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PREFACE

All India Railwaymen's Federation(AIRF), being the oldest and the largest organization, representing over a million Non-Gazetted employees in the Railways, established in British era in the year 1924, represents nearly half of the Central Government employees in India.

AIRF is recognized by the Railway administrations along with its constituent unions in 16 Zonal Railways as also as in Metro Railways Kolkata and Rail Coach Factory Kapurthala, based on the results of secret ballot elections for the recognition of the unions. Its affiliates are leading trade unions in the 6 other Production Units of Indian Railways, where secret ballot system is yet to be introduced.

AIRF is thus the second major stakeholder after the Joint Consultative Machinery, National Council (JCM/NC)(of which AIRF is the largest constituent.) before the Seventh Central Pay Commission

It is, however, a matter of serious concern that even after more than six decades of independence, some of the basic issues of the Central Government employees continue to haunt the Working Class, without any proper redressal either by the successive Pay Commissions, including the VI CPC or by the Government, thereby causing much frustration, leading to industrial unrest that resulted in three major strikes in 1960, 1968 and 1974, besides serving of Strike Notices by the Central Trade Unions, including the AIRF in 1997 and 2006 when the strikes were averted by settlements of certain issues.

Even though some of the issues could be resolved through negotiated settlements over the years, the continuous denial of justice by the successive Pay Commissions, especially on the following issues, are the root cause of major unrest among the Railwaymen even after submission of the report by these CPCs:-

- (i) **“Even the Need Based Minimum Wage” - as per recommendations of the 15thLabourConference (1957), as modified under Supreme Court's orders;**
- (ii) **Parity of Pay with(Central) Public Sector Undertakings (PSUs);**
- (iii) **Reduction in Periodicity of Wage Revision of Central Government employees to 5 years – at par with PSUs;**
- (iv) **Removal of anomalies of the successive Pay Commissions;**
- (v) **Implementation of decisions of Anomaly Committees & Board of Arbitration.**
- (vi) **Compulsory Arbitration for settlement of Disputes;**
- (vii) **Compensation for special Conditions of Service in the Railways.**

It is regrettable that, in spite of major all round development and major improvement in the economic scenario of the country, over the last six decades, the wages of the Central Government employees are neither **“Fair”** nor even **“Need Based”**.

The wages in PSUs which were much lower than that of the Central Government employees, prior to the Second Pay Commission, are at present more than double in many cases. Disparity is ever-rising due to

more frequent wage revision in PSUs – after every 5 years as against 10 years in the case of Central Government employees.

Coming up of Corporate and Private Sectors, besides the Multi-Nationals (MNCs), has created a serious dearth of talented and skilled personnel opting for the Government jobs at any level or just opting out of the same at the first opportunity especially from amongst the Technical Cadres - at middle Management and Supervisory levels – where, besides being paid low wages, the minimal promotional opportunities are also missing, especially in the Railways.

“Living Wage” as has been embodied in Article 43 of the Constitution under the Directive Principles of State Policy, but the living wage is also a far cry.

The plea taken by the various Pay Commissions against Parity of Wages with PSUs has always been the financial constraints of the Government. This is neither just nor tangible, rather *ultra-vires* to the Constitution.

Article 39, Clause (d) under the **Directive Principles** of our Constitution provides that **“The state shall in particular direct its policy towards securing “Equal pay for equal work – for both men and women”**.

While introducing the Draft of Part IV of the Constitution, where Directive Principles have been enshrined before the Constituent Assembly, **Dr. B.R. Ambedkar**, the father of the Indian Constitution, said -

“... It is the intention of the Assembly that in future, both the Legislature and the Executive should not merely leap service to these principles, but they should be made basis of all Legislative and Executive actions, that they may be taking thereafter in the name of governance in the country.”

Famous International Expert on the Constitutional Laws, **Mr. Granville Austin** has commented on the Constitution of India as follows:-

“The core of the Constitution lies in Part III & IV in the Fundamental Rights and the Directive Principles of the State Policy. These are conscience of the Constitution...”

The Constitution of the country has been amended through **42nd Amendment**, where the word **“Sovereign Socialist”** has been included in the Preamble of the Constitution, which is the guiding factor for rendering social justice.

It is unfortunate to see that gradual disparity in the wages between **“Maximum”** and **“Minimum”** is on the increase. Disparity between **“Maximum”** and **“Minimum”** during 4th CPC was brought down to 1:9.15 but the same has been increased to 1:12 by 6th CPC.

Numerous Judicial pronouncements by the Supreme Court have extended the concept of **“Equal Pay for Equal Work”** not only between men and women but also between men and men; and between women and women performing the same type of work in different Organizations of the Government.

The Third Pay Commission had observed in the light of Supreme Court’s judgments in various cases, that

–

“The Directive Principles of the Constitution did not countenance the invidious distinction which was sought to be made on the basis of the character of the employer.” (Para 63, page 41-42 Vol.I).

Third Pay Commission had also observed that:

“Since the Government has the controlling, if not the sole interest, in the Public Sector Undertakings, and is also the authority for appointment and removal of the members of the Board of Management, it cannot disown responsibility for such vital matters as the pay scales adopted by the Undertakings and the disparities between those scales and the pay scales applicable to its own Employees”(para 64, page 42, Vol.I).

Periodicity of wage revision has also been a matter of serious concern for the Central Government employees. But the Government has not been responsive on the issue even though the employees had been demanding for setting up of the Seventh Pay Commission since January, 2011, when the DA crossed 50% mark and five years had elapsed since the date of implementation of Sixth CPC.

Fifth Pay Commission in its report had recommended as under:

PARA.99 OF SUMMARY OF RECOMMENDATIONS OF V CPC

“NEED FOR CONTINUING MACHINERY FOR PAY REVISION: The Commission has recommended that pay revision should, in future, be entrusted to a permanent Pay Commission drawing its authority from a Constitutional provision, whose recommendations should have a binding character. **Pay should be revised annually as in other countries.** As an alternative, it has been suggested that dearness allowance should be converted into dearness pay every time the cost of living rises by 50% over the base level. This would **imply a revision of pay every 4 to 5 years.** The final option is to have a decennial exercise as at present, but with fixed dates...”

Railway employees have to work in extremely hazardous conditions, stresses and strains, vagaries of weather, put in additional working hours without any break, weekly rest or holiday and under peculiar Conditions of Service – especially in case of Loco & Traffic Running Staff, Operating Staff and Technical Staff and Engineers/Supervisors who are directly responsible for safety and punctuality of trains round the clock 24x7 hours a week all the 365 days a year. Additional stresses and strains of the job of the Railwaymen and their responsibility towards punctuality, productivity, efficiency and safe travel of millions of passengers needs to be duly considered and compensated – by way of higher pay scales/Grade Pays and Allowances.

Many Anomalies were caused after the Fourth, Fifth and Sixth Pay Commissions(especially after the last one) and the same still remain un-resolved, as the Government did not agree to remove them, unfortunately.

It is, therefore, imperative that the VII CPC should not only avoid further anomalies but should also look into the anomalies of the earlier Pay Commissions with an earnest hope and appeal to the Seventh Pay Commission to please consider these aspects favourably for promoting greater job satisfaction, Industrial Peace and to promote greater efficiency and productivity.

Unfortunately, the Sixth Pay Commission had made an erroneous recommendation for non-merger of DA when it crosses 50%. This was totally unjustified and unprecedented for. Earlier, D.A. was merged either due to negotiated settlement or on the recommendation of the Pay Commission, as the case of Vth Pay Commission.

DA merger was essentially required for multiple reasons, including compensation for erosion of wages due to unprecedented for inflation, errors and distortions in the compilation of Consumer Price Index (for Industrial Workers) as well as to compensate for the prolonged gap of ten years in revision of wages of Central Government employees – during which period, there were two revisions of wages in PSUs (one in 2007 and another from 2012).

DA had already crossed 100% w.e.f. 1st January, 2014, but it has not been merged thus creating unrealistic wage structure for Central Government employees.

Staff Side, NC/JCM has submitted a separate Memorandum to the Seventh Pay Commission, for grant of an Interim Relief of 25 % and Merger of 100% DA from 1st January, 2014, with the request for their early consideration.

We request the Seventh Pay Commission, as under:-

- (i) **To grant of an Interim Relief of 25% of total pay and merger of 100% DA from 1st January, 2014 to all Central Government employees;**
- (ii) **To consider our submissions in this memorandum favorably in respect of the Pay, Allowances, facilities, Service Conditions and Pensionary Benefits of Central Government employees and past & future pensioners.**

It may incidentally be mentioned here that, all our submission is on the basis of what is prevailing as on 01.01.2014 and hope that the VII CPC's report will be effective from 1st January, 2014.

Dated: 30th July, 2014

**(Shiva Gopal Mishra)
General Secretary**

CHAPTER – I

INTRODUCTION

The Railwaymen are Industrial Workers, covered under the provision of Industrial Disputes Act. This memorandum deals with the demands of the Railwaymen in respect of scales of pay, various allowances and other benefits within the principles laid down in the memorandum submitted by the Staff Side, National Council(JCM). Through this memorandum, All India Railwaymen's Federation(AIRF) wants to highlight, special features of the workings in the Railways, which are uncommon with rest of the Central Government Employees, so that VII CPC may appreciate hazard, risk and responsibilities that Railwaymen had to undertake to run 12617 trains to carry over 23 million Passengers per day and 7421 freight trains carrying about 3 Million Tonnes of freight traffic every day as at present, ensuring punctuality and safety of the travelling public. Through untiring efforts of the Railwaymen, the Indian Railways could reach the standard of the World Class Railway System.

The Railwaymen are working round-the-clock in inclement weather, torrential rain, landslide, unbearable heat, foggy and chilly weather, braving attacks from anti-social elements, terrorists, naxals etc. The Railwaymen are the second line of defence. During border dispute or war, Railwaymen stood firmly even when civil population were evacuated under government's order, the Railwaymen struck to their duty point for army movement. They have to work in very difficult conditions, risking their lives. Large number of Railwaymen, working in roadside stations and gang-huts, have been suffering from exclusion of social facilities, like housing, medical, sanitation, water scarcity, children education, etc. etc.

The Railwaymen left no stone unturned to run the Railways as efficiently as possible despite all odds. This would be evident from the following facts:-

1. Passenger Traffic

| <u>Variation</u> | <u>2005-06</u> | <u>2012-13</u> | |
|---|-----------------------|-----------------------|----------|
| Number of Passengers Originating (in million) | 5725 | 8421 | (+ 47.09 |
| Passenger Kilometres (in million) | 615,614 | 1,098,103 | (+ 78.38 |

2. Freight Traffic

| | | | |
|--|--------------------|---------|----------|
| Freight Traffic Tonnes originating (in millions) | <u>6824</u> | 1014.15 | (+ 48.62 |
| Net TonneKilometres(in millions) | 441,762 | 692,637 | (+ 56.79 |
| Route Kilometres | 63,332 | 65,436 | (+ 03.32 |

3. Number of Locomotives

| | | | |
|----------------|-------|-------|-----------|
| (i) Steam | 44 | 43 | (-) 2.27 |
| (ii) Diesel | 4,793 | 5,346 | (+) 11.54 |
| (iii) Electric | 3,188 | 4,568 | (+) 43.29 |

4. Coaching Stock

| | | | |
|--------|---------|---------|----------|
| | 49,702 | 61,970 | (+)24.68 |
| Wagons | 207,983 | 244,731 | (+)17.69 |

5. Average Number Trains run daily

| | | | |
|----------------------|------|--------|-----------|
| (i) Passenger trains | 9556 | 12,617 | (+) 32.03 |
| (ii) Goods trains | 6465 | 7,421 | (+) 14.79 |

6. Staff Strength(in thousands)

| | | | |
|--|------|-------|-----------|
| | 1416 | 1,307 | (-) 07.70 |
|--|------|-------|-----------|

7. Efficiency Index

| | | | |
|--|-----|-------|-----------|
| Traffic Unit(per thousand employees) | 799 | 1,467 | (+) 83.60 |
| (Traffic Unit represents passenger km and Net Tonne KMs) | | | |

Following table will show the input and output ratio of the Indian Railways for ht period from 1950-51 to 2012-13:-

INDICES OF GROWTH OF TRAFFIC OUTPUT AND INPUTS(1950-51=100)

| Year | Traffic Output Indices | | | Investment Input Indices | | | |
|----------------|--|--|----------------|--------------------------|------------|-------------------|--------------------------|
| | Freight Traffic (NTKms) (Rev + Non Rev.) | Passenger Traffic(Non-suburban passenger Kms.) | Wagon Capacity | Passenger Coaches | Route Kms | Running Track Kms | Tractive effort of locos |
| 1950-51 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| 1960-61 | 199 | 110 | 152 | 154 | 105 | 107 | 144 |
| 1970-71 | 289 | 159 | 226 | 188 | 112 | 121 | 178 |
| 1980-81 | 359 | 279 | 269 | 210 | 114 | 128 | 201 |
| 1990-91 | 550 | 394 | 278 | 219 | 116 | 133 | 192 |
| 2000-01 | 715 | 614 | 246 | 254 | 118 | 138 | 233 |
| 2009-10 | 1363 | 1288 | 299 | 332 | 119 | 147 | 322 |
| 2010-11 | 1420 | 1403 | 294 | 344 | 120 | 147 | 343 |
| 2011-12 | 1516 | 1505 | 311 | 356 | 121 | 151 | 362 |
| 2012-13 | 1570 | 1588 | 325 | 367 | 122 | 153 | 389 |

The spectacular improvement in the working of the Railways has been possible due to upgradation of recruitment qualification, recruitment of right type of person, technological development, upgradation of tracks, modernization of rolling stock and over and above, unprecedented commitment of the Railwaymen for all-round improvement in the system of Railways working despite serious shortcomings in the matter of training facilities, continuous reduction in manpower on thumb rule, off loading of regular works etc. During the interregnum period between report of the VI CPC and setting up of VII CPC, recruitment and promotional qualifications of many categories have been upgraded. At present, with technological upgradation, there is no semi-skilled job in the Railways and those have been upgraded to skilled job. There has been all round upgradation of standard of works at all levels, Open Line, Workshop, office etc; which necessitates further upgradation of recruitment standard of all categories of railwaymen.

The Railwaymen although bracketed with other Central Government Employees need special consideration in the matter of their service conditions. This was also felt by the Study Team of Administrative Reforms Commission 1970, who in their 'Railway Chapter' recommended as follows:-

“.....the policies, practices and procedures in other Departments of the Government, which may not quite suit a commercial – cum – industrial undertaking like the Railway, should not be allowed to infiltrate into the Railway’s work In a concern where 13.5 lakhs of employees are working and where punctuality and customer satisfaction are of paramount importance, a disciplined staff, owing loyalty to the Administration is an absolute necessity and this can be ensured only if the Railway Ministry has the freedom for regulating the conditions of service and in affording incentives to its staff”

The Railwaymen and the AIRF expect that justice will be made available to them through the report of the VII CPC. Hope for, better pay scales and service conditions in the hands of Hon'ble Members of the VII CPC.

CHAPTER - II

EMPLOYMENT UNDER INDIAN RAILWAYS

2.1 Total number of employees as on March 2006 was 14,16,121(in thousands), and the same has been reduced to 1306(in thousands) as on 31.03.2013. The distribution of staff strength in the year 1996-97 and 2004-05 is as follows:-

| <u>Group-wise break-up of staff</u> | <u>2005-06</u> | <u>2011-12</u> | <u>Variation</u> (in percentage) |
|--|-----------------------|-----------------------|--|
| Group `A` | 8284 | 9,124 | (+ 10.14 |
| Group `B` | 7251 | 8,202 | (+ 13.11 |
| Group `C` & `D` | 14,00,586 | 12,88,529 | (-) 8.0 |
| Grand Total | 14,15,121 | 13,05,855 | (-) 07.70 |

2.2 Department-wise break-up of staff

| <u>Department</u> | <u>2004-05</u> | <u>2011-12</u> | <u>Variation</u> (in percentage) |
|--|------------------|------------------|-------------------------------------|
| Administration | 48,687 | 50,036 | (+) 02.77 |
| Accounts | 29,336 | 28,997 | (-) 01.56 |
| Engineering | 3,59,454 | 2,92,832 | (-) 18.53 |
| Signal & Telecom | 70,948 | 67,588 | (-) 04.74 |
| Transportation | 1,68,282 | 1,61,387 | (-) 04.10 |
| Commercial | 1,05,203 | 95,420 | (-) 09.30 |
| Mech. Engg. | 3,30,668 | 3,04,804 | (-) 07.82 |
| Stores | 30,694 | 28,313 | (-) 07.76 |
| Electrical | 1,64,842 | 1,64,071 | (-) 0.47 |
| Medical | 50,226 | 43,303 | (-) 13.78 |
| RPF | 49,402 | 51,045 | (+) 03.33 |
| Railway Board/ Other Railway Offices, including RPSF | 14,504 | 17,905 | (+) 23.45 |
| Grand Total | 14,22,251 | 13,05,701 | (-) 08.19 |

2.3 MANPOWER PLANNING

It is a matter of fact that, taking into account country's need, number of new trains are being introduced each and every year. No Railway Budget could be laid on the floor of the Parliament without introducing additional train services. Besides, some passenger trains are also being introduced during the intervening period. Simultaneously, number of goods trains are also going up, but the staff strength is being reduced in the name of so-called "**Rightsizing**", which we called "**Wrong Sizing**". The strength of the staff as on 31.03.1991 was 18.07 lakh, which has been reduced to 13.05 lakh. Mainly the axe of reduction falls on Group 'C' & 'D' employees who actually carry the burden of running of additional train services. This additional workload has caused serious stress and strain on the Group 'C' & 'D' employees working in all departments. Hours of Work has been tremendously increased, the staff are not getting their Periodical Rest. Their due leave is refused.

Over 2.5 lakh posts in the Indian Railways are lying vacant. Even in Safety Categories, like Loco Pilot, Asstt. Loco Pilot, Station Master, Shunting & Yard Staff, Loco/Carriage & Wagon Maintenance Staff, Track Machine Staff, vacancies are ranging between 20-25 percent.

On the demand of AIRF, a High Powered Committee was appointed to go into the question of duty hours of the Loco & Traffic Running Staff, Operating and other Safety Categories Staff. Report of the said committee has since been submitted to Ministry of Railways in August 2013, but no action has yet been taken on the report despite repeated representations.

CHAPTER - III

MODERNISATION OF THE INDIAN RAILWAYS

Indian Railways, started with steam traction, gradually converted to diesel and electric traction, modernized and high powered diesel and electric locomotives, air-conditioned and high capacity passenger coaches and freight cars. Track structure has gone a sea-change, high capacity rails have taken place of low capacity and concrete sleeper has taken place of wooden sleeper. Load of the Passenger and Mail/Express trains has been increased from 18/19 coaches to 24 coaches, freight cars are moving with long trailing load.

3.1 Indian Railways have issued a booklet in the style and name – “Indian Railways Vision 2020” in December 2009, where following technological advancement has been drawn as a mission:-

- Design of modern coaches, including Double Decker Coaches.
- Re-design of second class coaches to make them more comfortable.
- Design of high-capacity wagons.
- Reduction in cost of operations by enhancing productivity and asset life.
- Track, signaling and rolling stock including predictive and diagnostic tools, anti-collision devices and protection of level crossings for improvement in safety and reliability of operations to achieve zero accidents and zero failure in equipments.
- Raising the speed of trains.
- Improvement of the interface with passengers and freight customers.
- Ticketing through mobile phones.
- Improvement of control and voice/video communication to aid IT applications across the Indian Railways.
- A satellite-based train tracking system to provide real-time information on train location and other train related information to passengers through a variety of devices including mobile phones.
- Green toilets in all coaches
- Mechanical cleaning of trains, stations and platforms with requisite training to railway employees to use technology for maximum recycling of water.
- Waste management, with the aim of achieving "near-zero waste", by adopting the principle of 3 Rs - Reduction, Recycle and Reuse

3.1.1 Indian Railways have set-up a Research and Development Organization (RDSO). One of the major roles of the RDSO is to develop and maintain standard and specification to ensure harmonious working of different technologies that have been brought to improve the Railway System and to ensure safe running of the trains.

During the year 2012-13, following technological developments have taken place:-

3.2 SAFETY

- Development of Electronic LC Gate Communication System with Voice Logging Facility
- Development of Train Collision Avoidance System(TCAS)
- Development of Train Protection and Warning System(TPWS)
- On-Board Display of Signal Aspect(OBDSA)

- Development of EP Assist Brake System
- Automatic Smoke/Fire Detection with Alarm System to be fitted in AC LHB Coaches over Indian Railways

3.3 PASSENGER AMENITIES

Development of Induction Heating Based Pantry Equipments

3.4 OPERATIONAL EFFICIENCY

- Development of BG High Speed Self-Propelled ART(SPART)
- Design and Development of 2400 BHP Multi Genset WDM2G Locomotive
- Development of 4500 HP Diesel Loco with Hotel Load Feature
- Development of 4500 HP Dual Cab WDG4D Freight Locomotive
- Development of 1600 HP AC-AC Diesel Electric Multiple Unit(DEMU)
- Development of Modified Bogie for WDP1 Locomotives
- Development of High Capacity Compressors for WAP-4 to address the problem of Low MR Air Pressure while hauling Duranto Trains
- Development of Distributed Power Wireless Control System(DPWCS) for Conventio Electric Locomotives
- Instructions for Loco Pilots in Locomotives fitted with 180 KVA SIV
- Reverse Cycle Air Conditioning System
- Provision of Capacitor Bank in LHB EOG AC Coaches of Rajdhani/Shatabdi Express Trains for augmentation of coaches
- Development of V-belt Driven Permanent Magnet(PM) Alternator
- Development of Standby Unit to improve the reliability of ERRUs
- Introduction of Three Phase Propulsion System on EMUs/MEMUs
- Increasing Speed Potential of BOXN Wagon
- Conversion of existing Un-regulated OHE to Regulated OHE

3.5 INDIGENOUS DEVELOPMENT

- Indigenous Development of Multi Section Digital Axle Counter
- Development of Block Proving by Axle Counter(BPAC)

3.5.1 Ministry of Railways had appointed an **Expert Group for “Modernisation of the Indian Railways”** under the chairmanship of **Shri Sam Pitroda**. The group has since submitted its report to Ministry of Railways in the year 2012, and the following are the salient features that the said group has recommended for modernization of the Indian Railways:-

3.6 TRACK & BRIDGES

- Modernize 19,000 kms of existing tracks(of routes A, B & D special): A, B and D special routes comprise nearly 40% of the total network and carrying about 80% of the traffic. It should be upgraded with strong and robust track capable of carrying heavier freight trains at 25 tonne axle load and achieving higher speeds of 75/100 kmph. The tracks on A & B routes should be fit for passenger speeds of 160/200 kmph.

- Eliminate level crossings and Provide fencing alongside tracks: Upgradation of tracks would also require elimination of level crossings and replacement by ROBs/ RUBs (It is proposed that initially IR should focus on Delhi-Mumbai and Delhi-Kolkata sections as these routes will be relatively free from freight trains due to commissioning of DFCs. As a part of DFC, elimination of level crossings on parallel alignment, i.e. Vadodara to Mumbai and Khurja to Kolkata is already planned. Therefore for modernization, IR only needs to focus on Delhi-Vadodara and Delhi-Khurja Sections. As a rough estimate, Rs. 4000 crores would be required to build ROBs, limited height subways and manning of the unmanned level crossings).
- It would also require fencing alongside the tracks for access control. (Fencing of track will be of two types. In urban, semi urban and other habitation we need robust fencing. It will cost nearly Rs.40 lakhs per km. In rest of the areas we need light fencing to prevent cattle. It will cost Rs 10 lakhs per km. Total cost of fencing will be about Rs 1000 crores). Further, modern maintenance practices and reliable safety standards should be introduced for these tracks.
- Strengthen 11,250 bridges to sustain higher loads at higher speeds: It may be noted that out of 1.31 lakh bridges, around 25% are over 100 years old. 11,250 bridges on A, B and D special routes will require strengthening.
- Provide 100% Mechanized track maintenance on Routes A and B: This would provide for superior quality of track laying and maintenance.

3.6 **SIGNALING**

- Implement Automatic Block Signaling on A and B routes with Train Management System.
- Provide communication based train control like Moving Block System on C class routes of Central and Western Railways.
- Deploy on-board train protection system with cab signaling on A & B routes.
- Introduce GSM-based mobile train control communication systems on 'A', 'B' & 'C' routes.
- Establish Centralized Maintenance Control Centers.

3.8 **ROLLING-STOCK**

Modernize Rolling stocks with investments in the following:

3.8.1 New generation locomotives

- Electric locomotives (9,000 & 12,000 HP)
- High horse power diesel locomotives (5,500 HP)

3.8.2 Traction development for improvement in fuel efficiency, emission & reliability

3.8.3 High speed potential LHB coaches (160/200 kmph)

3.8.4 Upgraded suburban coaches

3.8.5 Train sets for high speed inter-city travel

3.8.6 Modern high pay to tare ratio wagons

3.8.7 Green toilets on all passenger trains

3.8.8 Heavy haul freight bogies

3.9 HIGH SPEED PASSENGER TRAIN CORRIDORS

- Construct a High Speed railway line between Ahmedabad & Mumbai with speed of 350 kmph.
- Undertake detailed studies for 6 other High Speed rail corridors already identified. These include: (1) Delhi-Chandigarh-Amritsar (450 km); (2) Hyderabad-Dornakal-Vijayawada-Chennai (664 km); (3) Howrah-Haldia (135 km); (4) Chennai-Bangalore-Coimbatore-Ernakulam (850 km); (5) Delhi-Agra-Lucknow-Varanasi-Patna (991 km) & (6) Ernakulam-Trivandrum (194 kms). The likelihood of initiating projects in these corridors in next 5 years is low and so no attempt has been made to estimate the cost of these projects.

3.10 INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

- Set up Real Time Information Systems(RTIS) to provide real time information at stations and on running trains.
- Set up Radio frequency identification (RFID) tracking system for wagons, coaches and locomotives to enhance wagon management and real time monitoring.
- Provide internet access at 342 railway stations (58 'A1' class & 284 'A' class) immediately.
- Establish unified IP-based ICT platform for 6000 railway stations.
- Review CRIS and integrate into IP-based ICT agenda
- Leverage and expand Railtel optical fiber network
- Use ICT to modernize Organization, Management, Development, Finance, Project Management, Research, Procurement, Payment etc.
- Introduce e-file to computerize Railway files and expedite decision making.
- Introduce Mobile ticketing & commerce for a variety of Railway applications.
- Upgrade & Integrate Railway websites and use social media creatively for customer feedback, consumer education and social messages.

3.11 INDIGENOUS DEVELOPMENT

- Develop substantial indigenous capabilities to be a global leader in:
 - State-of-the-art railway technologies.
 - Railway Components and equipment for global markets.
 - Establish Indian Institute of Railway Research with Centers of Excellence in:
 - * Safety
 - * Wagon prototyping
 - * Mechatronics
 - * Green toilets, etc
- Upgrade existing railway R&D facilities
- Strengthen RDSO to build local capabilities
- Upgrade indigenous manufacturing (foundry facilities for higher axle load bogies).
- Develop Indian Standards, critical vendors and protocols for Railways.
- Enhance University Interface with Railway Laboratories in Academic Institutions.

3.12 SAFETY

- Deploy latest track machines for mechanized maintenance of track.
- Install wheel impact load detectors
- Modernize and renovate railway workshops
- Equip trains with Train Protection Warning System (TPWS)
- Install vehicle borne digitized and recordable ultrasonic flaw detectors to cover the entire railway system.
- Eliminate unmanned level crossings by manning, closure, merger, construction of over bridges and underpasses.
- Upgrade coaching depots
- Upgrade disaster management facilities & related Services
- Upgrade Network Management Centers
- Use Social networks/cameras/Videos and other new tools and technologies extensively for safety and security.

Along with modernization of technology, human resources also need to be developed by inducting qualified, technocrats, providing them improved and sophisticated training facilities, so that more and more facilities to be provided to travelling public, ensuring their safe journey.

CHAPTER - IV

PRINCIPLES OF DETERMINATION OF PAY STRUCTURE

REFERENCE: 7TH CPC TERM OF REFERENCE 2.(A)(I)

(a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

(i) Central Government employees-industrial and non-industrial;

4.1 INTRODUCTION:

1.1 It is regrettable that, in spite of all-round development and considerable change in the economic scenario of the country, over the last six decades, the wages of the Railwaymen and other Central Government employees are neither “Fair” nor even “Need Based”.

The wages in PSUs which were much lower than Central Government employees, prior to the Second Pay Commission, are at present more than double in many cases. Disparity is ever-rising due to more frequent wage revision in PSUs – after every 5 years as against 10 years for Central Government employees.

Coming up of Corporate and Private Sectors, besides the Multi-Nationals(MNCs) has created a serious dearth of talented, and skilled personnel opting out of Railways’ job at the first opportunity – especially

amongst the Technical Cadres - at middle Management and Supervisory levels – where, besides being paid low wages, promotional opportunities are also missing – especially on the Railways.

4.2 SIGNIFICANCE OF APPROPRIATE DETERMINATION OF PRINCIPALS OF PAY STRUCTURE

Evolving of appropriate principles that should govern the emoluments structure including pay, allowances and other facilities/benefits are the most important features of the Terms of Reference of the Seventh Pay Commission, as the entire gamut of its report will rest on the same.

Incidentally, determination of principle of pay structure, had always been a part of the Terms of Reference of all the Pay Commissions in one form or the other; as such all the Pay Commissions dealt with the same, but drew their own conclusions, although ironically none of them finally followed the very principle which they themselves defined, but denied the same for one or the other reason while making their final recommendations on Pay Structure, Allowances etc.

4.3 VIEWS OF THE PREVIOUS PAY COMMISSIONS

All the Pay Commissions since 1912 set up by the Government in the pre and post-Independence era had differently defined the Principles for determination of pay. But the worst part of it is that the even after nearly 100 years of the Royal Commission set up by the British Government in 1912 to serve its Colonial ends as well as by all the later Pay Commissions failed to follow implement the principles that they had enunciated, but even of those set up decades prior to them – thus continuously denying justice to Central Government employees.

It is, therefore, pertinent to recall some of the salient features of the observations of the previous Pay Commissions, which unfortunately they themselves could not follow while making detailed recommendations.

4.3.1 ISLINGTON COMMISSION(1912-15)

Royal Commission on the Public Services In India (1912-15) presided over by Lord Islington and popularly known as Islington Commission – defined the principles for Pay determination, purely to serve the Colonial ends of the British Government – but still even after more than 100 years, the principles enunciated, as follows, are not being implemented:-

“...to maintain (the employees) in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service...”

4.3.2 LEE COMMISSION (1923-24)

The following observations of Lee Commission(1923-24) – are even more relevant for the entire lot of Central Government employees today - than these were held 90 years back when those were made by the **Royal Commission**, popularly known as **Lee Commission** – and are as such vital for a re-look by the Seventh Pay Commission also.

“...an official career had become so conspicuous and so discouraging to civil servants that something had to be done without delay to restore contentment and make services career attractive...”

4.3.3 FIRST PAY COMMISSION (1946-47)

First Pay Commission(1946-47) or the **Varadhachariar Pay Commission's** observation, Railwaymen as a whole continued to be devalued even today the operating.

"...We are nevertheless convinced that the state must now take some steps forward in the direction of giving effect to the "Living Wage Principles" in dealing with its employees (para 48, page 31).

4.3.4 SECOND PAY COMMISSION (1957-59)

Second Pay Commission (1957-59) – headed by **Justice Jagannatha Das** – favoured **"Living Wage" and "Fair Wage"** and also talked about **"Fair Relativity"** with outside rates of wages, but it did not go beyond merging of the DA with the Basic Pay.

The Second Pay Commission in Part II, Chapter 4, has highlighted the provisions of Articles 38, 39, 42 and 43 of the Constitution, where Directive Principles of the State Policy has been enunciated. (para 16, page 23).

The Second Pay Commission further said:-

"... The effect of Varadachariar Pay Commission – Appointment and Report of Fair Wage Committee towards middle of 1949. (para 24, page 27).

"... We have said that, in determining wage or salary, social as well as economic consideration should be admitted." (para 30, page 30).

"... The government accepted the necessity to provide for Payment of Fair Wage." (para 13, page 21).

The Fair Wage Committee in its report had laid down that, the following factors should be taken into consideration while determining the wages:-

- (i) Productivity of the labour.**
- (ii) Prevailing rates of wages in the same or similar nature of occupation in the same or neighbouring locality.**
- (iii) Level of National Income and its distribution.**
- (iv) Place of industry in the economy of the country.**

4.3.5 THIRD PAY COMMISSION (1970-73)

Third Pay Commission, headed by Justice RaghbarDayal has fully stressed on the need for wage parity with Public Sector Undertakings and observed as under:-

“Our analysis has shown a large section of Government Employees has suffered a grievous fall in real wages and their position vis-a-vis the Employees in the organised Private and Public Sectors has considerably deteriorated.”

“The disparities have widened to such an extent that we cannot hope to build the gap at one step. But a fair deal to the Government Employees demands that the gap should be narrowed to the extent that the finances of the Government would permit.”(Ref: Para 29, page 24, Vol. I).

The Third CPC further opined:-

“...A dispirited Public Service can never been expected for function satisfactory and to rise to the occasion when a crisis occurs. It should not be forgotten, as pointedly referred to again by Priestly Committee that the process of deterioration arising from a sense of grievance on the part of the staff may be a slow one, particular in a service with high tradition. By the time the tendency manifests itself, irreparable damage may have been...”
(Chapter 5, page 70, para 43).

4.3.6 4THCPC(1983-1987)

The Fourth CPC in its report said as follows:-

“...The pay structure of the employees cannot, therefore, be determined by role of they may or by formula of universal application. It has to be correlated to the “nature and culture of the employment”, the degree of satisfaction it generates.” (Chapter 7, para 7.41, page 87).

“...It has to be remembered that public employment has a place and importance of it own in a Democratic and Republican set-up for these the entire government machinery functions for a public welfare...” (para 7.64, page 91).

“...The pay scale has to be such that it may not give rise to a sense of deprivation or frustration in the employees on comparing his lot with his compeers... The efforts should be made to provide as far as possible comparable emolument for comparable works...”
(para 7.48, page 88).

4.3.7 The 5thCPC(1994-97) has laid down the following four principles:-

- (i) “It (first) is the intensive value of job”. This is a summation of all the factors that one can think of in relation to job – the skills, the arduousness, the work atmosphere, the qualification, the recruitment procedure, the chances of career progression, the status, the prerequisites - everything that is quantifiable and non-quantifiable.”** (para 40.25, page 404).
- (ii) “...The second is the need to link smaller entities to larger entities...”** (para 40.26).
- (iii) “...The third is the need to de-link pay from position in the hierarchy... (ACP)...”** (para 40.27).

- (iv) “... The fourth is that, we have recognised the need to even – handed in justice towards the lowest and the highest paid functionaries. For the entrants to Group ‘D’, we have given a jump of 3.5 times...” (para 40.28).

The Pay Commission has also linked “**Minimum Wage**” with gradual improvement of the Net National Product (NNP) of the country. (para 41.37(iv)).

The 5th CPC also recommended for setting up of Permanent Wage Body (para 40.37(i))

The Fifth Pay Commission, however, adopted a “**Common Multiple Factor**” (of 3.25 to fix the minimum of each scale) – based on the percentage rise in NNP (Net National Product) at factor cost at constant prices – since last Pay Commission. This ensured retaining the vertical relativity as well as linked the rise of at least the minimum of the Pay in each scale to the development of National economy.

4.3.8 SIXTH PAY COMMISSION (2006-08):

Sixth Pay Commission took a divergent view and had observed as under:-

Para 2.1.11 “---- that an equal comparison with the Public Sector cannot really be made as:-

“There are variations in the job content and conditions of service in the Public Sector and the Government;

The objective with which the PSUs have been set up are not comparable with that of the Government;

The autonomy granted to PSUs in the matter of determining their Pay Scales does not render an equal comparison possible.”

They further said, “**comparison of pay or pay scale without taking cognizance of the total pay package... especially as the value of pension granted by the government and the value of job security provided cannot be undermined since they form major components of the total package...**” (para 2.1.12).

It may incidentally be mentioned that the Pension and Family Pension, as accepted, has been denied to Central Government employees those who have appointed on or after 01.01.2004 except the Army and Paramilitary personnel. Thus serious injustice has been done by the VII CPC in denying proper and fair wage structure to the Central Government Employees in general and the Railwaymen in particular.

All the above grounds cited by the Sixth Pay Commission are unjust and had been contradicted by the Third Pay Commission itself in its Report as under.

4.3.9 GIST OF VIEWS OF PREVIOUS PAY COMMISSIONS AND OUR COMMENTS THEREON:-

All the Previous Pay Commissions from (1912 to 2006) have by and large accepted the principle of “**Fair Comparison**” or of “**Parity**” of wages of Government Employees with those of Public Sector and to an extent with those of the Private Sector, but they have not been able to bring about this parity because of following main constraints :

- Lack of adequate data, time and methodology for drawing out the “**Fair Comparisons**”.
- (So called) Financial Constraints of the Government.
- The purported additional benefits enjoyed by the Government Employees.

OUR VIEWS ON ABOVE OBSERVATIONS - None of the above said reasons were valid or justified and in any case these could not be used as an excuse till perpetuity.

- All the benefits were universally available in all the sectors, in one form or the other, and were weighed more in favour of the public, private and corporate sectors than that of the Central Government employees.
- Pension is the only benefit which is available to pre-2004 Government Employees, but even this has already been extended to the Public Undertakings.
- Even the benefit of pension has been unjustly denied to Central Government Employees recruited on or after 01.01.2004.
- Non-feasibility of comparison, expressed by the Sixth CPC, was only hypothetical as scientific job evaluation methods were available for a fair comparison of wages, but not used so far by any of the Pay Commissions.
- Difference in nature of work can well be taken care of through the process of scientific job evaluation.
- All the above said grounds mentioned by previous Pay Commissions for denial of Wage Parity were hypothetical, unrealistic and unjust and non-existent.
- The Law of Equity and Natural Justice demands that such disparities should not be allowed to exist.
- As for non-pay benefits and other perquisites are more weighted in favour of the Employees in Public Sector Undertakings than the Government Employees on all accounts mentioned above.
- It is high time that steps are taken to remove these disparities and proper justice is done to Central Government Employees so that they get their due, because (*in the words of Third Pay Commission itself*) –

“If disparities are too great, a gnawing sense of injustice will corrode morale and lead to discontent, with adverse effects on efficiency ” - “For performing comparable duties, Central Government Employees should not receive emoluments so conspicuously below to those received by persons performing same and similar nature of job in Public Sector Undertakings”.

4.4 **SERIOUS INJUSTICE PERPETRATED TO CENTRAL GOVERNMENT EMPLOYEES OVER THE YEARS, CREATING FRUSTRATION**

Continuous denial of justice by the successive Pay Commissions has caused much frustration, industrial unrest on the following issues:-

- (i) **Denial of even “Need Based Minimum Wage”, what to talk of Living Wage, as per recommendations of the 15th Labour Conference (1957) and improved by the Hon’ble Supreme Court;**
- (ii) **Denial of parity with (Central) Public Sector Undertakings (PSUs);**
- (iii) **Non-reduction in periodicity of Wage Revision of Central Government employees to 5 years, at par with PSUs;**
- (iv) **Non-removal of anomalies caused after each Pay Commission;**
- (v) **Non-implementation of the Awards of Board of Arbitration under JCM Scheme;**

- (vi) **Non-implementation of decisions of Departmental Anomalies Committees;**
- (vii) **Denial of compensation for special conditions of service on the Railways.**

4.5 MYTH OF FINANCIAL CONSTRAINTS

All the previous Pay Commissions always referred to the so called financial constrains of the government to pay a fair/decent wage to its own employees or even comparable to the PSUs etc.

With the change in the global scenario and the overall economic situation of the country, the financial position of the government has improved much. The temporary setback to the economy in the last two years is just a passing phenomenon. The economy has already started picking up and should not stand against administering delayed justice to Central Government Employees in general and the Railwaymen in particular.

The employees cannot be made a permanent scapegoat and put to lifelong punishment for having joined government service.

We have dealt with the issue of National Economy in the memorandum submitted by the Staff Side, NC/JCM.

4.5.1 DIRECTIVE PRINCIPLE 'EQUAL PAY FOR EQUAL WORK'

Article 39, Clause (d) under the Directive Principles of our Constitution provides that -

“The state shall, in particular, direct its policy towards securing Equal Pay for Equal Work for both men and women.”

