

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329, Website <http://irtsa.net>)

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No:IRTSA/ CHq/ RB – IREC/2020-5

Date: 19-05-2020

Secretary,
Railway Board, Rail Bhawan, New Delhi-110001

(For Kind attention of Shri Alok Kumar, Executive Director Establishment (IR), Railway Board
Email ID: irecupdation2020@gmail.com)

Dear Sir,

Subject: UPDATION OF INDIAN RAILWAY ESTABLISHMENT CODE (IREC)

- PRELIMINARY SUGGESTIONS ON MAIN ISSUES

Reference: Railway Board's Letter No. E(G)/2020/Misc/05 Dated 12.05.2020

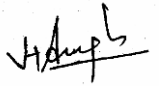
In response to Railway Board's letter cited above, preliminary suggestions on the main issues, for Updation of Indian Railways Establishment Code (IREC), are submitted here below on the prescribed Format:

S.N	Specific rule/para of Draft Revised IREC (as uploaded on NAIR website)	Revised suggested Rule(s)	Justification, in brief
1.	The word "Servant(s)" appears 1293 times in Draft IREC either as "Government Servant" or as "Railway Servant" in various Chapters and Paras of the Draft IREC	The word "Servant(s)" (representing the Colonial legacy) may please be replaced as "Employee(s)" or "Staff" (wherever it appears as "Government Servant(s)" or as "Railway Servant(s)" in IREC or IREM and in Draft IREC - 2020. It may read as "Government Employee(s)" or may read as "Railway Employee(s)" or as "Railway Staff". This may please be done through a comprehensive Executive order of the Railway Board or through Presidential orders under Article 309 as applicable.	The word "Servant" or "Government Servant" has a British Colonial legacy and should be replaced at least now after 73 years of Independence. Updation of IREC is the belated opportunity to do replace the same as employees or as staff. The word "servant" had been replaced by the Central Government in its orders in the recent years but its continuance in IREC is most unjustified. Many States like Punjab had replaced the word long back in the Civil Services Rules.
2.	Chapter 19 Reg Confidential Reports (Deleted in 2001 - after introduction of APAR)	Chapter 19 of the IREC be revised <u>under the new heading</u> of APAR (Annual Performance Appraisal Reports).	To bring in transparency in the system, to improve performance and for better human resources development.

3.	Chapter-6 dealing with Medical Attendance Rules stands deleted. Railway employees, their spouse and eligible dependent(s) will be entitled to medical facility as detailed in Chapter – VI and other relevant chapters of Indian Railway Medical Manual, 2000 (Third Edition) as amended from time to time.	Chapter-6 dealing with Medical Attendance Rules should not be deleted from the IREC as the IREC and the Rules framed there under have statutory reinforce-able value whereas the Medical Manual does not have the statutory reinforce-able value.	Deletion of Chapter 6 of IREC will tantamount to indirectly depriving the employees, their spouse and eligible dependent(s) of their legal rights for getting the Medical facilities they are entitle to under the Rules at present under IREC .
4.	IREM, Vol- I & some relevant chapters/ provisions of IREC	Railway Rules (Cadre Matters – Seniority & Promotion etc) may be brought out simultaneously and the Draft thereof be also circulated alongside the Draft IREC for offering comprehensive comments and suggestions on IREC & Railway Rules (Cadre Matters – Seniority & Promotions etc).	To get a comprehensive view about all existing rules and to avoid any lapses in any area thereof..
5.	Chapter-8: Staff Benefit Fund & Chapter-12: Compensation for injuries and loss of personal property (which are proposed to be included in the Railway Rules (Welfare & Industrial Relations) as per Preface of Draft IREC)	Railway (Welfare & Industrial Relations) Rules may be brought out simultaneously and the Draft thereof be also circulated alongside Draft IREC for offering comprehensive comments and suggestions on both of them.	To get a comprehensive view about all existing rules and to avoid any lapses in any area thereof.
6.	Appendix-III Reg. Rules regulating the Compassionate Fund of the Government of India proposed to be included in the Railway (Welfare & IR) Rules	Either these appendixes be included in the draft IREC or Railway Welfare Rules may be brought out simultaneously.	To get a comprehensive view about all existing rules.
7.	Rule 555 (Deleted) Quarantine Leave	May be included with updation there of	To deal with Covid-19 like situations.
8.	Chapter-wise & Para-	Adequate time of about	Up-dation and Unification of

	wise Comments & suggestions.	three months may please be given for Chapter-wise & Para-wise comments and suggestions by all concerned.	IREC & IREM is being done for the first time. A comprehensive cross check is, therefore, required to avoid any omissions. Adequate time is required for the same.
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Yours faithfully,



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