading of 1591 million tonnes (MTs) in 2023-24, almost 5% more than the previous financial year. The Railways have earned around Rs. 2.56 lakh crore in 2023-24 from freight and passenger movement, which is its highest ever revenue earning. In May 2024, Railways carried 139.16 million tonnes (MT) of freight which is 3.6% higher than 134.16 MT loading achieved in May 2023. With this, the national transporter has clocked the 56th straight month of highest every freight loading beginning October 2020. This achievement underscores the Railways' robust performance and its pivotal role in facilitating the movement of goods across the country.

### **Record Track Laying**

- Another most significant achievement of Indian Railways in the current fiscal is the remarkable pace of track laying. With a total of 5100 Kms of new tracks laid, the Railway network has expanded substantially enhancing connectivity and accessibility across the country. This feat translates to an average daily track laying of more than 14 Kms highlighting Indian Railways' commitment to infrastructure development and modernisation.

### **Electrification**

- With a dedicated Budget of Rs. 6500 crores during FY 2024-25 for further electrification. Indian Railways remain committed to achieving complete electrification. The Railways have electrified 7188 route Kms during 2023-24 which is a historic accomplishment and nears to 95% electrification of its BG network. The shift to electric traction is projected to carbon emissions by a significant 24% by 2027-28.

## **Amrit Bharat Station Development Scheme**

- India's railway stations are not going to be the same in near future. As part of the Indian Railways Amrit Bharat Station Development Scheme for transforming more than 1300 railway station in the country. While foundation stone for redevelopment of 553 railway stations has been laid by Hon'ble Prime Minister in February 2024, work on redevelopment of 508 railways stations is already in progress whose foundation stone was laid by the Hon'ble PM in August last year.

She also mentioned a few initiatives taken for HR Management and Staff Welfare:-

- Human Resource Management System (HRMS) have been developed through CRIS under the Flagship Digital India Program of Government of India to create a master database of all employees and pensioners of Indian Railways. HRMS is focused to digitize various administrative cadre related functionalities such as creation of Post Master, BoS, MPP, Seniority, intra and inter-railway transfer, e-APAR and service functionalities like Pass/PTO, Loans & Advances, Settlement, Quarters and Electricity under single package.
- With continuous monitoring by Board and effort by Zonal Railways
  - One Lac Forty Four Thousand and Eighty Six (144086) cases of promotions have been done against the target of One Lac Twenty Four Thousand Four Hundred and Ninety (124490). Further, a simplification of procedures is on the anvil for speedier and time-bound promotions.
  - Out of 4100 pending cases of Compassionate Ground Appointments, 3879 (94%) cases have been settled out.
  - 2176 cases of medically decategorisation which is approximately 99% of the pendency and accrual have been finalised.
  - 2795 cases of mutual transfer, 4290 cases of own request transfers and 1728 cases of inter-divisional transfer have been finalised.
  - Appointments through Railway Recruitment Boards (RRBs) and Railway Recruitment Cells (RRCs) have taken special efforts to complete the ongoing recruitments against NTPC categories, Level 1 and Ministerial & Isolated categories.
  - Against One Lac Three Thousand Seven Hundred and Sixty Nine (1,03,769) vacancies in Level-1, Ninety Six Thousand Six Hundred and Fifty Five (96,655) candidates have been empanelled.

The above achievements could not have been possible without the constructive cooperation from the Federation. CRB & CEO thanked Federation for their continued cooperation and support and also congratulated all Railwaymen for their performance and hard work.

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### **Opening address of Shri Guman Singh, President/NFIR:**

President, NFIR welcomed the CRB and CEO, Railway Board, Member (Infra), Member (Finance), Member (TRS), DG/HR, DG/RHS, DG/RPF, AM (Staff), AM (HR), PED/IR, other officers of Railway Board, General Secretary, NFIR Dr. M. Raghavaiah, Working President Sh. R.P.Bhatnagar, Vice Presidents Sh. B.C.Sharma & Sh. Tapan Chatterjee, Treasurer Sh. R. P. Singh, his other colleague Office Bearers of NFIR attending the PNM Meeting.

He said that the PNM meeting with NFIR is being held after a long gap of more than one year as the last meeting was convened on 19<sup>th</sup> and 20<sup>th</sup> May, 2023. He said that the abnormal delay in convening the PNM Meeting by the Railway Board gives wrong message affecting the importance of Permanent Negotiating Machinery down the below. The Permanent Negotiating Machinery is a unique mechanism for redressal of industrial disputes/staff grievances through dialogues in Railways. It has contributed a lot in maintaining industrial peace during the last 50 years. The delay in holding PNM meeting is causing frustration amongst staff, affecting creditability of trade unions, causing reasons for categorical associations to grow and increasing number of court cases. According to the schedule at least two PNM meetings and two departmental council meetings under JCM scheme should be convened. He expected that meetings should regularly be convened as per schedule to maintain sanctity of negotiation fora.