Numerous Judicial pronouncements by the Supreme Court have extended the concept of **“Equal Pay for Equal Work”** not only between men and women but also between men and men; and between women and women doing same and similar type of work in different organizations.

4.5.2 LIVING WAGE

Article 43 of the Constitution provides:-

“The state shall endeavour to secure... a Living Wage, conditions of work ensuring a decent standard of life...”

The Third Pay Commission had observed in the light of Supreme Court's judgments in the above said cases, that –

“The Directive Principles of the Constitution did not countenance the invidious distinction which was sought to be made on the basis of the character of the employer” (Para 63, page 41-42 Vol. I).

4.5.3 Third Pay Commission had also observed that **“Since the Government has the controlling, if not the sole interest, in the Public Sector Undertakings, and is also the authority for appointment and removal of the members of the Board of Management, it cannot disown responsibility for such vital matters as the pay scales adopted by the Undertakings and the disparities between those scales and the pay scales applicable to its own Employees”** (Para 64, page 42, Vol.I).

4.5.4 COMPARISON WITH MNC, PRIVATE AND CORPORATE SECTORS:

The rapid pace at which the MNC, Private and Corporate Sectors are growing and the amount of salaries & perks offered by them to their staff, has created a new situation altogether.

The wages of Central Government Employees seem to be just negligible in comparison to MNC, Private and Corporate Sectors for similar jobs and qualifications. Fair comparison or at least a semblance of comparison must exist in order to attract the proper talent to Government jobs and also to maintain efficiency of the Employees to serve honestly and effectively – especially in the Technical Cadres/ Railway Engineers etc. – wherein the salaries of their counterparts are much higher in the organized Private and Corporate Sectors for similar jobs and qualifications.

4.5.5 PARITY OF PAY SCALE BETWEEN THE FIELD OFFICES AND CENTRAL SECRETARIAT OFFICES

The VI CPC vide para 3.1.14 has recommended for maintaining parity between Field Offices and Central Secretariat Offices, but the same has not been implemented in its letter and spirit. This should be followed while determining the pay scales.

4.5.6 CONCEPT OF MODEL EMPLOYER

In Socialistic pattern of society and with laudable principles enshrined in our Constitution and in the objectives of Five Year Plans, it is natural for the employees to expect the Government to play the role of the “**Model Employer**”. But, it is ironical that none of the previous Pay Commissions had practically accepted the concept of “**Model Employer**” which was strongly demanded by the All India Railwaymen’s Federation and other organisations of the Central Government Employees. Unfortunately, there was an outright rejection of the concept of the “**Model Employer**” by the said Pay Commissions.

In our view, the government should act as a Model Employer and pay “**Fair Wage**”, which would be adequate enough to maintain a degree of comfort and dignity as it would keep them efficient for the whom term of their service and would adequately meet their personal and social needs.

4.5.7 NET NATIONAL PRODUCT – IMPROVEMENT THEREOF

Progressive improvement in the Net National Product(NNP) of the country may also be taken into consideration as advocated by the previous Pay Commissions and adopted by the V CPC.

4.5.8 METHODOLOGY FOR COMPARISON – JOB EVALUATION

One of the arguments, given in the past, against the principle of “**Fair Comparison**” is the lack of any method for comparison of wages. Numerous arguments have been advanced against the adoption of system of job evaluation for the purpose.

It is really a matter of regret that all the previous pay commissions preferred to resort to ad-hocism.

Clear and enlightened ways have long since been evolved the world-over in respect of job evaluation and are now well established and predominantly adopted the world over. However, all the Pay Commissions had rejected it without giving it a fair trial.

Third Pay Commission suggested the “**Adoption of the Technique, first on an experimental basis and later, if found successful, on continual basis**”. (Ref. Para 102 page 51 Vol. I). But nothing had further been done or heard of it till date, even though three more pay commissions had been set up thereafter .

Third Pay Commission did not adopt the job evaluation method as it considered the following limitations with the system, which in our opinion were not valid in view of the actual experience and practices all over the world in this field – as explained by us in detail in subsequent Para.

Reasons given by 3rd Pay Commission for not adopting Job Evaluation System:-

- **Non-availability of required data**
- **Job evaluation had “not so far been applied mostly to industrial jobs” and rarely to “highest paid jobs”**
- **It is “time-consuming” and**
- **“Subjective element is still there in any job evaluation”.**

OUR VIEWS ON THE ABOVE OBSERVATIONS - All the above mentioned limitations no more exist:

- **In the era of Information Technology & e-Governance, Data can be collected easily and much faster.**
- **Job Evaluation has been widely applied to all levels of jobs – from lowest to the highest – in USA, Germany, UK and many other countries.**
- **Classification Method of Job Evaluation is fast and widely adopted now – as explained further in the next Para.**
- **Subjectivity can be eliminated or can in any case be much reduced in Job Evaluation than the arbitrary methods so far adopted.**

4.5.9 APPEAL TO SEVENTH CPC

Seventh Pay Commission is, therefore, requested to bring the pays of the Central Government Employees in general and the Railwaymen in particular at par with employees in the various Public Sector Undertakings.

It is also requested to provide a cushion/ higher Pay Scales/Grade Pays to the Railway employees, for shouldering higher responsibilities to ensure public safety and punctuality and reliability of the system.

Special conditions of service and disturbance of the whole family due to frequent transfers to distant areas falling in different states and regions, seriously affecting their social lives as well as the education of their wards besides mental and physical stresses.

4.6 In determining the ratio between “**Minimum**” and “**Maximum**”, insertion of basic word of “**Socialist**”, in the Preamble of the Constitution, should be the guiding factor.

The 4th CPC in its report has expressed their views as follows:-

“...We are of the view that efforts should be made not only to reduce the number of pay scales, but also to reduce the disparity between “Minimum” and “Maximum” scale of pay...” (para 7.58, page 90 of V CPC).

Unfortunately, while the ratio of “**Minimum**” and “**Maximum**” was 9.15 per cent, as recommended by the IV CPC, the ratio has been increased to 1X12 by the VI CPC, thus the concept of word “**Socialist**” of the Preamble of the Constitution has been defeated.

MAXIMUM PAY

Maximum pay should be determined first (instead of the Minimum being determined first) – considering both the following factors:-

- (i) **Rise of NNP (Net National Product) at Factor Cost on Constant Prices.**
- (ii) **Parity with Public Sector Undertakings.**

4.7 RATIO BETWEEN MINIMUM & MAXIMUM PAY

A ratio of 1:8 may be maintained between Maximum Pay and Minimum Pay for social justice and equity, keeping the recommendations of the 15th I.L.C. in the matter of computing **Need Based Minimum Wage**, being modified, as per Judgment of Hon’ble Supreme Court in the year 1991.

4.8 INTERMEDIATE GRADES

The intermediate grades should be fixed on the basis of recruitment qualifications, training, experience, responsibilities etc. shouldered by each category of employee and those should bear parity with same and similar nature of jobs in Public Sector Undertakings.

4.9 SPECIAL CONSIDERATION FOR CONDITIONS OF SERVICE IN RAILWAYS

Railway employees have to work in extremely hostile and hazardous conditions, vagaries of weather, stresses and strain put in additional working hours without any break, weekly rest or holiday and under peculiar conditions of service, especially in case of Running Staff, Operating Staff, Technical Staff, Engineers, P. Way Staff, etc. etc. who are directly responsible for safe, punctual and efficient running of trains round the clock 24x7x365 days a year.

4.10 RATES OF ANNUAL INCREMENT

Rate of annual increment should be equal to **5%** of Basic Pay(PB + GP) - so as to promote motivation, incentive and efficiency as well as to meet the requirements of enhanced liabilities. Annual Increment may be granted in two different spells – one in January and the other in July

4.11 DATE OF EFFECT OF RECOMMENDATIONS OF CPC

It is requested that the recommendations of the Seventh Pay Commission may please be made effective from **01.01.2014**, along with proportionate increase in all allowances on the same date, as submitted in the memorandum of the Staff Side National Council(JCM).

4.12 NEED FOR CONTINUING MACHINERY FOR PAY REVISION

In the regime of free market liberalised economy there is a strong need for continuing machinery for pay revision as recommended by Fifth Pay Commission as per **para 99** of the **Summary of Recommendations:-**

“Need for continuing machinery for pay revision:-

The Commission has recommended that pay revision should, in future, be entrusted to a Permanent Pay Commission drawing its authority from a Constitutional provision, whose recommendations should have a binding character. Pay should be revised annually as in other countries. As an alternative, it has been suggested that dearness allowance should be converted into dearness pay every time the cost of living rises by 50% over the base level. This would imply a revision of pay every 4 to 5 years.....”

CHAPTER - V

ALLOWANCES AND ADVANCES

5.1 AIRF supports the memorandum submitted by the Staff Side, National Council(JCM) in respect of following Allowances and Advances:-

1. Dearness Allowance
2. House Rent Allowance
3. City Compensatory Allowance
4. Transport Allowance
5. Deputation Duty Allowance
6. Children Education Allowance
7. Patient Care/Hospital Patient Care Allowance

8. Special Duty Allowance in favour of staff working in N.E. Region/Additional Monetary Incentive for the personnel posted in N.E. Region

9. Conveyance Allowance
10. Risk Allowance
11. Project Allowance
12. Washing Allowance
13. Child Care Allowance
14. Cash Handling Allowance
15. All other allowances not listed above.

ADVANCES

1. National Calamity Advance
2. Vehicle Advance
3. Personal Computer Advance
4. Home Building Advance etc. etc.

5.2 Granting of following allowances in favour of Railway Workers may also be considered by the VII CPC.

5.2.1 ROADSIDE STATION ALLOWANCE

All over the Indian Railways, there are more than 7,172 railway stations, out of that, at least 6,000 stations are in such areas where there is no proper housing facilities, potable drinking water, sanitation, electricity etc. Children education suffers for want of proper schooling facilities. Medical aid is not available. In many areas, they are to live with wild animals. Roadside Allowance @ 20% of pay may be sanctioned in favour of staff posted in roadside stations and gang-huts to compensate exclusion of all social needs.

5.2.2 NIGHT DUTY ALLOWANCE

Existing Procedure for computing the rates of Night Duty Allowance may be continued.

5.2.3 BREAKDOWN ALLOWANCE

For interruption in Railway communication, like derailment, accident etc., concerned persons working in the department of Carriage & Wagon, Electrical, Permanent Way Staff, Signal & Telecommunication Staff are immediately pressed into service for early restoration of communication. These staff are to move to accident site immediately after intimation of the same is communicated through 'hooter', kept for the purpose. The staff, so pressed, are to remain in the accident site in remote place, sometime where is no habitation till restoration of normal communication.

A few staff are being paid a paltry amount as **Breakdown Allowance**, while staff belonging to Permanent Way, S&T, do not get any such allowance. These discriminatory orders must go, and all the staff, irrespective of department, should be paid Breakdown Allowance @ 10% of their pay per month.

5.2.4 In addition to the above, AIRF is of the opinion that following allowances may be left to be decided bilaterally between the Railway Board and the All India Railwaymen's Federation.

1. **RUNNING ALLOWANCE**
2. **TRAVELLING/DAILY ALLOWANCE**
3. **NIGHT DUTY ALLOWANCE**
4. **TRAVEL FACILITIES(RAILWAY PASSES)**

While the Staff Side of the National Council(JCM), in its memorandum submitted to VII CP, have already discussed in detail about various allowances, viz. **Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Special Compensatory Allowance, Breach Allowance, Travelling Allowance, Risk Allowance, Night Duty Allowance, Training Allowance, Transport Allowance, Deputation Duty Allowance, Conveyance Allowance, Overtime Allowance, Educational Assistant** etc., which are common to all the Central Government Employees, including the Railwaymen, in **Chapter XV** of JCM Memorandum.

The demand for increasing above allowances with full justification has already been elaborately discussed in the said chapter of the memorandum of the Staff Side of the National Council(JCM).

All India Railwaymen's Federation(AIRF), being a pioneer organization of the Railwaymen in India, which is a major constituent of the NC/JCM, fully supports the demand, already put-forth by the Staff Side,

NC/JCM in their memorandum, with the hope that the same would receive due consideration from the VII CPC.

Some of the allowances are, however, peculiar in case of the Railwaymen, which we have elaborately discussed in this chapter as under:-

RUNNING ALLOWANCE TO LOCO & TRAFFIC RUNNING STAFF

Running Allowance is paid to only Loco & Traffic Running Staff, viz. Loco Pilots of all trains, right from Goods to Mail/Express/Superfast, Rajdhani, Shatabadi, Duronto and Premium Express Trains, as also to Loco Pilot(Shunting), Sr. Loco Pilot(Shunting) and Asstt. Loco Pilots of the Loco Running Staff Categories. Running Allowance is also paid to Traffic Running Staff, i.e. Asstt. Guard and Guard of all kinds of freight and passenger trains, including Mail/Express/Superfast Trains, as in the case of Loco Pilot. Loco Inspector, Chief Loco Inspector are also entitled for payment of Running Allowance as also the Motorman. This allowance is peculiar in case of Loco & Traffic Running Staff of the Railways, which is being paid on the basis of bilateral agreement, arrived at between the Organised Labour and Ministry of Railways/Railway Administration.

This Pay Commission may appreciate that the Loco & Traffic Running Staff is very vulnerable category, responsible for safe and smooth running of the Railways. Therefore, fixation of rate and eligibility criteria etc. for payment of Running Allowance should be left to be decided bilaterally with the Ministry of Railways and the Organized Labour, as hitherto.

NIGHT DUTY ALLOWANCE TO RAILWAYMEN

Although, the Second Pay Commission had recommended to pay Night Duty Allowance to those staff who are deputed to perform night duty. The definition of “**Night Duty**”, being **22:00 hrs. to 06:00 hrs.** in the morning. This recommendation of the said Pay Commission was implemented by the government, and further extended to all the Railwaymen, performing night duty, as a result of **Award of Board of Arbitration** under JCM Scheme.

The matter regarding computation of Dearness Allowance in the matter of payment of Night Duty Allowance was duly considered by the **Railway Labour Tribunal**, headed by **Justice M.N. Miabhoi**, and this tribunal recommended that, the Dearness Allowance as and when becoming due, be taken into consideration for computing the rate of Night Duty Allowance, and the same is being done up till now.

Since night duty working, particularly in the Railways, that operate round-the-clock in all climatic, complex and arduous conditions, is highly unhygienic and unnatural, it would be quite appropriate that some reasonable improvement in the formula of payment of Night Duty Allowance be recommended for the Railwaymen.

CHAPTER - VI

FACILITIES

6.1 MEDICAL FACILITIES

Medical facilities in the Indian Railways are having two broad requirements – Administrative and Staff and their family.

Of late, there has been serious deterioration in the medical facilities. Recruitment of Medical(doctor) and Paramedical Staff has been slowed down. A new concept of recruitment of Contract Medical Practitioner and Contract Paramedical Staff has been introduced. They are recruited on annual contract basis with lower rates of Fixed monthly pay without DA. They have no service condition. As such, they have no attachment to the job. They leave Railway Service as soon as they could get a regular job. In absence of these contact Medical Practitioner and Contact Para Medical staff medical facilities suffer badly, as in many Health Units, Contract Doctors/Contract Paramedical Staff, are only posted.

It has been made compulsory that the Referral Hospitals are there in certain places. Rates of the Referral Hospitals must conform to the rates of Central Government Employees Health Scheme(CGHS) Rates. Many outside private hospitals refused to enter into agreement with the Railways on CGHS Rates, and that case, the patients do not get due treatment, and many times they are forced to take the help of private hospitals, the bills of which are to be put up from their hard earned money, even through borrowing.

The Railwaymen and their family members, living in roadside stations, gang-huts do not get outdoor medical facilities and they have no other alternative, but to take the help of private doctor if, available, otherwise have to forget treatment altogether.

The VII CPC is requested to evolve policy for absorption of Contract Medical Practitioner and Contract Paramedical Staff in regular railway service, so that they can render their best services to the Railwaymen and their family members.

Fixed Medical Allowance @ Rs.2000 per month per employee may be granted in favour of staff working in roadside stations and gang-huts for outdoor treatment.

The impediment of the so-called CGHS Rates may be done away with, so that Referral Hospitals may be fixed for treatment of Railwaymen and their family members.

6.2 HOUSING FACILITIES

Railwaymen are posted in remote and far-flung areas where rental accommodation is not at all available. They find it extremely difficult to stay themselves and to keep their family members. The VII CPC will appreciate that the Railwaymen while on duty are to pay undivided attention towards punctual and safe running of trains. But it is not possible, keeping the family members without any roof over their housing accommodation.

The VII Central Pay Commission is requested to recommend for additional fund for construction of additional quarters and maintenance of existing quarters with due provision of basic amenities.

6.2A RENT FREE QUARTERS TO THE RAILWAY EMPLOYEES

Number of Railway employees have to stay in the accommodations provided by the administration at the remote places and in between stations for smooth functioning of the Indian Railway System. Many times they have to face terrorist activities also and under these circumstances are compelled to stay in the railway accommodation in the disadvantageous stage in the interest of railway administration and the travelling public. Initially, during pre-Independent and post-Independence era, they were provided with accommodation on rent free basis, which facility has gradually be withdrawn and now their HRA has been forfeited and they are also required to pay license fee for the accommodation, which is highly unfair.

AIRF, therefore, requests the VII CPC for restoration of the earlier system of providing rent free accommodation to this set of employees.

6.3 PROMOTION

There should be at least 5 time bound promotions at an interval of 8, 15, 21, 26 and 30 years of service as demanded in the Memorandum submitted by Staff Side/NC-JCM with the benefit of stepping of pay.

As more and more qualified persons are joining in the Railway services all the cadres including Medical should have the scope for promotion to the Executive Cadre (at present called Gazetted Cadre).

6.4 AUGMENTATION OF TRAINING FACILITIES

Training facilities in the Indian Railways are need to be augmented to impart due training to the newly recruited persons, Refresher Courses to the serving employees and also to impart training on introduction of new technologies.

Different Railway Accident Enquiry Committees have submitted voluminous recommendations in the matter of augmenting facilities to the Trainees and also to grant appropriate allowance to the Trainers. Unfortunately, those recommendations are yet to be implemented.

In view of paramount importance of safety in the operation of Indian Railways, the VII CPC may recommend for:-

- (i) Expansion of training facilities.
- (ii) Improvement in the existing provision of facilities to the Trainers, so that they can feel 'home away from home'
- (iii) Augment the rates of Teaching Allowance to all the Training Institutes to 30%, as has been extended to the Trainers of certain institutions where Gazetted Officers of the Railways are being trained.

6.5 DOWNSIZING - MATCHING SURRENDER

Indian Railway is a growing organization. Every year new trains are being introduced. Unfortunately, the government treats the Indian Railway as that of a Secretariat Offices.

Order were issued in August 2000 to surrender 2 to 2.5% posts annually, and the same continued up to 2011. Although the blanket orders have been withdrawn, but in the name of so-called “**Benchmarking**” etc., posts are being surrendered, throwing extra burden of work on the existing staff. Somewhere, works are being outsourced to contractors; in violation of the provision of Contract Labour(Regulation & Abolition) Act, compromising the standard of work.

For additional trains, additional staff is required, but additional staff are not being sanctioned, unless Matching Saving is provided. But from where?

The Pay Commission is requested to see that, additional staff is sanctioned for additional train services without insisting on Matching Surrender, posts of the staff are not surrendered on thumb rule and standard of maintenance is not compromised in the name of economy.

6.6 PRODUCTIVITY LINKED BONUS

Productivity Linked Bonus(PLB) in the Indian Railways has been introduced upon a bilateral agreement reached between the Staff Side and the Ministry of Railways(Railway Board) on **22nd November 1979**.

PLB should be left to be decided bilaterally between the Railway Staff Federations and the Ministry of Railways (Railway Board).

6.7 SCHEME FOR APPOINTMENT ON COMPASSIONATE GROUND

The existing procedure for appointment on compassionate ground as existed in the Railways, may allow to be continued.

6.8 SCRAP NEW PENSION SCHEME (NPS)

New Pension Scheme has been introduced by the Govt. at the teeth of opposition of AIRF and other organized labour. This scheme debar Railway workers appointed on or after 1st January, 2004 from pension and family pension. They are to part with 10% of their pay and Dearness Allowance monthly towards contribution to NPS.

Railwaymen are the second line of Defence. The Defence Personnel are covered by Pension and Family Pension, while the same has been denied to a section of railwaymen appointed on or after 01.01.2004.

It would be pertinent to mention, how Railwaymen stood fast in trying situations.

During Chinese aggression in the year 1962 there was massive exodus of civil population near in Arunachal Pradesh and North Bank of Brahmaputra, currency notes were burnt at the order of Dy. Commissioner, Tezpur(Sonitpur), the jail birds were freed, but the Railwaymen did not leave their duty post. In this connection, extract from Special Gazette published by the Railway Board during Railway Week, 1963 is given below.

“On the night of 20/21 November, 1962 following the exodus of Civil Population from Rangapara North in the wake of reported Chinese advance, Shri Rakhal Das Banerjee bravely struck to this post in the station, displaying an extra ordinary sense of duty and great courage, he ensured safe custody of Railway Cash amounting to Rs.26 lakhs”.

Similarly, when Pakistan attacked India during 1965, the Railwaymen at the Western Sector saved lives of thousands and thousands of people by sacrificing their own lives while bomb was exploded on oil tankers(Railway Wagon Tanker) (This News was appeared in the Railwaymen of 1965, may be 1966), they parted the effected wagons from the rest, but in the effort, a good number of Railwaymen burnt alive.

Braving insurgency, Railwaymen continued to maintain the services in North Eastern Region, Naxal infested areas in Jharkhand, Madhya Pradesh, Orissa, Andhra Pradesh etc.

In May 2008, one Loco Pilot of Lumding, N.F. Railway saved lives of many persons at the cost of his own life and he was awarded ‘Kirti Chakra’. The incident is as under:-

“On 15th May, 2008, Shri N.N. Bora, Loco Pilot, Lumding, was booked to work Security Special from Lumding. When the Special reached near Tunnel No.3 at KM 57/12 between Lumding–Badarpur Section, terrorist pumped bullets, injuring Shri N. N. Bora critically. Despite critical injury, Shri Bora’s devotion to duty and presence of mind worked, the train was pushed back to a safer place and Shri Bora succumbed to the injury. He could save lives of all his colleagues in the train, sacrificing his life”.

Taking all these factors into consideration, all the Railwaymen, irrespective of date of appointment, should be covered under Pension and Family Pension Scheme.

6.8.1 EXTRACT FROM RAILWAY SAFETY REVIEW COMMITTEE, 1998

Vide para 2.1.1 and para 2.1.2, the Committee has recommended that, working in the Railways is more closely allied to the Armed Forces than the sometimes lacks Civilian Forms. As such, Railwaymen cannot be bracketed with other Central Government employees for the purpose of social benefit.

“During the colonial period, the Railways was conceived and operated as an auxiliary wing of the Army, primarily because it provided the transport muscle that enabled rapid movement of troops across the Indian sub-continent. There was, however, another less visible but important reason for the close linkage with the Army. The colonisers realized that the Railways, by virtue of its complex nature, required a high degree of discipline and efficiency to be able to perform its role as the prime transport mode. This, in turn, meant a system of working more closely allied to the Armed Forces than the sometimes lax civilian forms. Thus, historically, Indian Railways(IR) has functioned differently from other Government institutions.” (Para 2.1.1.)

“...It is not only unrealistic but also dangerous to treat the Railways and its problems on par with other Government departments which has unfortunately been the case during the last five decades...” (Para 2.1.2)

- 6.8.2 Committee on **Railway Safety** was appointed by the Ministry of Railway under the chairmanship of Dr. Anil Kakodkar. Para 2.3 of the report is cited below:-

| | <u>Killed</u> | <u>Injured</u> |
|----------------------------------|---------------|----------------|
| Railwaymen | 1,600 | 8,700 |
| Passenger/Public | 1,019 | 2,118 |
| (Unmanned Level Crossing) | 723 | 690 |

It would be seen that number of Railwaymen killed and injured, while on duty during the period 2007-08 to October, 2011, was much more than passenger and public killed during the year.

- 6.8.3 No less a person than the Railway Minister himself advocated that the Railwaymen should be covered under Pension and Family Pension Schemes, irrespective of their date of appointment.

The then Hon'ble Minister for Railways, **Shri Malikarjun Kharge**, had written a D.O. letter on 29 March, 2014) to the then Hon'ble Minister for Finance to exempt the Railwaymen from the purview of New Pension Scheme(NPS) and cover them under payment of Pension and Family Pension, irrespective of their date of appointment.

The AIRF strongly feels that the VII CPC would recommend to exempt the Railwaymen from the purview of New Pension Scheme(NPS) and to cover them under Pension and Family Pension Scheme, irrespective of their date of appointment in the Indian Railways.

6.9 TRANSFER POLICY

Transfer is a tool for harassment of the staff. On transfer, family life gets disturbed, children education becomes a casualty, one is to maintain double establishments for the sake of children education, medical facilities, housing facilities etc.

Although repeated orders, on the recommendations of the Pay Commissions, have been issued, transfer application of husband and wife, for posting in a same station, to enjoy conjugal life, is not being considered.

Group 'C' and 'D' staff should not be transferred from one place to other, unless they themselves opt for the same, and appeal of transfer and posting of husband and wife in the same station should be considered on priority basis.

6.10 QUALIFICATION PAY

At present, extra Allowance / remuneration is paid for acquiring higher qualification during service period. Presently a good number of persons have been appointed in the Railways with the qualification higher than what is prescribed for recruitment in a particular cadre.

To boost up the moral of such staff, it is necessary to grant them additional increment/increments on the following scale.

- (i) **ONE STEP HIGHER QUALIFICATION** – Say Matriculate is the minimum recruitment qualification, one appointed, having additional academic qualifications of 10+2, be granted two additional increment. Academic qualification with Graduation/Diploma in any disciplinary of Engineering be granted four increments. Academic qualification with Master Degree/LLB/MBA/Degree in any disciplined of Engineering, be granted six additional increments.
- (ii) Where minimum recruitment qualification is Graduation/Diploma in any discipline of Engineering, person appointed with Master Degree/LLB/MBA/Degree in any discipline of Engineering, be granted two additional increment.
- (iii) Where minimum recruitment qualification is 10+2+Diploma in any discipline of Medical Department, recruited with the qualification of Graduation + Diploma in respective discipline of Medical Department be granted two additional increment. Academic qualification with Master Degree + Diploma in respective disciplines of Medical Department, be granted four additional increments.

6.11 **CHILDREN EDUCATION ALLOWANCE**

In addition to what has been submitted by the Staff Side, National Council(JCM), the payment of Children Education Allowance should be continued in the event of death of the employee, so that the children can continue their studies.

CHAPTER - VII **RETIREMENT BENEFITS**

ALL INDIA RAILWAYMEN'S FEDERATION(AIRF) fully supports the demand, as placed by the Staff Side, **National Council(JCM)** in **ANNEXURE 'B'**. There should be Parity in Pension and Family Pension of Past and future Pensioners and Family Pensioners.

All the Railway Workers should be covered under Pension and Family Pension Schemes, irrespective of their date of appointment, as submitted by the AIRF in **Chapter VI** of the Memorandum.

CHAPTER-VIII

TRANSPORTATION(OPERATING DEPARTEMENT)

The Indian Railways, being the cheapest and most convenient mode of transport for all classes of Rail users, have been running more than 22,000 pairs of passenger and freight trains per day to transport around more than 21 million passengers and 19, 855 MTK freight across the length and breadth of the country.

The Transportation Staff of different categories is totally involved in safe, smooth and efficient train operations.

With the constant endeavour of modernizing, the Indian Railways to cope with the day-by-day increasing demand of traffic, galloping superfast, Rajdhani, Shatabdi, Duranto, Premium, Garib Rath and Bullet Freight Trains are regularly being introduced. Introduction of High Power Locomotives, both diesel and electric, trains comprising of 24 coaches or above and also Heavy Tier Wagons have further added the responsibilities of these categories of staff.

The staff of the Transportation Department are broadly divided into following categories:-

STATION MASTER/YARD MASTER/TRAFFIC INSPECTOR

INTRODUCTION WITH BRIEF HISTORY :

Station Master/Yard Master/Traffic Inspector, now being a combined category, Station Masters are mainly involved in train operations and Yard Masters are in-charge of the Yards on large stations. The duties and responsibilities of the Traffic Inspectors are dealt elsewhere separately.

The Station Masters have to work round-the-clock in shifts throughout the year for smooth train operations on almost all around 7,172 railway stations over the Indian Railways and on wayside stations, the senior-most Station Master as well works as in-charge of the station, duly coordinating entire inter-departmental work. In fact, he is the "**Icon of the Railways**" for rail users with public interface.

RECRUITMENT – QUALIFICATION & TRAINING PATTERN

| S. No. | Designation | Recruitment Qualification | Training Pattern |
|---------------|--|---|---|
| 1 | Station Master/Yard Master (PB-I + GP Rs.2800) | Degree from Recognized University. Diploma in Rail Transport & Management, Transport Economics, Multi Modal Transport (Containerization), awarded by Institute of Rail Transport(Ministry of Railways) is an additional desirable qualification. | 110 days + Induction Training for 28 days. |
| 2. | Dy. Station Manager/ Dy. Chief Yard Master/ Traffic Inspector (PB-II + GP Rs.4200) | By promotion through seniority(after 2 years service)/through Traffic Apprentice with same qualification as SM, recruited by RRB and after completion of 2 years Induction Training. | 1 year |

| | | | |
|----|--|--|--|
| 3. | Station Manager/ Chief Yard Master/ Chief Traffic Inspector (PB-II + GP Rs.4600) | By promotion through seniority-cum-suitability | |
|----|--|--|--|

MEDICAL CLASSIFICATION

The candidates either selected from open market through RRB's against 60% Direct Recruitment Quota, have to possess at least A-2 Level medical classification as also to pass Aptitude/Psychology Test on recruitment. The balance 40% Departmental Promotion Quota is also filled up from the eligible categories but the minimum educational qualification, medical classification are at par with Direct Recruits and Promotees do have to undergo Aptitude Psychology Test on promotion.

JOB DESCRIPTION AND RESPONSIBILITIES

Station Superintendent is the Brand Ambassador of the Railways for public and help to integrate the Railway System. They are also entrusted with the "humungous" task of managing the affairs of all categories of staff posted on Station, irrespective of the departments as also have to interact with other Government and private agencies in the matter of providing services and generating additional business for the Railways.

STATION SUPDT./STATION MANAGER

- (i) To attend duty in time in neat and clean uniform and to see that all staff reports for duty in time and in uniform.
- (ii) To conduct supervision over the working of the staff at the station.
- (iii) To carry out supervisory checks, to arrest irregular practices adopted in train working.
- (iv) To hold Safety Meeting and discuss Safety Rules circulated by the Divisional and Headquarters Offices.
- (v) To maintain Muster Roll, T&P Register, Stock Book of Money Value Book, Ticket Stock Books, attend all correspondence register of articles sent for repairs to Traffic Workshop, submit all salary vouchers to Personnel Branch, monthly return to office, including Absentee Statements, submit replies to correspondence received at the station, taking inventory of packages in hand at the close of the month and link them with inward tally/outward tally and relevant books.
- (vi) To hold primary inquiries pertaining to any detention to trains or accidents taking place at the station and record statement of staff concerned and also to help in restoration of traffic.
- (vii) To study station working rules on receipt from the DRM Office and check various aspects pertaining to layout of the station and point out any variations, described in the SWRs. Explain the contents of the SWRs to the staff at the station and obtain acknowledgement in the Assurance Register. To carry out necessary correction in the SWR received from the office.
- (viii) To do all commercial /operation duties entrusted to him.
- (ix) To pass train observing instructions given in SWRs and also watch any sick/unfit/defective vehicles found on running trains.
- (x) He is responsible for general supervision, upkeep and maintenance of Station Rules Books, office record and files etc.

- (xi) To carry out four surprise night inspections in a month and inspection of level crossing gates from time to time.
- (xii) To attend control telephone while on duty without any loss of time and carry out instructions given by the controller on duty.

STATION MASTER

On wayside stations, where station Superintendents/Station Managers are not posted, the Station Master, being in-charge of the station are entrusted with entire responsibilities of the Station Superintendents.

They have to perform not only all the duties related to train passing, inter departmental coordination, public interface, disaster management etc., but also have to perform all Commercial duties, including attending public enquiries where no Commercial Staff is posted.

- (i) To attend duty in time in neat and clean uniform and to see that all conduct supervision over the working of the staff at the station.
- (ii) To study station working rules and sign in the assurance register in token of having understood the same.
- (iii) To pass the train as per procedures prescribed.
- (iv) To attend the control telephone while on duty without any loss of time and carry out instructions given by the Controller on duty.
- (v) To carry out corrections in the Commercial/Accounts Rule Book.
- (vi) To prepare coaching returns and submit those to Accounts Office in time and to maintain correspondence file pertaining to coaching(parcel, parcel/luggage).
- (vii) To do any other work allotted by the SM/SS in-charge.
- (viii) To maintain discipline during his duty hours and to see that everything is kept at its appointed place.

YARD MASTER

Yard Masters are posted only on major stations where the size of yard is large and goods traffic movement is to be managed smoothly including marshalling etc.

JOB RESPONSIBILITIES

- (i) The Yard Master is fully responsible for nomination of clear line for reception and dispatch of goods trains on line.
- (ii) He is responsible for correct filling up of line admission book and to ensure that the nominated line is in no way obstructed or fouled by the Shunting Staff in the Yard.

- (iii) He is responsible for correct placement of rakes on the sidings for loading/unloading.
- (iv) He is equally responsible for correct setting and locking of non-interlocked points. While starting a train from non-signalled line as also for delivery of Form No.OPT-30 along with authority to proceed to the Loco Pilot duly signed by him on the back of the upper foil of the said form.
- (v) He shall exercise proper supervision on the yard staff and shall ensure timely clearance of nominated lines for reception and dispatch of trains strictly according to berthing programme, besides placement of passenger train rakes on departure lines and washing lines.
- (vi) He is also responsible for maintaining proper liaison with the outdoor SM and control for smooth working in the yard.

TRANSPORTATION/TRAFFIC INSPECTOR

Transportation/Traffic Inspectors are either directly recruited through RRB's as Traffic Apprentices with minimum qualification of Graduation from any discipline from a Recognized University, having medical fitness in A-2 Medical Classification and passing Psycho/Aptitude Test, followed by Induction Training at the Zonal Training Centres or may be posted as such from the category of SS/SM/YM/CYM.

They, in fact, have to conduct over all supervision of the section/beat allotted to them for ensuring strictly as per rule working of the operating department with **zero tolerance**.

- (i) They have to conduct night inspection of the stations, level crossing gates, power cabins and siding etc., besides foot plate inspections.
- (ii) They are responsible for preparation and amendment of station working rules, integrated budget, planning of improvement in line capacity, job analysis, D&AR inquiries, counseling of staff on operating rules, supervision of the work at stations loading and unloading etc.
- (iii) They have to supervise in rescue operations in case of accident, joint inspections in case of accidents and averted accidents.
- (iv) They are also responsible to provide reliever to all operating staff in case of sickness or leave etc.
- (v) They are also responsible for planning the operation of trains at the Divisional and Headquarters level and help in preparation of timetable.
- (vi) They are required to work round the clock without any roster duty, i.e. 24X7 all the 365 days.

IMPACT OF MODERNIZATION OF INDIAN RAILWAYS ON DUTIES RESPONSIBILITIES OF SM/YM/SS/TI

As already mentioned in foregoing paras, rapid modernization is taking place in the Indian Railways, necessitating up-to-date knowledge of handling sophisticated modernized equipments, knowledge of computers and IT devices etc.

The panel interlocking, abolition of cabins and other modernization activities on the stations and yards have also resulted in reduction in staff strength with the result that duties and responsibilities of the SM/YM and TI have increased manifold. Fast movement of trains, heavy traffic density, block signalling operation, keeping in view the safety of operation with punctuality has definitely overburdened these categories of operating staff as they have to remain more and more vigilant while working on control panels because the old-age token instruments have been switched over to control panels in the power cabins.

On the “A” Route Stations, frequency of train passing has increased manifold and there is a **train passing at an interval of around 5 minutes**. This has resulted in maximum stress and strain on the Station Masters. They are not only required to ensure safe and smooth train passing, but also interact with the Section Controller, Loco & Traffic Running Staff and Gateman etc. very frequently while performing their duty.

Station Masters are also catering to the Data Bank of Railway Statistics at the station level by uploading the day-to-day information of the station into the COIS & FOIS Terminals provided at the station, which in turn interfaced with the Divisional set-up, so as to enable the public to **SPOT** the train and freight movement on the internet.

EXISTING AND PROPOSED PAY SCALES

| S. No | Designation | Existing Pay Band & Grade Pay | Proposed Minimum of open ended pay scales |
|--------------|--|--|--|
| 1. | Station Master | PB-I + GP Rs.2800 | 56000 |
| 2. | Dy. Station Manager/ Dy. Chief Yard Master/ Traffic Inspector | PB-II + GP Rs.4200 | 74000 |
| 3. | Station Manager/ Chief Yard Master/ Chief Traffic Inspector | PB-II + GP Rs.4600 | 78000 |

We further demand that:-

- (i) The staff of these categories should have working in Continuous Roster with 8 hours working a day.
- (ii) **Hard Duty Allowance/Wayside Station Posting Allowance** to be paid.
- (iii) **Ticket Booking/Reservation Booking Allowance** to be paid to Station Master where no Commercial Staff is posted

TRAFFIC CONTROLLERS

The Operating Department of the Indian Railways have a separate Traffic Control Organization, which is meant for complete control of movement of all the passengers carrying and freight trains as also any sort of movement traffic.

Traffic Control Organization may, therefore, be termed as **lifeline of the Operating Department**, exercising the complete control on the movement of traffic.

Traffic Controllers, posted in the Traffic Control Organization, have been playing vital role in train operations and they have to plan the entire train movements for smooth, efficient and punctuality of train movement. No train movement of any kind is possible without Traffic Controller. They are responsible for effective and optimum utilization of entire rolling stock and with the guide and coordinating efforts of this cadre, the productivity of the Railways is continuously in increasing trend for ensuring optimum utilization.

RECRUITMENT QUALIFICATION & TRAINING

There are two modes of recruitment for Traffic Controller, i.e. one from the open market, for which minimum recruitment qualification is Graduate Degree from a Recognized University, and secondly by promoting from amongst the category of Station Masters, Guards and Trains Clerks, working in PB-I with GP Rs.2800 with minimum of three years regular service, through the process of selection.

TRAINING

FOR DIRECTLY RECRUITED TRAFFIC APPRENTICES

- (a) On recruitment from open market through RRB, the candidates are imparted 3 years training in spells. Their theoretical initial training in Zonal Railway Institute in six semester complied with field training for each semester, and thereafter a practical training in major yards, goods siding, road side stations of the division, upward and downward gradients, curve and cutting of track, line capacity of division working of Ghat Sections, if any, as minor lapse can lead to affect train movement, safety, security and punctuality, and they have also to properly study the station working rules of the station of the concerned division.

DEPARTMENTALLY SELECTED EMPLOYEES

The total duration of training for departmentally selected employees for the post of Traffic Controller is one year and three months, out of which 3 months theoretical training in the Zonal Railway Training Institute, followed by one year practical training in the field in the same manner as in the case of Directly Recruited Traffic Apprentices. They also undergo Refresher Course Training at the regular intervals to acquaint themselves with the latest changes owing to modernization of track, change in SWR, GSR, etc., to keep their knowledge updated.

The job of the Traffic Controller is of a very intensive nature because they have to plan smooth running of around 22,000 pairs of train per day, throughout the Indian Railways. They have to work with full alertness and presence of mind during the entire span of their duties. The main emphasis of the Controllers' job is on maintaining punctuality by arranging judicious precedence and crossings. All the operational indices, such as NTKM per engine hour, Wagon KM per wagon day, divisional holding, wagon turn around, Engine KM per engine day. Loco outage etc. of the Railways are impacted by the efficiency of the Controllers. In

times of emergency, like accidents/failures, the role of the Controllers in timely arrangement of relief, assimilation of information, provision of suitable path for breakdown special etc., call for absolute focus and clarity of thought.