He thanked the CRB for giving important information regarding performance of Indian Railways. While appreciating the excellent performance of Indian Railways in freight loading, revenue earnings and in other areas, the achievements are mainly due to the dedicated services and hard work put in by our railway staff of all sections of IR to meet with the targets.

President, NFIR further stated that according to him, on the Indian Railways, personnel services (IRPS) was introduced with the objective that this specialised cadre will plan and execute to ensure timely availability of trained work force and observance of rules & regulations and statutory obligations will be followed. Unfortunately, on both the fronts, the objects of providing specialised personnel services are being defeated. He cited a case of unlawful termination of services of five permanent railway employees working on NWR (Jodhpur & Bikaner Divisions) on the advice of vigilance organization. The personnel department totally ignored the provisions under D&A Rules without giving them opportunity to defend themselves. This action of railway administration is not only illegal and arbitrary but also against the sacred provisions of constitution of India. He further said that the matter was brought to the notice of Railway Board (DG/HR) vide NFIR's letter No. NFIR/II/5/2023 dated 29.09.2023 for intervention and issuance of suitable instructions to the General Manager to reinstate the employees to their respective posts from which they were removed. But, unfortunately, no action has been taken and the Railway Board is silent on Federation's communication. Though there are several other examples but this is enough in support of above version. There have been numerous occasions when system suffers on account of non-availability of trained work force and non-observance of rules & regulations. When issues of violation of rules & regulations are raised at Railway Board level, it is expected that dispassionate decision would be taken. But it is observed that the Railway Board exert in covering the mistake committed by the subordinate offices. Such number of examples are included in the PNM agenda.

He highlighted an issue of non-grant of financial upgradation to the category of Train Manager (Formerly Train Guards) of Pay Matrix 6 / GP 4200 to pay level 7 and pay level 8. According to the MACP rules they were to be given financial benefit in GP 4600 and 4800 but subsequently the benefits were withdrawn and recoveries were made. The

affected persons sought legal remedies through Hon'ble Courts against the action of Railway administration. Several High Courts and CATs have given decision in their favour. Those who have brought judgment in their favour, the benefit of MACP is being extended only to those persons whereas similarly placed employees have to be treated alike in all fairness. Time and again, NFIR requested the Railway Board to take decision so that the similarly placed employees should not be forced to go to court for achieving orders in their favour. In case they are forced to go to court, obviously they will have to face heavy financial burden and equally the Railway administration will also be forced to spend money in facing the court cases. He requested that the railway administration must take decision in the matter in a positive manner to resolve grievances of staff to prove that IR is model employer.

He cited another cases of non-grant of notional increment to the staff retiring on 30<sup>th</sup> June and 30<sup>th</sup> December each year. He said the Railway Board's instructions dated 20.05.2024 do not speak well of model employer but forcing the employees to approach court to get orders in their favour. He stated that the approach adopted by the Railway Board is not in the right spirit. He emphasized for review of their instructions dated 20.05.2024. He apprised that in North Western Railway alone, 68 employees filed cases and achieved judgment in their favour for payment of increments and the same are being implemented. He expected that the employees should not be forced to go to court but Railway Board should issue instructions to extend benefit of increments to similarly placed employees.

In addition to above, following issues were brought to the notice of Railway Board for taking action to provide relief to the staff: -

- (1) Heavy recoveries are being made by the Railway administration from the settlement dues of retiring staff. He said that there is judgment of Hon'ble Supreme Court which has been circulated by the DOP&T and Railway Board. Unfortunately, the Railway administration have failed to waive of the recoveries consequently staff have been suffering financially.
- (2) The kilometer allowance to running staff have two components i.e. 70% is out of pocket expenses i.e. TA/DA which is exempted from the preview of Income tax and the second is 30% pay element which is taxable. The exemption from Income tax to TA component is as per Income tax rules for which Railway Board need not seek anybody's approval. He requested the Railway Board to stop recovery of Income tax on this amount. The Chairman CBDT may be apprised that the action of non-recovery of income tax on 70% portion of kilometer allowance is in consonance to the Income Tax rules.
- (3) New railway tracks and other assets are being created but new posts are not being created for maintenance due to ban imposed by Ministry of Finance. He requested the CRB to approach MOF to get Indian Railways exempted from this ban.

### **Opening Address of Dr. M. Raghavaiah, General Secretary/NFIR:**

At the outset, General Secretary/NFIR welcomed the Chairperson & CEO, Member (Finance), Members Railway Board, DG(HR), DG (RHS), DG(RPF), AM (HR), AM(Staff), PED(IR) and other Railway Board Officers present in the Meeting. Mr. Raghavaiah richly complimented the Railway Board for achieving IR's best performance in general and freight loading in particular (1588 MT).

General Secretary/NFIR reminded the Railway Board that the Strike decision against NPS taken by the constituents of Staff Side (National Council of JCM) to serve



Strike Notice on 19<sup>th</sup> March, 2024 for going on Indefinite Strike from 1<sup>st</sup> May, 2024 was deferred pursuant to discussions at the level of Central Government (Finance Secretary) and the Railway Ministry (CRB & CEO). On the issue of healthy industrial relations, the General Secretary said that while Federation has been persuading the staff to work hard to achieve highest level of efficiency & productivity but at the same time unfortunately orders are issued by the Railway Board for mass scale surrender of posts. He said that added to this, the vacant posts particularly in the safety category are not being filled while new services and additional trains are being introduced. He further informed the CRB that the position in the field is far from satisfactory as the employees have been overburdened with extra work while no efforts are visible to fill the vacant posts and at the same time new posts are not being created for running and maintenance of new assets and activities. He felt unhappiness over negative approach pursued by the Railway Board in dealing with the issues raised by the Federation (NFIR) from time to time without application of Rules judiciously to settle various grievances.

Dr. Raghavaiah brought following issues to the notice of CRB & Board Members with fond hope that these will be resolved quickly in favour of employees:

- (1) Accumulation of subjects raised in the PNM Meetings Large number of subjects raised by the Federation in the PNM forum have been pending. He specifically said that the Railway Board have failed to give replies to the issues brought out by the Federation in the last PNM Meeting held on 19<sup>th</sup>& 20<sup>th</sup> May, 2023. He said that this is sufficient to state that the approach of the Railway Board is non serious. So Federation has been requesting for special meetings to discuss and resolve the pending PNM Items, special meetings are being arranged only occasionally.
- (2) New assets built but however no new posts created. The Indian Railways has been able to lay down nearly 19000 Kms of Railway Track with new stations, introduced several new trains, increased services besides completion of lot of TRD works but however no new posts have been created to run and maintain the new assets/services. This is causing heavy strain on the existing staff who are overburdened and filling lot of difficulty in managing day to day working.
- (3) Indiscriminate surrender of posts. The Railway Board has been issuing orders to the Zonal Railways and Production Units to surrender vacant posts indiscriminately on the pretext of rationalization of manpower, without realizing the need for which these posts were created. This is creating lot of unrest and unhappiness among staff working in the field.
- (4) Norms/yardsticks circulated by Railway Board not implemented. Though the Railway Board have issued new norms/yardsticks for all Departments, unfortunately these are not being implemented in the field due to various reasons. Federation cites the example of 'norms/yardsticks issued by the Railway Board in respect of S&T Department' vide RBE No. 170/2022 dated 28/12/2022 which have not been implemented on any Zone over Indian Railways consequently staff continues to suffer.
- (5) Vande Bharat Train sets maintenance – Though the General Manager, ICF has requested for creation of additional posts for maintenance of infrastructure of prestigious Vande Bharat Train sets for the purpose of inducting manpower but however, sanction of Railway Board has not yet been conveyed.
- (6) Heavy vacancy position: There is heavy vacancy position in Safety categories like Track Maintainer, Loco Pilot consequently there is heavy shortage and staff are refused leave while accumulation of leave is not allowed. The adverse situation could be gauged from the fact that even voluntary retirement requests of staff are

rejected due to large number of vacancies. On the other hand, 'Daily Officiating Allowance' to staff, discharging duties of higher-grade posts in the event of senior person is sick or unable to attend duties for valid reason, has not been sanctioned/paid since 2017.

- (7) General Secretary reminded the CRB about the announcements made in her address in the DC/JCM meeting held on 15/02/2024 in the Railway Board on following items which are yet to be fulfilled:-
  - (a) Restructuring in the Pointsmen category – introduction of two new grades i.e. Level-4 & Level-5. Sanction of MoF is still awaited and the proposal is still pending.
  - (b) Though Railway Board issued instructions to relieve staff seeking inter Railway request transfer but, however, there is no implementation due to non-availability of RRB/RRC empanelled candidates to relieve them.
- (8) Requested CRB to approach MOF for withdrawal of ban on creation of posts in I.R.
- (9) Abnormal delay in implementation of upgradation of pay scales granted by 7<sup>th</sup> CPC w.e.f. 01/01/2016. Example of OT Assistant/Dresser and Laboratory staff of Medical Department was cited.
- (10) Risk & Hardship Allowance – Railway Ministry's proposal is pending with the MOF and needs to be pursued further for approval.
- (11) Abnormal delay in Cadre Restructuring exercise- Federation expressed disappointment over non-implementation of agreement on PNM Item No. 14/2010 for upgradation of Maintainers S&T.
- (12) DA risen to 50% of Pay – some allowances have been hiked by 25% w.e.f. 01/01/2024, while rates of Kilometrage Allowance payable to Running Staff yet to be revised upwardly.
- (13) Discontinuance of LARSGESS – Railway Board sent revised proposal to Staff Side Federations. In response NFIR sent its proposal for introduction of New Scheme. Unfortunately, no action on Federation's proposal.
- (14) Change of cadre for female employees working in Safety categories – Requests of female track maintainers, Loco Pilots etc for change of cadre as one time dispensation pending – Railway Board has called for details from GMs – speedy action be taken for granting change of cadre.
- (15) Induction of Course completed Act Apprentices against 20% vacancies in Level-1 – Powers need to be delegated to the General Managers so that quick filling of vacancies can be ensured.
- (16) RBE No. 31/2021 dated 22/04/2021 has resulted in withdrawal of benefits granted during the period 01/01/2006 & date of notification of 6<sup>th</sup> CPC Pay structure – DoPT gave favourable clarification but however, Railway Board has not yet issued clarificatory instructions.
- (17) Diesel Loco Shed, Gooty– While induction of elected Locos required, transfer of 83 HHP Diesel Locos from Diesel Shed, Gooty to other Sheds be ensured to provide relief to Staff who are heavily overburdened. Group Award may be granted to the staff of Diesel Shed Gooty of S.C. Railway in recognition to 60 years service of the Shed.