Their duty involves in making Timetable, to form and order the train, to plan the movement, arrangements of locomotives, passage planning, planning of crews, monitoring, movement of passenger and freight trains from origin to destination with safe and punctual operation, they have to prepare for any unforeseen eventuality and maintain records of trains movement by way of time graphs

For the above purpose they have to work with help of OMNI-BUS, telephonic communication with the stations/yards and they have to talk continuously with them for collecting necessary information to keep them alert. Computers are also used in feeding the information received from the stations and yards. The duty of the Controller has got direct link with safe working of the Railways, as such, this cadre is included in the **Safety Category** by the Railway Board vide their letter **No.N(NG)I-75/PMI/44/13 dated 13/05/1982.**

The Controllers' job is 24x7 routine, which entails intensive focusing on the work, and the work culture is not normal as they have to work constantly against the nature while performing duty in day and night shifts. Their routine job, compilation of stock report after analyzing, prompt clarification of stock from the wayside, provision of suitable path for goods trains without affecting the punctuality of other scheduled trains, keeping an eye on major parameters, loading target, yard congestion etc., that certainly calls for **high alertness, constant vigil and presence of mind and quick decision making in view of high traffic density** in most of the sections roughly exceeding 300% .

While performing their duties, they have to direct the engaged staff in train operation. They also require to provide statistics information for daily performance and remedial measures for enhancement of the productivity.

Traffic Controllers are required to make efficient train movement with optimum utilization of the revenue generating assets, i.e. locomotives, wagons, coaches, tracks, Human Resources etc., also they have to create time slots without affecting the traffic for maintenance of fixed assets of S&T, OHE and tracks for modernization and expansion by planning the construction activities.

In case of accidents, they play major role in **Disaster Management** in case of **Breakdown**. Their duties in case of accidents/breakdown can be enlisted as below:-

1. Order ART/MRV
2. Chase the movement of ART/MRV continuously till it reaches the site.
3. Inform all concerned Railway and Civil authorities.
5. Regulate, terminate and divert other trains to facilitate the priority path to rescue trains.
6. Guide and instruct the line staff for early and proper relief operation.
7. Coordinate between line officials and the control officials and act accordingly .
8. Inform all the departments about the requirement of materials, staff, food and likely disruption to traffic and consequent delay in movement of trains.
9. Maintaining the log of events etc.
10. Apart from maintaining the flow of traffic in the unaffected section/line, the Controller plays an active role in monitoring and supply of required relief on priority to the affected section and also arranges for speedy transport of the injured and stranded passengers.

Train Controllers are the only one who is denying the **Breakdown Allowance**, though they are the people, who **initiate and terminate** the function of a breakdown train.

WORKING DIFFICULTIES

The Controller has to work continuously throughout his working hours without any break and average frequency of each transactions is 20 to 25 per minute. They have to work under stress on account of proactive and reactive nature of job. High destiny of traffic on the section under his control. They often have to suppress the natural calls too. Over utilization of the line and sectional capacity leads to **excessive stress**. They have to work under **extraordinary process** from different levels of administration, in regard to movement of more and more freight and to maintain punctuality. They are required to directly interact with the HODs, DRMs, Branch Officers, etc., which also causes excessive stress, with the result that, **around 1/3rd of the Controllers are suffering from stress related diseases like hypertension, diabetes and cardiac problems etc.**

Over constantly and insistently and vague oral orders from high-ups lead to abnormal stress. Sometimes, system failures foils their planning, lead to enhancement in stress level. In cases of Disaster Management, accidents, natural calamities, war etc., they have to work under **excessive stress**.

Keeping in view above nature of work, the Controllers Category comprises of best of the Station Masters/Yard Masters/Guards and Traffic Apprentices with better ability.

AVENUE OF PROMOTION AND OTHER FACILITIES

The Entry Grade is in Pay Band-II with Grade Pay Rs.4200 and Promotional Grade as Chief Controller is in the same Pay Band with Grade Pay Rs.4800 only .

It may be appreciated that, the nature of **duty of Train Controllers Category is no way inferior to that of Air Traffic Controllers**, rather, they are carrying out even much more important duties due to heavy traffic, over utilization of line/sectional capacity and remains under stress. It is, however, a matter of concern that although Air Traffic Controller are provided with Rattling Allowance, Stress Allowance, attractive promotional prospects , which are missing in case of Traffic Controllers. Therefore, their nature of job and responsibilities shouldered by them and their **working conditions will definitely warrant placing them in higher grade of pay scales and payment of additional allowances** to them for motivation.

EXISTING AND PROPOSED PAY SCALES

| S. No | Designation | Existing Pay Band & Grade Pay | Proposed Minimum of open ended pay scales |
|-------|------------------------|-------------------------------|---|
| 1 | Section Controller | PB-II + GP Rs.4200 | 74000 |
| 2. | Chief Train Controller | PB-II + GP Rs.4600 | 78000 |

CONTROLLING ALLOWANCE

“Allowance is the amount of something that is permitted, especially within a set of regulations or for a specified purpose” or a sum of money paid regularly to a person to meet needs or expenses” (Oxford Dictionary).

Apart from the usual allowance, which are normally paid to the employees, like DA, HRA, Transportation Allowance etc., there are some Special Allowances paid to some specified categories for special nature of their work they are performing in addition to the salary.

For example - The Loco Pilots who are deputed to work as Loco Controllers, and Power Controllers are paid fixed allowance in lieu of Running Allowance while working in Control Offices.

Therefore, with a view **to attract talent and to enthuse the Controllers** to perform well and to encourage for optimum performance, **there is need for payment of Special Allowance**, based on account of the following conditions:-

1. Computers area used in feeding the information received from the stations and yards, it severely affected many of the Controllers due to life style disorders, like diabetics, hypertension and consequent cardiac diseases resulting in many deaths even while on duty and many are affected for life time.
2. This has forced many to opt for retirement.
3. If this trend continues unabated in future none from the feeder cadres will opt for elevation to this cadre.
4. It is not an exaggeration of fact, if it is said that without Controllers and their effective working, the productivity of the Railways will be drastically reduced.
5. Since inception of Train Controllers, category strength of Train Controllers has remained almost the same, which is approximately 2,710.
6. It is obvious that, the Railways have increased its share in transport business many folds since 1950-51 and traffic has significantly increased.
7. It will also take care of unwillingness of feeder category to join the stream and persisting vacancies may be abolished.

There is, therefore, gross justice for payment of Control Allowance and Breakdown Allowance to the Controllers' Category

WORK HAZARD

Station Master/Yard Master/Traffic Inspector has to work round-the-clock in shifts also against the nature in all types of weather without proper safety equipments. They have to maintain more than 145 registers of different kinds at their station relating to SWR, GSR, Pay Bill, Leave Record, Public Relation, Safety Register, Unusual Occurring Register, Inspection of Officers Register, Wage Register, Overtime Register and so on. They are solely responsible for any sort of mishappening on the station in regard to safety, security etc. and are also supposed to handle public agitations with the help of local police etc. On wayside station, the SMs have to work on the stations located at remote areas away from the locality without any provision of any safety, security because stations are around 5-10 kms away from the locality. Even basic amenities, like educational facilities, market or medical facilities etc., are not available on majority of stations, where they have to work round-the-clock and even in “**Essentially Intermittent**” roster, where overall duty span is 16-20 hours a day with broken duty hours.

The Traffic Inspector, in most of the cases, has to work in the “**Excluded Category**” where there is no schedule roster provided to them.

AVENUE OF PROMOTIONS

The avenue of promotions in the category of SM/YM/TI is very limited, rather remote. While recruitment to this category of staff is done from amongst Graduate Degree holders with other desirable qualifications, but only a few number to the post of Asstt. Operating Manager, i.e. Group ‘B’.

ANOMALIES CREATED BY EARLIER PAY COMMISSIONS

The VI CPC unfortunately could not properly appreciate the working conditions of the ASMs/SMs and did not accord due justice to the category of ASM, particularly in the recruitment grade. They were simply placed in the replacement grade, i.e. in PB-I with GP Rs.2800, as a result, there has been serious discontentment among this vulnerable category of staff.

Keeping in view recruitment qualification, medical fitness, duties and responsibilities, the VI CPC should have placed them in upgraded pay scale, i.e. in PB-II with GP Rs.4200, which could not be done. This anomaly was taken up in the Departmental Anomalies Committee, constituted after VI CPC, wherein it was unanimously decided to upgrade Entry Level of ASMs/SMs in PB-II with GP Rs.4200, but the same is yet to be finalized. Similarly, in case of MACP Scheme, direct recruited Jr. Traffic Apprentices have been placed at higher stage of grade pay in comparison to the senior-most SMs, Station Superintendant etc., which has resulted in, supervisor being placed in lower Grade Pay of Rs.4600 and the supervised in higher Grade Pay of Rs.5400 – a serious anomalous situation.

WAGON MOVEMENT INSPECTOR

There is small category of Wagon Movement Inspectors under the Operating Department of the Indian Railways. In the changed scenario, their job content has been changed altogether because of almost these piecemeal freight booking has been stopped by the Railways. They are now performing duties as Technical Assistants with the officers of Operating department, either at the Headquarters of the Zonal Railways or Divisions. They are also assigned partly the duties of the Traffic Inspectors other than train operations and monitor the movement of parcel carrying vans too.

MODE OF RECRUITMENT

Induction to the post of Wagon Movement Inspectors, presently placed in PB-II GP-4200, is done by positive act of selection from the optees in the categories of Guards, Trains Clerk, SM, YM and Sr. Clerks of Operating Departments all working in PB-I with GP Rs.2800. The selected candidates are imparted training of necessary operating rules in the Zonal Railway Training Centers, and after successful completion of training, posted against the working post.

EXISTING AND PROPOSED PAY SCALES

| S. No | Designation | Existing Pay Band & Grade Pay | Minimum of open ended pay scales |
|--------------|---------------------------------------|--|---|
| 1 | Wagon Movement Inspector | PB-II+GP 4200 | 74000 |
| 2 | Chief Wagon Movement Inspector | PB-II+GP 4600 | 78000 |

NON-SUPERVISORY CATEGORIES OF TRAFFIC/OPERATING DEPARTMENT

Functions and responsibilities undertaken by the Operating/Traffic Department of the Indian Railways have been dealt with elsewhere in this memorandum with the Supervisory Categories of this department. Apart from the Station Masters, Yard Masters, Traffic Inspectors and Traffic Controllers, there is no doubt, Non-Supervisory Categories, are also available in the Operating Department, which to play a vital role in smooth, safe and efficient rail operation.

- (i) Sweepers(Safaiwalas-cum-Station Porters)
- (ii) Pointsman/Gatekeeper
- (iii) Leverman
- (iv) Cabinman
- (v) Switchman
- (vi) Shunting Jamadar
- (vii) Shunting Master
- (viii) Trains Clerk

Above categories, being totally involved in safe rail operation, are as well classified as “**Safety Category Employees**”.

The Operating Staff, assisting the SMs as also the Trains Clerk, are namely Station Porter, Safaiwala, Gatekeeper, Pointsman, Leverman, Shunting Master and Shunting Jamadar.

Consequent upon introduction of Automatic Block System, a number of categories of Operating Department, namely Lampman, Oilman, Cabinman and Switchman etc., have become extinct, and the incumbents, having been rendered surplus, have been redeployed elsewhere generally in other categories of Traffic Department. However, there may be some of the above-mentioned posts available on some of the Railways, which stand reclassified as Group `C` as a result of recommendations of VI CPC and placed in PB-I with GP Rs.1800 in group `C`.

SWEEPER-CUM-STATION PORTER

Sweeper-Cum-Station Porter is available generally on all the stations and they are either directly recruited from the open market through RRCs or by change of category from erstwhile Group `D` Staff or by appointment on compassionate ground or appointment under LARSGESS. Their educational qualification is generally High School or above. This post was earlier classified as Group `D` with two distinct pay scales, i.e. Entry Pay Scale of Rs.2550-3200 and then by promotion in Rs.2610-3540 in the ratio of 20:80. Apart from the educational qualification of Matriculation, they have to undergo highest Medical Standard of A-2 Classification at the Entry Level, having perfect vision without glass and then undergo induction training in safety classes at the Divisional level before being inducted into regular service.

NATURE OF JOB

Sweeper-Cum-Station Porter/Traffic Porter is designated to assist duty Station Master, Trains Clerk on duty and he has to work as “**Messenger**” for other departments, like Mechanical, Electrical and Signal and

also he is utilized for exchange of signals, serving of caution orders to Loco Pilots and Guard as also utilized as Pointsman for cleaning of points in the absence of Pointsman. When Pointsmen are not available, these Traffic Porters also undertake the work of coupling and un-coupling of coaches and wagons in the Yards and Stations. They need to work in Gate in case of emergency, when the designated Gatekeepers are not available. Thus, basic level employees of Traffic Department, i.e. Porters, are expected to handle all sort of operating duties. Their advancement is in the category of Pointsman, Shunting Master and Shunting Jamadar. They also be promoted as Guards, Goods Guards/ASMs through a positive act of selection, provided they possess requisite educational qualification as well as qualify, prescribed medical standard at the time of promotion. They are also required to undergo periodical Refresher Course and Periodical Medical Examination.

PAY SCALES

The VI CPC had recommended a unified pay scale for the two distinct pay sales, i.e. Rs.2550-3200 and Rs.2610-3540, merging them together, placing them in PB-I with GP Rs.1800. They were also classified as Group `C`, based on the recommendation of the VI CPC.

POINTSMAN/GATEKEEPER

Pointsmen and Gate Keepers are “**Common Category**” in the same seniority group, but it is mentioned distinctly, depending upon the nature of work assigned to this category of staff. In case, they are utilized for exchange of signals, serving of memo, caution orders or to act as “**Messenger**” between other departments, coordinating along with platform duties and point cleaning duties, they are designated as “**Pointsmen**”, and if the same set of employees are utilized as Gatemen on a Traffic Gate, located within the station limit under the control of the Station Master of a particular station, then they are called as “**Gatekeeper**”.

RECRUITMENT AND TRAINING

Posts of the Pointsmen/Gatekeepers are filled up 100% on promotion basis from the feeder cadre of Station Porter/Safaiwala. Prior to VI CPC, Pointsmen were classified as Group `D` and Group `C`, i.e. those in the pay scale Rs.2650-4000 were classified as Group `D` and others in the pay scale of Rs.2750-4400 were classified as Group `C` and their designation were “**Pointsmen B and A**” respectively.

Consequent upon implementation of recommendations of VI CPC, all the erstwhile Group `D` posts have been abolished and pre-revised pay scales of Rs.2550-3200, 2610-3540 and 2650-4000 have been merged together and upgraded to the level of Rs.2750-4400, placing them in PB-I with GP Rs.1800 and classified as Group `C`. Thus, Pointsmen **A** and Gatekeeper **A**, who were in pay scale Rs.2750-4400, have been given replacement scale of Rs.3050-4590, placing them in PB-I with GP Rs.1900 w.e.f. 01.01.2006.

SHUNTING MASTER/SHUNTING JAMADAR

The posts of Shunting Master and Shunting Jamadar are basically meant for the purpose of handling of formation of trains for coaching/wagon movement and for the reception and departure of trains from platform to yard and from yard to C&W Depot for maintenance and back etc. These posts are operated in the Coaching/Goods Yard only and are filled up by 100% promotion from the categories of Pointsmen.

Prior to VI CPC, 50% of the posts, involving shunting duties, were being operated with the designation of Shunting Master in the pre-revised pay scale of Rs.4000-6000, and the balance 50% as Shunting Jamadar in the pre-revised scale of Rs.5000-8000. The posts of Shunting Jamadar were filled up by promotion from the category of Shunting Master, based on written examination, assessing suitability of the employee. The VI CPC had awarded replacement scale of GP Rs.2400 for Shunting Master, who were in pre-revised scale of Rs.4000-6000 without any upgradation. However, the posts of Shunting Jamadar were awarded with Grade Pay of Rs.4200, upgrading the pre-revised pay scale of Rs.5000-8000 to the level of Rs.6500-10500.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Entry Qualification | Proposed Minimum of the open ended pay scale |
|-----------------------------------|--|---|---|
| Sweeper-Cum-Station Porter | Pay Band-I + GP Rs.1800 | 100% DR Quota with Matriculation as minimum qualification | 26000 |
| Pointsman/Gatekeeper | Pay Band-I + GP Rs.1900 | 100% promotion | 33000 |
| Shunting Jamadar | Pay Band-II + GP Rs.4200 | 100% promotion from Shunting Master on the basis of written examination | 46000 |
| Shunting Master | Pay Band-I + GP Rs.2400 | Promotion based on Seniority-cum-Suitability | 56000 |

ALLOWANCES

All these categories are primarily declared as “**Safety Categories**”, and the risk involved in their duty, particularly as Pointsmen/Shunting Staff in yards/station, was recognized by the Ministry of Railways and earlier CPCs. These categories of staff enjoyed **Risk Allowance @ Rs.20 per month** in 5th CPC, and only because of the 6th CPC failed to quantify the Risk Allowance Factor exclusively and recommended for Risk Insurance on the line of Accident Insurance for all these categories of staff, resulted in denial of earlier Risk Allowance, and the proposed Risk Insurance by the 6th CPC. AIRF is of the view that since every action is full of risk in shunting, hence they must be paid **Risk Allowance**.

CHAPTER-IX

COMMERCIAL STAFF

Commercial Department of the Indian Railways is an independent branch of the Traffic Department, headed by the Member Traffic at the Railway Board's level. Commercial Staff is responsible for entire earnings of the Indian Railways, except for some petty income from other sources. Traffic Department at the Zonal/Divisional levels is divided into two streams – one is Operating Branch, which is involved in operation of all train services, both freight and passenger carrying services, whereas Commercial Branch takes care of all commercial activities, i.e. passenger booking, reservation, ticket checking, parcel booking, freight booking, etc. etc.

The staff of the Commercial Branch can be mainly divided into three groups – (i) **Commercial Clerks**, (ii) **Ticket Checking Staff**, and (iii) **Enquiry and Reservation Staff**.

Apart from the above, there is separate Inspection Wing for commercial activities, which is managed by a small set of staff, designated as **Commercial Inspector**, who are further classified as **Commercial Inspector/Claims Inspector/ Catering Inspector** etc., depending upon their nature of duties. In some of the Railways, there are three different streams of Commercial Clerk – one is Booking Clerk, second is Parcel Clerk and the third is Goods Clerk with separate seniority group up to apex Group 'C' level.

ROLL OF COMMERCIAL CLERKS IN THE INDIAN RAILWAYS

As mentioned in the foregoing, entire booking of passenger, parcel, luggage, goods, is the responsibility of the **Commercial Clerk**. Commercial Clerk, working as **Coaching Clerk**, is deputed to work on ticket selling window and parcel booking and delivery thereof. Coaching Clerks, who are deputed to work on ticket issuing window, have to issue tickets to travelling public, either with traditional system of printed card tickets/blank paper tickets/EFTs or by latest technology machine, which is called **Unreserved Ticketing System(UTS)**. There is further development in the UTS that it has been connected to PRS, whereby both Unreserved and Reserved Tickets can be issued by new system, called **Integrated Unreserved Ticketing System(IUTS)**. Coaching Clerks are deputed to work round-the-clock in shifts, both for passenger booking and parcel/luggage booking. They are also deputed to manage the Clock Rooms.

Goods Clerks are deputed to work in the goods sheds for entire booking of freight and also for delivery of goods at the divisions.

In the changed scenario, now bulk booking of goods has been introduced by the Railways and piecemeal booking of goods has been almost stopped, except for some special stations. This has increased their workload and responsibility manifold. They are required to book all types of freight commodities with proper classification, calculating the freight on the existing rates on the basis of distance and commodity and also make delivery of the goods at the destinations. It is worth-mentioning here that Railway's earnings are mainly from the freight booking.

Goods Clerks are also required to perform the duty of Way Bridge Clerks, particularly at the originating stations of the goods trains wherefrom either coal or iron ore etc. are loaded, i.e. from coal and other mines, where they have to ensure loading of permitted quantity of commodities to avoid overloading thereof.

Modernization of the Indian Railways has also changed entire working system of the Commercial Staff. Traditional system of passenger and freight booking has undergone drastic change over the years, necessitating full knowledge of newly introduced systems, like Freight Operations Information System (FOIS), Unreserved Ticketing System (UTS) National Train Enquiry System (NTES) Passenger Reservation System (PRS) and also Integrated Unreserved Ticketing System (IUTS), etc. etc. to the Commercial Staff.

MODE OF RECRUITMENT AND TRAINING

| S. N. | Designation & Existing Pay Scale | Recruitment Qualification | Training Pattern | Minimum of the open ended proposed pay scale |
|--------------|--|---|--|---|
| 1. | Commercial Clerk (Booking/Goods/Parcel) PB-I + GP Rs.2000) | 50% of vacancies by Direct Recruitment through RRB with Matriculation qualification with 50% marks. 33-1/3% of vacancies are filled by promotion by a process of selection from eligible erstwhile Group 'D' (GP ₹ 1800) categories of Traffic and Commercial Departments with 3 years of continuous service. 16-2/3 % by promotion entirely on merit of Matriculate Group 'D' (GP ₹1800) employees from eligible categories. | 12 weeks in Zonal Railway Training Centres, followed by field training | 46000* |
| 2 | Sr. Commercial Clerk (Booking/Goods/Parcel), PB-I + GP Rs.2800) | By promotion through seniority cum suitability | - | 56000 |
| 3 | Chief Commercial Clerk (Booking/Goods/Parcel), PB-II + GP Rs.4200) | By promotion through seniority cum suitability | - | 74000 |
| 4 | Dy. Station Manager(C) PB-II + GP Rs.4600 | By promotion through seniority cum suitability | - | 78000 (Chief Booking Supervisor/ Chief Commercial Supervisor) |

*Revised entry qualification of Graduation is proposed.

DUTIES AND RESPONSIBILITIES OF COMMERCIAL STAFF

- Commercial Clerk can be posted in Ticket Booking Offices (known as Booking Clerk) on Parcel/ Luggage booking and delivery (known as Parcel Clerk) or in Goods Shed (known as Goods Clerk).
- Even in case of leasing out Parcel Van by the Railway administration, role of the Parcel Clerks still continuous. A multi-disciplinary team of other allied Departments viz., Mechanical, Security and Traffic has been formed at the field level for the implementation and overseeing of parcel leasing services. They have to inspect implementation and overseeing, particularly leasing service for smooth implementation of policies of the administration. As a member of the committee, formed to supervise loading and unloading of leased luggage/parcel, even they have to perform duty with higher degree of responsibility to ensure that only a permitted quantity is loaded in the Luggage/Parcel Van and no illegal material is allowed to be loaded.
- Booking Clerk issues tickets to the passengers (either traditional paper tickets or through computerized Unreserved Ticket System – UTS), book Luggage and parcels, supervise their loading and maintains concerned registers. Nowadays in some small stations, Booking Clerk is also given additional charge of Computerized Passenger Reservation.
- Booking Clerk can be given independent charge of a small station (known as Clerk-in-charge) stations or work under a Station Master or a Booking Supervisor in other stations.
- Goods Clerk works in major goods dealing stations/yards. His job involves booking freight traffic, coordinate with the SM/YM regarding allotment of wagon, loading/unloading etc.

Commercial Clerks, during the course of their duties, perform the functions of an Accountant, Auditor, Appraiser, Bailee, Cashier, Controller, Executive, Guide Invigilator, Inspector, Statistician, Store Keeper, Salesman, Supervisor, Traffic Canvasser, Ticket Checker and Public Relations Official and as a Multifaceted Cadre. Today after the modernization and computerization, Commercial Clerks, who were handling only Unreserved Ticket booking, are now handling Advance Reservation System too through Integrated Unreserved Ticketing System (IUTS). Unreserved Ticketing System (UTS), introduced initially, in which only Unreserved Tickets alone could be issued, were manned by the Commercial Clerks. After connectivity of the UTS System with the PRS System, new IUTS is utilized for issue of both Reserved and Unreserved Tickets. Thus, the category of Commercial Clerks, today handles all the activities of the Commercial Branch. Commercial Clerks are also responsible for revenue collection, in other words, monetary earning, physically from the activities, like freight, passenger and parcel services, that amounts more than 85% of the total earnings of the Indian Railways.

The onset of globalization has brought in a sea change in the functioning of the Railways with the introduction of new schemes, like **“Comprehensive Parcel Leasing Services”**, **“New Freight Incentive Scheme”**, **“Revised Siding Policy”** and e-based amenities, viz., Platform/Suburban Ticket Vending Machines etc., to keep in tandem with the new policies, a Commercial Clerk must equip himself and be adept with all working procedures. The Commercial Clerk is fixed responsible for the monetary loss incurred due to any error in the adherence of these advanced systems.

TICKET CHECKING STAFF

Ticket Checking Staff of the Indian Railways, who are direct interface with the travelling public, are termed as “**Ambassador**” of the Indian Railways. Their job is to completely check the travelling authority available with the passengers of the entire coaches on which they are deputed to work, to guide the passengers, ticket checking in General(Unreserved) Coach, at the platform, Waiting Room, manning the Enquiry Counter at the railway station where no separate Enquiry-Cum-Reservation Clerks are available.

Their responsibility is to check irregularity of all kinds in connection with passengers travelling without ticket or with irregular tickets to check luggage of the passengers to oversee that it is properly booked to detect and prosecute or to report against the persons who cheat or attempt to cheat the Railways of its legitimate dues and to recover such dues from them.

They are deputed to work either on stationary duty at the railway station or as Travelling Ticket Examiner on trains. As TTEs they have to work either on reserved coaches or deputed to check general coaches.

DUTIES AND RESPONSIBILITIES

The Ticket Examiners manning reserved coaches are also responsible for

- ❖ Checking the carriages for cleanliness.
- ❖ Guiding and checking the tickets of the passengers in the coach
- ❖ Allotting berths/ seats which are vacant to passengers at intermediate stations on realization of fare
- ❖ Preventing illegal/unauthorized entry in the coach
- ❖ Collecting dues such as reservation fares/supp. charges and issue EFT
- ❖ Assisting the passengers in the coach in obtaining food/refreshments, etc and shall take care of the passenger amenities
- ❖ Remaining vigilant particularly during the nighttime and prevent entry of unauthorized persons/ intruders in the coach.
- ❖ Being present in the allotted coach during duty hours and if more than one coach, give frequent visits to all the coaches that are manned.
- ❖ Issuing LCC to AC passengers in case of failure of AC equipment or when passenger is compelled to travel in lower class with a higher class ticket
- ❖ Making sure equipment, doors and controls are working properly
- ❖ Walking through carriages during the journey, checking tickets and travel documents
- ❖ Answering passenger queries about routes, arrival times and connections
- ❖ Making announcements over the public address system
- ❖ Attending to any complaint of theft/loss of passenger belongings and lodge the FIR with the GRP in the prescribed format to enable the passenger to continue the journey.
- ❖ Making sure passengers get on and off the train safely
- ❖ Dealing with unexpected delays or emergencies, for example a passenger falling ill.
- ❖ Make out a report of the deficiencies, if any and submit the same at the end of his duty to his depot for onward despatch to the concerned Sr. DCM.

While dealing with the travelling public, the Travelling Ticket Examiners is supposed to be donning two roles, one as a law enforcer and the other as a service provider. The passengers holding proper tickets some time mistake the work of ticket checking as involving harassment. Hence, Ticket checking staffs should perform their duties with the greatest tact, politeness and the necessary firmness.

To sum up, this category is as vital in the overall performance of the organization as they are acting as the main interface between the travelling public and the Railways. They are also directly responsible for the revenue collection, plugging the leakage of revenue, enhancing the image of railways in the eye of the travelling public by ensuring orderliness.

Moreover, they are the first in the 'line of attack' of the irate passengers for any of the shortcomings of any department viz.(A/c failure, wrong allotments, irate crowds, late running, overpriced and sub-standard food, electrical equipment failure, cockroaches/ bedbugs, dirty linen, unclean toilets etc.) This is quite evident from the fact that not a single day passes without a Ticket Examiner being assaulted somewhere for as far as the travelling public are concerned he is the visible, available representative of the railway within a striking distance and without any protection.

WORKING HOURS AND CONDITIONS:

The **Ticket Examiners** are made to work under a roster, which requires them often leave their home and family. Though adequate rest is provided they work against the nature's body clock, which demands a routine. Their sleep is irregular for they have to work most of the nights and some days. They have to adjust to an eating pattern, which is nomadic - one day at home, the next meal somewhere out of station and the next on board or some wayside station. The conditions at the rest rooms where they stay are too mediocre in spite of repeated protests. They have to put up with flat beds, unclean linen, no protected drinking water, no water in the toilet at times, bedbugs, mosquitoes and the list is endless. The hapless **Ticket Examiner** accepts everything as this is his bread and butter.

EXISTING CATEGORY STATUS

Presently the category of Ticket Checking staff are under the following designations:-

| Prior to 6 th CPC | | | | 6 th CPC | | |
|--|------------|-------|----------|---------------------|-------|--|
| Designation | Pay scale | Entry | Pay Band | GP | Entry | Minimum of the open ended proposed pay scale |
| Ticket Examiner | 3050-4590 | 17% | PB1 | 1900 | 12% | 46000* |
| Sr. Ticket Examiner | 4000-6000 | 28% | PB1 | 2400 | 22% | 56000 |
| Head Ticket Examiner | 5000-8000 | 25% | PB2 | 4200 | 46% | 74000 |
| Dy. Chief Ticket Inspector | 5500-9000 | 18% | | | | |
| Chief Travelling Ticket Inspector | 6500-10500 | 12% | PB2 | 4600 | 20% | 78000 |

*Revised entry qualification of Graduation is proposed.

ANOMALIES

The 5th CPC created an anomaly of Sr. Ticket examiners placed in the scale of pay of Rs.4000-6000 considering the fact that unlike in ministerial cadre there was no element of DRQ with minimum Educational Qualification of Graduates. This was the case for even commercial Clerks category also but However, the 6th CPC convinced on the basis of job contents of Commercial Clerks and placed them

equivalent to Rs.4500-7000 and awarded the GP of Rs.2800/-. Unfortunately though the same analytical review was done by the 6th CPC for Ticket Checking staff it has failed to remove the anomaly and had awarded only Rs.2400/- GP.

Unlike any other category the category of Ticket Examiners used as an attractive category to induct sports personalities on talent scouting in the middle of the categories irrespective of their Educational Qualification and based only on their meritorious performance. This aspect as created a condition of extreme uncertainty among those in the cadre in anticipation of promotion. Similarly because of its middle level medical standard of "BEE2" many of the category of employees de-categorised from higher medical standards of "AYE1", "AYE2", "AYE3" do opt for the category of ticket examiners almost blocked the avenue of promotion for these incumbents to the category.

ENTRY/TRAINING

Though 50% of the ticket Examiners are recruited through DRQ by RRB with the minimum Educational Qualification of Matriculation and the remaining 50% filled by promotion i.e. 33.33% by General selection and 16.66% by LDCE with minimum qualification of Matric. However, as explained above most of the DRQ posts are utilized for sports personalities, redeployment and compassionate Ground appointments. The Ticket Examiners on recruitment are put into 21 days mandatory training at Zonal Training centre and only absorbed in regular cadre on passing of the initial course.

Unsocial elements and some mighty public representatives, officials of different departments, create nuisance in the coaches and sometimes create unbearable troubles to Ticket Checking Staff and in some cases they were not only manhandled but had to lost their valuable lives.

ENQUIRY-CUM-RESERVATION CLERKS

Enquiry Cum Reservation Clerks(ECRCs) are either directly recruited from open market through RRBs with minimum prescribed qualification as Graduation from the Recognized University. They are imparted 12 weeks training in the Zonal Railway Training Centres, followed by field training. They are deputed to work either on Enquiry Counters where they perform duty for office to office enquiry with the passengers or to attend telephonic enquiries too. They are required to remain update regarding arrival and departure of trains, current rate of fares and other allied information, required to be furnished to the passengers.

Secondly, they are deputed to work on Reservation Counters where they have to issue reserved tickets to passengers by performing multifarious duties, that include, enquiry from the customers about availability of accommodation, issue of tickets, calculation of exact fare, compilation of earnings, cancellation of reserved tickets or waiting listed tickets by the computerized system. With the modernization of ticket reservation system, which called as PRS, their duties and responsibilities have undergone sea-change over the years. They to keep patience also by performing their duties either on Enquiry Counters or while working as Reservation Clerk.

The ECRC Cadre is a frontline cadre that serves the public from all strata of society, contributing to nation building and national integration, while at the same time contributing in revenue generation significantly. The demand for railway reservation is growing year by year, and the travelling public expect more facilities and comforts from the Indian Railways. Travelling passengers, who utilize the services provided, do not differentiate between Public and Private Sector when it comes to expectations on the quality of service rendered. The quality of services rendered by the ECRC Cadre is bound to be compared with similar organizations, viz. Airlines, Banks, Hotels, BPOs... ECRCs are the front-runners and image builders of the

Railways as Reservation Centres form the nodal point of the public relation exercise and the slogan “We Care” emanates from this office.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Entry Qualification | Proposed Minimum of the open ended pay scale |
|---|--|----------------------------|---|
| Enquiry-Cum-Reservation Clerk | PB-I + GP Rs.2800 | Graduate | 56000 |
| Enquiry & Reservation Supervisor | PB-II + GP Rs.4200 | - | 74000 |
| Chief Enquiry & Reservation Supervisor | PB-II + GP Rs.4600 | - | 78000 |

CLAIMS TRACERS

There has been category of the Claims Tracers attached to Railway Claims Offices, who are deputed to trace various claims of Railway customers in regard to verification of documents and collecting other required information from the concerned stations so as to settle the claims.

Induction to the post of Claims Tracers is done by calling options from the Ministerial Staff of Commercial Department and other Commercial Clerks working in PB-I with GP Rs.1900 or 200. The applicants are subjected to a suitability-test and successful candidates are posted as Claims Tracers. Up to IV CPC they were enjoying similar pay scales as that of Sr. Clerk, i.e. Rs.330-560, but the V CPC created an anomaly by placing Sr. Clerks in the pay scale of Rs.4500-7000 and Claims Tracers were granted normal replacement of grade pay Rs.4000-6000. This anomaly continued in VI CPC also, as a result of which, they were placed in PB-I with GP Rs.2400, while Sr. Clerks were granted PB-I with GP Rs.2800.

JUSTIFICATION FOR PLACING THEM AT SIMILAR PAY SCALES AS THAT OF THE SR. CLERKS

Aggrieved by denial of doing away with the anomaly, as mentioned above, Claims Tracers also resorted to Hon'ble Court of Law, whereby as per judgment, delivered by the Hon'ble CAT, Kolkata Bench in **O.A.No.718 of 2011 dated 04.12.2013**, it was decided that the Railway Board should redress their grievances and they should also be considered for placing in the similar pay scales as that of the Sr. Clerks on the ground that they are also inducted from the post of Clerk-Cum-Typist of Commercial Branch or Commercial Clerks Category, who are already placed in PB-I with GP Rs.1900 and 2000 respectively.

We, therefore, propose that the Claims Tracers, who are now limited in numbers, because of reduction in number of cases of claims, may be placed in the identical scales as that of the Sr. Clerks for providing them parity.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Proposed Minimum of the open ended pay scale |
|-------------------|-------------------------------|--|
| Claims Tracer | PB-I + GP Rs.2800 | 46000 |
| Sr. Claims Tracer | PB-II + GP Rs.4200 | 56000 |

PUBLIC RELATIONS INSPECTOR

Public Relations Inspectors are primarily responsible for image building of the Railways, which this set of staff carry out with sustained attention through wide publicity measures, basically by giving press-release to media(both Print & Electronic) as complex as handling crisis communication. This job is essentially 24X7 exercise and skeleton staff work on week-ends, hence the job involves hectic and focused functioning to achieve the desired and positive results.

HIRERARCHY IN THE CADRE

Presently, there are three grades in the cadre of Public Relations as follows:-

- (i) **Chief Public Relations Inspector**, PB-II Rs.9300-34800 + GP Rs.4600
- (ii) **Senior Public Relations Inspector**, PB-II Rs.9300-34800 + GP Rs.4200
- (iii) **Public Relations Inspector**, PB-I Rs.5200-20200 + GP Rs.2800

JUSTIFICATION FOR PLACEMENT IN PROPER SCALES OF PAY

Minimum educational qualification for induction to the post of Public Relations Inspector is Graduate in any stream + desirable qualification of Degree/Diploma in Mass Communication or Public Relations or Advertisement. They are, however, placed initially in PB-I with GP of Rs.2800 and further promoted to Sr. Public Relations Inspector and Public Relations Inspector in PB-II with GP Rs.4200 and 4600 respectively. Keeping in view minimum prescribed qualification for induction to the post of Public Relations Inspectors and considering their job contents and Degree of responsibilities shouldered by them, there is gross justification for placing the Public Relations Inspector of initial grade in PB-II + GP Rs.4200 in VI CPC terms and the next promotional cadre be devised accordingly.

EXISTING AND PROPOSED PAY SCALES

| Designations | Existing Pay scales | Minimum of the proposed open ended Pay Scale |
|----------------------------------|----------------------|--|
| Public Relations Inspector | GP-Rs.2800-in PB-1 | 56000 |
| Sr. Public Relations Inspector | GP-Rs. 4200 in PB-II | 74000 |
| Chief Public Relations Inspector | GP-Rs. 4600 in PB-II | 78000 |

PAYMENT OF LIBRARY ALLOWANCE

Since duties and responsibilities of Public Relations Inspector encompass liaisoning with various media channels. Both print and electronic as also having interface in regard to spreading the policies of the Railways among the rail users, they are required to update their knowledge in various fields, for which it would be imperative to provide them Library Allowance, so that they are able to join libraries of good repute for consulting various literatures.

PHOTOGRAPHERS

The Indian Railways are also having a limited number of Photographers, who are mainly working under the Chief Public Relations Officer.

They are promoted from the erstwhile Group 'D' Staff, i.e. in PB-I with GP Rs.1800, possessing ITI Certificate in Photography from through the process of suitability and practical test.

DUTIES AND RESPONSIBILITIES

They are required to take still or moving photographs of important events, press conferences, accidents, failures, natural calamities etc. to assess the real situation and for the purpose of record also. They are, therefore, required to possess better pay scales and competence to undertake this job.

Photography has undergone a remarkable development over the years and there is adequate technical advancement in this field. The Photographers are, therefore, required to acquaint themselves with latest methods, handling modern equipment for photography.

There is, therefore, glaring need to provide them better pay scales for motivation and job satisfaction.

Present pay structure of the Photographers, with pay scales is given here as under:-

| Designation | Present Pay Scale | Minimum of the Proposed open ended Pay Scale |
|--|----------------------|--|
| Photography Attendant Gr. II/ Any other post in the pre-revised Group 'D' scale | PB-I with GP Rs.1800 | 33000 |
| Chief Cinematographer/ Equivalent | PB-II with GP 4600 | 74000 |

Since there is large gap between the pay scales of Photographer and Chief Photographer, therefore it would be quite appropriate that the intermediate pay scale of Rs.56000 as **Sr. Photographer**.

CATERING SERVICES – INDIAN RAILWAYS

Indian Railways have their own Catering Services either managed departmentally or on contractual basis that cater to the eating needs of the rail users, both at railway stations and on-board.

Keeping in view the maximum number of catering services being managed by private contractors, Indian Railway Catering & Tourism Corporation(IRCTC) was formed through an enactment in the Parliament, and this organization was transferred almost entire catering services of the Indian Railways except Parliament Catering Services, which continue to be managed departmentally by Northern Railway. On account of several complaints regarding quality of food items supplied and services rendered by IRCTC and Indian Railways' earning a bad name on this account, the catering services were again brought back under the purview of Indian Railways as Departmental Catering Services in the year 2010 framing a new Catering Policy in this regard. Now, the direct responsibility of providing quality food items to the passengers is of the Indian Railways.

The following categories of staff entrusted with to manage the Catering Services of the Indian Railways :

ERSTWHILE GROUP `D`

CATERING KHALLASI/BEARER/WASH BOY/MASALCHEES

As a consistent implementation of 6th CPC Recommendations, the minimum educational qualification of the direct recruitment to the erstwhile Group'D' post is now Matriculation Pass from the recognized Institution/Board or its equivalent/ This category of staff is either recruited through RRC or redeployment of surplus staff of other categories or by appointment on Compassionate Grounds. They are all placed in PB-1 with GP Rs.1800. They are utilized for House-keeping of catering units, Cleaning of Utensils, Supplying food items to the customers and assisting cooking staff in preparation of meals etc.