- (18) IRWO Staff are under threat of termination of their services – It was conveyed that the possibility of redeployment of IRWO Staff into Railway system may be explored as one time special dispensation, instead of terminating their services.
- (19) Five Railway Printing Presses may be allowed to be continued beyond 31<sup>st</sup> December, 2024 in the interest of Railway system as workload exists.
- (20) Decision for closure of procurement establishment of Stores Department of RCF located at Tilak Bridge, New Delhi may please be deferred in view of the fact that transfer of these staff after serving RCF for more than 25 to 30 years would result into dislocation of their families and would cause irreparable loss to them.
- (21) Railway Board's decision for closure of CORE needs to be reviewed and reconsidered in view of the problems likely to be faced by the General Managers of Zonal Railways in meeting various requirements of the Electrification systems. Staff shortage in the Zones may aggravate the situation if activities of CORE are handed over to the Open Line in Zones.
- (22) Guiding norms of punishment on Loco Pilots/ALPs in case of alleged SPAD:– NFIR's letter dated 05/06/2024 relating to its PNM demand No. 36/2024 communicating the details of cases of Running Staff being harassed by Railway Administration (North Western Railway and South Central Railway) may be connected for issuing guidelines to the Zonal Railways.
- (23) LASIK Surgery cases of Running Staff on Central Railway – instructions issued by the Railway Board vide letter No. 2022/H/5/1/NER/Dalbir dated 25/08/2022 and 14/11/2023 have created negative impact due to the reason that Running Staff (Loco & Traffic) are being medically decategorized over Mumbai Division of Central Railway where more than 110 employees have been decategorized. This needs review.
- (24) In the Master Circular No. 16 issued by the Railway Board vide letter No. E(NG)II/2022/RC-1/17 dated 22/02/2024, provision has been altered and diluted in sub-para (v) of para 2 contrary to the instructions issued by the Railway Board earlier vide letter No. E(NG)II/86/C-1/1 Policy dated 02/06/1997. The provision made earlier vide Board's letter dated 02/06/1997 allowing compassionate ground appointment to the eligible ward either on the death of husband or wife, whichever event occurs first. The change made in sub-para (v) of para 2 of MC No. 16 issued on 22/02/2024 now provides that in the event of both husband and wife are Railway employees, on account of death of husband employment is permissible to a ward but not on account of the death of wife. This provision needs to be reviewed and the earlier provision restored in view of the fact that large number of women are joining Railway service in different capacities.
- (25) Enhancement of lease rent at Bhubaneshwar – SDGM, East Coast Railway's letter dated 17/11/2023, 21/11/2023 and 20/02/2024 copies forwarded to Railway Board vide NFIR's letter No. NFIR/II/23/2023 dated 05/06/2024 may be linked and lease rent amount revised as the lease rent was fixed in the year 2016 and no revision has been made thereafter.
- (26) Kind attention was drawn to NFIR's pending demand vide Agenda Item No. 13/2023 relating to Stenographers upgradation. It was requested to expedite action in

the matter and also accord approval to South Central Railway's proposal pending in Railway Board which was abnormally delayed.