There are 2(two) separate streams of Group `C` staff in Catering Services i.e. Cooking and Service Staff. Assistant Cooks who are in GP Rs.1900 - PB-1 are inducted from erstwhile Group `D` category by conducting a trade test adjudging their ability in cooking. They are further promoted to higher grades up to Master Cook. On the other side, the Group `D` staff opted to be promoted to service side are inducted to the post of Bill Issuer from amongst the optees through a process of suitability test, which includes written test to adjudge writing ability. Both the above mentioned streams are eligible to be promoted as Catering Supervisor, and, thereafter as Catering Inspector and Chief Catering Inspector, who are supervisory category in the Catering Services. The Catering Supervisors and Inspections are over all in-charge of the Units under their control for all sorts of material management, arrangement of staff ensuring proper cooking and supply of food items to the customers. They are required to have competency in cooking and supervision so as to provide satisfactory services to the rail users.

EXISTING AND PROPOSED PAY SCALES

| Designation | Mode of Recruitment | Existing Pay | Minimum of the proposed open ended Pay Scale |
|---|--|------------------|--|
| Catering Supdt./ Chief Catering Inspector | By promotion | PB-II GP Rs.4600 | 78000 |
| Catering Inspector | Partially from open market with 3 years Diploma in Hotel Management | PB-II GP Rs.4200 | 74000 |
| Catering Supervisor I | By promotion | PB-I GP Rs.2400 | 46000 |
| Catering Supervisor I | By promotion | PB-I GP Rs.2000 | 33000 |
| Head Waiter/ Bill Issuer/ Store Keeper | Partially by Direct Recruitment from open market with one year Diploma in Food Production. | PB-I GP Rs.1800 | 33000 |
| Catering Khalasi | Direct Recruitment from RRC with minimum educational qualification of Matriculation | PB-I GP Rs.1800 | 26000 |

COOKING STAFF

| Designation | Mode of Recruitment | Existing Pay | Minimum of the proposed open ended Pay Scale |
|-------------------------|--|------------------|--|
| Master Cook | Partially by Direct Recruitment from open market with 3 years Diploma in Hotel Management and partially by promotion | PB-II GP Rs.4200 | 74000 |
| Head Cook | By promotion | PB-I GP Rs.2800 | 46000 |
| | Partially by Direct Recruitment from open market with 1 year Diploma in Food Production and partially by promotion | PB-I GP Rs.1900 | |
| Cook | By promotion | PB-I GP Rs.1800 | 33000 |
| Catering Khalasi | Direct Recruitment from open market with minimum educational qualification of Matriculation. | PB-I GP Rs.1800 | 26000 |

The Catering Staff of the Indian Railways are in majority placed in PB-I with GP Rs.1800 while there are only limited number of posts in higher grades, with the result that, most of them are stagnating for the last

more than 20 years. This situation is more critical in case of Staff of the Parliament House Canteen, the staff of which have been rendering satisfactory service to the dignitaries, including the MP etc.

There is, therefore, gross justification to place them in higher pay scales for their service satisfaction, efficiency and motivation as proposed above.

CANTEEN STAFF

Employees of Staff Canteens

The Staff Canteen of the Indian Railways are available in all Production Units, Maintenance and Periodical Overhauling Workshops of all departments, Major Sheds, Depots, Zonal Headquarters, Divisional Headquarters and other important installations to cater to the need of refreshment and meals for the Railway employees working thereon. The employees of most of the Staff Canteens were not being treated as Railway employees prior to 22-10-1980, and it was only consequent upon a Judgment of the Hon'ble Supreme Court of India that the Railway Board had to issue orders that the employees of all Statutory Canteens on the Railways irrespective of type and Management of canteens, would be deemed to be Railway employees with effect from 22-10-1980. Subsequently, the employees of around a dozen Non - Statutory canteens of Delhi and New Delhi area were also deemed to be Railway servants with effect from the same date. The employees of the remaining Non-Statutory canteens were, however, bestowed the status of Railway servants with effect from a much later date i.e 01-06-1982.

The total cadre of the employees of staff canteens may be broadly sub- divided into three major groups as under.-

Group – I

There are four grades in Group -I

| Designation | Existing Pay scale | Minimum of the open ended proposed Pay Scale |
|---|--------------------|--|
| Cleaner/Wash Boy/Safaiwala/Watchman/ Vendor Grade-III/Tea/Coffee Maker/ Kitchen Asstt-II | PB-I,GP-1800 | 26000 |
| Bearers-Grade II/Vendor-II/Kitchen Asstt-II/Salesman-II | PB-I,GP-1900 | 33000 |
| Venders- Grade -I | PB-I,GP-2000 | 33000 |
| Salesman Grade-I | PB-I,GP-2000 | 33000 |

The post in the initial grade of Cleaner/Washboy/Safaiwala /Watchman/Vender Garde-III are filled up directly from open market with minimum qualification of VIII standards and above having some experience of working in a canteen. After recruitment the candidates are put to work for cleaning of utensils, shifting of food boxes, LPG cylinders, raw materials, cleaning of tables and other equipments used in the staff canteens. The staff in higher grades of Bearer Grade –II /Vendor-II, Salesman-II and Salesman Grade-I are engaged in supplying and serving the food items, tea, coffee, snacks and independent selling the same in different sections respectively . They are also required to handle the

newly introduced modernized sophisticated instruments and appliances like Grinders, Mixtures, Ovens etc., as such their duties are of skilled nature.

Group-II(Cooks Cadre)

There are undernoted five grades in this stream of staff canteen employees.-

| Designations | Existing Pay scales | Minimum of the open ended proposed pay scale |
|----------------------------|---------------------|--|
| Asstt. Cook/Asstt. Halwai | PB-I,GP-1800 | 26000 |
| Cook Grade-II/Halwai Gr-II | PB-I,GP-1900 | 33000 |
| Cook Gr-II/Halwai-Gr-I | PB-I,GP-2000 | 46000 |
| Sr. Cook | PB-I,GP-2400 | 46000 |
| Master Cook | PB-I,GP-2800 | 56000 |

The posts of Asstt. Cooks are filled up by conducting suitability test including practical test from amongst optees working in grade 2610-3540 as Bearer Grade-II/Kitchen Asstt.-II/Vendor-II/Salesman Grade-II. The selected incumbents are engaged in cooking and preparation of different Snacks, Food items and meals in the kitchen of the staff canteens. As there is bulk requirement of these items in the staff canteens they have to work hard and have to exert a lot particularly when the ambient temperature even goes beyond 48 Degree Celsius, using large Hot plates and Gas Burners etc.

Group-III(Canteen Manager Cadre)

This group has the following five grades:-

| Designations | Existing Pay Scale | Minimum of the open ended proposed pay scale |
|--|--------------------|--|
| Store Kepper Gr. II/Clerk/ Asstt. Canteen Manager/ Cashier | PB-I,GP-1900 | 33000 |
| Store Keeper Gr.I/ Accountant/ Canteen Manager Gr.II | PB-I,GP-2000 | 33000 |
| Canteen Manager Gr.I | PB-I,GP-2400 | 46000 |
| Sr. Manager | PB-I,GP-2800 | 56000 |
| Hd. Manager | PB-I,GP-4200 | 74000 |

The post in the lowest grade of this group designated as Store Keeper Grade-II/Clerk/Asstt. Canteen Manager/Cashier are filled up through departmental promotion by a positive act of selection including written test from amongst the optees of the lower grades both from Cook and Halwai stream and Salesman Grade-I. Further the Cook Grade-I and Halwai Grade-I are also considered for promotion to the post of Canteen Manager Grade-I Rs. 4000-6000 while conducting selection for the said post.

Main Features of Duties and Responsibilities

The employees of Canteen Manager cadres working in different grades have to carry out complex nature of duties right from procurement of all the raw materials, T&Ps, Utensils, Cooking Gas etc and maintain

accountal of the same. They are also required to manage the sales of all the items available in the respective staff canteens and are also responsible to ensure cleanliness and hygienic atmosphere, besides maintaining quality of the items prepared therein . The Canteen Manager in higher grade are as well responsible for managing the entire work of the Staff canteen including distribution of staff etc. and are independent in-charges of the respective canteen.

Since advancement is taking place in all the spheres of life resulting in Technological development in the field of Food and Meals also, the staff canteens employees of the Railways, with a view to keep pace with the same have to upgrade their knowledge and skill proportionately, As such the AIRF strongly recommends placing them in all round better grades as has been done in case of the staff of Catering Department.

The existing staffing pattern with the present pay scale and proposed revised grades are appended below:-

| Designations | Existing Pay scales | Minimum of the open ended proposed Pay Scale Proposed Pay Scale |
|---|----------------------------|--|
| Safaiwala/Cleaner/Washboy/Watchman/ Tea-Coffee maker/Vendor-III/Kitchen Asstt-II | PB-I,GP-1800 | 26000 |
| Bearer-II/Vendor -II/Kitchen Asstt-II/ Salesman-II | PB-I,GP-1800 | 33000 |
| Asstt Cook/Asstt Halwai/Vendor-I | PB-I,GP-1900 | 33000 |
| Salesman -I | PB-I,GP-1900 | 33000 |
| Cook-II/Halwai-II/Store Keeper-II/Clerk/ Asstt. Canteen Manager/Cashier | PB-I,GP-1900 | 33000 |
| Cook-I/Halwai-I/Store Keepr-I/ Accountant/Canteen Manager-II | PB-I,GP-2000 | 46000 |
| Sr. Cook/Canteen Manager-I | PB-I,GP-2400 | 46000 |
| Master Cook | PB-I,GP-2800 | 56000 |
| Sr. Manager | PB-2,GP-4200 | 74000 |
| Hd. Manager | PB-2,GP-4200 | 74000 |

CHAPTER-X

TRAFFIC & LOCO RUNNING STAFF

There are two distinct categories of the Running Staff over the Indian Railways – (i) **Loco Running Staff** and (ii) **Traffic Running Staff**. Both these categories are responsible for safe, efficient and smooth running of all kinds of rolling stock, i.e. freight/passenger carrying trains.

Traffic Running Staff, designated as “**Guard**”, play important role in the operation of train services, guarding the entire formation of freight trains or passenger/express/mail trains, including superfast Rajdhani, Shatabdi, Duronto, Garib Rath, Premium Trains etc., controlling from the Guard's Brake Van, which is the rearmost vehicle in the freight train and mostly in passenger carrying trains also.

According to provision of **Rule 1.0(2) of the General and Subsidiary Rules** of the Indian Railways, **Guard means, the in-charge of a train**, including Asstt. Guard.

They are responsible for safe running of trains, passengers and goods safely by way of alert and caution exchange of all right signals and endeavour punctual running of trains, including tracking of emergency chain pulling to stop train in avoidable circumstances to resolve the issue then and there. They monitor running of trains, assist passengers and ensure movement of the wheels by working shoulder to shoulder with the Loco Pilot.

Guards are required to perform duty round-the-clock, and sometimes they have to work for longer span of time at a stretch. In Goods Train, normally having composition of 60-70 wagons, he remains alone in the last vehicle, called “**Guard's Brake Van**”. When, at night duty, Goods Train passing through a difficult terrain, jungle etc., stops in mid-section for signal or otherwise the mental agony through which the Guard, sitting alone in the Guard's Brake Van, has to pass, no one can understand. When a Goods Train stops at any station, Guard's Brake Van still remains away from the station platform, with the result that, Guard on duty, cannot even fetch a cup of tea. They have to remain away from the Headquarters for around 96 hours and cannot take proper rest at home. They are required to carry freight and passenger trains safely to their destination, even on going through all the ordeals.

Guards' Category can broadly be divided into the under-noted five categories:-

- (i) Assistant Guard,
- (ii) Guard Goods,
- (iii) Sr. Goods Guard,
- (iv) Passenger Guard and,
- (v) Mail/Express Guard

ASSISTANT GUARD

The post of Asstt. Guard is Entry Level Post, placed in PB-I with GP Rs.1900 and filled up 100% by promotion from the feeder categories of the erstwhile Group 'D' staff, presently classified as Group 'C', placed in GP Rs.1800(PB-I). Minimum educational qualification for these posts is 10th Pass with Medical Classification of A-2. The post of Asstt. Guard is operated in Mail/Express Trains, which are provided with a SLR/Parcel Van in front or middle of the train and are made in-charge of that particular van for the purpose of loading and unloading of parcel on the intermediate station.

On account of introduction of Lease Parcel Vans/VPUs over the years, middle SLR/Parcel Van is being removed in most of the trains, with the result that, the posts of Asstt. Guard are surrendered and the incumbents are redeployed in the main category of the Guards. There are only a few number of Asstt. Guards on some of the Zonal Railways.

GUARD(GOODS)

The posts of Goods Guard, placed in PB-I with GP Rs.2800, on implement of VI CPC report, being Entry Level Post in Guards Category, are filled up through two modes of recruitment – (i) by **Direct Recruitment** through RRBs with educational qualification of Graduate Degree from the Recognised University, having medical fitness in A-2 Category, and secondly through **GDCE**, for which, the category of Trains Clerk, Sr. Trains Clerk, Pointsman in GP Rs.1900, Commercial Clerk in GP Rs.2000 and 2800, Ticket Checking Staff in GP Rs.1900 and 2400, are eligible to appear in the selection.

The Goods Guard on completion of two years service are eligible to move up in hierarchy on the basis of Seniority-Cum-Suitability(ACR) for the post of Sr. Goods Guard, Passenger Guard, Sr. Passenger Guard and Mail/Express Guard, all placed in PB-II with GP Rs.4200, like Loco Running Staff.

PASSENGER GURAD

The Goods Guards after working on Goods Trains for number of years are promoted to the post of Passenger Guard depending upon the vacancies in this category. They are booked to work on passengers train/ EMU or MEMU trains, suburban trains etc. Their duties & responsibilities are comparable with those of Goods Guards with additional responsibilities of managing the passenger trains and to interact with the passengers in case of need.

MAIL GUARDS

They are promoted from the category of Passenger Guard and deputed to work on Mail Express/ Superfast/Rajdhani/Shatabdi/Garib Rath/Durantoo/Premium Tains. While working on these trains, they are incharge of the trains and suppose to be responsible for safe and punctual running of trains on which they work.

GUARDS COUNSELLOR

Unlike Loco Pilot Category, in the Guards Category, there is no post to monitor and counsel the Guards in the technical aspects of their working, and there is no post on par with Crew Controllers to control them from the Headquarters, assigning duties and maintain the roster. Since all the cadres have their own inspectorial cadre, Guards have been persistently demanding creation of few posts of Guard Inspector and Guard Counsellor, they feel, would take care of their administrative needs, such as lobby management, crew booking, deputing for periodical medical, refresher, safety camps, periodical intensive training(six months), renewal of on box etc. it is also evident that in some Zonal Railways Guards Counsellors are in functioning. This will also ensure availability of timely assistance and counselling during unusual occurrences, updating knowledge of new technologies and working techniques, enquiries, D&AR etc.

AIRF is of the view that the Guards' Counsellors posts be created and talented alert dynamic having excellent record while working as Guards be drafted to function as Guards' Counsellors.

The demand of the Guards, being genuine, which may please be given due weightage.

MEDICAL REQUIREMENT

Traffic Running Staff, during the span of their carrier, are required to undergo periodical medical examination as below.

| <u>Age</u> | <u>Period of Examination</u> |
|-------------------|-------------------------------------|
| Up to 45 years | Once in four years |
| 45 to 55 years | Once in two years |
| 55 to 60 years | Every year |

They are also subjected to Refresher Courses and Safety Camps at the Zonal Railway Training Centres after every three years.

In addition to these, they are required to keep themselves up dated about latest instructions, safety circulars, operating guidelines, etc., which are issued in connection with train operation from time to time.

On medical de-categorization they are absorbed in inferior services losing all the benefits attached to the post of Guard and on retirement they get less Pension and Family Pension in relation to what they would have got had they continued as Guards.

OCCUPATIONAL RISKS AND HAZARDS

EXPOSURE TO ACUTE NOISE POLLUTION

Since nature of duties of the Running Staff inherently involves running of trains, it is quite natural that they are continuously exposed to the continuous crackle of metal, which is further aggravated when running through the tunnels or over-girder bridges.

EXPOSURE TO VIBRATION/OSCILLATION

The duties of the Running Staff offer them no respite from the continuous whole body vibration over an extended period. At times, this continues at a stretch during the entire duty period.

EXPOSURE TO DUST

High-speed trains by virtue of their movement throw up a lot of dust. The Guard, positioned at the rear is forced to inhale iron and coal dust, cement and particles of the articles, the consignments of which happen to be on his train. This exposure also continues over the entire period of his run.

EXPOSURE TO EXTREME TEMPERATURES AND STRONG WINDS

The Brake Van being nothing more than an iron box without lighting and security, the Guard is fully exposed to the extremes of climatic and weather conditions, as the temperature may vary from 50° Celsius in summer to -3° Celsius in winter. With some goods trains now moving at 80 kmph, the Guard is

exposed to high velocity winds and rains, especially when looking ahead of his train or exchanging signals.

EXPOSURE TO ELECTRICALLY INDUCED MAGNETIC FIELDS

With most of the sections being electrified and the traction being 25KV AC, the Guard is continuously exposed to electrically induced magnetic fields.

UNNATURAL DUTIES

Train operation being a 24 hour x 7 day affair, the Running Staff do not have any fixed schedule for duty or rest. They are forced to be on duty at the most awkward time and also compelled to avail rest virtually at any time of the day. They cannot adhere to a fixed routine and each day is followed by another day where periods of rest and duty vary as much as 12 hours from the preceding day.

CONSEQUENCES

Since the above exposures are not over a limited period, but over the entire career span, these hazards individually and collectively adversely affect the health and well being of the Running Staff.

Running Staff are therefore, found to develop hypertension, insomnia, restlessness, high blood pressure, diabetes, reduced vision, slip disc, etc. which finally lead to their medically de-categorization.

ADDITIONAL TRAINING

On being selected for the post of Guard, the candidates are imparted training in the Zonal Railway Training Centres(ZTCs), to be trained in -

- All aspects of **General and Subsidiary Rules** pertaining to train operation in normal and abnormal conditions.
- Commercial Rules with respect to acceptance and booking/carriage of parcels and luggage as well as ticket selling.
- The essentials of different types of signals and Signalling System along with interlocking arrangement.
- The essentials of checking rolling stock before taking charge of a train; so as to ensure safety of the train.
- Functioning of the air and vacuum brake system along with trouble shooting in the event of unusual happening to his train.
- Essentials of train formation and marshalling.
- Essentials of electrical train lighting, overhead equipment and permanent way.
- Handling effective emergency equipment like fire extinguishers, field telephone, emergency lighting equipment, detonators, fog signals etc.

- Rendering first aid to the injured passengers and ensuring safety of their belongings.
- Various aspects of disaster management.

Obviously, by undergoing above complex training, they are trained to adopt a very affirmative inter-departmental approach, involving Operating, Commercial, Signal & Telecom, C&W and Safety Wing of the Railways. On successful completion of training, the Guard is required to undertake sectional learning, during which he is expected to fully familiarise himself with technical aspects, such as stations, yard layouts, signalling, inter-locking arrangements, sectional capacity, system of train working etc. On successful undertaking training, the incumbents are deputed to take charge as Guard(Goods).

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Proposed Minimum of the open ended pay scale | Additional Allowance |
|--|--|---|-----------------------------|
| Asstt. Guard | PB-I +GP Rs.1800 | 33000 | 500 |
| Goods Guard | PB-I +GP Rs.2800 | 46000 | 500 |
| Sr. Goods Guard/ Passenger Guard | PB-II+GP Rs.4200 | 56000 | 1000 |
| Sr. Passenger Guard/ Mail/Express Guard | PB-II+GP Rs.4600 | 65000* | 1500 |
| Guard Councillor | - | 65000 (New Post) | 1500 |

*As an exceptional case, an additional scale of pay is proposed to the category of Running Staff, since they are working passenger carrying trains, shouldering more responsibility.

DUTIES AND RESPONSIBILITIES OF THE GUARDS

Duties of the Guard can be broadly classified, as enumerated in the relevant rules indicated, hereunder:-

- Before starting the train: (4.34, 4.35 and 4.36 of GR)
- While working the train: (4.42, 4.43, 4.44, 4.45, 4.46, 4.47 and 4.48 of GR)
- On arrival of the train: (4.56, 4.59 and 4.60 of GR)

Above cited **General Rules** are required to comply with by the Guard with the following:-

- After the engine has been attached to a train and during journey, the Guard shall be in-charge of the train in all matters, affecting stopping and movement of the train for traffic purpose.
- While taking over charge of a train, the Guard is required to satisfy himself before starting the train.
- That the train is properly coupled.

- The train is provided with prescribed brake power
- That the train carries tail board or tail lamp.
- That the appliance, if any, for communication between the Guard and Driver, is in proper working order.
- Generally, to the extent possible, the Guard should ascertain that the train is in a state of efficiency for travelling. According to rules, the Guard of the train should also examine setting of the handle of empty/load gear on BOX and BCX wagons when taking over the train and ensure correct setting of the same.
- While taking over charge of a train, the Guard has also to see that the train has been properly marshalled. In addition to this, he has to see that the seal and rivets are intact and no wagons are being wrongly dispatched. On empty wagons, he must ensure that the wagon doors are properly closed and secured.
- If the Guard happens to take charge of the train at a place which is not a train examination depot, he, along with Loco Pilot shall prepare Guard/Driver Report as a token of his train being safe to proceed.
- In case of passenger trains, he has also to ensure that the lights and fans in compartments are in proper working order, in addition to ensuring other essential amenities to passengers.
- While on the run the Guard has to ensure safe, proper and punctual running of his train. In the event of a mishap or accident, the Guard is required to take necessary steps for the protection of the train, and the property of the passengers, as well as giving succor to the injured and taking other relief measures.
- While on the run the Guard has to keep a sharp look out to see that the train is running in a safe and proper manner. While passing through each station and after passing a Ghat Section/Engineering Works Spot, he has to exchange the “**Alright**” signal with the Cabinmen/Switchmen, the Station Master and the Driver.
- Where shunting is involved, the Guard has to supervise shunting for attaching and detaching wagons and coaches safely and properly. He must ensure correct setting and locking of points and command persons who are not subordinate to him. He also must ensure securing of vehicles in sidings by pinning down adequate number of hand brakes and using skids/chains.
- The Guard has to ensure that the maximum permissible speed is not exceeded and that all permanent and temporary speed restrictions are strictly observed. On a gradient section, he must assist the driver in stopping the train by applying the hand brake, if called upon to do so.
- In addition to the normal transportation duties concerning train working, the Guard has to perform commercial duties by ensuring proper packing, labelling and marking of

parcels and luggage, carrying cash chests, insured parcels etc. He has to keep the record of parcels in LC of his train.

- Recording FIR in case of thefts reported by passenger or filing FIR in case of ACP.
- In the trains, provided with public address system, he is required to make announcements for the guidance and assistance of passengers.
- Transportation of cash safe or insured parcels.
- Issue of Guards Certificate if the situation warrants.
- In case of unusual happenings or inability to proceed, he shall ensure protection of his train and the adjacent track.

In addition to these responsibilities, covered under the **General Rules**, other responsibilities, as covered by the **Subsidiary Rules**, which are framed by Zonal Railways, have also to be compiled with by him. Increase in the speed, tonnage and train length have considerably increased the integrity required in performing these responsibilities.

Thus, in this category, the employee gets benefit of only one financial promotion from recruitment to retirement. In other categories, if the employee gets promotion, grade pay changes, whereas in this cadre, grade pay changes once only. Benefit of fixation of pay is also not available on every stage of promotion.

LOCO RUNNING STAFF

Loco Running Staff is the **front line staff of the Indian Railways**, who are mainly responsible to operate various kinds of locomotives, EMUs, DMUs, MEMUs, etc. etc., to keep the wheels of the Railways moving round-the-clock. They have to work against the nature in all climatic conditions under all odds as also without any fixed duty hours and mostly remain out of the Headquarters and away from home while performing their duty. The pace of modernisation of the Indian Railways has necessitated phasing out age-old steam traction that was initially replaced by diesel with subsequent introduction of electric traction. In Diesel and Electric Traction also, there have been tremendous modifications and advancements over the years, and the Loco Running Staff are supposed to operate all classes and types of locomotives, i.e. EMUs, DMUs and MEMU, quite smoothly for safe and efficient train operations.

RECRUITMENT & TRAINING

ASSTT. LOCO PILOT

After phasing out steam locomotives, erstwhile Asstt. Fireman Category was absorbed in other categories, and those who were fulfilling prescribed educational qualification, were trained in Diesel Traction/Electric Traction and promoted as Asstt. Loco Pilot. However, major portion of the Asstt. Loco Pilot Category is filled up from the open market through RRBs with minimum educational qualification of Matriculation + years ITI in 15 specified trades. 3 years Polytechnic Diploma in Electrical/Mechanical/Electrician/Automobile Discipline being desirable qualification + Diploma from the Recognised Institution in the specified trades. They are selected through All India Competitive Examination by the RRBs, and after due verification of their documents, related to educational qualification etc., police verification about their character and conduct, they are medically examined for higher classification of A-1 Category in the nominated Railway hospitals. The ALPs have to invariably undergo Aptitude/Psycho Test conducted by the RDSO Lucknow. After recruitment, they are imparted Induction Training in the Zonal Railway Training Centres, duration of which is 17 weeks, both in Technical and General Rules related to operation of the Railways and acquire operational knowledge of minimum 10 different types of locomotives, both in Diesel and Electric Traction. On successful training, they have to undergo intensive route learning of different sections on which they are to work in regard to signalling, stations, yard capacity, types of operation, etc. etc., to fully acquaint themselves with all these aspects for smooth and safe rail operations. After adjudging their knowledge, competent authority issues a Competency Certificate in their favour, whereafter they are deputed to work on the line.

The post of the ALP has undergone vast and radical changes in the prescribed educational qualification and equal responsibility of that of the Loco Pilots, demanding more knowledge about technical advancement, introduced in the Signalling System as also mode of traction and advancements. Being a feeder category for the post of Loco Pilot, they deserve higher pay scales instead of a replacement pay scales, equating and treating them on par with the status of pay of Non-Technical Group 'C' Category.

DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Asstt. Loco Pilot, along with time, the management has brought forward in this capsule so as to have an idea about the nature of work they carry out and the pivotal role they play in their daily work.

The Asstt. Loco Pilot has to prepare motive power(loco here) before being offered for train working and cross check various parameters as per the guidelines stipulated in Railway Board's letter for the first hand idea of work involved.

Further, it is the important area where motive power started to couple with the load to be worked shall be effectively monitored along with other brake pipe connectivity with that of train engine. Monitoring maintenance of required parameters of brake pipe pressure, observing the working motive power appliances as well as the working of Fail Safe Brake System.

The Asstt. Loco Pilots are required to work both unscheduled and scheduled train services like passenger, Mail and Express Trains according to their position in their concerned Railway Unit. As such, when the Asstt. Loco Pilot is drafted (or) rostered to work unscheduled train (i.e) Good/Freight Train, he is required to work 13 hrs. (or) even more as laid down in the extant Board's orders(E/LL/91/HER I-II dated 3.4.92) with a definite physical and mental strain in the existing atmosphere. Being drafted to work a train, the Asstt. Loco Pilots are required to pick up signal aspects well in advance, otherwise it is not possible from a distance of 1200 mts without compromising the speed of the train in addition to observing various instructions contained in **General Rules 1976**, like observing W/L board trespassing of human being and others since no boundary has been erected to isolate the permanent way from other Roadways in the Indian Railways, which has been noted surprisingly by other foreign railway dignitaries while making visit to ascertain the working of the trains in the Indian Railways.

The Asstt. Loco Pilot drafted to work train services are required to observe the following in addition to the above:-

- (i) To have a watch on the formation frequently by seeing back irrespective of the effect of dust irritating the eyes.
- (ii) To have a definite idea to clear the stabled good stock in the *en-route* railway station to safely reach the destination that involves definite labour which shall definitely be considered while arriving at a conclusion to fix a new pay scale.

On the run, the Asstt. Loco Pilots are required to rise to the occasion to attend the train parting portions without minding the location of the eventuality happening, like Ghat Section, plain section, tunnels, even with a risk of life in the interest of the Indian Railways as well as not to affect punctuality of the train services.

To have thorough knowledge to fulfill duties of the Loco Pilots in case of leading cab/working cab failure and also to fulfill the duties of the Loco Pilots to clear the section in case of Loco Pilot got incapacitated (Ref. GR 4.20(3)) in order to avoid further detention to the subsequent train, which definitely requires mental strength and particular level of IQ since in the Indian Railways all types of train services are running in the existing one track(or) otherwise no dedicated track concept for Mail/Express Trains or Freight Train service has been adopted, because of which the Asstt. Loco Pilots are expected to fulfill any type of eventuality in a specified timeframe as stipulated by the Railway Board.

Virtually, the candidates possessing minimum prescribed qualification for appointment as ALP, i.e. Matriculation + ITI, get filtered into Aptitude/Psycho Test at the time of recruitment, and many Diploma holders enter in large number, but the ALPs are unfortunately placed in the depressed pay scale, i.e. in PB-I with GP Rs.1900 as recruitment criteria. Next promotion of the ALP, after two years, is in the category of Sr. ALP in PB-I with GP Rs.2400.

LOCO PILOT SHUNTING

Posts of Loco Pilot Shunting are filled up 100% by promotion from Sr. ALP, and there are two grades of Loco Pilot Shunter – one is Loco Pilot Shunting Grade II, placed in PB-I with GP Rs.2800 and another is Loco Pilot Shunting Grade I, who are placed in PB-II with GP Rs.4200. Loco Pilot Shunting are required to operate the locomotives for shunting purpose within the jurisdiction territory of station/yard. They are mainly deputed for shunting in the marshalling yard, i.e. coaching yard, goods yard and loco sheds. They are also supposed to have sufficient knowledge of driving different kinds of locomotives independently with a restricted speed in the yard, shed and within the territory of the station. Since they are engaged in shunting, required for formation of wagons, both coaching and goods, attachment and de-attachment of the coaches and wagons and placement of wagons on the platform, attachment of locomotive in the train rake. They have to be extremely alert and cautious in operating the locomotive, so that there is minimum speed of the locomotive while attachment or de-attachment to safeguard the lives of not only the passengers but the yard staff, who are involved in coupling and de-coupling during shunting. They have to work as per rules, framed for the purpose in **General Rules 1976**. They are also required to possess complete knowledge of the track, various kinds of tracks and signalling in the yards and sheds, where they are deputed for shunting work. They have more often work on the verbal orders of the operating staff and keeping trust on the verbal instructions only and obey the end signal, being executed by the operating staff, deputed with them for shunting purpose. Preciously, Loco Pilot Shunting are responsible for placement of train rakes in the yard, platform, placement of wagons on the siding, parking tracks, prepare documents about load on train wagons.

LOCO PILOT(GOODS)

Loco Pilot(Goods) are also placed in PB-II with GP Rs.4200 without any additional allowance. They are promoted 100% from the category of Loco Pilot Shunting Grade I. They are mainly deputed to operate goods trains, transporting foodgrains in bulk quantity from one city to another, petroleum, coal, cement and other essential commodities which are essentially required for the development of infrastructure, maintaining proper supply of these commodities in all parts of the country to keep the balance of supply in a proper manner. They also operate special goods trains in case of natural calamities, war, when they also have to run Military Special for transporting the troops to the border area and vice-versa. With rapid advancement in the Indian Railways, fully computerised micro processor based locomotives have been introduced with higher hauling capacity and higher speed, besides the traditional diesel and electric locomotives. Three-phase technology has also been introduced over the years in ABB electric locomotives, which are now being operated for hauling heavily loaded lengthy freight trains in the electrified double and multiple lines. Automatic Signalling and Block Signalling have also been introduced to facilitate fast movement of the trains, as such Loco Pilots are required to acquire full knowledge of operating all kinds of locomotives, including Fully Computerised Microprocessor based Diesel and Electric locomotives, complete knowledge of Automatic Signalling and Block Signalling, etc. etc.

Loco Pilot(Goods) are required to maintain steady and strong mental toughness while working trains since it may take 13 hrs. (or) more to reach either the destination of the train (or) Crew Changing Point (Ref. E/LL/91/HER I-II dated 03.04.1992), as the case may be, in addition to observe the parameters, like maintaining the speed of the train through the section where he works and adhering to speed restrictions imposed in the section without fail with desired knowledge of system of working adopted in the section where he works(or) otherwise LP(Goods) shall be required to work in an exemplary manner by keeping everything in his mind before starting to work a train. The LP(Goods) are required to adhere to current rating, load meter reading while starting, running. LP(Goods) are very much expected to coasting the train

by cutting or the power given to the load which he works in the interest of nation's pride of saving the energy, namely electrical energy (or) costliest high speed diesel oil consumption.

WORKING HAZARD

- (a) Loco Pilots are even required to work beyond 13 hrs. at a stretch because, some times freight train, on which they are deputed to work, do not reach the destination because preference is given to Mail/Express and Super-fast trains and they are stationed on the wayside stations for longer period.
- (b) They are also expected to work a freight train, either industrial area with polluted environment, causing health hazard or their marshalling yard, where there is danger of reptiles etc.
- (c) They have to maintain patience while having been stationed at the roadside station, for giving pass to important trains, where there is no even basic amenities are available, like toilet, drinking water, what to talk of eatables.

DUTIES AND RESPONSIBILITIES OF LOCO PILOT(GOODS)

- Loco Pilot(Goods) are expected positively to report to their base depot on completion of 16/12/8 hrs. rest, as the case may be, which nowadays has been a very impossible aspect, taking into consideration the volume of social obligation inducted to this modern world.
- Even after reporting to their base depot, Loco Pilot(Goods) are expected to wait for their nominated unscheduled train to reach their destination (or) Crew Changing Point, which may sometimes consume most of the Loco Pilot(Goods)'s energy (or) yields fatigue.
- Loco Pilot(Goods) are required to conduct certain Brake Continuity Tests as well as Brake Power Test, as laid down by the Railway Board, and in addition to satisfy himself to ensure the load connected to his train being well within the allowed/stipulated level as prescribed in the working timetable.
- Loco Pilot(Goods) are expected to rise the occasion to run to the prescribed speed of the Goods Train in the section in order to run more number of trains in the section since no dedicated path as like Express/Mail Trains has been incorporated in the working timetable.
- During their run, they have to come across various systems of working adopted in the section without compromising the speed of the train, and at the same time, compliance of the Rules in force in the particular section.
- Loco Pilot(Goods) are required to deliver positively any type of dislocations in the section while on run, like obstruction in the section, failure of normal signalling, failure of communication between the stations, adhering to monsoon speed limits, picking up signals at the time of foggy weather, in addition to their routine procedure of following neutral section speed, speed restrictions due to engineering work.

LOCO PILOT(PASSENGER)

Loco Pilot(Passenger) are placed in PB-II with Grade Pay of Rs.4200 with Additional Allowance of Rs.500 p.m. The posts of the Loco Pilots(Passenger) are filled up by promotion from the Loco Pilot(Goods), who are in PB-I, with same Grade Pay of Rs.4200. They are utilized to drive Passengers Trains with Diesel/ Electric Locomotives. While they are also required to have knowledge of operating all kinds of locomotives, both Diesel and Electric, but the trains which they work normally stop at all stations en-route. These passenger trains are mostly utilized by daily commuters, who often travel in group, and at times also create nuisance. The Loco Pilot(Passenger) works the trains with full alertness and cautiously in order to maintain the punctuality under all adverse conditions.

DUTIES & RESPONSIBILITIES

The duties and responsibilities of the Loco Pilot(Passenger) are as that of the Loco Pilot(Goods) with some additional responsibilities of operating the passenger trains at high speed with a skill to control the trains at all stoppages.

MOTORMAN

The Motorman are the **icon of the Indian Railways, being the lifeline of the Metropolitan Cities.** They are placed in the same pay scale as that of the Loco Pilot(Passenger), i.e. in PB-II with GP Rs.4200 plus Additional Allowance of Rs.500 p.m. They are promoted from the Loco Pilot(Goods) They are deputed to operate the Electric Multiple Units/Main Line Electric Multiple Units Trains, mostly in suburban areas. The peculiar and different working of the Motorman is that, they have to operate the train single-handed without any assistance of the Asstt. Loco Pilot, with the result that, they have to be fully alert and cautious while observing departure signal and all signals en-route and speed restrictions, position of Level Crossing Gates etc. In certain sections, total distance, for which they work EMU/MEMU Trains, is about 150 kms.

Since these suburban trains are to stop in all most all the stations in the Sections and Halt Stations en-route, the Motorman have to work under excessive stress. Many times, daily commuters create unnecessary nuisance, adding further stress on the Motorman on duty. They have to tackle the situation under all adverse conditions to work the train smoothly up to the destination. The Motorman, being a single man, has to face during engine failures, signal/traffic failures, accidents or any other unusual occurrences and human or cattle run over. These situations further add mental agony throughout the duty hours.

While operating the EMUs, he has to press DMH(Dead Man Handle) with air pressure of more than 6 kg./cm² and both hands to be operative, the legs have to be used to sound the horn and the eye should see the signal and mouth as to call out the aspect of the signal. It is nothing that the Motorman has to work as robot from the time of starting of train working and till end of the trip, even without permitting to attend nature's calls and drinking of water/food in time, which will lead to ulcer and constipation problems.

LOCO PILOT(MAIL EXP./SUPER-FAST TRAINS)

Loco Pilot(Mail/Express/Super-fast Trains) are placed in PB II with GP Rs.4200 plus Additional Allowance of Rs.1000 p.m.

These posts are filled up (100 %) from the Loco Pilot(Passenger/Motorman categories). This category of Loco Pilot are deputed to drive Locomotives of Mail Express/Super-fast/Rajdhani/Shatabadi/Duranto and Premium Trains, besides Special Trains for the Prime Minister, CRB, General Managers, DRMs. The average speed in the present context of Mail Express Trains is more than 110 kmph per hour, and the speed of super-fast trains, being introduced, have to be even higher, i.e. 160-200 kmph. Indian Railways are running Rajdhani Express at 120 kmph, whereas Shatabadi Trains at 140 kmph. They are required to be clubbed with full knowledge of operating of most sophisticated, advanced Fully Computerized Microprocessor based Diesel and Electric Locomotives to work these superfast trains. It may also be appreciated that most of the super-fast trains are run for more than 450 kms at a stretch, i.e. running time of 5 to 6 hours, during which period, Loco Pilots have to suppress even their natural calls as there is no provision for the same in the locomotive cabs. Due to substantially high speed of the train, special alertness, presence of mind, are desirable, particularly in Automatic Signalling and Block Signalling Sections. The day-to-day modernization of rolling stock, introduction of new technology in the locomotives are most important aspects, for which these Mail Express/Super Fast Trains, Loco Pilot deserve special consideration for safe operations and punctuality of the trains under the multiple aspects are the parameter under which these Loco Pilots have to work.

DUTIES & RESPONSIBILITIES OF ASSISTANT LOCO PILOT/LOCO PILOTS

1. Check the Repair Book of Loco about any remark of locomotive trouble.
2. Check the oil level(diesel, lube oil, compressor oil in case of diesel locomotive and transformer oil, GR Oil, compressor oil, exhauster oil in case of electric locomotive)
3. Check brake pipe pressure continuity test with the Guard.
4. Check the under truck of locomotive containing traction motor and their Cardium Compound, TM Safety Bolts and all other safety fittings, Head Light, Whistle, Coupling etc. and all other necessary and safety equipments with locomotives.
5. The Loco Pilot must have sharp look out, while on run he must observe all permanent and temporary speed restrictions.

Impact of the modernization on the duties and responsibilities of Loco Running Staff

In Indian Railway's, modernization is going very fast. The Indian Railways(IR) have introduced number of highly modernized diesel and electric locomotives. Conventional diesel locomotives are also being technologically upgraded. Besides increasing the Horse Power(HP) of the locomotives from 2500 HP to 4500 HP, superior features, such as roller suspension bearing, traction motors, fuel efficient turbochargers, traction alternators, etc. are being provided for reliability and enhanced schedule interval, resulting in higher availability on line, 'state of the art' microprocessor based, computer controlled, energy efficient, three phase-traction motor-driven diesel/electric locomotives are introduced now.

The Railways have introduced more and more high speed superfast trains, such as Shatabdi/Rajdhani/Duranto etc. The Loco Pilot/Assistant Loco Pilot has to drive the train with more than 110 kmph speed. Communication/Signalling System have been modernized for high speed trains, i.e. more than 100 kmph speed. He has to work for 400 to 500 kms. at a stretch without any halt. During the run, he cannot attend natural calls too. Due to increase in speed and number of signals, he has to observe and exchange signals on every 2 to 3 minutes. In addition to this, the Loco Pilot/Assistant Loco Pilot must also observe self train track, overhead equipments as well as adjacent track and check the train, if passing on the adjacent track. He must also keep sharp attention on his locomotive performance. The Loco Pilot/Asstt. Loco Pilot must take learning of road and

signals with their proper locations, station halts, level crossing gates, signaled gates, manned or unmanned gates.

Nowadays, Loco Pilot/Assistant Loco Pilot, who is working on freight train, must be very careful while on duty as he is hauling a load of 5000 tones with single locomotive, which was previously hauled by multiple locos.

EXISTING AND PROPOSED PAY STRUCTURE

| S. N. | Designation | Existing Pay Band & Grade Pay | Proposed Minimum of the open ended Pay Scale | Additional Allowances |
|--------------|--|--|---|------------------------------|
| 1 | Asstt. Loco Pilot | PB-1 GP 1900 | 46000 | 500 |
| 2 | Sr. Asstt. Loco Pilot | PB-1GP 2400 | 46000 | 500 |
| 3 | Loco Pilot(Shunter) | PB-1 GP 2400 | 46000 | 500 |
| 4 | Loco Pilot (Sr. Shunter) | PB-2 GP 4200 | 56000 | 1000 |
| 5 | Loco Pilot (Goods) | PB-2 GP 4200 | 56000 | 1000 |
| 6 | Loco Pilot(Passenger)/ Motorman | PB-2 GP 4200 | 65000* | 1500 |
| 7 | Loco Pilot (Mail/Exp.) | PB-2 GP 4200 | 74000 | 2000 |
| 8 | Loco Inspector | PB-2 GP 4600 | 74000 | 2000 |
| 9 | Chief Loco Inspector | PB-2 GP 4600 | 78000 | 2500 |

*As an exceptional case, an additional scale of pay is proposed to the category of Running Staff, in view of promotion, which involves selection, training and handling passengers carrying trains. In the case of Motorman, the staff has to pass Aptitude/Psycho Test also.

CREW CONTROLLER, POWER CONTROLLER & TRACTION LOCO CONTROLLER

Loco Pilot(Goods)/Mail/Express and Motorman are also drafted to perform duties of Chief Crew Controller, Power Controller, Traction Loco Controller, Chief Controller, Chief Traction Loco Controller. They have to work in the same Pay Band and Grade Pay without any promotion, and there is no separate pay scales for these posts. Before 1988, these posts being the supervisory, were placed in the pay scale equivalent to Chief Loco Inspector and Loco Inspector, where-after above posts are being filled up by drafting Loco Running Staff for three years tenure period.

As mentioned in earlier paragraphs, they are merely drafted from the Loco Pilot, including Motorman. Their pay scales and allowances are already defined and they are posted on tenure basis for a period of three years.

There is, therefore, ample justification to place the above-mentioned supervisory post in higher pay scales.

DUTIES AND RESPONSIBILITIES

- (i) Management and supervision of all Loco Running Staff
- (ii) Ensure timely turn out of Locos for train working
- (iii) Responsibility for store accountal, custody etc.
- (iv) Planning of crew arrangements to work trains.
- (v) Preparing crew and engine links
- (vi) Giving suggestion to officers regarding General, Subsidiary and Safety Rules.
- (vii) Arrangement of crew relief.

LOCO INSPECTOR

Loco Running Inspectors, erstwhile Fuel Inspectors, and Loco Foreman, are now clubbed and designated as **Loco Inspector** in PB-II with GP Rs.4600. They have to monitor, counsel and evaluate the work of Loco Pilot. The post of Loco Inspector category is, however, filled up **through Departmental Selection** from amongst the experienced and talented Loco Pilots, having minimum 75000 km. actual foot plate working.

Number of posts are based on the number of locomotives, to ensure specific number of Loco Pilots under each Chief Loco Inspector. Since all the Loco Pilots, irrespective of Goods/Passenger/Express/Mail Trains are allowed to appear in the selection with the only condition that they would have completed 75000 kms on actual footplate for the post of Chief Loco Inspector, there are, therefore, situations where a Loco Pilot(Goods), on having been selected as Chief Loco Inspector, then he supervises the senior-most Loco Pilot of Mail/Express/Super-fast Trains, which is quite anomalous and embarrassing situation.

DUTIES AND RESPONSIBILITIES OF LOCO INSPECTORS

INSPECTIONS

1. Foot plate inspection during day and night to check abnormalities on line and rectification of the same through concerned departments.
2. Inspection of Running Room allotted to him regarding facilities available for the Running Staff.
3. To conduct ambush checks in Automatic Signalling territory to see, whether the Drivers are following relevant rules, as laid down in the **GR and SR Books**.
4. Surprise inspection of out pits, crew booking office, including breathalyzer equipment for proper functioning and usage and to check that proper procedure is followed.
5. Inspect locomotive allotted to him, particularly in regard to safety items, including proper functioning of flasher lights etc. and take necessary action to get the defects attended to by the home or outstation shed as convenient.
6. Check wastage, spillage, misuse or pilferage of lubricating oil/grease etc.
7. Joint checking of emergency telephone sets provided on electric locos with the Supervisors of S&T Department.
8. Periodic checking of driver's personal equipment and stores.

FIELD WORK(ON LINE)

1. Plan out in advance train drivers and other running staff to 'learn the road' and become full familiar with all the signal, specially auto-signaling sections and layout of the track, en-route

- and in yards, test the Running Staff for their knowledge of road and arrange for issue of Competency Certificate to them.
2. Train Running Staff, in the correct methods of trouble shooting, correct manner of operation of electric locomotives, inspection of locomotives in accordance with the prescribed instructions and observance of safe working rules. Training Running Staff about new modifications carried out in Electric Loco Circulatory, which affect sequence and method of trouble shooting.
 3. Carryout load, speed check intersection running time, braking distance, signal visibility checks(Joint Inspection with S&T Department) riding quality checks of locomotives, test staff of other departments, as prescribed for their knowledge of rules, applicable to operation of electric locos for reporting to Sr. DEE/DEE/AEE(RSO), if any irregularities are noticed.
 4. To conduct vacuum/air brake application test of the new drivers after training.
 5. To train drivers of poor caliber allotted to him by giving intensive training on line and in exceptional cases when a person fails to make the grade. Submit reports to Sr.DEE/RSO.
 6. Conduct trails for energy conservations, wheel flange lubrication of new stock, modifications, heavy haul trains with Maintenance Staff.
 7. To improve driving skill of the drivers by adopting latest methods of energy conservations.
 8. Foot plating Mail/Express Trains to make up lost time(to the maximum permissible limits) due to loco defects or other account.
 9. Conducting punctuality drives to ensure punctual running of Mail/Express and Passenger Trains and counsel drivers to make up time without violating maximum permissible speed.
 10. To arrange issue of Competency Certificate to the Running Staff for working in Automatic Signalling Sections after giving them one day Intensive Training and after testing their knowledge.
 11. Test check the correctness of the Speedometers on the run and arrange for attention to defective Speedometer by the Shed Staff as required.
 12. Arrange timely renewal of Speedometer Charts and sending of Speedometers.
 13. Scrutiny Speedometer Charts removed from the locomotives and report to the superiors, if any over speeding or other irregularities are noticed. 100% scrutiny of SPM Charts from Mail/Express and Passenger Trains and 25% of charts from Goods Trains should be carried out.
 14. Escort VIP and other important/special trains.
 15. Carryout any special drives and trails as directed by the Headquarters/division.
 16. Maintain records in respect of Running Staff allotted to his control, indicating the training imparted, Refresher and Promotional Courses gone through, knowledge of Safety Rules, knowledge of trouble shooting procedures etc.
 17. Make a review of trouble shooting, carried out by each driver and impart necessary guidance, if any incorrect procedure or irregularity is brought to light.
 18. To associate Training School and ensure the trouble shooting aspects that are taught in the classes are relevant to the existing problems for the education of Running Staff regarding loco failures and breakdowns.

FIELD WORK(WITH RESPECT TO MAINTENANCE SHED)

1. Monitoring faulty equipment, prone to failure and consuming mole lubricating oil and their follow up with the sheds.
2. To check maintenance aspects of the Relays(including their proper sealing), contactors, rotating switches and other equipments for proper and trouble-free working. Conduct water protection and fire prevention measures in electric locos.

3. Coordinate with the Maintenance Staff to give proper attention of the safety fittings on the locomotives.
4. Make joint checks of loco failures, loco met with accident, brake power of trains, losing time etc.
5. Maintain records for the locomotives allotted to him in respect of inspections, defects developing from time to time and report to superiors as required.
6. To conduct/coordinate fact-finding enquiries for D&AR investigate cases of accidents involving locomotives failures, train parting, over shooting of signals or breach of Block Rules.
7. Check and eliminate cases of unnecessary detention to locomotive and crews in loco sheds and in traffic yards before and after working trains.

GENERAL

1. To prepare efficient and effective links for Mail/Express Trains for electric locos and drivers getting maximum utilization of assets without violating Adjudicator's Award. Scrutinize power plan, passenger links, crew links and time table before and after publication of time table for their corrections.
2. Attending electric loco failures, safety and statistics meetings in the Headquarters/Division, issuing guidelines to the drivers for improving reliability, safety and maximum utilization of the locos.
3. Ensure Headquarters/Railway Board's statements pertaining to electric locos performance, stalling cases etc. are submitted in time.
4. Watch over implementation of 10 hr. rule to Running Staff.
5. Close contact with the Power Controllers/CTLC to deal with day-to-day electrical and crew problems connected with train operation.
6. Conducting group discussions with the Running Staff for tackling the constraints faced by other staff and find their solutions.

PAY STRUCTURE OF LOCO INSPECTORS

Pay structure of Loco Inspector vis-à-vis Loco Pilots, the category from which they are selected is appended below, right from 2nd CPC to 6th CPC :-

| CPC | Pay Scale of Feeder Post (Loco Pilot Goods) | Pay Scale of Loco Inspector | % of pay variation between Feeder and Promotional Posts |
|---------------------|--|------------------------------------|--|
| 2 nd CPC | Rs.150-240 | Rs.300-400 | 100% |
| 3 rd CPC | Rs.330-560 | Rs.700-900 | 112% |
| 4 th CPC | Rs.1350-2200 | Rs.2000-3200 | 48% |
| 5 th CPC | Rs.5000-8000 | Rs.6500-10500 | 30% |
| 6 th CPC | Rs.9300-34800 + GP Rs.4200 | Rs.9300-34800 + GP Rs.4600 | 2.96% |

Evidently, there has been depression in their pay scales after every successive CPC, particularly after 6th CPC, which **needs to be addressed by placing them in higher pay scales above feeding cadre as has been shown in the proposed pay structure along with the Running Staff.**

CHAPTER-XI

PRODUCTION UNITS

The Indian Railways, in the endeavor of self-reliance, established its own Production Units in early 50s and the first Railway Production Unit was **Chitranjan Locomotive Works** that started production of **Steam Locomotives** in the year 1950. Thereafter, another major Production Unit came into being in the year 1955 at Perambur Channai, named **Integral Coach Factory**, which was inaugurated by the then Prime Minister of India, Late Pt. Jawahar Lal Nehru. This **Integral Coach Factory**(Perambur, Chennai) has been catering to the requirement of different types of passenger coaches for the Indian Railways. It is spread over 118 acres with 12,000 staffs on its rolls. ICF coaches are part of “**Palace on Wheels**”, **Deccan Odyssey**, **Golden Chariot**, **Maharaja Express** and **CNG-Based Diesel Power Car** is on development stage, which is **eco-friendly**.

Keeping in view the increasing requirement of locomotives, coaches, wagons and modernization thereof, other **Production Units** were also established during the subsequent years. As on date, the Indian Railways have eight full-fledged **Production Units** while a few are still under process of starting production.

Brief details of these Production Units are given below:-

| S. No | Name of Production Unit | Type of Production | Year of establishment | Annual out turn 2013-14 | Total staff strength in different categories of Gr. 'C' |
|-------|---|--------------------|--|--------------------------------------|---|
| 1 | Chitranjan Locomotive Works , Chitranjan | 1950 | Electric Locomotive, WAP4-5000 HP, WAG7-5000 HP 'State of Art' Technology based fully computerized Microprocessor based 3 phase Electric locomotives WAG-9,6000 HP WAP5-6000 HP WAP7 6000 HP | 280 | 12800 |
| 2 | Integral Coach Factory , Perambur | 1955 | Different types of passenger coaches for Kolkatta Metro, Diesel EMU's, Stainless Steel Diesel EMU Coaches for export AC coaches for long distance trains sleeper coaches etc. | 1622 Target for 2014-15 1710 coaches | 12000 |

| | | | | | |
|---|--|------|--|--------------------------------|------|
| 3 | Diesel Locomotive Works, Varanasi | 1956 | WDG4-4500 HP WDG4D-4500HP (Dual cab) WDP4B-4500 HP WDP4D-4500 HP (Dual cab) WDG5-5500 HP and ALCO Diesel Locomotive | 280 | 5613 |
| 4 | Rail Wheel Factory, Banglore | 1984 | World class No. 1 State of Art factory Wheel Sets Axles | 2 Lakh 1 Lakh | 2400 |
| 5 | Diesel Modernization Workshop, Patiala | 1984 | Modernization of Diesel Locomotives & Augmentation of Horse Power (HP) & Renovation of engine block, traction motor rewinding, manufacturing Diesel Loco Components, e.g. Cylinder head camshaft, Bull gear, connecting Rods etc. Fitment of new Axles | 115 | |
| 6 | Rail Coach Factory, Kapurthala | 1985 | State-of-art LHB Coaches, MEMU, DMC, Export Coaches Conventional Coaches Other types of Coaches | 355 99 03 1007 139 | |
| 7 | Rail Coach Factory, Rai Bareilly | 2013 | A C Coaches 2AC-ACCW 3AC-ACCN | 47 83 | 1283 |
| 8 | Electric Locomotive Workshop, Dankuni | 2013 | 3 phase Electric Locomotive of 9000 HP | Target 100 for 2014-15 | NA |

Keeping pace with the increasing need of superfast Rajdhani, Shatabdi, Duronto, Garib Rath, Premium Train Coaches, high speed and higher hauling capacity locomotive, modernized EMU/DMU coaches, the above Production Units are producing state-of-art technology based high Horse Power, Totally Computerized Microprocessor Based Diesel Locomotive, 3-phase ABB Locomotives, LHB Coaches, Roof Mounted Air Conditioned Coaches etc. for Rajdhani, Shatabdi, Durnato, Garib Rath and Premium Trains. Apart from this, these Production Units are also manufacturing AC Parcel Car, Track Recording Car, Inspection Carriages and EMU-MEMU and DMU Coaches equipped with latest technology.

All the above mentioned production is carried out in the Production Units directly under control of Railway Board. **All the above Production Units are of World class having certification of ISO standards 9001,14001,18001.**

The Technical staff, right from Helper, Technician, RAILWAY ENGINEERSs(SSEs & JEs) including CMT, Drawing & Design are playing vital and crucial role in all kinds of productions in the above-mentioned Production Units, associated with allied categories of staff.

There are under noted Production Units are under process of establishment to meet the increasing requirements of different types of rolling stock during the time to come.

NEW PRODUCTION UNITS ANNOUNCED BY RAILWAY MINISTRY

| S.No | Name of Production Unit | Date of Announcement |
|------|---|----------------------|
| 1 | New Electric Loco works to be set up at Madhepura | Rly Budget-2007-08 |
| 2 | New Diesel Loco works to be set up at Marhora | |
| 3 | A new rail coach factory to be set up in Kerala | Rly Budget 2008-09 |
| 4 | Setting up of a new coach factory to manufacture about 500 EMU/MEMU coaches per annum in the Kanchanpara-Hallsahar Railway complex | Rly. Budget 2009-10 |
| 5 | Setting up of a new coach factory to manufacture about 400 DEMU coaches per annum at Haldia | |
| 6 | A Diesel Multiple Unit (DMU) factory to be set up at Sankrall | Rly Budget 2010-11 |
| 7 | A new Rail Axle Factory to be set up in New Jalpaiguri | |
| 8 | Five State of the Art wagon factories to set up at Secundrabad Bardhaman, Bhubneswar/Kalahandi, Guwahati and Haldia | |
| 9 | Setting up of a refrigerated container factory at Budge Budge | Rly Budget 2010-11 |
| 10 | Two additional new manufacturing units for coaches to be established in the Kutchh area in Gujrat and at Kolar in Karnataka with active participation of the State Government | Rly Budget-2012-13 |
| 11 | A plant for manufacturing of traction alternator for high horse power diesel locomotive set up at Vidisha in Madya Pardesh | Rly Budget-2013-14 |
| 12 | Setting up of a factory at Shymnagar in West Bangal to manufacture next generation technology propulsion system for use in high power electric locomotives | |
| 13 | Coach manufacturing unit in Sonapat District in collaboration with Haryana State Government | |

The aforesaid Production Units(numbering eight), which are manufacturing all types of locomotives, coaches, other components and spares, machine and plants are under the direct control of the

Ministry of Railways and being run departmentally with satisfactory out-turn. All categories of staff, working in these Production Units, who are undertaking this job to the utmost satisfaction with full devotion and dedication have been dealt in detailed separately in this memorandum.

PRODUCTION CONTROL ORGANISATION

Planning, Progress and Inspection wings of this organization are the backbone of any Production Unit/Workshop. The success and productivity of the workshops is measured by quality out-turn. The planning covers the man, material and machines required for maintenance/manufacturing, fabrication of various components to monitor at the optimum standard and that is the case of quality at all stages based on "PERT" i.e. Planning, Evaluation and Review Techniques, maintenance/manufacturing process. It also includes advance planning for required tools and inspecting equipments, Gauges, Jigs and fixtures etc. besides advance planning of various processes and their allowed time and route/flow charts from initial to that of final stage. Inspection department of this organization has three wings i.e. Pre-inspection, stage inspection and final inspection. The staff of the Production Control Organization are therefore, responsible for manpower planning, arranging raw material, issue and process of work orders, monitoring and inspecting the progress at all stages and final inspection to ensure quality of out turn. Progress wing is responsible for procurement of stocked and non- stock items required for out turn and to be supplied to stores department. It maintains perfect co-ordination from various shops, Controller of Stores and Accounts department. The staff working in this organization are presently classified as under: -

1. Junior Engineers & Sr. Section Engineers.
2. Stage Inspectors (Technician I & Sr. Technicians)
3. Progressman/Chaser(Technicians)

The staff of this organization are allotted the pay scales which have been allotted to the Railway Engineers and Technicians(Artisan). These staff have two main grievances :-

- (a) The Stage Inspectors have to inspect the work of Senior Technicians whereas they are working in the lower scale. This is detrimental to the established principle, according to which, Supervisors should be in the higher scale to that of supervised.
The Stage Inspector being in lower scale cannot effectively perform his duty, hence he should be brought in the higher scale than the Senior Technicians GP-4200.
- (b) The staff of this organization are paid PCO allowance at the rate of 15% of pay where as SSE's only 7^{1/2} % to compensate for the loss of Incentive Bonus which they would have earned while on the Shop Floor. This allowance being personal to those staff who used to be deployed in Ex. Cadre, Production Control Organization should not be withdrawn in any case may be on promotion or otherwise. And there should not be discrimination by with SSE'S , they should also be paid 15% PCO Allowance like all other staff of PCO organization.
- (c) PCO Allowance earlier was counted for all purposes as a part of pay including retirement benefits. Its withdrawal by the Railway Ministry has created lot of dissatisfaction amongst supervisory staff working in PCO who are responsible for the quality Production and are amongst senior most RAILWAY ENGINEERSs posted on seniority cum suitability basis..

The AIRF, therefore, strongly feels that the PCO Allowance of 15% should be enhanced to 30% and treated for all purposes including retirement benefits and every employee posted in the PCO Organization must get PCO Allowance without any discrimination.

The Inspection department of Production control Organization, there are stage Inspectors who are required to check the quality of work carried out in different shops of every stage of Production & maintenance processes up to final stage inspection.

When the apex grade of Technicians/Artisan was highly skilled Grade-I, i.e. Rs. 4500-7000 in V CPC Pay scales, senior most Technicians of this apex grade were being drafted on the basis of seniority suitability to act as stage Inspector in PCO. Now since Sr. Technicians/Master Craftsman are available in apex grade of Technicians category as such all stage Inspectors should be drafted from the category of Sr. Technicians/Master Craftsman category only.

AIRF recommends the following pay scales for the staff working in PCO Organization

| Designation | Existing Pay Scales | Proposed Minimum of the open ended pay scales |
|----------------------|---------------------|---|
| Junior Engineer | GP-4200 | 74,000 |
| Sr. Section Engineer | GP-4600 | 78,000 |
| Stage Inspector | GP-2800/ 4200 | 65,000 74,000 |
| Progressman/Chaser | GP-2400 | 46,000 |

CHAPTER-XII

WORKSHOPS

After a few years of inception of Railway System in India in 1853, the British Government established Maintenance Workshops in the endeavor of self-reliance in periodical overhauling, maintenance and repair of locomotives, coaches, wagons, machines and plants, and the first such workshop was established in the year 1867 itself, just 14 years after introduction of Railways in India. The number of Railway Workshops gradually increased over the years, and the Railways started complete overhauling and maintenance of entire rolling stock, i.e. locomotives, coaches and wagons and other kinds of rolling stock with in-house manufacturing of majority of spares and components required for this purpose.

With the modernization of the Indian Railways, age-old steam traction was phased out by introduction of diesel and thereafter electric traction in the locomotives. Various remarkable developments have taken places in the coaches and wagons also. These maintenance workshops have accordingly been modernized and upgraded to facilitate overhauling, maintenance and major repairs of all kinds of these newly introduced high Horse Power fully computerized micro-processor based locomotives, three-phase technology ABB electric locomotives, air-conditioned coaches, conventional coaches, state-of-art technology based LHB coaches, modern AC-EMU/DMU/MEMU etc.

There are around 54 major workshops over the Indian Railways, mainly carrying out Periodical Overhauling(POH) of rolling stock, that include diesel locomotives, electrical locomotives, coaches of various types, freight wagons, DMUs/EMUs/MEMUs, electrical assets, signal equipment,

telecommunication equipments, Track Machines, Civil Engineering Machines & Plants. Apart from this, a number of precious and important spares and components are also being manufactured in-house by these workshops.

Primary responsibility of these workshops is to keep almost all rolling stock in perfect good condition for ensuring trouble-free, smooth, efficient and safe train operation. Some of the workshops are also undertaking intermediate overhauling between two successive periodical overhauling. There are, however, capacity constraints in the Railway Workshops in commensurate with the required workload, necessitating further expansion of the existing workshops and to establish new workshops also.

All the Railway Maintenance Workshops have now been certified under ISO 9001, 14001 and 18001 standards to make them of world class standard. This has facilitated quality production and maintenance in these workshops with regular quality audit.

The increasing need of introduction of super-fast trains - Rajdhani, Shatabadi, Duronto, Premium Express etc. has necessitated production and maintenance of modernized fleet of rolling stock, the number of which is increasing day-by-day. This has resulted in increasing work pressure and responsibilities on the workforce of these workshops manifold, as the reliability of these sophisticated rolling stock for a life cycle totally depends only on efficiency and quality working that can only be achieved by devoted work of the Workshop Staff. Their physical efforts, associated with mental application with high alertness have made it possible to accept these challenges of technological advancement and modernization to further improve the efficiency and reliability of the rolling stock. They are required to handle and make use of most sophisticated and precision machines and plants, digital and diagnostic tools and equipments while undertaking this challenging job that requires high degree of skill and intelligence.

Workshop Staff can be classified as under: -

Helpers, Technicians, Railway Engineers(JEs & SSEs), Scientific(C&M) Staff, Drawing & Design Staff

HELPER(ASSTT. TECHNICIAN)

Prior to modernization of the workshops, nearly two decades ago, these Helpers and many other unskilled, semi-skilled categories were in function and called as **Group `D' Category**, but by virtue of learning by doing and with input of training and continuous guidance by RAILWAY ENGINEERSs adopting day-to-day modifications and change in the technology, they all became Skilled Artisan in different trades and fields, now called **Helper(Asstt. Technician)** since they are assisting the Technicians and giving output by working shoulder to shoulder with the Technicians in the same way in maintenance and overhauling of rolling stock, components, machinery and plants/equipments.

Ministry of Railways long back in the year 1982 realized that there is no Group `D' Staff Category in technical side, may it be workshop or open line, maintenance activities or production units.

Since most of Group `D' Staff, used to be Matriculate, ITI or Act apprentice, having technical ability in respective trades and knowhow of various components and job requirements in various departments, i.e. Mechanical, Electrical, Civil Engineering and Signal and Telecommunication etc., Ministry of Railways, vide para 8 of their letter No.E(P&A)I-82/JC/1 dated 13.11.1982, stated as under: -

“Even though the designation “Khalasi-Helper is assigned to semi-skilled trades as a consequence to these reclassifications, the Ministry of Railways desire to observe that Khalasi Helper should be called upon to work independently and carry out all the jobs in emergencies etc. which normally a skilled worker would do. Helper II and I associated with the skilled workers will have to make contribution to production and out-turn along with the skilled workers as the two will form the team. Thus there is enough justification for allotment of a higher replacement grade to the Helper II and Helper I.”

It is most unfortunate that 5th and 6th CPCs have overlooked this category of staff and not done justice to these technical staff. They deserve a better deal from the VII CPC, and AIRF demands that the initial grade of technician should be awarded to these Asstt. Technicians(Helpers), keeping in view their job performance and technical ability since they cannot be placed at par with other non-technical category of staff.

PRESENT PAY STRUCTURE AND MODE OF FILLING

| S. N. | Designation | Present Grade Pay | Recruitment | Proposed Minimum open ended pay scale |
|--------------|--------------------|--------------------------|---|--|
| 1 | Helper-II | PB-1- GP Rs.1800 | From open market through RRC having 10 th +ITI Act Apprentice as minimum qualification | 26000 |
| 2 | Helper-I | PB-1- GP Rs.1800 | 100% from promotion of Helper-II | 33000 |

The other major categories of staff, viz. (i) **Technicians**, (ii) **RAILWAY ENGINEERS(JEs & SSEs), C&M(Scientific) Staff**, (iii) **Drawing & Design Staff**, who are employed in masses in these workshop to undertake the above mentioned works successfully, have been dealt separately under different heads of this memorandum, along with other **Auxiliary Staff**, i.e. Ministerial, Staff of Stores Department etc.

CHAPTER-XIII

RAILWAY ENGINEERS(JEs/SSEs)

Jr. Engineers and Sr. Section Engineers are supposed to be the Unit Technical Head in all the Production Units, Workshops, Loco Sheds(Diesel & Electric), Maintenance Depots, P. Way, S&T Departments, who are totally responsible for smooth and trouble-free functioning of all types of rolling stock, track, signalling and other infrastructure of the Railways.

VITAL ROLE OF RAILWAY ENGINEERS(JE/SSE)S ON RAILWAYS

- Railway Engineers(Sr. Section Engineers/Jr. Section Engineers), working in Mechanical, Electrical, Civil Engineering and Signal & Telecommunication Departments, play a vital role in building and maintaining all infrastructure of the Indian Railways, which offers one of the cheapest and safest Transport System in the world.
- Railway Engineers(JE/SSE)s shoulder the Multifaceted duties & responsibilities of safe and efficient running of Trains through front line supervision and management of “Failure Proof” production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way,

Works, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. They are directly accountable and face stringent punishments for any shortcomings, have to pass through tough selections that require knowledge in all the fields of Railways. They are required to work more hours (48 hours per week and even more) than their non-technical counter parts (45 hours per week) in other departments.

- Railway Engineers(JE/SSE)s being the Frontline or Field Managers have to execute control in the field for safe & punctual operation of trains, have to continuously update their technical knowledge to keep abreast with the new technology, change of designs of Rolling Stock & equipment, and they have to guide and train the staff (Technicians) working under them for safe and efficient induction of new technologies.
- While for other categories the work has eased due to modernization, the duties and responsibilities of the Railway Engineers(JE/SSE)s had increased many folds. Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is resorted to and improvements are being made in the existing technology. The Railway Engineers(JE/SSE)s being the first level of management, control the field and have to update their knowledge and skills and to acquire new ones to adapt to new technology and not only guide / train the staff working under their control for safe and efficient induction of new technologies but also to effectively execute the same.
- As mentioned in **para 4.8.4.1** of the Indian Railways Maintenance Manual for Diesel Locomotives - With the introduction of advanced technology in Locos, requiring higher educational and intelligence level, job profiles of supervisors has been changed. Now, they have to work like a service engineer, who carries out maintenance and troubleshooting largely by himself.

NON REFLECTION OF VITAL ROLE OF RAILWAY ENGINEERS(JE/SSE)S IN THE PAY SCALES

- Significant and sensitiveness of the work-content of this category, their responsibility and accountability in the system are very much underestimated by previous two Pay Commissions reversing the exclusive pay scales given by the Third CPC. Pay scale of SSE has always been higher than pay scales of supervisors of other departments in Railways. After the 3rd CPC highest pay scales of Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Railway Engineers(JE/SSE) only.
- But, many truthful situations went out of sight of both 5th & 6th Pay Commissions which placed the Senior Section Engineers & Junior Engineers on par with the supporting non-technical staff and on par with staff working under them thus disturbing the existing relativity.
- Common bunching of pay scales equated pay scale / Grade Pays of Railway Engineers(JE/SSE)s with the categories working under them. Pay scales of categories - which were previously in lower pay scales - were placed even two Grade Pays above the Railway Engineers(JE/SSE)s. The category of Railway Engineers(JE/SSE)s - which was in the highest pay scale among all Group-C employees - has been humiliated by being placed in lower Grade Pay than the categories, which do not shoulder as much responsibilities as the Railway Engineers(JE/SSE)s.
- In the case of Railway Engineers(JE/SSE)s the direct recruitment is made at the level of Junior Engineers (Grade Pay Rs.4200) with Diploma in Engineering as qualifications and one year Training. Senior Section Engineers are recruited with the educational qualification of Graduate in Engineering with a training of one year and granted PB-2 with the Grade Pay of Rs.4600.
- Sixth Central Pay Commission (in Para, 2.2.11 of its Report) - recommended that – “Grade pay will determine the status of a post with a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of

one additional increment". But in the case of Senior Technician in the Grade Pay of Rs.4200 are being promoted as Junior Engineer in the same Grade Pay of Rs.4200, in violation of 6th CPC accepted recommendations.

DISTURBANCE OF HORIZONTAL PARITY FOR JUNIOR ENGINEERS

- Junior Engineers had been allotted Grade Pay of Rs.4200 after the Sixth CPC, whereas all other Inspectorial Staffs and Teaching Staff, who were previously in equal or lower scales than the JEs, were allotted Grade Pay of Rs.4800/4600 in the Sixth Central Pay Commission scale – as per details given below:-

COMPARATIVE UP-GRADATION AFTER SCPC – DISTURBING HORIZONTAL PARITY

| S. N. | Designation | 3 rd CPC | 4 th CPC | 5 th CPC | Upgraded to the scale by 6 th CPC | 6 th CPC Grade Pay |
|-------|---|-------------------------|-----------------------------|-----------------------------|--|-------------------------------|
| 1. | Police Inspector | 425-700 | 2000-3200 | 6500-10500 | 7450-11500 | 4600 |
| 2. | Excise Inspector | 425-700 | 2000-3200 | 6500-10500 | 7450-11500 | 4600 |
| 3. | Primary School Teacher Gr. III | 380-560 | 1200-2040 | 4500-7000 | 6500-10500 | 4600 |
| 4. | Primary Teacher Gr. II | 425-700 | 1400-2600 | 5500-9000 | 7450-11500 | 4600 |
| 5. | Trained Grade Teacher Gr. III | 425-700 | 1400-2600 | 5500-9000 | 7450-11500 | 4600 |
| 6. | Head Master | 425-700 | 2000-3200 | 6500-9000 | 7500-12000 | 4800 |
| 7. | Junior Engineer Diploma in Engg + 1 year Training | 550-750 & 425-700 | 1400-2300 & 1600-2660 | 5000-8000 & 5500-9000 | 6500-10500 | 4200 |

DISTURBANCE OF HORIZONTAL PARITY OF SSE WITH OTHER APEX SCALES

Traditionally, apex pay scales of **Railway Engineers(SSE)** have been higher than pay scales of supervisors of other departments in the Railways. During the Third Pay Commission, highest pay scale of Rs.840-1200 was allotted to apex scale of Railway Engineers, i.e. Senior Section Engineer(then Foreman). In the categories of Teacher and many others, apex scales were allotted two or three grades below the SSEs. After implementation of Sixth Central Pay Commission scales, the post of SSE with the Direct Recruitment Element, which requires Degree in Engineering, had been allotted with the Grade Pay of Rs.4600, whereas apex scales of the categories mentioned above were placed in the Grade Pay of Rs.5400.

COMPARATIVE UP-GRADATION AFTER SIXTH CPC – DISTURBING HORIZONTAL PARITIES

| S. N. | Designation | 3 rd CPC Pay Scale | 4 th CPC Pay Scale | 5 th CPC Pay Scale | Upgraded Scale by CPC | 6 th CPC Grade Pay |
|-------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-----------------------|-------------------------------|
| 1. | Section Officer (Secretariat) | 700-900 | 2000-3200 | 6500-10500 | 8000-13500 | 5400 - PB-3 |
| 2. | Primary Teacher Gr-I | 550-750 | 1640-2900 | 6500-10500 | 7500-12000 | 4800 - PB-2 |
| 3. | Trained Gr. Teacher Gr-III | 425-700 | 1400-2600 | 5500-9000 | 7450-11500 | 4600 - PB-2 |

| | | | | | | |
|----|--|----------------------|------------------|---|-------------------|--------------------|
| 4. | Trained Gr Teacher Gr-II | 550-750 | 1640-2900 | 6500-10500 | 7500-12000 | 4800 - PB-2 |
| 5. | Trained Gr. Teacher Gr-I | 700-900 | 2000-3500 | 7500-12000 | 8000-13500 | 5400 - PB-2 |
| 6. | Asst. Accounts/Audit Officer | 700-900 | 2000-3200 | 7450-11500 | 7500-12000 | 4800 - PB-2 |
| 7. | Accounts/Audit Officer | 840-1040 | 2375-3500 | 7500-12000 | 8000-13500 | 5400 - PB-2 |
| 8. | Senior Section Engineer (Engg. Graduate +1 Year Training) | 840-1200 840-1040 | <u>2375-3500</u> | <u>6500-10500</u> & <u>7450-11500</u> | <u>7450-11500</u> | <u>4600 - PB-2</u> |

Till IV CPC, SSEs were placed with higher pay, starting than Group `B` & `A` Gazetted Officers, which is being reflected from the table given hereunder:-

MINIMUM SCALES OF PAY

| As Per | Foreman/SSE/Shop Supdt. (Group `C`) | Group `B` | Group `A` |
|---------------------|-------------------------------------|-----------|-----------|
| 2 nd CPC | 450-575 | 350-900 | 400-950 |
| 3 rd CPC | 840-1200 | 650-1200 | 700-1300 |
| 4 th CPC | 2375-3500 | 2000-3500 | 2200-4000 |

- (i) Scale of Rs.840-1200 and Rs.2375-3500 allotted to the then Shop Supdt.(SSE) was the highest scale in Group `C`, allotted exclusively for Railway Engineers of the Indian Railways even higher than Group `B` & `A` entry scales.
- (ii) The V CPC made the error in not applying their broad multiplying factor of 3.25 to only this category and granted them only pay scale of Rs.7450-11500 instead of Rs.7750 (rounded-off so as to be placed into pay scale of Rs.8000-13500).
- (iii) The VI CPC did not rectify this glaring error and if they have done so with justice, the replacement scale of Rs.8000-13500 would have been granted notionally and re-fitted in Pay Band of Rs.15600-39200 with GP Rs.5400.

COMPARATIVE PAY SCALES OF JR. ENGINEERS WITH SIMILARLY PLACED OTHER CATEGORIES

| Category | 3 rd CPC | 4 th CPC | 5 th CPC | 6 th CPC |
|-------------------------|---------------------|---------------------|---------------------|---------------------|
| Jr. Engineer | 425-700 | 1400-2300 | 5000-8000 | 4200 |
| Police Inspector | 425-700 | 2000-3200 | 6500-10500 | 4600 |
| Excise Inspector | 425-700 | 2000-3200 | 6500-10500 | 4600 |
| Head Master | 425-700 | 2000-3200 | 6500-10500 | 4600 |

From the above chart, it is evident that the Jr. Engineers(JEs) in the Railways were in the scale of Rs.425-700 after 3rd CPC, but were placed in the scale in Rs.5000-8000 by V CPC and in GP Rs.4200 by VI CPC, while others in 3rd CPC scale of Rs.425-700 were placed in higher scale by IV CPC in scale Rs.2000-3200, by V CPC Rs.6500-10500 and in GP Rs.4600 by the VI CPC in spite of higher qualification, training and responsibilities of the Jr. Engineers on the Railways. They got erroneously placed in lower grades.

- Fifth CPC had denied application of multiple factor of 3.25 only to S-13 scale. If the same common multiple factor of 3.25, was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs 8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs.5400 after the Sixth CPC.

- Sixth Pay Commission calculated the Grade Pay as 40% of maximum of 5th Pay Commission scales. All the scales of 5th Pay Commission had the span of 20 years, except the scale of SSE (S-13) which unjustifiedly had the span of 18 years, Rs.7450-225-11500. Only Rs.4600 Grade Pay, 40% of Rs.11500 was granted for SSE in 6th CPC scale. Had the scale was made as 20 years span in 5th CPC scale (Rs.7450-225-11950), in the 6th CPC the scale might have automatically placed in the Grade Pay of Rs.4800 (40% of 11950).
- All the Group-'C' categories are now granted with the Grade Pay of Rs.4600, despite of their lower recruitment qualifications, minimum or nil training, lesser duties and responsibilities, holding of no assets, no risk element, no passenger safety issues and no punctuality of train need to be ensured by them.

NO CAREER PLANNING FOR RAILWAY ENGINEERS(JE/SSE)S

- Railway Engineers(JE/SSE)s is the only category on the Railways joining which gets just one promotion in their entire career after joining as JE (Junior Engineers) with 3 years Diploma in Engineering as recruitment qualification one year of induction Training. Those joining as SSE (Senior Section Engineers) with Engineering Degree (B.E./B.Tech) and 1 year induction training - are not assured of even one promotion in their entire career.
 - No career planning of Railway Engineers(JE/SSE)s has ever been done on the Railways. This has resulted in large stagnation and sluggish promotional avenue for the Group C Staff – especially the Railway Engineers(JE/SSE)s - diluting the effective management. Adequate percentage of posts in group C should be upgraded to Group B (Gazetted) to reduce this gap and to improve the avenues of promotion of the Senior Railway Engineers(JE/SSE)s – who have not been given any upgrading – either in Cadre Restructuring or by the Fifth and Sixth Pay Commission.
 - There has been no upgrading or Cadre Restructuring of the Apex Grade of Group C ever on the Railways – (either in 1979, 1984, 1993, 2003 or 2013). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade 'C – especially amongst the Railway Engineers(JE/SSE)s.
 - Only about 2 to 3% of Railway Engineers(JE/SSE)(entering with Diploma or Degree in Engineering) on the Railways - reach Group B level and only a small fraction reach Group A level – due to meagre number of Posts in Group A & B vis-à-vis Group C. Large majority of Railway Engineers(JEs/SSEs with Diploma in Engineering at JE level and with Graduation in Engineering at SSE level) do not get any promotion except in a very few cases and that too at the fag end of their careers. Even after acquiring long years of experience and expertise they remain and mostly retire in the Supervisory cadre itself where they joined.
 - During the 3rd CPC scales, the post of principle foreman in the exclusive scale of 840-1200 was available as apex scale for the category of Railway Engineers(JE/SSE)s. Similarly 7th CPC is requested to create an exclusive apex scale for this category and can be designated as **Principle Section Engineer or Chief Section Engineer**.
- (i) The Railway Engineers(SSEs/JEs) works in the all the Technical Departments of the Indian Railways(including Mechanical, Electrical, Civil Engineering, Signal & Telecommunication, Drawing & Design Department, Stores Department, C&M Laboratories and Information Technology – IT etc.). they play a vital and pivotal role in safe and efficient running of trains – including production, repair and maintenance of rolling stock, locomotives, coaches, wagons, P. Way Tracks, bridges, works, electrical services, OHE, S&T and all allied Machinery, Plants and Equipments in the Railway Workshops, Production Units, Open Line

- Depots, Sheds, Power Houses, Drawing & Design Offices, Chemical & Metallurgical Labs, Stores Depots and IT- EDP Centres etc.
- (ii) The JEs/SSEs in the Indian Railways are a frustrated and humiliated lot due to raw deal extended by both the V CPC and VI CPC by placing them in the GP of Rs.4200 and 4600 which are equivalent or rather lower than the grade pay given to Non-Technical and Supporting Staff, which has resulted in widespread discontentment and de-motivation.
 - (iii) The Railway Engineers(JEs/SSEs) are the backbone of the Railway System which control, guide and execute the works of nearly nine lakh Technical Employees(1/4 of total Government Employees and 65% of Railway Employees) and are direct elements in running of trains uninterruptedly 24 hours X 365 days adhering to stringent rules and safety standards, maintaining punctuality and meeting rail users' comforts and needs.
 - (iv) Great injustice has also been done with the Chemical & Metallurgical Asstt.(CMA-1) in the pre-revised scale of Rs.5500-9000, who had an element of Direct Recruitment of Engineering Graduates, but were unjustly placed in the Grade Pay of Rs.4200 instead of pre-revised scale of Rs.7450-11500 as recommended by the VI CPC for all posts, having element of Direct Recruitment of Engineering Graduates.
 - (v) The continuous upgradation of technology in terms of locomotives, coaches and wagons makes it compulsory for the Railway Engineers(SSEs/JEs) to constantly update their knowledge for efficient execution of their works and to guide and train the workforce(Technicians) to meet the challenge ahead.
 - (vi) This precarious situation must be earnestly rectified by the VII CPC in all fairness by upgrading and allotting a suitable replacement pay, notionally before the new pay scales are allotted to Railway Engineers(SSEs/JEs). If the government desires to improve the efficiency of the system and attracts suitable talent to fulfill the dream of world class Indian Railways.