- (27) Federation urged for allotment of GP 4200/Level-6 at Apex level in the Track Maintainers category similar to Technicians working in the Technical Departments on Indian Railways. It was also requested to connect NFIR's PNM demand vide Agenda Item No. 04/2017.
- (28) Issue of revision in the percentage in the category of JE/P. Way, presently at 60:20:20 for DR, Promotion and LDCE was also highlighted. It was demanded that it should be revised to 50:25:25 i.e. 50% by direct recruitment, 25% by promotion and 25% by LDCE.
- (29) It was mentioned that the Railways have since allotted the work of AC Coach maintenance to outsourcing agencies and the same is resulting into lot of problems, consequently passengers complaints have increased. Federation demanded that the outsourcing of AC Coach maintenance should be withdrawn and the said work should be done departmentally.
- (30) A Court case where SLP has been pending before the Hon'ble Supreme Court relating to regularization of 562 substitute employees of Southern Railway was highlighted. Federation demanded that efforts should be made to get the SLP listed for early hearing so that final disposal of the case would solve the issue.
- (31) Federation mentioned that the Track Maintainers in the Metro Railway, Kolkata have been performing night duties continuously. Kind attention of Member (Infra) was invited to see that this does not happen as a regular feature and the Track Maintainers be deputed for night duties in accordance with the provisions under HOER.
- (32) The issue relating to Cadre Restructuring of Physiotherapist working in Railway Hospitals/Health Units on Indian Railways pursuant to implementation of 7<sup>th</sup> CPC recommendations is pending with Railway Board vide NFIR's PNM Agenda Item No. 21/2021 was brought to CRB's notice for expeditious action.
- (33) Review of classification of Trains running above 110 KMPH as 'High Speed Trains' for the purpose of payment of Trip Allowance referred to Railway Board vide Federation's letter No. NFIR/IV/RSAC/2023-I dated 22/03/2024 pending with the Railway Board was highlighted for issuing instructions to the Zonal Railways.
- (34) Rectification of AVC in the category of Pharmacist on the basis of report of Fast Track Committee (6<sup>th</sup> CPC) was highlighted. NFIR requested the Railway Board for rectification of the existing percentage as on 01/11/2013 as under:-

CATEGORY	PB	GP	EXISTING % AGE AFTER MERGER OF GRADE(S)
	PB-2	5400	33 posts
	PB-2	4800	20
PHARMACISTS	PB-2	4600	60
	PB-1	2800	20

NOTE: Since GP 4200/Level-6 classified as NFG in terms of Board's instructions contained in RBE No. 47/2010 dated 30/03/2010 and RBE No. 109/2010 dated 05/08/2010, the same cannot be included in the AVC.

- (35) General Secretary explained to the CRB the hardships faced by female Loco Pilots, Train Manager and ALPs on Indian Railways. He said that the female ALPs, Loco Pilots and Train Managers have been facing number of challenges in the course of performing their role in running trains. He further explained that there is no separate accommodation with attached toilets in the running rooms, no arrangement is there to attend nature's call while working on footplate. He urged the CRB to kindly intervene and see that the hardships faced by female Running Staff are addressed on priority.

Summing up, General Secretary/NFIR expressed confidence that CRB, Board Members and other Officers in Railway Board would address the above issues for satisfactory redressal. He at the same time assured NFIR's progression for improving efficiency levels of Indian Railways thereby customers would feel happy of IR's performance and equally the satisfaction level among Rail Workforce would also improve.

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Section –B: Minutes

DG(RHS)/ PED(Health)

**08/2017: Policy guidelines for Medical fitness of employees of various medical categories who have undergone LASIK Surgery-reg.**

The matter will be reviewed within three months.  
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**25/2022: Re-medical examination of compassionate ground appointment candidates earlier declared unfit on account of Diabetes Mellitus .**

Discussed and finalised.

**(Finalised)**  
.....

**09/2023: Reimbursement of Medical expenses to serving/retired Railway employees – Hon’ble Supreme Court’s decision-reg.**

Federation will intimate the details of specific cases.  
.....

**16/2024: Revised MoU to be entered into with Private empanelled Hospitals.**

Copy of the guidelines provided to Federation. Discussed and finalised.

**(Finalised)**  
.....

**21/2024: Shortage of manpower and equipment in the Dental Clinics/Units in Railway Hospitals/Health Units on Indian Railways.**

Instructions to improve infrastructure and facilities in the Dental Clinics of the Railway Hospitals have been issued. Federation mentioned that the progress of the implementation will be reviewed and thereafter the item will be finalised.  
.....

**26/2024: Arbitrary enhancement of per capita charges for medical attendance and treatment of staff and their family members employed in Quasi Administrative Offices/Units, Cooperative Credit Societies and Banks etc., - Denial of Free Medical facilities to the whole time staff employed by the recognized Federations and recognized Unions.**

The matter will be examined.  
.....

**27/2024: Procedure for implementation of change of option by a Pensioner/Family Pensioner from FMA to CGHS (OPD) facility and vice-versa. The instructions already issued will be reiterated. Discussed and finalised.**

**(Finalised)**  
.....

**AM(CE)**

**25/2018: Creation of posts of Driver-cum-Technician in the Track Machine organization on Indian Railways – payment of Running Allowance for JEs/SSEs (TM)-reg.**

The matter will be discussed and reviewed in a separate meeting with EDTK(M&MC).

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**16/2021: Reduction of Beat length for patrolling of railway tracks.**

Instructions have been issued by Railway Board vide letter No. 2021/CE-II/Genl/Meeting PNM dated 27.05.2024.

**(Finalised)**

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**20/2023: Need for upward revision of Dry Cell Allowance-reg.**

Efforts will be made to expedite and finalise the matter within two months.

.....

**AM(ME)**

**07/2017: EMU Cab Ergonomics – Motormen facing lot of hurdles – review – urged.**

The instructions have been issued for three phase rakes. The same will be examined for conventional rakes of all the Railways and suitable action will be taken.

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**16/2023: Difficulties faced by AC Escorting Staff manning AC Coaches on Mail/Express and high speed trains on the Divisions/Zones in day-to-day working, excessive utilization beyond duty hours-reg.**

The official side stated that a Committee will be constituted to examine this issue. The staff side mentioned that till the recommendations of the Committee are implemented, the existing policy of providing coaches may continue.

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**19/2024: Dog Box in (LWL RRM) AC-SLR attached in LHB rakes plying on Indian Railways.**

Federation was requested to provide suggestions on the matter. After receipt of the same, the issue will be examined.

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**24/2024: Provision of Co-Motorman for 12 car & above EMU trains plying between CCG-Virar-Dhanu Road of suburban route of BCT division of Western Railway.**

The item be clubbed with item no. 10/2022 under AM (Traction).

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**29/2024: Outsourcing of AC Coach Attendant jobs in various trains plying on the Divisions of Southern Railway.**

The staff side demanded that outsourcing in such jobs should be stopped. In the meantime, it should be ensured that the outsourced staff should have proper competency.

.....

**13/2022: Deplorable condition of Brake Vans used on the rakes of freight trains on Indian Railways.**

The matter will be further examined.

.....

**AM(PU)**

**06/2011: Incentive Bonus under Group Incentive Scheme to the Chemical and Metallurgical Superintendent (Grade Pay ₹4600/-) in Rail Wheel Factory (RWF), Yelahanka.**

The decision of CAT has come and the matter is under consideration in Board's office.

.....

**25/2016: Review of Group Incentive Scheme at Carriage Repair Shop, Tirupati, S.C.Railway.**

The report of RITES has been received in HQ office (SCR) and is presently under finance concurrence.

.....

**20/2024: Introduction of Group Incentive Scheme to the Staff working in Kurduwadi Workshop of Central Railway.**

The staff side demanded that the provision of incentive needs to be examined w.r.t. the capacity available and the practices being followed.

.....

**PED(Sig.Mod.)/ EDPC**

**14/2010: Upgradation of posts commensurate with the increased work load and responsibilities – ESM Category – S&T Department.**

The official side mentioned that the issue will be discussed in the next meeting of Cadre Restructuring Committee to be held in the last week of June, 2024.

.....

**15/2022: Risks being faced by the Railway employees in the course of performing duties resulting loss of lives and injuries.**

The staff side demanded that the proposal sent to Ministry of Finance may be chased.

.....



**AM(Comml.)/ PED(PM)**

**13/2011: Provision of cooking facilities at Rest Rooms meant for Ticket Checking Staff.**

Some of the railways are already providing subsidised meal to the Ticket Checking Staff which may mitigate the demand of cooking facility. The same policy may be followed uniformly by all the Railways and provision of adequate funds for the same may be arranged.

.....  
**05/2015: Arbitrary decision revising norms for manning of Coaches by the Ticket Checking Staff –reg.**

The staff side demanded that the report of the Committee may be expedited.

.....  
**12/2024: A) Reservation on Railway Passes/PTOs.**

**B) Difficulties arising out of privilege and complimentary passes or PTO issued online in favour of serving/retired Railway employees.**

The issue raised by the staff side for crediting the pass back to HRMS if the reservation is cancelled or not confirmed shall be resolved with CRIS.

.....  
**AM(M&BD)**

**21/2023: Indian Railways (IR) utilizing its infrastructure to provide Aadhaar related services-reg.**

UIDAI has informed that the funds sanctioned for this purpose have been withdrawn. The matter may be finalised.

**(Finalised)**

.....  
**AM(L&A)**

**15/2016: Acute shortage of staff quarters of various types and non-provision of toilets in the suburban section of Mumbai on Western Railway-reg.**

The official side stated that Western Railway was advised vide Board’s letter dated 01.08.2023 to furnish its action plan for construction of new quarters in proportion to old quarters being demolished. WR has furnished the action plan for construction of quarters wherein it has stated that 2 sub-umbrella Works costing Rs 12 Cr & 68 Cr have been allotted to WR for construction of new / replacement of old dilapidated quarters. One work “Borivali- construction of 36 units of type II quarters in lieu of existing unsafe Bldg. no. 103 & 104 (40 units) as per VJTI audit report has been sanctioned @ 8.32 Cr in 2023-24. Further, 1380 quarters has been declared abandoned since 01 April 2018. Further, WR has informed that there is no issue of toilet of quarters allotted to staff in suburban section of WR.