DETAILS OF PROMOTION PATTERN IN CENTRAL GOVERNMENT ENGINEERING DEPARTMENTS FROM GROUP `C` TO GROUP `B` ARE AS FOLLOWS:-

| Department | Group `C` | Group `B` | % age |
|------------|-----------|-----------|-------|
| Telecom | 20461 | 14500 | 70.57 |
| MES | 3334 | 1417 | 42.50 |
| CPWD | 4883 | 2292 | 46.54 |
| Railways | 92076 | 3064 | 3.58 |

Above details reflect the **worst condition of the Railway Engineers**, i.e. **SSEs and JEs as regards to their promotion and career advancement**. Until and unless ratio of Group `B` is improved and likewise channel up to Group `A` is not modified, future of the Degree Engineers, entering as Sr. Section Engineer and Diploma Engineers, entering as Jr. Engineer will remain the same as up-till now, means no future and no career advancement in their life. Time- bound promotions of the Railway Engineers up to Senior Scales as per pattern of other Central Government Departments, like CPDW, MES, Telecom and many other State Governments, is expected from the VII CPC.

DUTIES & RESPONSIBILITIES OF RAILWAY ENGINEERS IN PUs & WORKSHOPS(JE'S & SSE'S)

INTRODUCTION

Consolidated Job Description, Qualifications and Advancements due to modernization on the Railways, in the Job Requirements of JEs and SSEs on the Railways have been given in the earlier part of this Chapter. We are submitting here below a detailed list of duties of Junior Engineers, Section Engineers &

Senior Section Engineers of various Departments separately, highlighting the added job requirements due to the advancements in each Field.

TECHNOLOGICAL ADVANCEMENTS

- Highbred LHB coaches
- Double Decker Coaches
- AC/EMU for Multi Modal Transport System (MMTS)
- Aerodynamically designed High Horse Power DMU/DPC
- Fire Proof Coaches
- Second Class Deluxe 3-seater Chair Car
- Self Propelled Ultrasonic Rail Testing Car (SPURT CAR)
- Diesel Multiple Units with Electro-Pneumatic braking
- Electric Multiple Unit with stainless steel pipes & double ferrule fittings
- Jet Deflector Crane Car for Defense Applications
- AC/DC Electric Multiple Units (3-phase)
- 1600 HP IGBT based- 3 phase DEMU
- Bogie Mounted Brake System
- Air Spring Suspension for EMU and DEMUs.
- Centre Buffer Coupling.
- Eco-friendly Controlled Discharge Toilet System
- Pollution-free Diesel Locomotives with GM Motors Design.
- Three-Phase Electric Locomotives, (with regenerative Braking System to save power).
- Remote Diagnosis System in Electric Locomotives.

JOB DESCRIPTION

Engineers/Railway Engineers(JEs & SSEs) working in Production Units and Workshops are having following 3 main functions:-

1. **Technical duties**
2. **Non Technical Duties**
3. **Managerial duties**

DUTIES & RESPONSIBILITIES OF SENIOR SECTION ENGINEER OF PUs & WORKSHOPS

- SSE is in-charge of a complete Shop, controls and responsible for all the activities of the Shop.
- Controls and maintain the Shop and its office - which includes technical activities, non-technical activities and ministerial activities.

MANAGERIAL DUTIES

- * Man Power Planning.
- * On the job training and identification of training needs to workers.
- * Conducting trade test for worker promotions.
- * Liaison with outside agencies.
- * Work contracts, Technical suitability and rate reasoning for outsourced items, vendor ratings.
- * Analysis of rejections and implementation of corrective and preventive action.

- * Preparation of annual M & P and Works Programme.
- * Restoring normalcy during the natural calamities.
- * Maintenance of good Industrial Relation by ensuring implementation of welfare measures, Safety Regulations etc.
- * Planning capacity augmentation of Machinery, Plant, Material, Land and Manpower etc.

TECHNICAL DUTIES

- * Timely completion of work and out-turn as per planned targets.
- * Raising of indents for requisite materials.
- * Maintenance of tally cards.
- * Staff postings to various work centres in accordance to the requirement.
- * Allocation and distribution of staff and deputing staff to various work centres as per work content requirement and requirement.
- * Imparting on the job training for new jobs and for new Workers.
- * Ensuring sound Load Centre planning, Process planning, Machinery and Plant, Tool Planning, Planning and arranging for Jigs and Fixtures, identification and execution of alternate process in case of failure or short fall in the existing process.
- * Ensuring control of documents and data for effective implementation and adherence of production/maintenance schedules.
- * Ensuring availability of required raw material/semi-finished and finished products for all the activities of the Shop.
- * Co-ordination between Sections in the Shop.
- * Co-ordination between Feeder Shop and the customer Shop.
- * Ensuring sound in process quality control.
- * Effective handling, storage, packing, preservation and delivery of raw material/semi finished/ finished products.
- * Monitoring and ensuring good House Keeping.

NON- TECHNICAL DUTIES

- Maintenance of various Files and Records for ISO, EMS(Environmental Management Systems) and QMS (Quality Management Systems).
- Maintenance of History Cards, Manuals for M&P, Records of Men Idle and Machine Idle.
- Maintenance of various records and files regarding staff matters.
- Maintenance of various records and files regarding all activities related to the Shop.
- Maintenance of Attendance Records and Incentive Records for all the employees of the Shop.
- Maintenance and issue of Privilege pass & PTOs.
- Claiming wages and ensuring distribution of wages to all the employees working in the Shop.
- Ensuring smooth conduction of election for organized labour, Society etc.
- Conduction of DAR inquires.
- Court witness and certifying the Railway properties in court of law.

DUTIES AND RESPONSIBILITIES OF JUNIOR ENGINEER OF PRODUCTION UNITS & WORKSHOPS

In-charge of a Section where 20 to 40 artisans and helpers in various grades work.

MANAGERIAL DUTIES

- * Man Power Planning.
- * On the job training and identification of training needs to workers.
- * Supervising work contracts.
- * Analysis of rejections and implementation of corrective and preventive action.
- * Preparation of annual M & P and Works Programme.
- * Restoring normalcy during the natural calamities.
- * Maintenance of good Industrial Relation by ensuring implementation of welfare measures, Safety Regulations etc.
- * Planning capacity augmentation of Machinery, Plant, Material, Land and Manpower etc.

TECHNICAL DUTIES

- * Planning, allocation and execution of work.
- * Man Power Planning.
- * Staff postings to various load centres in accordance to the requirement.
- * On the job training and identification of training needs to workers.
- * Incorporating on the job training for new jobs and new workers.
- * Ensuring sound Load Centre planning, Process Planning, Machinery and Plant, Tool Planning, Jig & Fixture Planning, Identification and Execution of alternate process in case of failure or shortfall in the existing process.
- * Ensuring control of documents and data for effective implementation and adherence of production/ maintenance schedules.
- * Ensuring availability of required Raw material/semi-finished/finished products for all the activities of the Shop.
- * Co-ordination between Sections in the Shop.
- * Co-ordination between Feeder Shop and the Customer Shop.
- * Ensuring sound in process Quality Control.
- * Analysis of Rejections and implementation of Corrective and Preventive Action.
- * Effective handling, storage, packing, preservation and delivery of Raw material/semi-finished/finished products.
- * Monitoring and ensuring good House Keeping.
- * Restoring normalcy during the natural calamities
- * Maintenance of good Industrial relation by ensuring implementation of welfare measures, safety regulations, etc.

NON-TECHNICAL DUTIES

- * Witnessing Gate attendance card punching of all employees of the Shop and authorizing form 442.
- * Maintenance of various Files and Records for ISO, EMS and QMS.
- * Maintenance of History Cards, manuals for M&P, Record of Men Idle and Machine Idle.
- * Maintenance of various Files and Records regarding staff matters.
- * Maintenance of various Records and Files regarding all activities related to the Sections.
- * Maintenance of Attendance Records and Incentive Hours Record for all the employees of the section.
- * Claiming wages and ensuring distribution of wages to all the employees working in the section.
- * Ensuring smooth conduction of election for organized labour, Society etc.
- * Conduction of DAR inquires.
- * Court witness and certifying the Railway properties in court of law.

DUTIES & RESPONSIBILITIES OF ENGINEERS/RAILWAY ENGINEERS IN RAILWAY OPEN LINE SHEDS & DEPOTS

The Employees working in the above Sheds and Depots are the “Front Line” Technical Staff who work in direct Co-ordination with the Operation's branch of Railways.

DUTIES & RESPONSIBILITIES OF RAILWAY ENGINEERS IN C&W DEPOTS, LOCO SHEDS & OPEN LINES JOB CONTENT

There are around 62,500 coaches and 2,40,000 wagons of different types and 9600 Diesel / Electric engines deployed in service. The Rolling stock produced by the Production Units or rolled out from Repair Workshops are received by the Open Line Maintenance Depot and Sheds where it is maintained as per detailed specified norms by the Engineers working in the Depots and Sheds. They have to critically analyze large number of distinct items every day before the Rolling stock is taken for operation. They examine them with utmost caution and high sense of inspection.

More particularly the safety items are critically examined and certified by the Railway Engineers. Mostly they work in Open Space and unhealthy environment even during the time of natural calamities and ensure uninterrupted dispatch of the Rolling Stock to take off from railways stations.

PRODUCTIVITY OF FRONT LINE ENGINEERS IN OPEN LINES

Traffic Unit represents passenger kilometers and net tonne kilometers and net tone kilometers taking into account Open Line Staff only. It is a key indicator to express the productivity of Open Line Staff.

| Year | Traffic Unit per employee (in 1000s) |
|-------------|---|
| 1980-81 | 244 |
| 1990-91 | 346 |
| 2000-01 | 535 |
| 2003-04 | 686 |
| 2004-05 | 740 |
| 2011-12 | 1408 |

The productivity of Railway employee has enormously increased by 477% between the period 1980-81 and 2011-12. However, the Open Line Staff are not paid any Motivational Allowance like the workshop staff who are paid incentive and running staff who are paid running Allowance. In the present context, it is vitally important to consider the hard work put up by Open Line staff and suitable Open Line Allowance to be paid.

Open Line staff are paid incentive as like their counterparts in Workshops although their job contents are measurable and for majority of their activities Bench Marks are available.

Major changes were introduced over the years, in Maintenance Pattern for Coaching and Goods Trains vide Railway Board's letter No.RPC-4(cited above) dated 29.10.2001 and further revised vide Railway Board's letter No.95/M(C) /141/1 dated 31.01.2007. This has completely revised the Maintenance Pattern, but the additional Staff and Railway Engineers are not provided as required vide Para 1 thereof – which, inter-alia laid down that before introduction of New Trains compliance with RPC No 4 be “Certified”. 3.

Bench Marking Norms for Maintenance Staff for Coaching Train Maintenance were prescribed vide Board's letter No. MC/143/5 dated 24.12.2001 mandating the requirement of Staff per coaching unit. But the required staff is not provided as per these Bench Markings in most of the Maintenance Depot and they continue to be understaffed – thus adversely affecting quality and jeopardizing safety.

TECHNICAL COMPETENCE

In the case of Open Line staff. The C & W Open Line Engineer should possess complete knowledge on wheel profiles, suspension systems, draw and buffing system and its braking system. He should possess such knowledge of not only one type of coach or wagon but for all types of coaches and wagons.

ENHANCED RESPONSIBILITIES

The increase in number of trains with increased composition and trailing load coupled with decreased staff strength warrants technical staff to shoulder more responsibilities than ever before. Technological advancements that have occurred in Railways for faster movement of passengers and freight further enhance the level of responsibilities.

MULTIFACETED SKILLS

A Railway Engineers not only applies his Technical skills and Technical knowledge to examine and certify a train, locomotive, Permanent Way, Bridges, Overhead Electric Equipments and other Civil / Electrical infrastructure, but he has the extraordinary responsibility of playing many roles.

An Open Line Railway Engineers has to exhibit the following Managerial, Technical and Non- Technical skills.

- Plays the role of a manager by managing the workforce under him efficiently to extract the maximum output in meeting the quantity of target with a standard of high quality, since it is a safety related work.
- He should not only possess thorough knowledge of his field, but also understand the level of knowledge possessed by each and every staff working under him. This enables proper distribution and timely completion of work.
- Displays his ministerial skills, since he has to furnish reports in a clear and understandable language so as to convey the actual problem faced for proper analysis.
- Plays the role of a tutor and mentor to constantly educate his workforce on the latest developments and changes in technology and also keep motivating them on the values of character so that they don't fall into the trench of bad habits due to the hazardous nature of their duties.
- Due to lack of proper training facilities in Railways, these responsibilities have fallen on the Supervisors, which he cannot ignore since he has to execute the job with this workforce only and it becomes his need to educate them to make his job easier and to ensure safety of the trains certified.

- Special skill is required to super check all the vital work carried out by his staff to ensure whether all the mandatory requirements are met and immediate corrective action needs to be taken for any discrepancy noticed.
- JE/SSE of Open Line communicates analysis of component failures by keeping track of manufacturers/vendors, suggestions for improving design etc. to higher levels.

CRISIS MANAGEMENT

The technical Carriage & Wagon Staff not only involve themselves in day-to-day maintenance of rolling stock and Permanent Way. They also take part in restoration activities if breakdown occurs. In case of a train accident, the Open Line Technical Staffs are the first persons to reach the site. They also involve in cause analysis to find out the reason for derailment/accident. Restoration of traffic is possible only with the help of Open Line Technical Staff. The Accident Relief Trains, which contains the Re-railing equipment, First Aid equipments and spares for restoration including rail cranes are also maintained by the Open Line staff.

WORK ENVIRONMENT

The Open Line technical staff are exposed to outdoor elements, be it hot or cold, summer or winter, rain or mist, flood or cyclones, night or day. They are subjected to all the effects of atmospheric vagaries as they are continuously exposed to open atmosphere. Irrespective of ambient conditions, Open Line technical staff are expected to deliver consistent quality of output in a pre determined time. Open Line technical staff working in Pit Lines are additionally subjected to the nuisance of human excreta and mosquito menace.

GENERAL DUTIES OF OPEN LINE RAILWAY ENGINEERS

As “**Front Line Managers**” JEs and SSEs are responsible for the following aspects, besides numerous others.

- * Effective execution of administrative policies and plans.
- * Time bound turn over and repair to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Permanent-Way, Bridges and S&T Equipments etc. to ensure safe, reliable and punctual train operations through effective execution of “Safety norms” and “Quality Control” etc.,
- * Efficient Material Management.
- * Effective Human Resource Management involving large number of Technicians and Helpers.
- * Effective utilization of Ministerial Staff under their control.
- * Maintenance of M&P and related equipments.
- * Safety of Men, Material and Traveling Public through intensive Supervision and Quality Control.
- * Early restoration of Traffic after Accidents through effective “Disaster Management”.
- * Ensure staff discipline, holding inquiries, supervising wage disbursement and effective housekeeping.
- * Maintenance of Industrial peace through redressal of day-to-day grievances of staff.

DIESEL/ELECTRIC LOCO SHEDS TECHNOLOGICAL ADVANCEMENTS

- 6000 HP High Capacity ABB & 3 Phase Electrical AC Locomotives
- High Capacity Diesel GM Locos with New Generation IGBT Technology.
- High Horse Power DEMUs.
- CNG Based Diesel Electric Multiple Units.

- Microprocessor Controlled Locomotives.

SPECIFIC DUTIES OF SENIOR SECTION ENGINEER

DUTIES

1. Planning & Scheduling.
2. Preventive Maintenance Schedule of locomotives
3. Plans the programme for carrying out Preventive Maintenance Schedules.
4. Prepare an annual calendar charting the list of locos to be scheduled every month.
5. Ensure that the charted out plan is being carried out, without hold up of locos or bottlenecks.
6. Nomination of locos for the trains as per the link, taking into consideration all the vital parameters like wheel diameter, wheel profile, under truck clearances, health of electrical machinery etc.
7. Conduct super check to ensure quality of maintenance Investigate on-line failures of the locomotive.
8. Monitor the performance of each and every loco component, including trial.
9. Timely placement, attention and release of loco after light schedule.
10. On-line help to loco drivers in case of any defects in loco to prevent the loco failures.

RESPONSIBILITIES

1. General performance and upkeep of the Shed.
2. Subject to audit by the Divisional Audit Personnel.
3. Maintains outage of the Shed
4. Nomination of locos for Passenger links.
5. Planning the manpower requirement of all the maintenance sections under his control.
6. Timely execution of major preventive maintenance schedules.
7. Ensure maintenance activities in conformance with the approved maintenance instructions.
8. Adequate technical expertise to devise corrective and preventive action for better the performance of the locomotive.
9. Take seasonal preventive measures like monsoon attention, summer precautions etc.
10. Responsible for processing the indents placed for various assemblies / sub-assemblies.
11. Check the material requirements of each section, identify the common items and procure the same in adequate quantity to reduce duplication of work.
12. Closely monitor the stock level of the inventory.
13. They will also plan and project the future requirements of the inventory.

ACCOUNTABILITY

- Responsible for any failures of the loco attended by them till next schedule attention.

SPECIFIC DUTIES OF JUNIOR ENGINEERS

DUTIES

1. Assist loco pilot, to attend on-line loco problems
2. Maintenance of the records for the schedule carried out on the loco.
3. Inspect and certify the suitability of in-coming raw materials
4. Conduct DAR enquiry

5. Conduct joint inspection with the inspecting agency like RITES or the manufacturer's representative

RESPONSIBILITIES

1. Responsible for carrying out Light Schedule activities
2. Manpower planning
3. Maintenance Planning
4. Closely monitor the consumption pattern of stock/non-stock inventory
5. Closely monitor the failure pattern of any assembly/sub-assembly and chalk out an action plan to reduce the failures.
6. Effective material management.
7. Ensure that the contractor carries out the outsourced activity associated as per stipulated procedure.

CARRIAGE & WAGON DEPOTS

Following technological advancements have come in the nature of Open Line C & W Technical staff.

1. Advanced Air Brake System.
2. High capacity Centre Buffer Couplers for Coaches
3. Modular Toilet System
4. Water Raising Apparatus System
5. Air springs and Shako Couplers
6. 24 coach trains with revised maintenance pattern
7. Controlled Discharge Toilet System
8. High Speed Coaches of LHB design
9. Coach Management Information System.
10. Round Trip Maintenance with Return BPC for Freight Stock.
11. Closed Circuit Premium Rakes upto 6000 earning km.
12. High Speed CASNUB Bogies
13. BLC Wagons to carry ISO Containers.

From the above facts, it is evident that the responsibilities and competence required of Open Line Railway Engineers, due to technological advancements are ever increasing.

DUTIES, RESPONSIBILITIES AND ACCOUNTABILITY OF RAILWAY ENGINEERS(JEs, & SSEs) IN CARRIAGE & WAGON DEPOTS

SENIOR SECTION ENGINEER OF C&W DEPOTS

TECHNICAL DUTIES

1. Planning of entire day-today maintenance activities including placement of rakes in Pit Lines, balancing of rake occupation in Pit Lines.
2. Planned detachment of Coaches and Wagons and booking the same to Workshops for periodical overhauling.
3. Maintenance and upkeep of Brake Down specials in good fettle to ensure availability of the same for crisis management in any eventualities.

4. Maintenance of all re-railing equipments including Rail cranes.
5. At accident sites, planning and execution of re-railment and restoration in the most efficient and shortest possible time.
6. Recording of clues/parameters at accident sites for cause analysis.
7. Conduct inquiry for Yard level derailments.
8. Conduct super check to ensure quality of maintenance.

RESPONSIBILITY

1. He should possess skills to convert the policy makers' vision into reality.
2. He should possess vision to constantly develop the Depot to suit the changes/advancements in technology.
3. Manage the organized labour and ensure productivity.
4. Plan & transit standard passengers from accident site in the shortest possible time by arranging a special train.

ACCOUNTABILITY

1. Custodian of all assets including Machineries and Plant, Stores and other related equipments worth several crores even though a junior Administrative Grade Officer manages the Depot.
2. Subject to Audit by the Divisional Audit Personnel.
3. Planning and Running of special trains.

JUNIOR ENGINEERS OF C&W DEPOTS

TECHNICAL DUTIES

1. Examination of each and every component including fasteners, of a coach or wagon, for any failures, abnormalities and unsafe condition, which may endanger the safety of the train.
2. Attention/correction of the condition wherever necessary and certification of the entire train for its overall safety till the train returns to the originating station in case of Passenger train and to an extended period of 30 days or a distance of upto 6000 km in case of Goods trains.
3. Issuance of Brake Power Certificate, covering the entire journey of the train ensuring the Brake power and other norms as prescribed for the particular type of train.
4. Examination, attention and provision of all amenity fittings of passenger trains, conforming to the particular class of the coach and ensuring other aspects like overall cleanliness, availability of water in toilets and proper functioning of safety/service fittings.
5. Analysis of failure, if any, and reporting the same to the concerned authorities.
6. Coordinating and conducting trials for the development of new technologies / components with RDSO, Manufacturing Units and Vendors.

NON-TECHNICAL DUTIES

1. Maintenance of all registers with respect to train service.
2. Maintenance of staff attendance.
3. Witnessing of salary disbursement to staff

RESPONSIBILITY

1. Examination and certification of trains in stipulated time.
2. Despatch of trains in stipulated time.
3. Must possess knowledge of all types of wagons and coaches.
4. Must possess knowledge of both Air brake system and Vacuum brake system.
5. Ensure safety of the staff working under him and assisting workmen during accidents & authorizing Workmen Compensation if required.

ACCOUNTABILITY

1. For any failure in mechanical components of the certified train.
2. For any failure in the brake power.
3. For any delay in dispatch of trains.

EXTRAORDINARY NATURE OF WORK OF RAILWAY ENGINEERS WORKING IN CARRIAGE AND WAGON DEPOTS SHEDS

1. Apart from discharging these extraordinary responsibilities, he is expected to do his work in an atmosphere, which is very harsh in nature.
2. A supervising Engineer in a coaching Depot has to keep bending his back for at least 6 hours a day while inspecting a rake in the pit line.
3. It makes his work all the more difficult, since he has to walk through the pit line, where the night soil and other dirt are washed and let out.
4. In spite of all this he has to keep high vigil so that he does not miss any single part, failing which, it may lead to a major disaster resulting in heavy loss of precious human lives.
5. He has to discharge his duties under the open sky, be it severe hot or cold and even during stormy conditions.
6. There is no Allowance of time given for such extraordinary weather condition and he is expected to deliver his duty within the stipulated time, which thrusts enormous amount of stress and strain on the supervising engineers.
7. As for the Wagon Supervisors, they are subjected to Yard conditions, which are very unfriendly in nature. Rank vegetation, pits and engineering materials along the uneven pathway and poisonous reptiles are a big hindrance to his duties.
8. He has to walk several kilometers in a duty, in such conditions for several hours in extreme weather conditions, keeping his concentration and vigil very high, so that he does not miss any mechanical failure, which may lead to major disasters resulting in loss of crores of rupees and even precious human life. This subjects him to enormous amount of stress and strain during each and every shift.

DUTIES & RESPONSIBILITIES OF RAILWAY ENGINEERS LOOKING AFTER CIVIL ENGINEERING DEPARTMENT

TECHNOLOGICAL ADVANCEMENTS

1. Heavy Duty Rail and Elastic Fasteners
2. Continuous Welded Rails with Switch Expansion Joints
3. Pre-Stressed Concrete Sleepers/Fibre Reinforced Sleepers/Plastic and Composite Plastic Sleepers
4. Mechanized maintenance of Tracks

5. Track tamping machines and Track Recording Cars
6. Ultrasonic Flaw Detection Testing
7. In-Motion Weigh Bridges
8. Complete Water Management and Supply
9. Pre-Cast RCC slabs in Works and Buildings
10. Pre-Stressed concrete Girders in Bridges

THE VARIOUS FACES OF A CIVIL ENGINEERS ARE

1. Surveyor
2. Planner
3. Estimator
4. Structural designer
5. Implementation

DESIGN ENGINEERS MAKE DREAMS HAPPEN

- From concept to reality
- Idea to a structure
- Design Engineers are there first under all adverse conditions only to provide a habitable environment to others.

Design Engineers primarily turn a concept that has been conceived in the mind onto paper, so that it can be turned into reality. They need to possess a high degree of visualization, technical thoroughness, ability to foresee, plan not just the layout but most importantly the functional aspect of the concept, analyze the pros and cons of concept, bring out the rectifications / changes without compromising the original idea, and many more.

MULTI TASKING

- An Engineer/Technician need to equip himself the art of multi-tasking even for his day to day chores like.
- Using of different machinery
- Using of different Tools & Plants
- Using different technology
- With varying inputs produce constant product
- Needs to upgrade constantly

MULTI SKILLS

- The drawing & design staff need to possess all the technicalities of all the three main stream of discipline viz. Permanent way, Bridges & Buildings.
- Apart from this they need to be conversant with all the relevant Codal Provisions of the trade and that of the Railways.
- The need to constantly upgrade is a must.
- Hence, it can be seen that those at the Planning level need to possess a high degree various skill sets.

IN RAILWAYS

- Planning
- Permanent Way
- Works
- Bridge

PLANNING(DESIGN & DRAWING OFFICE)

SURVEYING

1. Reconnaissance
2. Technical feasibility
3. Final location
4. Acquisition of land
5. Curve setting
6. Location of station buildings
7. Alignment of pipelines
8. Flood investigation
9. Location of Bridges

PREPARATION OF PLANS

1. Building
2. Track
3. OMS charts
4. Yard
5. Layouts
6. Land
7. W & S
8. Hydrants
9. GAD
10. Temporary Arrangement
11. PCS/RCC/Steel bridge
12. FOB
13. ROB/RUB

STRUCTURAL DESIGNS

1. Structure
2. OHT
3. Bridge
4. Culvert
5. Track stress
6. Curves
7. PSC
8. Checking of 3rd party designs

ESTIMATING

1. Rough cost estimate
2. Detailed estimate
3. Completion estimate
4. Urgency certificate
5. BCI

TENDERING

1. Preparation
2. Scrutiny
3. Comparative statement
4. TC proceedings
5. Accounts vetting
6. Re tender
7. Risk tender

COMPLETION PLANS

1. Plans
2. Estimate
3. Documents

ACCOUNTS CONCURRENCE

1. Estimate
2. Works programme
3. Variation statement
4. Vitiation statement

COLLECTING SITE DETAILS

1. Bridge data
2. Building data
3. Track data
4. Structure along track
5. FOB
6. ROB / RUB

TRC

1. Accompanying
2. Checking
3. Charts maintenance

M-BOOK

1. Measurement check
2. Cement schedule
3. Steel schedule
4. Certification of quantities

WORKS PROGRAMME PREPARATION OF CHARTS, BOOKLETS

1. MCDO
2. PCDO
3. VIP visit
4. Detailed Project Report

LAND MANAGEMENT

1. Maintenance of land plans
2. Removal of encroachments
3. Demarcation of land boundaries
4. Licensing & Leasing
5. Way leave facilities
6. Rent rules

ASSET MANAGEMENT

- BSR
- Data storage
- Rate analysis
- CRS sanctions
- Safety certificate

ACCIDENTS & BREACHES

1. Collection of site details
 2. Preparation of drawings
 3. Attending enquiry with relevant data
- Instrumentation
 - Track machines
 - ODC

Interaction with State Government

PERMANENT WAY – UNDER TRAFFIC CONDITIONS

1. Maintenance of tracks
2. LC O & E
3. LWR maintenance
4. Destressing of LWR

5. CTR
6. TSR
7. TRR
8. Ballasting
9. Deep screening
10. P & C
11. Laying of new lines
12. Attending to Breach works
13. Accident spot
14. Patrolling
15. Curves
16. Gates and Gatemen
17. Handling of large volume of personnel
18. Handling of large volume of correspondence
19. Handling of large volume of reports
20. Stores
21. Anti corrosive treatment
22. Schedules
23. SEJ
24. Mechanical maintenance.

DUTIES OF PERMANENT WAY SSE/JE

RESPONSIBILITY OF VAST NETWORK RESET WITH CIVIL ENGINEERS.

- The above vast network of Indian Railways are directly handled by civil Engineers.
- These Engineers are installers and maintaining personals of P. Way, Bridge and all station and service buildings.
- Their Duties, Responsibilities and Accountabilities are higher in order and second to none.
- Duties, Responsibilities and Accountabilities of these cadres were explained briefly.

MAIN DUTIES & RESPONSIBILITIES

- Maintenance and inspection of track in a satisfactory and safe condition for traffic.
- Efficient execution of all works incidental to track maintenance, including track relaying works.
- Accounting and periodical verification of stores and tools in his charge.
- Maintenance of land boundaries between stations and at unimportant stations as may be specified by the administration.

KNOWLEDGE OF RULES AND REGULATIONS

PWI have in his possession up to date copies of -

- Indian Railways Permanent Way Manual, Bridge Manual and Works Manual.
- Indian Railway General and Subsidiary Rules.
- Indian Railway Track Manual.
- Indian Railway Code for the Engineering Department.
- Schedule of Dimensions
- Circulars issued by the higher authorities.

KNOWLEDGE OF STAFF HAS TO BE ENSURED

- SSE/JE (P.Way) should familiar with the rules, regulations and procedures concerned to his work and duties mentioned in the above mentioned codes and manuals.
- He should update the orders and circulars issued by higher authorities from time to time and efficiently act upon them.
- He shall ensure that all staff working under him are well acquainted with the relevant rules and working methods and efficiently perform their duties.

COORDINATION

The SSE/JE (P.Way) should keep close co- ordination with the Works, Bridge, Signaling and Electrical Staff, when they are required to work jointly.

SAFE CUSTODY FOR OPEN STORES

SSE/JE (P.Way) shall see to the security of rails, chairs, sleepers and other materials in his charge and ensure that unused materials are stacked properly clear of the line, so as not to interfere with the safe running of trains.

IMPORTANT RECORDS

- Working Time table
- Permanent way diagrams of section and yard.
- Section register.
- Results of Track Recording/Oscillograph runs.
- Creep and Gap Survey Register.
- Curve Register.
- Points and crossing register.
- SEJ/Buffer Rail register.
- List of temporary and permanent speed restrictions.
- List of work and other details.
- Inspection notes of higher officials with compliance notes.

INSTRUMENTS FOR INSPECTION

- Gauge cum Level.
- Flangeway gauge.
- Wooden mallet.
- Tap.
- Fishing cord.
- Tap, Metric Scale, Tapered Gauge.
- Magnifying glass and mirror.
- Versine measuring equipment
- Inspection Hammer.

CHECK ON RUNNING QUALITY OF TRACKS

- Travel on foot plate of the Engine of fast trains, twice in a month
- Rear brake van or the last vehicle once in a month to find out bad running KM and get them rectified.
- Accompany the track recording/oscillograph car runs over his section.
- Observe the behaviour of track under passing trains.

ROUTINE INSPECTION

- Inspection of Ganges. Travel in Trolley at least once in fortnight.
- Level Crossing Inspection.
- Point and crossing Inspection.
- Curve Inspection.

INSPECTION OF GANGES

- Work done by the gang earlier.
- Further programme for Gang.
- Instruction to gang in methods of maintenance.
- Record the details of track maintenance.
- Importing safety rules with every gang men.

LEVEL CROSSING INSPECTION

- Level crossings should be opened once in a year to check the conditions of rails, sleepers & fasteners – Defects should be rectified.
- Necessary stop Board, whistle board, and other equipments has to be ensured.
- Equipments available with Gateman has to be checked once a month.
- Gateman's Knowledge on safety rules has to be ensured periodically.
- Census of all level crossings as per the schedules.

POINT AND CROSSING INSPECTION

The Permanent Way Inspector in overall charge and his Assistant should carry out the inspection of points and crossings in passenger running lines once in three months by rotation and on other lines once in six months by rotation.

CURVE INSPECTION

- Should carry out checks of versions and super-elevation of each curve once in six months by rotation.
- For Group A & B routes in B.G. where the check should be conducted once in every four months.
- Action to correct the curve where ever necessary.

SAFETY OF TRACK-DIRECT RESPONSIBILITY

- The Permanent Way Inspector is directly responsible for the safety of the track. He shall be vigilant to locate faults in the Permanent Way and promptly remedy them.
- Track defects which are beyond his power to rectify should be intimated to higher authority immediately.
- Trees likely to foul the track during storm should be felled.

PERMANENT WAY PATROLLING

- Has to arrange patrolling of track by deputing suitable men from gangs.
- Supply necessary patrol books and equipment needed.
- Check on the night petrol man.

EXECUTION OF WORKS AFFECTING TRACKS

- Ensure possession of necessary materials and tools before the commencement of work.
- Ensure Engineering signals are exhibited at specified distance.
- Detailed accounts on materials received and issued.
- Frequent check on quality and quantum of work.

ACTION ON EMERGENCY

- On receiving the information of the occurrence of an accident affecting any part of track, restricting free passage of train.
- Proceed to the site by quickest available means.
- On the way collect the information regarding the damage, men and material requirement.
- Arrange the materials and movement of men and materials to site for restoration.

STILL MORE

- Inspection and maintenance of LWR/CWR Track.
- Measurement of Ballast.
- Maintenance of station yards.
- Witnessing Payment to Staff.

RESPONSIBILITIES IN ESTABLISHMENT MATTERS

- Ensure periodical medical examination for Staff including casual labours.
- Service cards and leave account for staff working under him.
- To ensure relevant provision of payment and wages act, workmen's compensation act, Hours of employment regulation etc are complied with.
- Ensure proper training for staff working under him at appropriate time.
- Carry out selection for Gateman and Patrolman from the existing gang man and importing training in their duties.
- Arrange prompt filling up of vacancies.

WORKS[BUILDINGS & STRUCTURES]

1. Day-to-day maintenance
2. Preparation of site details
3. Execution of new works
4. Collection of rate
5. Quality control
6. Workshop maintenance
7. Colony maintenance
8. Water Supply
9. Drainage
10. Road
11. Sump
12. Plumbing
13. Maintenance of OHT

BRIDGE – UNDER TRAFFIC CONDITIONS

1. Maintenance
2. Replacement of girders
3. Replacement of members
4. Replacement with PSC
5. Repairs to members
6. Schedule
7. Attending to bed block
8. Inspection of sub structure under water
9. Cambers
10. FOB
11. Painting
12. Maintenance of station PF shelters
13. Launching of girders
14. Temporary arrangements for Bridge works
15. Maintenance of roof structure in Workshops
16. Maintenance of Steel tanks

DANGEROUS & HAZARDOUS NATURE OF WORKING

1. Under water investigation
2. Launching of girder
3. De-stressing of tracks
4. Breach spot
5. Day-to-day maintenance of track & bridge
6. Bridge painting
7. Anti corrosive painting of track
8. Trolley inspection
9. Foot inspection
10. Bridge inspection
11. Track machines
12. Night working

13. Temporary arrangement
 14. Inspection of untested – guinea pig

FACTORS FOR CONSIDERATION FOR DETERMINATION OF PAY STRUCTURE OF RAILWAY ENGINEERS(SSEs/JEs)

It is requested that the following factors be considered while deciding the proposed pay structure etc:-

- (i) Qualifications, Training, Experience and Professional knowledge, Skill or competence required for the job.
- (ii) Duties, responsibilities and accountability.
- (iii) Level of contribution to the overall performance of the Department.
- (iv) Hazards of job, Working Conditions and other job difficulties involved;
- (v) Threat to personal life and threat to personal safety
- (vi) Working hours – as per Roster and beyond it. Need for recall or stay back after duty hours – especially at Night and odd hours.
- (vii) Exigency of Service; Impact on Safety of others & of the Public (as in case of Railways and Defence Forces).
- (viii) Intensity of continuous working and job related stresses and strains.

The renowned scientists of our country and the Former President of India, **Dr. A.P.J. Abdul Kalam** had emphatically observed for overall development of the nation that, “**until and unless the scientists and the technocrats of the country are not given their due status in the society, the country cannot prosper.**”

EXISTING AND PROPOSED PAY SCALES

| S. N. | Designation & Recruitment patterns | Pay Band & Grade Pay | Designation & Recruitment patterns | Minimum of the proposed pay scales |
|-------|---|------------------------------|------------------------------------|------------------------------------|
| 1 | Junior Engineer Partly directly recruited from open market through RRB,s Minimum Educational qualification - Three years Polytechnic Diploma in relevant disciplines & Partly by Promotion | PB-2 with GP Rs.4200 | Jr. Engineer (No change) | 74000 |
| 2 | Sr. Section Engineer Partly by direct recruitment through RRBs, Minimum Educational qualification - BE/B.Tech in relevant discipline & partly by promotions. | PB-2 with Grade Pay Rs. 4600 | Sr. Section Engineer (No change) | 78000 |

Keeping in view the Direct Recruitment of Bachelor of Engineering/B.Tech. or equivalent degree holder in the grade of SSEs of Electrical, Mechanical, S&T and Civil Engineering Department, associated with meager chances of their further promotions in Group 'B', they may be provided with an additional pay scale, minimum of which be Rs.1,02,000(of open ended pay scales) with the designation as Chief Section Engineer.

DISPARITY BETWEEN 'TECHNICAL ENGINEERS' OF INDIAN RAILWAYS VIS-À-VIS OTHER DEPARTMENT OF CENTRAL & STATE GOVERNMENTS

It's a matter of grave concern that in spite of the clear directives of DOPT the Technical Engineers posted on Indian Railways have not been granted Gazetted status.

In Ordinance Factories, all the JEs and SSEs have been given status of Non-Gazetted In CPWD all the JEs have time bound promotion up to Selection Grade with Gazetted Status. The states of Punjab, Haryana, Tamil Nadu, Uttar Pradesh, Uttarakhand, etc. have given them time bound promotion with Gazetted Status.

The above disparities are creating lot of dissatisfaction among the Technical Engineers recruited with Diploma and B. Tech. qualification, with mandatory induction training in Railways. It is a proved fact that these Technical Engineers serving Indian Railways are having better qualification, training and hard working than those under any other Central or State Government. Such de-motivation on account of disparities is creating lot of discontentment among them.

It is also pertinent to mention here that the 4th, 5th & 6th Pay Commissions have virtually degraded the **Senior Section Engineers** of Indian Railways, who were placed even in higher pay scales than those of Group 'A' up to 3rd Pay Commission. The Indian Railways also started direct induction of Engineering Graduates in relevant disciplines as Sr. Section Engineer in the Technical Engineers' category, but they were simply equated with other Sr. Supervisory level staff of different department within Indian Railways. It may also be noted that those recruited directly as Sr. Section Engineer in Non-Gazetted cadre, from amongst Engineering Graduates against Open Market recruitment quota don't have any regular avenue of promotion except for a few being promoted in Group 'B' that too through a process of positive act of selection. This is creating a deep sense of frustration among these qualified Technical Engineers of Indian Railways. With a view to keep their moral high and to eliminate de-motivation, their case may be dealt with appropriately by the 7th Pay Commission with a view to attract talented and well qualified lot to serve as Technical Engineers in the Railways.

In view of the above, it is expected from the 7th CPC to give them a fair deal.

CHAPTER-XIV

TECHNICIANS

Technician Category in the Indian Railways is solely responsible for production, maintenance, periodical overhauling etc. of the entire rolling stock, signalling gears, tracks and other infrastructure. They are basically fully skilled in Mechanical, Electrical, Electronic, Civil Engineering and Industrial Technique in a particular technical field. They possess specific artistic and mechanical skill to undertake all activities related to above-mentioned tasks. The work of the Technician is to change the ideas of the site engineers into practical method while performing maintenance and other overhauling works in the Railways. Their skill helps a lot to give better results in maintenance of all kinds of rolling stock, modernize tracks, signalling, building structure and operational activities. Their duties are full of risk and hazard and become further strenuous during natural calamities, bad weather, festivals, accidents or any other unusual occurrences.

Failure of railway track, signalling system, traction, machinery, rolling stock, generally takes place in bad weather conditions, i.e. in extreme hot or cold weather (particularly during night). They are required to perform duties in round-the-clock shifts under all odd conditions, climatic and weather conditions against the nature to perform their duty, related to maintenance/overhauling etc. of the Railway assets. While maintaining running tracks, they have to face serious unhygienic condition at the time and risk to their life during running of trains and face dust and sound pollutions also. Similarly, while working in sheds, they are exposed to sound and other pollutions. Similar is the situation of working conditions in the Workshops and Factories also.

As per data available up to December 2013, the total length of track, in route km is 1,15,832 (all gauges), total number of locomotives, i.e. diesel and electric, including steam, is 9,956, the total number of coaches that include all types of passenger coaches, i.e. Conventional Coaches, AC Coaches, LHB Coaches, EMU Coaches, MEMU Coaches, DEMU Coaches etc. is 63,870 and total number of all types of wagons is 2,44,731, and this entire rolling stock is kept in perfect working condition for trouble-free service by these Technicians, excluding signalling.

Open line Technicians are working in different circumstances. They have to ensure quality maintenance within a definite time schedule to avoid any detention in train operations under extreme pressure and in very hazardous working conditions. Any minor delay in their job performance leads to severe punishment and this causes continuous stress and strain in mind, affecting their health too. As such, the Technicians of the Open line Loco Sheds, Maintenance Depots, EMU Car Sheds, Signal & Telecommunication Maintenance and even in Track Maintenance, **deserve special care by paying Special Allowance** to all the Open line Technicians.

AIRF has ever been raising for covering of all Locomotive (Diesel/Electric) Sheds, Maintenance Depots, EMU/MEMU Car Sheds etc. under **Incentive Scheme** as is prevailing in the Workshops and Production Units, so that the employees be motivated with some remuneration as Incentive with better productivity and enhanced quality as well.

Keeping in view adoption of day-to-day advanced technologies in all directions, viz. locomotives, coaches, wagons, signals, track, etc., it is much more essential to boost their morale by giving them incentive to cope-up with the change.

The Technicians are working in the following grades:-

- (i) Technician Gr. III, PB-I with GP Rs.1900
- (ii) Technician Gr. II, PB-I with GP Rs.2400
- (iii) Technician Gr. I, PB-I with GP Rs.2800
- (iv) Sr. Technician PB-II with GP Rs.4200(erstwhile MCM)

RECRUITMENT & TRAINING PATTERN FOR MECHANICAL & ELECTRICAL DEPTT. TECHNICIANS

There are three modes of recruitment in the category of Technician Gr.III placed in PB-I with GP Rs.1900:-

- (a) From open market with minimum educational qualification of Matriculation+2 years ITI Diploma in specified trade.
- (b) Through the process of Departmental Selection, called LDCE. Selection is conducted from amongst the Helpers with two years working experience, but with minimum educational qualification, as prescribed for open market recruitment.
- (c) By promotion through the process of Trade Test from amongst the Senior Helpers.

All these technicians are imparted minimum 09 months induction training in training schools in the specified trades, and on completion of successful training, they are given practical training in the sheds, depots before posting them on the working posts.

- Posts of Technician Gr. II are filled up 100% by promotion from Technician III through the process of trade test.
- Technician I are also 100% promoted from Technician III.
- Sr. Technicians are promoted through the process of seniority-cum-suitability by a committee of officers from amongst Technician Gr. I.

ROLE & DUTIES OF TECHNICIANS

- (i) Technicians of Indian Railways working in Mechanical, Electrical, Engineering and Signal & Telecommunication department directly carry out the production, repair maintenance and upkeep of locomotives, coaches, wagons, electrical general services, electric supply, power houses, air-conditioning, Over Head Equipments(OHEs), Permanent Way tracks, bridges, S&T equipments, all construction works and buildings in the Railway Production Units, Workshops, Shed and Open Line Depots etc.
- (ii) They work under direct supervision of Junior Engineers and Senior Section Engineers and their primary duty is to ensure safe and punctual operation of trains, with requisite Passenger Amenities.
- (iii) Indices for Productivity of Indian Railways, like passenger km, wagon km, engine km, track utilization, wagon turn round, etc are directly linked with the performance of this category.

- (iv) Important safety yard sticks of number of consequential train accidents, train accidents per million train kms, casualties and compensation, etc are steadily brought down by Railways because of direct contribution of this category.
- (v) Technological advancements from wooden coaches to *state-of-art* LHB/Super-fast coaches and Double Decker Coaches, steam engine to 5000 HP Diesel locos & 9000 HP AC locos, wooden sleepers & short rails to PSC sleepers & long welded 52 kg/60 kg or 90 higher UTS rails, semaphore signals to advanced Signaling Systems viz., complete track circuiting, Multiple Aspect Colour Light Signaling (MACLS), Panel/Route Relay/Electronic Interlocking, Last Vehicle Check by Axle Counter for safe and efficient train control and optimum utilization of line capacity, etc are directly adopted by this category – under the supervision of Junior Engineers & Senior Section Engineers.
- (vi) Additional work due to capacity addition in Railways like increase in route km, track km, locos, coaches, wagons, S&T equipments, etc are directly bourn by this category.
- (vii) Modernization done in Workshops and in Production Units and Open line Depots to increase the availability of Rolling Stock and to improve the productivity are implemented directly through this category.

In a nutshell performance of Railways greatly depends on the performance of this category.

WORKING CONDITIONS

- (i) Working conditions in many of the Railway Production Units, Workshops, Sheds and Open Line Depots, are extremely bad on account of various factors like bad layout, congestion, poor lighting and ventilation, lack of basic amenities and proper tools, equipment and furniture etc., in addition to the normal working hazards normally associated with such Industrial Establishments.
- (ii) These conditions need to be need to compensated since these have not radically improved, so as to create healthy and congenial environments, and improved working conditions and efficiency.

VAGARIES OF WEATHER

- (i) The open line technical staff are exposed to outdoor elements & vagaries of weather – it may be hot or cold, summer or winter, rain or mist, flood or cyclones, night or day. They are subjected to all the effects of atmospheric vagaries as they are continuously exposed to open atmosphere. Irrespective of ambient conditions, Open Line technical staff are expected to deliver consistent quality of output in a pre determined time.
- (ii) Open line technical staff working in pit lines are additionally subjected to exposure to nuisance of human excreta and mosquito menace.

WORK HAZARDS

- (i) Technicians working in and around the Welding shops, Paint shops, Forge & Smith shops, Electroplating shops in Workshops and Production Units of Indian Railways face working hazards of hazardous/poisonous gases and fumes having adverse effects of health.
- (ii) Recent developments of PU paints, FRP components, etc further added high health risks.
- (iii) In Diesel Sheds and Smithy Shops exposure to high noise to the decibel level of 180, high working temperature of around 50 degree centigrade and air pollution beyond permissible levels affect the health with immediate and long term effects.

- (iv) In P. Way Track maintenance, Bridges, S&T, C&W Depots, Track machine activities employees are exposed to hot sun, heavy rain, cold climate and unhygienic open to sky working, presence of human excreta and other non-biodegradable wastes having inherent health risks.
- (v) C&M (Chemical & Metallurgical) Staff exposed to radiations like X-ray and multiple Chemicals with numerous health hazards.

ROLE OF TECHNICIANS IN WORKSHOP AND PRODUCTIN UNITS

- (i) Production Units and Workshops of the Indian Railways are designing, manufacturing and maintaining various types of electric locos, diesel locos, coaches and wagons.
- (ii) Passenger coaches includes conventional non-AC coaches, AC Coaches, High speed LHB coaches, Double Decker Coaches, self propelled coaches like EMU, MEMU & DMU, etc.
- (iii) BCHL wagons with 22.9t axle capacity, BLCAM wagons with 22t axle capacity to carry 20' & 40' containers, BCBFG wagons with gravity discharge gates at the bottom, BCCN double Decker wagons to carry cars, BCCNR wagons to carry automobiles, BCN & BCNA wagons with 20.32t axle capacity, BFKN flat wagons, BLCA low platform container wagons, BOBR & BOST wagons to transport coal, BOXN wagons to transport ores, BOXNHL with 22.9t axle load stainless steel construction and many more types of wagons are in the possession of Railways to meet the varied requirement of Railways.
- (iv) On line availability and Capacity addition in Railways mainly depends on the eight Production Units and 54 Workshops of Indian Railways. Augmenting the load of existing services popular routes to 24/26 coaches for generating additional capacity and availability of additional berths/seats for the travelling public, Increase the speed of passenger and freight trains, Improving the speed of trains by replacing conventional stock by fast moving EMU/MEMU/DEMU Coaches, Introduction of non-stop services and higher capacity Rakes between popular destinations to serve the increased passenger requirement entirely depends on Production units and workshops of railways.

ADVANCEMENT IN COACHES/EMUS(ELECTRIC MOTIVE UNITS)

- (i) Complete switch over to new manufacture of only LHB design coaches by the end of XIIth Plan.
- (ii) Raise the crash worthy quotient of coaching stock on IR through larger deployment of LHB coaches, and incremental enhancement in ICF coaches.
- (iii) Introduction of AC/non-AC trains at speeds more than 130 kmph by induction of LHB design coaches.
- (iv) Introduction of automatic under gear and wheel profile measuring/ examination system to improve efficiency of train examination at terminals and pit lines.
- (v) Development and implementation of on-board coach diagnostic systems.
- (vi) Induction of more number of double-decker LHB FIAT AC coaches with high speed and higher carrying capacity for inter-city travel.
- (vii) Induction of automatic fire alarm system in coaching trains for early detection of fire. Introduction of automatic fire detection and suppression system for power cars, pantry cars which are more vulnerable to fire accidents.
- (viii) Design and development of under slung DG set power car for improved utilization for commercial purposes.
- (ix) Introduction of high speed high carrying capacity VPU on LHB FIAT platform.
- (x) Introduction of new super AC class for improved comfort and features and more exclusivity.
- (xi) Introduction of Green toilet technology in coaches.

- (xii) With new sections in BG coming on the IR network either due to gauge conversion or due to new lines, need for branch line operations of passenger trains is increasing. This is best addressed by DEMUs since they are low cost, do not require massive infrastructural investments and they release locos for freight and passenger operations on main line.
- (xiii) Introduction of High speed bogies for Self-propelled coaches (SPART/DEMUs).
- (xiv) New design of Stainless Steel DEMUs with 3 phase technology.
- (xv) Design and development of differently abled friendly coaches and enabling facilities for their travel in AC and non-AC coaches.

Multifaceted works in the fields of Mechanical and Electrical Engineering are given below:-

- (i) Varied welding process right from manual arc welding, MIG welding, MAG welding, TIG welding, submerged arc welding, spot welding, seam welding, state of art robotic welding, plasma & laser welding, etc. Welding has to be done using all variety of steels & different combination of steel like mild steel, carbon steel, stainless steel, etc.
- (ii) All types of machining process right from engine lathe, Capstan & Turret lathes, Vertical lathes, Conventional vertical & horizontal milling machines, drilling machines of many varieties & different capacities, CNC turning & machining centres, variety of special purpose machines (SPM) for precision components like axle, axle box, wheel profile, Body bolster, Bogie bolster, LHB full Bogie machining, Diesel engine bore machining and other high precision components for Diesel & Electric locos.
- (iii) Sheet metal process like press brakes, hydraulic press, eccentric press, cut to length machines, sheet bending & profile machines, etc.
- (iv) Heavy forging and light forging for variety of components including springs, draw gear components, bogie components, etc.
- (v) Steel structural work to form / repair the body shell of coach, wagon and engine.
- (vi) High precision assembly works like axle & wheel assembly, suspension arrangements, Break system, etc.
- (vii) Surface finishing process right from brush paint to state of art automatic paint booth, electro plating and many surface preparation methods like grit blasting, sand blasting, hot & cold phosphating, etc.
- (viii) Electrical circuiting in conventional non-AC coaches, AC Coaches, EMUs, MEMUs, DEMUs, Diesel locos, Electric locos, etc.
- (ix) Many performance tests relating to electrical circuits, traction motors, air-conditions, invertors, lights & fans, etc.
- (x) Road transport vehicles for movement of materials like fork lift, light & heavy trucks, trolleys, staff car, etc.
- (xi) Handling of age old cranes to modern automatic storage and retrieving system (ASRS).

BAD WORK ENVIRONMENT IN PRODUCTION UNITS & WORKSHOPS WHICH CANNOT BE AVOIDED

Welding fumes, high noise particularly in the area of sheet metal work & DG set operation, hazardous enamel, PU & epoxy paints, forge shop emissions, exposure to X-ray radiation & chemicals, work inside the shed made up of hazardous asbestos sheets, etc.

PRESENT PAY STRUCTURE, CADRE DISTRIBUTION AND MODE OF FILLING OF POSTS OF TECHNICIANS ON RAILWAYS

| S. N o. | DESIGNATION | PRESENT PAY SCALES | MODE OF FILLING |
|---------|----------------------|--------------------|---|
| 1. | Tech. Gr. III | PB-I + GP Rs.1900 | 50% D.R. with Matriculation + ITI qualification in relevant field. 25% promotion from qualified Helpers through LDCE. 25% promotion from Helpers among the seniors. |
| 2. | Tech. Gr. II | PB-I +GP Rs.2400 | 100% promotion through trade test. |
| 3. | Tech. Gr. I | PB-I + GP Rs.2800 | 100% promotion |
| 4. | Sr. Tech. | PB-II + GP Rs.4200 | 100% promotion through seniority-cum-suitability test. |

- Technicians have to pass specified higher medical tests as required for the post. (A2,B1)
- Technicians have to undergo refresher trainings at regular intervals, in many Departments on the Railways.

INJUSTICE WITH THE TECHNICIAN BY PREVIOUS PAY COMMISSIONS

While all other categories in central Government departments received upgradation from the recommendations of either of the Pay Commissions, Technician category of Railways is the only category which was never given any up-gradation or merger of any of the scales by any of the Pay Commissions.

Even though responsibilities shoulder by this category increased by many fold 5th CPC and 6th CPC had given a retrograde recommendation of down grading the post of Senior Technician and merging it with the Technician Gr.I, ignoring the direct contribution made by this category in enhancing the performance of Railways.

NEED FOR GREATER SKILL AND TALENT

With the introduction of high speed passenger trains, longer and heavier freight trains, more sophistication & modern technology in P. Way, Bridges and S&T maintenance, importance of this category gets more focused now. Attracting young talents for this category gets much important than never before.

JOB CONTENTS, DUTIES AND RESPONSIBILITIES OF TECHNICIANS

The Technicians Category of Mechanical Engineering and Civil Engineering can be broadly divided into following seven sub-groups:-

- (i) Carrying & Wagon Technicians
- (ii) Diesel Loco Technicians
- (iii) Traction Rolling Stock/Electric Loco Shed Technicians
- (iv) EMU/MEMU Technicians
- (v) Electricians of Electrical General Services
- (vi) Electricians of Air-conditioning
- (vii) Electricians of OHE

TECHNICIANS OF MECHANICAL ENGINEERING DEPARTMENT

DIESEL LOCOMOTIVE MAINTENANCE

Owing to high level of investment and high cost repercussion of out of service coupled with the complexity of equipment, maintenance activities are no longer simple servicing and breakdown repairs. Diesel sheds have to provide a comprehensive, well organized and administered engineering service. Maintenance schedules have been revised and periodicity of trip maintenance, have increased the availability of motive power for Railways. Work content in these areas are doubled and but there is virtually no addition man power.

4.2.1.9 Schedule Periodicity of ALCO Loco is as under:-

| S. No. | Schedules | Original Periodicity | Current Schedules for ALCO Locos | |
|--------|----------------|----------------------|----------------------------------|--------------------|
| | | | Name of Schedule | Periodicity |
| 1. | Trip or Weekly | Max. 7 days | T1* | 15,20,30 & 40 days |
| 2. | Fortnightly | 15 days | T2* | 15,20,30 & 40 days |
| 3. | Monthly | 30 days | M-2 | 60 days |
| 4. | Quarterly | 90 days | M-4 | 120 days |
| 5. | Half-yearly | 180 days | M-12 | 12 months |
| 6. | Yearly | 1 year | M-24 | 24 months |
| 7. | 2 yearly | 2 years | - | - |
| 8. | 3 yearly | 3 years | M-48 | 48 months |
| 9. | POH | 6 years | M-96 | 96 months |

TRAINING

Initial training period prescribed at present for the technicians is as under[Ref.: Railway Board's letter No.E(MPP)2004/3/08 dated 24.11.2010]:-

| | | |
|------|--|----------|
| (i) | Course completed Act Apprentices trained in Railway Establishments | NIL |
| (ii) | Course completed Act Apprentices trained in non-Railway Establishments | 6 months |

| | | |
|-------|---|----------|
| (iii) | Diploma Holder | 6 months |
| (iv) | ITI Passed candidates | 6 months |
| (v) | Matriculate or any non-technical higher qualification | 3 years |
| (v) | Degree holder in their relevant fields | 6 months |

In addition to theoretical training, the trainees should receive thorough practical training on the work they will have to perform on completion of training. In all cases, during training, they should have a period as under-study to senior and experienced staff in actual execution of the type of work they have to perform.

Sound knowledge of the following for effective maintenance of diesel locos

- (i) Knowledge of diesel engines and its working components – Principles and their functions.
- (ii) Knowledge of various precision instruments and tools such as micrometer, vernier caliper, dial gauge, Hydraulic Torque Wrenches, Wheel Gauge and special tools etc .
- (iii) Knowledge of overhauling diesel components such as Turbo, Fuel injection pump, water-pump, lube oil pump, Traction Motor Blower, Cylinder head, compressor etc.
- (iv) Capacity to take sizes during schedule examination of Piston, Cylinder liner etc.
- (v) Trouble shooting and ability to locate defects and rectify.
- (vi) Knowledge of various preventive maintenance schedules of ALCO and HHP Locomotives / DEMUs.
- (vii) Knowledge of various brands of lubricants used in ALCO and HHP diesel locomotives/DEMUs.
- (viii) Knowledge of various systems such as lubricating oil, fuel oil, coolant water and Air brake systems of ALCO and HHP Locos/DEMUs.
- (ix) Knowledge of conducting water load box testing on locomotives /DEMUs.

BAD WORK ENVIRONMENT IN DIESEL LOCO SHED WHICH CAN NOT BE AVOIDED

- (i) Required to work near 50^o Celsius during engine run test.
- (ii) High level of noise pollution to the extent of 180 decibels.
- (iii) Air pollution due to diesel and oil contents.
- (iv) Accumulation of solid waste and dust.

IN COACHING DEPOTS OPENLINE

In Coach Maintenance, Technician in different groups has to do the following activities for each train formation as per the instruction of their JE/SSE.

| Type | Place |
|--|------------------------|
| Primary Maintenance | Pit Lines in Yard |
| Secondary Maintenance | Pit Lines in Yard |
| Platform Turn-around Attention | Platforms |
| Other End Attention | Platforms |
| Break Down Attention & C- Schedule / IOH Attention | Sick Lines / IOH Sheds |
| Maintenance of Accident Relief Trains | Yard / Platform |

Safety Items - Technicians have to ensure the sound working condition of the followings vital safety items under the supervision of RAILWAY ENGINEERSs.

| | No. of major safety items per coach | No. of major safety items per rake of 24 coaches |
|---------------------|-------------------------------------|--|
| Running Gear | 20 | 480 |
| Suspension Gear | 80 | 1920 |
| Draw & Buffing Gear | 28 | 672 |
| Brake Gear | 65 | 1560 |
| Under Gear | 110 | 2640 |
| Pipe Lines | 46 mts. (Aprox.) | 1104 mts. (Aprox.) |
| Total | 303 | 7272 |

Other components need to be checked inside the coach.

| | Per Coach | Per rake of 24 coaches |
|--|-------------|------------------------|
| Window shutters & Fastenings | 72 | 1728 |
| Doors & Fasteners (Main / Toilet) & Vestibules | 10 | 240 |
| Flush/Push cocks, Taps & Valves | 14 | 336 |
| Water to be filled | 1600 ltrs | 38400 ltrs |
| Exterior to be cleaned | 120 Sq Mtrs | 2880 Sq Mts |

Correct fitting and fastening of more than 145 Cotters and Split pins and 150 Bolts and nuts in every coach, in addition to the components cited above.

The staff engaged in inspection of rake/train has to walk a minimum of 1.5 kms around the rake and has to inspect around 6000 components of safety category with in short span of time by kneeling and standing several times.

C&W Technicians have also required to undergo initial training and refresher training similar to that of diesel shed technicians.

BAD WORK ENVIRONMENT IN COACH MAINTENANCE MANY OF THEM CANNOT BE AVOIDED.

- (i) Open-to-sky environment facing hot sun, heavy rain, storms, cold weather.
- (ii) Physical handling and working with coach components splashed with human excreta and other animal wastes.
- (iii) Haphazardly and unscientifically constructed Pit lines without sufficient working space and facilities.
Exposure to chemicals and other hazardous compounds used for cleaning, of various maintenance activities (Electrical, Under gear maintenance, Interior & Exterior cleaning and Air-conditioning maintenance)
- (iv) Sewage water stagnation due to improper / defective drainage facilities.
- (v) Insufficient lighting with only the primitive Miner Lamps to carry out the maintenance during night.
- (vi) Flooded pit lines during monsoon.
- (vii) Mosquito, snake, rat, cattle and stray dog menace.
- (viii) Continuous exposure to 110V DC power system which is detrimental to health.
- (ix) Exposure to Sulphuric acid in batteries.

ROLE OF TECHNICIANS IN WAGON MAINTENANCE(MECHANICAL ENGINEERING)

During recent few years, there has been rapid advancement in freight carrying wagons for carrying heavier load with faster speed. Introduction of high speed CASNUB Bogies, BLC Wagons to carry ISO Containers, which are also provided with single pipe/double pipe Air Brake System and high capacity Centre Buffer Couplers has increased the duties and responsibilities of the technicians, engaged in this important wagon maintenance activity.

Goods stock is also having Load Sensor Device, Auto Swing Bogie, Auto Twist Lock to work on 1000 kg force and Slackless Coupling etc. in BLC, BCNHL Rakes, which add to the responsibilities of the Technical Staff, who are entrusted the work of maintenance of freight trains in open line.

BAD WORK ENVIRONMENT IN PERMANENT WAY MAINTENANCE WHICH CAN NOT BE AVOIDED

Technicians of Permanent Way have to perform their duty 100% in open to sky environment, exposed to hot sun, cold weather, rain, wind, etc. They are exposed to many types of land and water pollutions including that of human excreta, animal wastes & remains etc. During accidents and natural calamities like flood and earth quake this category has to work round the clock in rescue operation and to restore train service.

This has been dealt in detail under the **Chapter Civil Engineering Department**, elsewhere in this memorandum.

TECHNICIANS OF ELECTRICAL ENGINEERING DEPTT.

DUTIES AND RESPONSIBILITIES OF THE TECHNICIANS IN ELECTRICAL ENGINEERING DEPARTMENT

Electrical Department has the following Branches:-

- (i) Traction Distribution
- (ii) Tracking Rolling Stock/Electric Loco
- (iii) Electrical Workshop
- (iv) EMU/MEMU(Car Shed) Depot
- (v) General Services(Power & Train Lighting)
- (vi) Air-conditioning

TRACTION DISTRIBUTION

This Branch of Electrical Department has Over Head Equipments(OHE), PSI (Power Supply Installation), and RC(Remote Control).

OVER HEAD EQUIPMENTS(OHE)

The Technicians of the TRD have been maintaining the system of conductor/equipment carrying traction power from traction sub-station to electric locomotives and their main work comprises of the following activities:-

- (i) Provision of most economic reliable electric contact system to continuously supply power to the moving electric rolling stock.
- (ii) Power supply arrangements.
- (iii) Provision of switches to regulate the flow of power along with the electric protective gear.
- (iv) Monitoring and remote control of power supply.
- (v) Immunization of signalling and the trackside telecommunication circuits against electromagnetic and electrostatic induction effects of 25 KV, 50 HZ, single phase traction power supply.
- (vi) Modernization of signalling and telecommunication.
- (vii) Provision of maintenance and operation facilities for electric traction.

The OHE subject to dynamic oscillation due to the constraint contact and movement of the fast moving pantograph coupled with wind pressure.

The following schedule of maintenance of OHE is required to ensure trouble free supply of current to the rolling stock:-

- (i) Foot Patrolling
- (ii) Trolley Inspection
- (iii) Current Collection Test
- (iv) Special Checks
- (v) Annual Maintenance and Checks by OHE Inspection Car
- (vi) Periodical Overhaul
- (vii) Re-tensioning of OHE

(i) **FOOT PATROLLING**

Has to check and correct the functions of insulators, droppers, sagging or hogging of contact wire, equalizing plate, auto tensioning device and counter weight, structural soundness, removal of bird's nests and branches of trees infringing on OHE, general conditions of switching station *en-route*.

(ii) **TROLLEY INSPECTION OF OHE**

Done in all section except where use of trolley is prohibited. SSE should inspect the entire section once in a month. SSE should inspect the entire section once in 3 months. Apart from trolley inspection SSE and SSE have to travel by the cabs of Locomotives and EMU trains once a month.

(iii) **CURRENT COLLECTION TEST**

Carried out to ensure good contact between the contact wire and pantograph. Performed at night. SSE should do the test once in 3 months. SSE should do the test once in 6 months.

(iv) **SPECIAL CHECKS**

Special check and cleaning of general insulators, section insulators, Bimetallic Clamps, Earth connections and feeders.

(v) **ANNUAL MAINTENANCE AND CHECKS BY OHE INSPECTION CAR**

- Masts, portals and cantilever supports - Check rail level, all steel parts, all anchors for tightness, structural soundness, clean all insulators, check and adjust the height and staggers on the basis of setting distance and rail level.
- Contact and connecting wires - Check and replacement of contact and centenary wires, PG Clamps and jumpers, droppers.
- Turn outs - To ensure smooth travel of pantographs under the loop line OHE, check stagger of booth OHES of turn outs. Check up contact bars, hit marks, rail level setting of the obligatory mast.
- Droppers - Ensuring tightness of droppers and their vertical position - Maintenance of section insulators assemblies, isolators, overlap - Contact wire thickness, neutral thickness, over line structure/tunnel, OHE at level crossings, Regulating equipments, bonds and earthing connections, masts, feeder lines and PG Clamps.
- Integrated Blocks - Simultaneous work is carried out by permanent way, signal OHE/PSI staff. In this scheme, a 3 to 6 km lock is taken by introducing single line working in the off peak traffic hours between two stations.

(vi) PERIODICAL OVERHAUL

POH is done to recondition and restore the installations in the condition it was when it was first commissioned. POH should be thorough and cover every part of the installation. The POH of OHE should be planned on a programmed basis so that every part of the installation received detailed attention, repair and over haul at an interval of four years. Maintenance charts, prepared in different colours may be made indicating the type of schedule each section has to undergo.

(vii) RE-TENSIONING OF UNREGULATED OHE

Re-tensioning of unregulated OHE in accordance with the tension temperature chart should be done normally at the end of 6 months from the date of erection and again at the end of 12 months thereafter once in 2 years.

In all the schedule maintenance mentioned above Technicians of OHE play vital role in finding out the following defects and rectifying them:-

- (i) Chipped or damaged insulators;
- (ii) Displaced fittings and droppers;
- (iii) Excessive sagging and hogging of contact wire;
- (iv) Whether equalizing plate is tilted;
- (v) Free movement of auto-tensioning device and position of counterweight with reference to upper and lower limits of movement marked on the mast;
- (vi) Presence of protective screens, caution and warning boards and anti-climbing devices;
- (vii) Structural soundness of height gauges at level crossings;
- (viii) Bird-nests and pieces of stray wire likely to cause short circuits and branches of tress likely to infringe the OHE;
- (ix) Defective bonds and earth connections;
- (x) Defects in return-conductor connecting booster transformers and its connection to rails. Oil leakage if any from BT & AT;
- (xi) Any obstructions including tree branches in the way of free movement of pantograph and trains;

- (xii) Signs of heavy sparking when trains pass;
- (xiii) Isolators blades being fully in and for signs of sparking or overheating of isolators as also condition of locks;
- (xiv) General condition of switching stations en-route;
- (xv) Tilting of masts especially on high banks and masts with sand-core foundations;
- (xvi) Number plates.
- (xvii) Any other abnormal / unusual situation.

OHE Technician should carry essential tools with him to rectify the minor defects. He should also maintain a diary about the defects found & rectified and defects that need to be attended. The defects which cannot be attended should be reported to the Junior Engineer or Senior Section Engineer.

To assist trolley Inspection of OHE to enable supervisors and officers in-charge of OHE maintenance to observe closely the OHE under their charge.

To assist JE/SSE in current collection tests, which is performed at night.

SPECIAL CHECKS FOR –

- (i) Clean insulators and replace badly chipped or even slightly cracked insulators.
- (ii) Check runners for flash marks.
- (iii) Check level of the assembly and adjust as required.
- (iv) Check for excessive contact wire wear near anchor clamps.
- (v) Tighten properly the PG clamps of droppers and stiffeners.
- (vi) Check the pantograph passes underneath the section insulator smoothly.

PRE-MONSOON CHECKS FOR –

- (i) Checking condition of insulators specially that of section – insulators at major yards having mixed type of traction;
- (ii) Over-line structures for any water leakage on the OHE and PVC insulators at major yards having mixed type of traction.
- (iii) Trimming of trees branches;
- (iv) Condition of embankments with respect to stability of masts;
- (v) Rod gaps.

Apart from the activities mentioned above, OHE technicians has to involve in POH, tower wagon inspection, cab inspection, etc.

They have to attend all types of OHE breakdowns including the following:-

- (i) Uprooting of or damage to OHE masts on account of cyclone, derailments etc.
- (ii) Entanglement of pantographs with the OHE,
- (iii) Snapping of OHE conductors
- (iv) Flash-over or other damage to insulators
- (v) Faults on account of stray wires etc
- (vi) Theft of OHE conductors.

TRAINING

OHE technician has to undergo 60 weeks of initial training in the following areas:-

THEORETICAL

- i. Basic principles of electricity – clear understanding of “Current”, “Voltage”, “Power”, “Resistance”, “Impedance” – use of common electrical measuring instruments, micrometer devices.
- ii. Power supply arrangements for ac traction.
- iii. Understanding the layout of OHE at feeding posts, running lines, turn-outs, crossovers, overlaps, neutral sections, yards etc.
- iv. Standard values of clearances, setting distances, contact wire height, permissible gradient, stagger etc applicable to 25 kv OHE.
- v. Detailed study of various fittings used on OHE viz. insulators, cantilever assembly, clamps, splices, section insulators, anchor fittings, isolating switches, jumpers – constructional details of such fittings and details of assembly and installations.
- vi. Study of different types of masts and their foundations.
- vii. Detailed study of various tools, tackles and other gadgets used in OHE Section.
- viii. Various types of bonds and earthing connections installed and maintained by OHE Section.
- ix. Safety rules for OHE work.
- x. Types of power blocks for OHE work. Detailed procedure for imposition of power blocks and exchange of messages. Precautions to be taken before commencement of work and study of relevant GRs and SRs.
- xi. Detailed study of common OHE defects to be looked for during patrolling and inspection.
- xii. Prescribed forms for submission of patrol and other reports.

PRACTICAL

- (i) Climbing up different types of masts and walking across a cat-walk at a height of 56m to get over the fear height.
- (ii) Practicing the use of various tools, tackles and gadgets used in OHE work.
- (iii) Practicing in the repair shop the correct way of assembly and installation of various OHE fittings.
- (iv) Study of the detailed procedure for imposition of power blocks and precautions to be followed for typical sections by mock drills including speaking over telephones and issue and receipt of messages.
- (v) Drills in correct method of earthing the OHE.
- (vi) Field work with maintenance and construction staff so as to get acquainted with important items of work e.g., erection of mast and cantilever assembly, replacement of insulators, installing splice-fittings, anchoring of wires, replacement of equipment, recording height and stagger etc.
- (vii) Patrol given section of OHE to spot out and report on defects.

BAD WORK ENVIRONMENT IN OHE WHICH CAN NOT BE AVOIDED

Technicians of OHE has to perform their duty 100 percent in open to sky environment, exposed to hot sun, cold weather, rain, wind, etc. They are exposed to high voltage electric current. During accidents and natural calamities like flood and earth quake this category has to work round the clock in rescue operation and to restore train service.

Role of technicians in other areas like Electric loco sheds, Bridges, Signal & Telecommunication is on par with their counter parts explained in the forgoing paras.

- Technicians in different Departments on the Railways have to pass specified medical tests to suit to the post.
- Many of the Technicians have to undergo refresher trainings at regular intervals.

POWER SUPPLY INSTALLATIONS

Power Supply Installations are controlled by a SSE and a number of SSEs and JEs besides Technicians depending upon the capacity of the PSI. It is noting out an Electrical Sub-station of Railways where the one ton kV received from the respective Electricity Boards are stepped down to 27.5kV volt and then fed into the OHE for train services. The Technicians and assistants along with the Supervisors are responsible of maintenance of all equipment like circuit breaker, interrupter, transformers, potential transformer, batteries, bus bars, earthing of equipment and 25KV /230V auxiliary transformer which are available in all block stations and at railway gates for the use of signaling purposes. Normally the type of maintenance are planned in a schedule of fortnight, quarterly, half-yearly and annual basis.

JOB CONTENTS OF POWER SUPPLY INSTALLATIONS (PSI)

The staff working in PSI has to be more alert in supplying power to OHE. Their assigned duties are as per AC Traction Manual No: 2021620253. The PSI staff has to work round the clock to note down the voltage, current and to reset the relay indication while tripping of circuit breakers.

- (i) Condition monitoring of Transformers (Due to over voltage in the system resulting gas formation, which will deteriorate the dielectric properties of the oil and the flash point will come down from 145 degree centigrade to 50 degree centigrade).
- (ii) Overhaul of potential transformer, batteries, busbars, earthing equipment and overhauling of 25 KV/230 V Transformers available in all block sections and at the Railway gates for signalling purposes.
- (iii) Circuit breakers and interrupters
 - Oil, Gaskets and bushings of minimum oil circuit breakers has to be checked and maintained.
 - B.SF6 circuit breakers : Gas system, interrupting unit, operating mechanism and vacuum circuit breaking breaker has to be checked and maintained.
- (iv) Lead Acid Batteries should be maintained to keep the followings in order:-
 - General condition of battery room and cells.
 - Specific gravity of electrolyte in the cells.
 - Charging current.
 - Cell voltage
 - Condition of the plates and extent deposits.
 - Inter cell connections and main battery
- (v) Protective Relays and Switching stations.

REMOTE CONTROL(RC)

The staff has to maintain as per the Schedule to record the earth resistance value and to maintain earth in the stipulated time, since it involves remote controlling system. This is a vital for power supply installation and therefore its proper maintenance is imperative.

On Electrified Sections, batteries and battery charger are installed at following locations:-

- (i) Traction/Sub-station -110V, 200AH lead acid cells for Control Panel protection and indication circuits.
- (ii) Switch Station - 110V, 40AH lead acid battery for operating circuit breakers and Interpreters, Motor operation, Isolators.
- (iii) Remote Central Equipment - Batteries of suitable Voltage and Capacity at Remote Control Centre, Traction Sub-station and Switch Station.

TRACTION ROLLING STOCK(TRS)

MAINTENANCE OF AC LOCOS

Maintenance of AC Locos(POH/IOH) is done in the nominated workshops and sheds.

With the introduction of New Type of Locos like inverter Loco with advanced Technological changes which have increased the hauling capacity as well as computerization of circuit indication system, the Staff should have know-how of the functioning of Locos and grasping all the working system of the Locos. This has helped the Railways to carry 56 wagons at a stretch and also in hauling of 24 to 26 coaches.

ELECTRICAL WORKSHOP

Electrical workshop consists of Air-conditioning Coaches Wing and Train lighting Coaches Wing. Major repairs and periodical overhauling, etc. are being carried out with new Technological changes. Now-a-days the Electrical shops deals with high speed Air-conditioning Coaches, LHB Coaches, Inverter Type Coaches, etc.

The staff have to train themselves to the know-how of the system. There should be a periodical Training imparted to the Staff on this area to learn the new techniques.

EMU/MEMU CAR SHEDS

The Staff of EMU Car Shed are entrusted with maintenance and periodical overhauling of EMU Coaches, Tower Wagons/OHE Inspection Car, MEMU Coaches, MRTS/Metro Coaches, Service Coaches, etc. These Staff require high degree of skill and technical knowledge to perform day to day maintenance and the awareness of Technological changes in EMU Car or Energy Speed Monitoring Device, Air suspension Bogie, etc.

GENERAL SERVICES(POWER AND TRAIN LIGHTING)

The Staff working in the Power has to play a Vital role in order to ensure round the clock supply of electricity and water supply to the Administrative Offices, Workshops, Railway Quarters and Other areas. They have to maintain AC Plants, Power Generator and Distribution, Repairs and Maintenance of Pump Generator sets , transformers, busbars, HT/LT sub stations of all depots, with vast up to-date knowledge.

AIR CONDITION

The employees working under Air-condition Wing are controlled by a SSE(RAILWAY ENGINEERS) at the Depot level along with JEs. The AC Technicians are primarily responsible for the maintenance of AC installation of AC coaches(First A/C, Second A/C and Third A/C), both at the depot and during journey. At the depot level they take care of the periodical over hauling of AC Machines and charge the A/C Coaches at platform so that they function throughout the journey.

The AC accompanying staff are deputed as a team under one Sr. Technician/Technician Gr. I, depending upon the number of AC coaches in the formation. Besides Technician, there is AC Khalasi who is responsible for supply and collection of bedrolls to passengers procured and provided by the administration, which is the responsibility of the Mechanical Department.

The duty of AC mechanic in Train services are quite strenuous in nature as they are supposed to perform their duties from starting station to destination and back from destination to starting station, duly maintaining the AC installations, taking responsibility of Railway assets including bedrolls and at the same time keep a watch over the unauthorized entry in AC coaches in the interest of travelling public. Despite their best effort often the passengers complaints of theft or loss of luggage during the course of journey will immediately results in a complaint against AC staff and their detention and harassment in different station and with different law and order agency takes enormous toll on the employees mental strength.

Though Railways makes publicity that the AC staffs are not responsible for the belongings of the passenger being the only person continuously travels on duty from end to end they are forced to undergo such agony often.

The AC coach Mechanics & Attendants are neither provided with a seat in day trains nor a berth in train formation on the reason that their entire period of journey is also treated s duty results in denial of accommodation / berth and rest room facility at destination where they are forced to wait in platform till the AC coaches along with the train formation returns from yard to platform from maintenance. Once the formations are put into platform for journey the AC coach attendee starts the routine charging, testing and operation of Ac machines and its allied works till he reports back to Headquarters.

The other section of AC employees at depots attends the scheduled maintenance given by the Supervisors. Thus the Electrical Maintenance Staff under General Services/AC Wing are under the administrative control of a Sr. DEE(G)/DEE(G).

AC STATIONARY PLANTS

Increasing demand of air-conditioning is no more luxury, but increases efficiency and productivity of the staff working in the air-conditioned offices. The Indian Railways, on the one hand, maintain lakhs of Window ACs and Split AC Units, at the same, also maintain large number of AC Plants, responsible for air-conditioning of whole buildings(Centralized Air-conditioning).The provision of water cooler and chilling plant on all major stations under public amenity is also used to be maintained by the Railwaymen. The Railway Staff round-the-clock work, operate and maintain these stationary plants.

INJUSTICE DONE TO THE TECHNICIAN CATEGORY BY PREVIOUS PAY COMMISSIONS

While all other categories in central Government departments received upgradation from the recommendations of any one of the Pay Commissions, Technician category of Railways is the only category which never given any upgradation by any of the Pay Commission. Even though responsibilities shoulder by this category increased by many fold 5th CPC and 6th CPC had given a retrograde recommendation of down grading the post of Senior Technician and merging it with the Technician Gr. I, ignoring the direct contribution made by this category in enhancing the performance of Railways.