The staff side mentioned that there is a provision in letter of 1963 for reduction in rent of sub-standard quarters which has been recently reiterated by NR, same should be reiterated by other Zonal Railways also.

.....

**27/2016: Review of license fee on the Railway land allotted to the Staff Welfare/Organizations at Railway settlement of Bilaspur-reg.**

License fee is revised and the copy is given to Federation in the meeting. Discussed and finalised.

(Finalised)

.....

**59/2018: Urgent need for allotment of additional funds under DRF for PH-51, PH-52 & PH-64 for constructions of Railway quarters on Central Railway, Mumbai area, on replacement account-reg.**

According to the revised policy for construction of quarters, the funds are provided under capital head also. A copy of the fund demanded and allotted under plan-head 51 for BE-2024-25 is provided to Federation.

Discussed and finalised.

(Finalised)

.....

**AM(Traction)**

**42/2018: Cadre Control/Manpower Management of Mechanical and EMU/MEMU/TL/AC Maintenance and Operation-reg.**

Discussed and finalised.

(Finalised)

.....

**10/2022: Redressal of Loco Running Staff Grievances.**

Committee will be constituted to examine this issue and other related issues. The matter is under active consideration.

.....

**29/2022: Installing CVVRS in Locomotives – Loco Running Staff agitated.**

The official side stated that the issue raised by the Federation will be further examined.

.....

**05/2023: Provision of seat for Chief Loco Inspectors (CLIs) and other inspecting officials in Loco Cab-reg.**

The official side stated that drawings have been issued and all the efforts will be made to provide seat for CLIs within a year.

**04/2024: Problems faced by Loco Running Staff while working Trains – remedial measures - Location of RS/Emergency valve/brake of ALPs in Electric Loco Cabs.**

The official side mentioned that around 95% of the Locos have been covered and remaining one will also be provided shortly.

**05/2024: Looking backside from Loco window on curve during run of high speed trains – provision of rear view mirror needed for safe working of Trains by Running Staff.**

The official side mentioned that the RDSO has already collected the information and their views will be examined in the Board by a Committee at the earliest.

**PED(Safety)**

**36/2018: Guiding norms for imposition of punishment on Loco Pilots/ Assistant Loco Pilots in cases of Passing Signals at Danger (SPAD) – NFIR’s suggestions for further relaxation - reg.**

The inputs required from Zonal Railways have been received and are under examination of the Committee. The issues raised in the GS/NFIR’s letter dated 25.04.2024 will also be taken in view.

**PED(Vig.)**

**28/2022: Selection for the post of Vigilance Inspector (Personnel) on Zonal Railways – Consideration of Stenographers for selection to the ex-cadre posts of Vigilance Inspector/Personnel.**

The staff side demanded that the matter should be re-examined.

**PED(Sig. Mod.)**

**25/2024: A) Undue delay in supply of Uniform and Protective gears for Maintainers and Helpers including Supervisors of S&T Department.**

**B) Non-supply of Warm clothing/Winter jacket.**

The staff side demanded that the amount may be paid to the staff as per the amount already fixed. The proposal of the Northern Railway may also be examined in this connection.

**EDF(E)**

**04/2021: Revision of Pension in the case of retired Technicians Grade-Ion Indian Railways-wrong fixation of Pension to the pre-01/01/1996 Pensioners - review urged.**

The staff side demanded that the matter should be re-examined in the light of the decision given by the Government. Agreed to review again.

.....  
**28/2021: Revision of pension of pre-2006 pensioners who retired from the 5<sup>th</sup> CPC scale of ₹6500-10500-reg.**

The matter will be chased with DoP&PW.

.....  
**24/2022: Modification in the existing policy for payment of Travelling Allowance, contingent expenses etc., to retired Railway Personnel for attending DAR enquiries.**

The existing guidelines will be reiterated.

.....  
**02/2023:(i) Coverage under Central Civil Services (Pension) Rules, 1972 of those Central Government employees who appeared for examination of 2003, but joined service after 01/01/2004-reg.**

The matter was discussed in detail with staff. Federation demanded separate meeting with Member (Finance).

.....  
**04/2023: Recoveries from the pay of employees on the pretext of alleged overpayments in gross violation of extant instructions – reg.**

The implementation of the instructions issued shall be ensured in the Zonal Railways/ PUs.

.....  
**27/2023: Admissibility of Composite Transfer Grant (CTG) on retirement-reg.**

Discussed and finalised.

(Finalised)

.....  
**03/2024: Non-payment of settlement dues to the Departmental catering staff absorbed in the Indian Railway Catering & Tourism Corporation Ltd (IRCTC).**

The staff side demanded that to expedite action on RBE No. 52/2003 for ensuring payment of retirement dues to the Departmental catering staff absorbed in IRCTC. The official side stated that the issue will be expedited in consultation with concerned Directorate.

.....  
**13/2024: Denial of family pension to the widows of former Railway employees died in harness.**

The staff side demanded that the case should be reviewed for rendering justice.

**EDF(X)**

**39/2012: Enhancement of Income Tax exemption limit in case of Running Staff reckoning of Running Allowance as pay for the purpose of deduction of Income Tax.**

The staff side stated that a reference should be made to the provision available in IREM. The official side mentioned that the issue will be examined. CBDT will be approached accordingly.

.....

**AM(Staff) / EDE(RRB)**

**24/2023: Alarming situation on Railways on account of heavy vacancy position in safety categories – Immediate intervention requested – reg.**

The recruitment calendar has been issued. The same is being followed for notification of vacancies. So far 5696 vacancies of ALPs and 9144 vacancies of Technicians have already been notified. Rest categories will be taken up as per the calendar.

Federation explained that the requirement assessed by the Railway Board will not meet the actual requirement of manpower in the categories of the ALPs and Technicians. It was requested to get the matter verified with the zonal Railways etc. for making speedy planning so that empanelled candidates are available at any given time in order to reduce the heavy burden presently faced by the staff. It was agreed to examine for taking necessary steps for selecting the manpower through RRBs.

.....

**AM(Staff) / EDE(Res.)**

**22/2024: Verification of Caste Certificates of SC/ST Railway Employees working in the Divisions of Central Railway – Constant harassment to staff resulting anxiety and agony.**

Central Railway has revised its internal circular and they have confirmed that the verification of Caste Certificate is being done as per DOP&T's guidelines as circulated by Railway Board.

**(Finalised)**

.....

**AM(Staff) / EDE(GC)**

**14/2011: Avenue of Promotion for Junior Lecturers to the posts of Lecturers in Railway Degree College, Secunderabad.**

Discussed and finalised.

**(Finalised)**

.....

**41/2018: Irregular finalization of Group ‘B’ (Gazetted) selections against 70% quota for non-safety posts by the Zonal Railways etc., - Railway Board’s intervention - requested.**

Separate discussion will be held with AM(Staff).

.....

**26/2022: Selection for promotion of Group ‘C’ staff to the Group ‘B’ (Gaz.) post of Asst. Nursing Officer in Level-10 (PB-3 + GP 5400) for the assessment period from 01/01/2021 – 31/12/2022 in the Medical department of Northern Railway**

The matter will be reviewed for circulation of question bank and negative marking.

.....

**AM(HR)/ ED(MPP)**

**26/2015: Creation of posts for TRD Organisation in Railways.**

Federation sought the details for the staff available and shortage and efforts to be made to mitigate the problems.

.....

**45/2018: Automatic creation of posts of staff against new assets created and new services introduced on Indian Railways – reg.**

The item nos. 26/2015 and 05/2022 to be clubbed with 45/2018.

.....

**05/2022: Creation of new posts for maintenance of newly created assets – creation of posts of Track Maintainers, JEs/SSEs (P. Way), Technicians etc., - South Central Railway**

The item nos. 26/2015 and 05/2022 to be clubbed with 45/2018.

.....

**03/2023: Surrender of posts-reg.**

Federation expressed its anguish over indiscriminate surrender of posts and surrender of even manned posts causing several hardships not only to staff but also to systems.

.....

**07/2024: Revision of Yardsticks.**

A detailed reply will be sent to Federation within a month on the Agenda and also on the Federation’s letters sent to CRB & CEO referred to in the Agenda.

.....

**AM(HR)/ ED(Trg.)**

**02/2016: Training to newly recruited ALPs in Electric and Diesel traction at the time of initial appointment – Additional chances in either of the tractions-requested.**

The matter will be reviewed.  
.....

**27/2018: Payment to the Teachers imparting training to the Loco Running Staff and change of non-standard designation – case of Eastern Railway-reg.**

The matter will be discussed separately with AM(HR).  
.....

**46/2018: Need for reduction of induction training period of 3 years for those appointed as Technician III, pay level 2-reg.**

The staff side demanded that the training period be reduced. The official side stated that this will be re-examined.  
.....

**14/2022: Revised Training Modules of Non-Gazetted Staff of Electrical Department.**

The matter will be re-examined.  
.....

**22/2023: Induction of left out Course Completed Act Apprentices on South Central Railway – Implementation of Hon’ble CAT’s decision-reg.**

The matter is subjudiced.  
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**AM(HR)/ EDE(LL)**

**31/2015: Reduction of Duty hours and revision of classification of Engineering & Traffic Gateman as “Continuous”.**

The details as provided by zonal Railways will be furnished to the Federation.  
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