During the promotion to Junior Engineer, Senior Technicians are being granted the same Grade Pay of Rs.4200, even though 6th CPC has recommended that, promotion should happen progressively in the next higher Grade Pay.

With the introduction of high speed passenger trains, longer and heavier freight trains, more sophistication & modern technology in P. Way, Bridge, OHE and S&T maintenance, the importance of this category gets more focused now. Attracting young talents for this category gets much important than never before.

NEED FOR GREATER SKILL AND TALENT

With the introduction of high speed/super-fast, passenger trains, longer and heavier freight trains, more sophistication and modern technology in Permanent Way(Track), Bridges, Signal & Telecommunication Maintenance, importance of this category gets more focus now, attracting young talent for this important category gets more and more importance than never before.

We, therefore, propose the following pay scales for the Technicians of all departments of the Indian Railways, keeping in view their most important role in maintenance of latest sophisticated and state-of-art technology based rolling stock, track, signalling, telecommunication and other infrastructure of the Railways.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Scale Pay Band and Pay | Grade | Minimum of the open ended pay scales |
|----------------------------|--|--------------|---|
| Technicians Gr. III | PB-I - 5200-20200 | 1900 | 46000* |
| Technicians Gr. II | | | 56000 |
| Technician Gr. I | PB-I - 5200-20200 | 2400 2800 | (To be re-designated as Sr. Technician) |
| Master Technician | PB-2, 9300-34800 | 4200 | 74000 |

*Induction to this category will be with the qualification of SSC+ITI with 6 months training.

CHAPTER-XV

CHEMICAL & METALLURGICAL ORGANISATION

In steam locomotives era, CMT Organization was established and defined under Chapter-I, Para 113 of the **Indian Railways Mechanical Code** as under:-

“CHEMICAL & METALLURGIST DEPARTMENT”

“The Chemical & Metallurgical department is usually attached to the major workshops with a technical laboratory equipped to carry out all the necessary chemical and metallurgical tests. This department is responsible for quality control on manufacturing and other operations in the workshops and sheds involving special knowledge of modern chemical and other operations in the workshops and sheds involving special knowledge of modern chemical and metallurgical techniques keeping in view the maximum outturn of the workshops. Most of the analytical work required by the Railways is carried out by this department in addition to the normal duties in connection with the work in the shops to which it is attached.”

The total staff strength in the supervisory cadre all over Indian Railways i.e. Zonal Railways, Production Units, is around 2000 spread over major 15 Zonal Railways and 7 Production Units. In Zonal Railways there are C&M laboratories in more than 30 Diesel Sheds and 10 Electrical Loco Sheds besides EMU Car Sheds across the country. The functioning of the CMT Organization, at present, has changed to a technical advisory board and solving the day-to-day problems related to Production, Periodical Maintenance and Preventive Maintenance of entire rolling stock, track, signaling, etc. in the Production Units, Maintenance Workshops & Open Line Sheds and Depots.

On account of technical resolution in the material science, the advance testing equipments are being used to help Production and Maintenance Shops in getting the material certified at the earliest. They are engaged in 100% testing of vital safety components keeping in view the safety of passengers and coordinate with the outturn in producing defect free blocks and trouble free services to the rail users. In Open Line Sheds particularly Diesel Shed they are deputed to work round the clock in 3(three) Shifts.

RECRUITMENT PATTERN

| Designation | Grade Pay in 6 th CPC | Recruitment Qualification and Mode of filling up posts | Remarks |
|--|--|--|--|
| Chemical & Metallurgical Assistant | 9300-34800 + GP 4200 Entry Pay: Rs.13500/- | 50% DR B.Sc.(Physics & Chemistry with 45% marks) and one year training; 50% Promotion (Lab Assistant in GP 2800 having qualification of Matriculation or equivalent with Science promoted to CMA) | 6 th CPC merged the two pre-revised grade of CMA-II(Rs.5000-8000) and CMA-I (Rs.5500-9000) which had different recruitment qualifications and placed them in the same Grade Pay of Rs.4200/- without any solace to CMA-I. |
| Chemical & Metallurgical Assistant(CMA) | 9300-34800 + GP 4200 Entry : 13500/- | 66.7% DR Degree in Engineering (Metallurgy/Chemical) or M.Sc.(Chemistry); 33.3% Promotion Entry Pay for B.Tech/M.Sc. qualified | Recruitment with B.Tech/M.Sc. qualification in all other departments of Railways is made to GP4600 except CMT wing, which is a serious anomaly still pending. |

| | | | |
|--|-----------------------------|--|--|
| | | in all departments of Indian Railways is 17140/- (12540+4600) except CMT cadre, which is an anomaly pending till date. | |
| Chemical & Metallurgical Superintendent (CMS) | 9300-3400 + GP 4600 PB-2 | 100% Promotion | |

TRAINING PATTERN

On recruitment as CMA in PB-2 GP 4200/- they are imparted one years' induction training in Systems Training Centre, Charbagh, Lucknow or IRIMEE, Jamalpur.

C&M Staff are trained in the following fields, like Radiographer / Radiological Officer Courses conducted by BARC, Mumbai, Ultrasonic Training conducted by RDSO/Lucknow, Induction Training at IRIMEE/Jamalpur and Welding Inspection Training at IRIMEE/Jamalpur & WRI/BHEL, Trichy. Also, the staff are sent for refresher courses periodically to BARC, RDSO and IRIMEE. C&M staff are the only staff in the entire Indian Railways who are trained for multi-skills where as other staff are not trained so.

| TRAINING | |
|-----------------------------------|--|
| ON THE JOB (1 YEAR) | All Fields of Testing and 3 months at Jamalpur (for recruit CMAs) |
| REFRESHER COURSE (1 MONTH) | STC/Lucknow (for CMAs) & IRIMEE/Jamalpur (for CMSs) |
| SPECIALIZED TRAINING | Radiography @ BARC(Mumbai), Ultrasonic @ RDSO(Lucknow), Welding @ BHEL(Trichy) |
| SHORT TERM COURSES | Testing of Paints, Rubber, Plastics & Composites @ CIPETs, RDSO/Lucknow & IRIMEE/Jamalpur. |

The C&M Organization is placed under Mechanical Department with Chief Design Engineer (Mechanical) in ICF, RCF and others Production Units, CQAM in certain Railways, Chief Workshops Engineers in Zonal Railways, Senior DMEs in Diesel Loco Sheds and Senior DEEs in Electric Loco Sheds, EMU/MEMU Sheds and CWM in maintenance Workshops. Group 'C' supervisory staff is being recruited through RRB of Zonal Railways / Production Units as per the orders/guidelines of Railway Board.

Group 'B' post, Asstt. Chemist & Metallurgist in GP 4800 is selected from among local seniority of the concerned Zonal Railways and Production Units. The number of posts in this category is approximately 40 which amount to 2% only.

Group 'A' posts, Chemist & Metallurgist in GP 6600 is filled from the common Zonal seniority list for promotional quota. Only approximately 12 posts is available in this category.

Since this organization is categorized as "miscellaneous" the benefits given to the counterparts of other Mechanical Department has been deprived. (Ref: Railway Board's letter No.E(GP)/2003/2/22 dated 16.06.2003 upgradation of 80% of Group 'B' post of all major departments, procedure for allotment of higher scales).

The activities primarily relate to operation, maintenance, safety and reliability of rolling stock, Preventive Maintenance of critical assets and quality control activities in testing of all the components/materials used for production of coaches.

ROLE OF C&M (SCIENTIFIC) STAFF

The details of Duties and Functions of the C&M Staff of various Zonal Railways, Production Units, Diesel Sheds and Electric Sheds , EMU Sheds and OHE Depots are stated below:

1. To ensure the effective quality control and safe running of trains following important functions are performed by CMAs & CMS working in the Chemical and Metallurgical Labs on the Railways.
2. Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling production process in the manufacture of rolling stock / coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.
3. Formulate and carryout destructive & non-destructive techniques and testing to all the components which are critical for safety.
4. Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
5. Suggest remedial methods / process to avoid further failure of components.
6. Assess the quality of welder and welding and suggest the suitable improved welding techniques.
7. Check the quality of paints.
8. Asses the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
9. Measuring monitoring and improving the environment around work premises to comply with the standards of Environment Management System (ISO-14001/2004) and Occupational Health & Safety Assessment Service (OHASA – BS -18001/2007).
10. To access the internal condition of costly transformers used in Electric Locomotives and EMU's/ MEMU's as also in high voltage power supply for traction rolling stock (Traction Rolling Distribution), Breakdown Voltage and Spectrographic Analysis of the insulation oil is also carried out periodically that helps a lot in service failure of these assets and timely diagnosis of these precious equipments.

| DUTIES | |
|--|--|
| CHEMICAL & PHYSICAL TESTING | Railway Materials & Finished Products – Ferrous, Non-ferrous, FRP, Rubber, Polymer composites, Paints, Lubricants, Fuels & Refractories. |
| NDT INSPECTION | Ultrasonic – Wheel & Axle Radiography – Bogie frames, Bolsters, Axle Box Housings. Magnetic Particle Inspection – Bars & Coiled Springs. DPT – Defect tracing in vital items. |
| PROCESS CONTROL | Heat Treatment (Annealing, Hardening & Tempering etc) Welding Process, Corrosion Prevention- Phosphating & Painting. BIO DIESEL, EFFLUENT TREATMENT. |
| FAILURE INVESTIGATION | Failure analysis of vital components and safety items, suggestion for corrective and preventive action. |

| | |
|-------------------------------------|--|
| CALIBRATION SYSTEM STANDARDS | Calibration of IMTE & Standardization, QMS-ISO:9001, EMS –ISO:14000, OHSAS 18001 Internal and External Audits. |
|-------------------------------------|--|

JOB DESCRIPTION

1. Testing of materials and components for Mechanical / Metallurgical properties and chemical compositions.
2. Testing of Paints & Coatings used for corrosion prevention on Rolling Stock and other useful assets.
3. Testing of Oil, Grease, Coolants & other Lubricants in Production Units / Diesel Sheds for proper running of Locomotives.
4. Testing of welding Consumables & Evaluation of Welders.
5. Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB Coaches.
6. Radiographic testing of Welds (Critical Joints), Castings, Forgings etc.
7. Ultrasonic Testing of Wheels & Axles during manufacture and service.
8. Magnetic Particle Inspection (MPI) of Springs Steel bars & Springs.
9. Process control of Annealing / Normalizing of Forged Components.
10. Process control of Hardening and Tempering of Coiled Springs.
11. Inspection of components at Firm's Premises.
12. Failure analysis of components used in Rolling Stock and advising necessary corrective and preventive action to avoid such premature failure.
13. Monitoring of environment around Work premises to comply with the Standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHSAS-18001/2007).

RESPONSIBILITIES

CMSs and CAMs are responsible for the following :

1. Timely testing of Material and effective control of Processes to achieve Production targets and schedules of Rolling Stock etc.
2. Procurement and maintenance of Stores.
3. Inventory control and Material Management.
4. Optimum utilization of Men and Material Resources & Safety through intensive Supervision and Quality Control.
5. Ensure Staff discipline, holding inquiries and effective house-keeping.
6. Human Resource Management and maintenance of Industrial peace through redressal of on the spot and day-to-day grievances of staff.

MULTIFACETED RESPONSIBILITIES – ATTRACTS MORE PUNISHMENT – TOUGH SELECTION

1. Multifaceted Duties & Responsibilities combined with main Technical duties which decide the performance level and public face of Railways.
2. For any safety violation, customer complaints, accident, punctuality lapse, under utilization of resources, unsafe working condition etc. CMS & CMA will be fixed invariably.
3. Will be taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories Act, HOER, Pass Rules, etc.
4. Syllabus for Selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.

A **High Power Committee** constituted by the Ministry of Railways in the name of “**Safety Review Committee**” headed by **Dr. Anil Kakodkar, Chairman , Bhabha Atomic Research Centre (BARC)** while studying the various aspects related to Railway Safety as observed **under para 8.5.5** of the report that they should be separate directorate for quality control upto apex level. The same Committee under **para 5.2.5 recommended** that “**A SAG level Officer of high integrity and strong background in Material Science & Chemistry should be posted full time to monitor and control Rail production processes at Bhilai Steel Plant**”.

The amply justifies streamlining and strength of the C&M Organization in commensurate the modernization and technical upgradation of Indian Railways.

Anomaly in 6th CPC:

- a). Chemical & Metallurgical Supervisors had recruitment qualifications of B.Sc. for CMA-II and Degree in Engineering(Metallurgy/Chemical) / M.Sc.(Chemistry/Applied Chemistry) for CMA-I in 5th CPC scales. They have higher induction training than almost all the non-technical categories. But, 6th pay commission allotted them even lower grade pay than some of the non- technical categories who were earlier at par with them or in lower pay scales than them.
- b). Para 3.4.7 of 6th CPC report clearly mentioned that the staff having “all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 9300-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.” This clause has been overlooked by Railways for CMA-I who are placed in PB-2 Grade Pay 4200 instead of Grade Pay 4600.
- c). Para 3.5.7 of 6th CPC report has recommended for scientific staff “The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a Degree in Engineering in Pay Band-2 of Rs 9300-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500. This clause has also been overlooked by Railways for CMA-I who are placed in PB 2 Grade Pay of Rs 4200 instead of Rs 4600.

CATEGORIZATION OF C&M WING AS TECHNICAL & SEPARATE DEPARTMENT

C&M organization which essentially does the technical work of Inspection and testing of raw materials, finished products, fuel etc is wrongly categorized as 'Miscellaneous Department'. Due to this, the benefits given to their Counterparts in other major Depts. were denied to C & M Supervisors. Upgradation of 80% of group 'B' post of all Major Depts. vide RB's letter No. E (GP) 2003/2/22 dt. 16.06.2003, was not applied to C&M Organisation. AME/AEE/AEN/AMM is automatically upgraded to a GP of 5400 after completion of 4 years in that post but an ACMT remains in that GP of 4800 for lifetime/till next promotion.

Functions of C&M organization in Zonal Railways and production units are independent of RDSO and their functional heads are Mechanical HODs of respective Zonal Railways and Production units.

Hence it is requested that C&M Organization in the Zonal Railways and Production units should be categorized as 'Technical' and made separate Department with Addl. Member(C&M) at Rly. Board and Principal HOD in each Zone, duly delinking from RDSO above Sr. Scale.

RE-DESIGNATION OF C&M SUPERVISORS ON PAR WITH OTHER TECHNICAL SUPERVISORS

C&M Engineers perform their duties of Inspection and certification of materials along with Technical Supervisors in work shops, production units and open line. In the past, Indian Railways have brought various designation like TXR, PWI, BRI, Loco foreman, Signal Inspector, Draftsman, etc under the umbrella of same designations (Junior Engineer, Section Engineer, Senior Section Engineer) with suitable suffix, since they essentially do the technical work of quality control during manufacture and maintenance of Rolling Stock, locomotives and other infrastructure on Railways

It is requested that the C&M Supervisors who are all part and parcel of Technical department and invariably doing the technical work may be redesignated as Section Engineer(C&M), Senior Section Engineer(C&M) like other Technical Supervisors.

In view of the above submission, the 7th Central Pay Commission are requested to grant better pay scales for C&M personnel to attract and retain talented / well qualified persons in the interest of Railway Safety, quality and efficiency.

| S.No | Existing Designation & Qualification | Existing pay scales | Proposed Designation & Recruitment Qualification | Minimum of the proposed open ended pay scale |
|------|---|---------------------|---|--|
| 1 | C&M-Asstt-I BSc(Physics, Math) with minimum 45% marks. BE(Chem./Met) or MSc. Chemistry. | PB-2 – GP Rs.4200 | JE(C&M) BSc(Physics, Chemistry, Maths) with minimum 50% marks or Diploma in relevant discipline. | 74000 |
| 2 | C&M Supervisor-I | PB-2 – GP Rs.4600 | SSE(C&W) B.E(Chem./Met) Or MSc (Chemistry/Physics) | 78000 |

A new higher pay scale may also be provided to this vital category of staff at par with their counterpart engineers of other Technical Departments with designation of **Chief Section Engineer(C&M)** having pay scale, the minimum of the proposed open ended grade being Rs.1,02,000 as Bachelor of Engineering in Chemical or Metallurgical for Post Graduate of Science are recruited directly, who do not have any further chance of promotion because of non-availability of adequate Group 'B' posts in the cadre.

CHAPTER-XVI

CIVIL ENGINEERING DEPARTMENT

The Indian Railways have a full fledged huge Civil Engineering Department, the staff of which is responsible for construction and laying of railway track, different types of structures, including buildings, bridges, tunnels, water supply system, towers, roads, drainage and their subsequent regular upkeep and maintenance, besides managing five lakh hectares of railway land. There has been remarkable advancement in the field of Civil Engineering in its Permanent Way and other disciplines by way of modernization of track and maintenance system. Track from far East to West and North to South consisting more than 63,578 of route track km is being maintained by different Railway Zones at its own.

Apart from **Permanent Way, Works, Track Machine, Construction, Bridge and Horticulture Disciplines**, this department also play vital role in running of Railway System and the drastic changed pattern of traffic has to be catered by the workforce of Civil Engineering Department. During past few years technological upgradation, mechanization and modernization in various fields of Civil Engineering Department have added responsibilities of this department. Safe running of trains and comfortable journey of millions of passengers depend on the quality of maintenance of Civil Engineering assets.

There is categories of Draftsmen/JE/SSE(Drawing & Design)/Tracers also in the Civil Engineering Department, which prepares the plan and drawings for various works of laying of tracks, erecting of structures etc. Their case has been discussed separately in another chapter along with Draftsmen/JE/SSE(Drawing & Design)/Tracers of other Engineering Departments.

Civil Engineering Department in its upgraded stage has to deal with Heavy Duty Rail and Elastic Fasteners, Continuous and Long Welded Rails with Switch Expansion Joints, Pre-Stressed Concrete Sleepers, Plastic and Composite Plastic Sleepers, Ultrasonic Flaw Detection Testing Method is the unique testing method for any Metallurgical or during service fatigue or fracture in Rail Section. In main line Way Bridges, Pre Stress Concrete girders and various types of Switches and Crossings comprising of high UTS Rails built for multiple line working required for train operation.

Broad categorization of Civil Engineering Department can be done as under:-

- (i) Permanent Way
- (ii) Works
- (iii) Bridges
- (iv) Track machine
- (v) Horticulture
- (vi) Constructions

Salient features and demand for each of above branches is described as under:-

1. **PERMANENT WAY BRANCH**

Permanent Way Branch is having more than 1,09,592 route track km, providing nearly 65,000 route km track, around 13,000 Unmanned Level Crossing Gates and all Manned Crossing Gates, 1,36,720 number of Bridges, out of which 741 fall under Most Crucial Category and 10,944 in the Major Bridges Category. This branch is solely responsible for up-keeping the P. Way assets to the highest degree of safety and precision as per latest parameters to facilitate smooth, safe, efficient and comfortable running of high speed trains and hauling freight trains, carrying even

150 loaded wagons of various types commodities, including iron and ore. Rail section has also considerably increased during past few years and 75 lbs rails have been successively replaced by heavier rail sections. Now, 60 kg per meter 90 UTS Rails are most commonly being used in the track, which need thorough vigil as they are sensitive to brittleness and other metallurgical conditions.

Direct impact of running of heavy loaded wagons has been a concern for the Indian Railways during loss or damage to P. Way during any rail accident. It has also increased the level of maintenance and inspection by the P. Way Staff.

(B) WORKS BRANCH

Works Branch undertakes departmental construction and maintenance of entire 10,000 service buildings, more than 17.5 lakh railway accommodations, Workshops, Stores and more than 74,000 railway stations/ halts, buildings and platforms, including Waiting Rooms, Retiring Rooms, Yatri Niwas, Rest Houses for all categories of the Railwaymen, Running Rooms, Power Cabins, Fuel installation and water head and roads etc. Majority of the railway colonies and service buildings, stations are supplied water by its own sources, which are developed and maintained by the Works Staff of Civil Engineering Department.

Platforms, washable aprons, washing lines and yard drainage, which play significant role in safe train operation, are looked-after by the Works Branch. Helpers, Skilled Artisans and RAILWAY ENGINEERSs(JEs/SSEs) of Works Branch have to keep vigil on safety aspects and simultaneously render their services for comfort of railway passengers and railway staff both.

(C) BRIDGE BRANCH

Geographical condition of our country has compelled the Indian Railways to link one place to other in the form of track, which can be completed only if bridges are provided to facilitate continuity of P. Way. Number of bridges built in British Era has now become unsafe for various reasons, which are now being replaced by new technology or Pre Stressed Concrete Slab Bridges. Thousands of crucial bridges on the Indian Railways need very strict vigil as they are strategically important for pass over longer rivers, where Bridge Staff has to carry out periodical inspection for structure over water surface and below water level, both. Technology for inspection of major bridges has been considerably improved during past few years and very expert supervisory level is required to carry out such instructions and maintain bridges for safe train operation. In number of bridges, due to their peculiar constructional problems, they do not have land surface or site both and Bridge Staff have to lose their lives during prescribed inspection or maintenance of such bridges. Helpers, Skilled Artisans(Technicians) and RAILWAY ENGINEERSs(JEs/SSEs) of various pay scales comprise of Bridge Branch and their pay scales and the allowances be at par with P. Way Staff, described in the forthcoming paragraphs.

(D) TRACK MACHINE ORGANIZATION

With the increase in the level of track geometry over the Indian Railways, enhancement in its maintenance techniques, Indian Railways introduced fleet of around 800 various types of Track Machines during past nearly two decades. PQRS Machines, TTM, BCM, UTV or few Permanent Track Machines which are playing significant role in the laying and maintenance of track geometry and nearly 1000 number of staff of Track Machine Organization is solely responsible for their precise working.

Working of the Track Machine Staff is comparable to that of the Running Category of Staff. RAILWAY ENGINEERSs(JEs/SSEs) and Technicians have to remain on the line for longer periods and have no fixed working hours as they have to perform their duties on availability of traffic block, depending upon the density of trains in the section. These staff have to remain in the camp coaches and are not provided with resting or food facilities at such base camps. This category of staff will be dealt separately at the end of this chapter.

(E) **HORTICULTURE BRANCH**

Natural environment in and around service buildings, station premises, railway colonies, parks, community centres and way side is most desirable and the sole responsibility lies with the Horticulture Staff of the Civil Engineering Department. Ecological balance has been an area of concern for all of us and the Indian Railways too maintained due sensitivity towards the environment. The Indian Railways are having their own parks in and around railway colonies, railway stations and service buildings.

The Mali, Fieldman, Mate and RAILWAY ENGINEERSs(JEs/SSEs) comprise of the Horticulture Branch of the Civil Engineering Department and their pay scales and allowances case will also be discussed separately.

(F) **CONSTRUCTION ORGANISATION**

Various Zonal Railways have full fledged Construction Organization to undertake large construction works of tracks, service buildings, bridges, station buildings, doubling of railway tracks, gauge conversion, signalling modernization, water-head tank, tube-wells, electrification and railway colonies.

Staff of the Construction Organization are required to undertake primary survey for the proposed construction site, where even basic amenities, like drinking water, transport, resting facilities, are not available as yet. Many projects are to be started by these staff in the areas where even locals are not ready to live in due to terrorism, naxalite problems or other geographical deplorable conditions.

Of late, Construction Organization Staff have been working against work-charged posts and they are deprived of regular promotion under regular posts, existed in their cadre. These categories of staff, include Helpers, Technicians and RAILWAY ENGINEERSs(JEs/SSEs). They deserve special consideration on the basis of their arduous work conditions. It is a matter of concern that the Construction Organization Staff of the Indian Railways are not even being sanctioned the benefits of Special Allowance, which have been sanctioned by various State Governments for their employees working in such difficult conditions.

SPECIAL FEATURES AND STAFFING PATTERN WITH DUTIES & RESPONSIBILITIES OF P. WAY BRANCH

The staffing pattern of P. Way Staff is as under:-

- (i) **Track Maintainer** – Pursuant to acceptance of reports of a duly constituted committee for Career Progression Trackmen, Patrolmen, Watchman, Trollymen, Gatemen, Keymen and Mates(P. Way), the Railway Board have notified these categories of staff

as Unified Category, naming Track Maintainer vide its orders dated 02.11.2010. These categories of staff have been structured into four grades and designated as Track Maintainer-I, II, III and IV with GP ₹ 2800, 2400, 1900 and 1800 respectively.

(ii) JE/SSE(P. Way) – RAILWAY ENGINEERSs(JEs/SSEs)(P. Way) -

Duties and responsibilities assigned to the above categories of P. Way Staff are briefly described hereunder:-

TRACK MAINTAINER

A. TRACKMAN

They are the main functionaries at grass route level recruited from either open market or through de-casualisation of casual labour, who are solely responsible for keeping the Railway Track in safe and sound condition for smooth and un-interrupted train operation. For performing their duties they have to travel across the track for 6 KMs each side carrying a heavy tool bag weighing not less than 25 Kg under open sky in all weather conditions.

Studies conducted for assessing the victims of train run-over cases reveal that this is the most affected category prone to death on duty. The Track modernization on Indian Railways has attributed a lot in increased job contents and excessive physical exertion compounded with mental tension to this category of staff, the work of which is definitely of highly skilled nature. This category has never received fair treatment either from the Railway Administration or the previous successive Central Pay Commissions. As such being most aggrieved category needs to be paid special attention in respect of emoluments and perks in the shape of special allowance etc.

B. PATROLMAN

They are commonly engaged for monsoon patrolling, night patrolling, security patrolling duties, which have been broadly defined in the Indian Railways Permanent Way Manual. Patrolman are drafted from amongst the Sharp and Intelligent Trackman possessing good physique. The Patrolmen have to perform duties in arduous weather conditions, situation arising out of civil disobediences and their small lapse may result in mishaps at large-scales.

C. TROLLEYMAN

They are selected from amongst the Trackmen with higher medical standard and imparted training for competency certificate on General and Subsidiary Rules in respect of train/trolley protection. Their duties are unique in nature as besides full concentration on body alignment all along the track while pushing the Trolley a minor imbalance may put their own life in danger specially on passing through Ghat Section and Crossing over Bridges. Their detailed duties and responsibilities are defined to some extent in para 1803 of Way & Works Manual.

D. GATEMAN

They are also selected from the category of Trackman possessing higher medical standards and imparted training in General and Subsidiary Rules in respect of sophisticated signalling, train passing and Safety Rules. The Gatemen have to exchange private numbers with the adjacent Station Masters before giving passage to trains and are supposed to tackle the Road Vehicles

Drivers and Pedestrians of varying natures remaining vigilant over vehicular road traffic. They are compelled to stay in unsafe conditions behind the level crossing Gates where even drinking water is hardly available. They are also required to tackle disaster management. Their job content is definitely of higher skilled nature and deserves fair treatment since over looked by all previous successive Central Pay Commissions.

E. WATCHMAN

Watchmen are drawn from Trackman Category. They have to perform the duty of safety and security of the stores lying scattered all over within the jurisdiction of the JE/SSE(P. Way) and to permit the collection of any material by any other staff only after ensuring the authenticity like a check post guard and cannot leave their workplace without a reliever.

F. KEYMAN

They are selected on promotion from amongst Sr. Trackman and Trollymen who possess excellent knowledge of General and Subsidiary Rules, Safety norms and technicality of track geometry having complete knowledge of track fittings and correct alignment of track, since their role in Safe passage of train is very vital as they are track examiners to examine the entire track to and fro within their beat of more than 12 kms. very carefully and special attention towards condition of Track and its fittings besides Bridges. As per P. Way Manual their duties as Keyman is known as training for Gangmate. His duties are of varying nature having complete knowledge of signals, use and fixing of Detonators, Hand Signals, Train passing ensuring proper fitment of keys and fittings.

Carrying nearly 15 to 20 Kg weight tools and emergency fitting and Signalling materials all along the track he has to check the condition of Stock and Tongue Rail in points and crossings and all bolts and nuts in the points layout besides lubricants on gauge face of turnout curve including the tongue rail to minimize the wear. In case any crack in CMS crossing or Rail fracture is noticed he has to take immediate follow up action besides information to his Supervisor and to ensure Safety. The duties of Keyman include the special responsibility of watching the behavior of the track in the context of high or low temperature specially in respect of weld joints and to report any abnormality immediately besides taking corrective measures. They have to look for defects in Track, fittings, Culverts, broken sleepers, Tie bar etc and removing any foreign materials, dead animals etc seen on the track. Considering their job contents and responsibilities of highly skilled nature. They deserve to be placed higher with special consideration

G. GANGMATES

The post of Gangmates is filled from amongst Keymen after their passing the selection on rules and regulations especially General and Subsidiary rules, Safety Rules, Signal System and job orientation and more specially judging their capacities as leader being a supervisory nature job profile. The Gangmates has to attend the tracks needing urgent attention within his own judgment without waiting for the orders of the JE/SSE P. Way. He has to manage reliever for Keyman, Gateman, Patrolman and Watchman. He is used to function as In-charge of Gangmen and to see that the prescribed system of track maintenance is being strictly adhered to. He has to assign the task either by verbal instructions or through entries in the Gang chart or Diary Book. In case of abnormal condition he has to manage for intensive patrolling of track and to protract the line on any defect being deducted to provide safe passage to train passing. In the event of there being any rail fracture “on the spot decision” has to be taken by Gangmate either to stop the train or

pass the train with restricted speed, as the case may be. Since he is authorized to permit train passage with restricted speed, he has to be very sharp in taking judgment for allowing the trains to pass over danger.

Duties of Gangmates are defined in the Indian Railway Permanent Way Manual and Long Welded Rail Manual. For any unfortunate accident of trains within their jurisdiction and also for any defect found in the track, they are held responsible. Thus, it is evident that being a gang Supervisor he is supposed to be a very high skilled person and capable of taking independent at the spot decision besides execution of remedial action at his own level in case of any emergency and as such deserves to be better placed.

DUTIES OF PERMANENT WAY INSPECTORS/JE/SSE(P. WAY)

The extracts of the **Indian Railways Permanent Way Manual** with respect to duties and responsibilities of JE/SSE(P. Way), no in-charge in reproduced here below for better appreciation of their case:-

GENERAL RESPONSIBILITY

The Permanent Way Inspector(JE/SSE P. Way) is generally responsible for:-

- (i) Maintenance and inspection of track in a satisfactory and safe condition for traffic.
- (ii) Efficient execution of all works incidental to track maintenance, including track relaying works.
- (iii) Accountal and periodical verification of stores and tools in his charge.
- (iv) Maintenance of land boundaries between stations and at unimportant stations as may be specified by the administration.

KNOWLEDGE OF RULES AND REGULATIONS

- (1) Every Permanent Way Inspector(SSE P. Way) shall have in his possession up-to-date copies of the following codes and manuals with all correction slips up-to-date –
 - (i) Indian Railways Permanent Way Manual, Bridge Manual and Works Manual.
 - (ii) Indian Railway General and Subsidiary Rules.
 - (iii) Indian Railway Track Manual,
 - (iv) Indian Railway Code for the Engineering Department.
 - (v) Schedule of Dimensions,
 - (vi) Circulars issued by the higher authorities.
- (2) He shall be well acquainted with the rules, regulations and procedures concerning his work and duties as enjoined in the above codes and manuals. He shall keep himself in touch with the orders and circulars issued by higher authorities from time to time and efficiently act upon them.
- (3) He shall ensure that all staff working under him are well acquainted with the relevant rules and working methods and efficiently perform their duties.

CO-ORDINATION WITH WORKS, BRIDGE AND STAFF OF OTHER DEPARTMENTS

The Permanent Way Inspector(JE/SSE P. Way) should keep close co- ordination with the Works, Bridge, Signalling and Electrical Staff, when they are required to work jointly.

KEEPING OF MATERIALS

The Permanent Way Inspector(JE/SSE P. Way) shall see to the security of rails, chairs, sleepers and other materials in his charge and ensure that unused materials are stacked properly clear of the line, so as not to interfere with the safe running of trains.

ACCOMPANYING ON INSPECTIONS OF HIGHER OFFICIALS

When the Permanent Way Inspector(JE/SSE P. Way) accompanies a periodical or special inspection by the higher officials he should have with him the following registers and documents pertaining to his section, other than the codes and manuals mentioned in para 119 :-

- (a) Working Time Table.
- (b) Permanent way diagrams of section and yards.
- (c) Section register.
- (d) Results of track recording/oscillograph runs.
- (e) Creep and gap survey register.
- (f) Curve register.
- (g) Points and crossing register,
- (h) SEJ / Buffer rail register.
- (i) List of Permanent and Temporary speed restrictions.
- (j) List of works and other details.
- (k) Inspection notes of higher officials with compliance notes.

The Permanent Way Inspector(JE/SSE P. Way) shall arrange to carry the following measuring devices on these inspections:-

- (a) Gauge-cum - level.
- (b) Flangeway gauge.
- (c) Canne-a-boule or wooden mallet.
- (d) Fishing cord.
- (e) Tape.
- (f) Metric scale.
- (g) Tapered gauge.
- (h) Magnifying glass and mirror,
- (i) Versine measuring equipment,
- (j) Inspection hammer.

TESTING OF RUNNING QUALITIES OF TRACK

- (i) The Permanent Way Inspector(JE/SSE P.Way) shall devote sustained attention to Permanent way as regards safety, smooth running, economy and neatness.
- (ii) He should travel on the foot plate of the Engine of fast trains at least twice in a month, in the rear brake-van or the last vehicle once in a month and take down notes of bad running kilometrages, and get them rectified.
- (iii) He should accompany the track recording/oscillograph car runs over his section, take down the kilometrages which are not running well and take action to rectify the defects.
- (iv) He should observe the behaviour of track under passing trains to detect inadequate packing during routine inspections.

ROUTINE INSPECTION OF TRACK

Inspection of Gangs –

- (a) The Permanent Way Inspector(JE/SSE P. Way) should inspect the entire section by push trolley at least once in a fortnight or more often as necessary.
- (b) In sections where no separate inspection is being carried out by PWI(JE/SSE) Gr. II and III, the inspection should be carried out by the P WI(JE/SSE) in-charge every week.
- (c) During such inspections the Permanent Way Inspector(JE/SSE P. Way) should –
 - (i) Check the work of gang done earlier and ensure prompt action on items requiring attention;
 - (ii) Arrange to give the programme of work to the gang;
 - (iii) Record details of track maintenance work in gang chart and diaries;
 - (iv) Check the attendance of gang;
 - (v) Instruct men in methods of maintenance.
- (d) Once a fortnight, he should examine the small machines including light duty (Chinese type) tampers under his charge and once in a month he should examine the gang tools, particularly gauge-cum-level, and arrange for repair and replacement as necessary.
- (e) He should ensure that every man in the gang is aware of safety rules by examining them periodically.

Level Crossing Inspection –

- (a) He should ensure that all the level crossings are opened out once a year to examine the condition of rails, sleepers and fastenings and defects are rectified
- (b) He shall see that the necessary stop boards, whistle boards, and other equipments are provided as laid down.
- (c) He shall check the equipment with the Gateman once' in a month.

- (d) He shall examine their knowledge of safety rules periodically.
- (e) He shall arrange to take the census of all level crossings as per the schedules laid down.

POINTS AND CROSSING INSPECTION - The Permanent Way Inspector(JE/SSE P. Way) in overall charge and his Assistant should carry out the inspection of points and crossings in passenger running lines once in three months by rotation and on other lines once in six months by rotation.

CURVE INSPECTION - The Permanent Way Inspector(JE/SSE P. Way) in overall charge and his Assistant should carry out checks of versions and super-elevation of each curve once in six months by rotation, except for Group A & B routes in B.G. where the check should be conducted once in every four months. They should take action to correct the curves as necessary based on the readings recorded.

Inspection Diagram -The Permanent Way Inspector(JE/SSE P. Way) will maintain an inspection diagram of all the inspections carried out during the month as per the schedules in the pro forma laid down and submit the same to the Divisional Engineer through Assistant Engineer every month bringing out the reasons for shortfall in adhering to schedules of inspections, if any.

Revised schedule of inspection is applicable only when PWI's Section has been provided with concrete sleepers and is under mechanized maintenance:-

- (i) Push Trolley Inspection - Once in a month
- (ii) Foot Plate Inspection - Once in a month
- (iii) Rear vehicle Inspection - Not required
- (iv) **Curve Inspection** - Shall be carried out by PWI(JE P. Way)(not in overall charge) and CPWI(SSE P. Way)/PWI(in overall charge) once in six months by rotation including for Group A & B routes.
- (v) Points & crossings - As stipulated in Para 124(3).

Foot Inspection - Once in a year may be introduced to start with.

OMS/TRC - PWI (not in overall charge) need accompany only alternate OMS/TRC runs to avoid CPWI/ PWI (in overall charge) & PWI (not in overall charge) both accompanying all the runs.

SAFETY OF TRACK

- (i) The Permanent Way Inspector(JE/SSE P. Way) is directly responsible for the safety of the track. He shall be vigilant to locate faults in the Permanent Way and promptly remedy them.
- (ii) Track defects which are beyond his powers to remedy should be immediately brought to the Assistant Engineer's notice by the Permanent Way Inspector(JE/SSE P. Way) and mention of the same made in the special reports on the condition of Permanent Way on the section.
- (iii) Independent of detailed periodical inspections, the Permanent Way Inspector(SSE P. Way) during his routine inspections, should watch for any signs of weakness in bridges and structures affecting track and promptly report any matter demanding the Assistant Engineer's attention.
- (iv) Trees in proximity to and liable to foul the track during a storm should be felled.

CHECK ON PATROLLING

He should arrange for patrolling of track as laid down, by deputing suitably selected men from gangs and arrange to supply them with Patrol books and equipment needed. The Permanent Way Inspector (SSE P. Way) in overall charge will check the night patrolman once a month by train and by trolley during monsoon as per the schedules laid down by the administration.

EXECUTION OF WORKS AFFECTING TRACK

- (i) Before commencing any work the Permanent Way Inspector(SSE P. Way) in overall charge or his Assistant shall ensure that he is in possession of all necessary materials and tools. He shall ensure that Engineering Signals are exhibited at the specified distances according to rules and Flagmen are posted with necessary equipment.
- (ii) He should programme the works by organising the labour in an efficient manner. He should maintain detailed accounts of materials received and issued to the work. He should exercise frequent checks on quality and quantum of work and submit progress reports on works periodically as may be prescribed.
- (iii) Quality of welding and avoidable fractures -The direct responsibility for quality of AT welding being done in the section shall rest on the PWI(SSE P. Way) in-charge of the section. Responsibility for avoidable fractures taking place in the section shall also rest with the PWI incharge of the section, except in cases where the USFD testing was done and found good upto three months before the fractures.

ACTION IN CASE OF EMERGENCY

On receipt of intimation of the occurrence of an accident (including breaches) affecting any part of track, restricting free passage of trains, the Permanent Way Inspector should proceed to site by the quickest available means. On the way he should collect information regarding the damage, the men and material requirement at site for restoration and arrange for movement of men and materials and thereafter the restoration.

INSPECTION AND MAINTENANCE OF LWR/CWR TRACK

The duties and responsibilities of the Permanent Way Inspector(SSE P. Way) in overall charge is clearly laid down in Para 13.1.6 of the L W R Manual.

MEASUREMENT OF BALLAST

The Permanent Way Inspector(SSE P. Way) in overall charge will measure the ballast if so directed by the Assistant Engineer and record measurements. He will keep proper records of training out and spreading of ballast in the track.

STATION YARDS

The Permanent Way Inspector shall ensure cleanliness of station yards. Under-growth should be cleared every year, usually in the month of August, before the seed has ripened. At stations where it is proposed

to stack engineering or contractor's materials, the stacking area should be carefully selected and clearly demarcated. The materials should be stacked methodically in a tidy manner.

WITNESSING PAYMENT TO STAFF

- (i) Payment to both Permanent and Temporary staff, working under the Permanent Way Inspector(SSE P. Way) will be made by the Pay Clerk in the presence of the Permanent Way Inspector(SSE P. Way). If the Permanent Way Inspector(SSE P. Way) working in the section is not readily available, the Assistant Engineer may depute another Inspector to witness the payment.
- (ii) The Permanent Way Inspector(JE P. Way) is responsible for correct identification of the payee and should satisfy himself that the correct amount is paid.
- (iii) Payments to Permanent Way gangs should, as far as practicable, be made on the beat of each gang during working hours.
- (iv) The witnessing official should certify to the payment individually or by group, at the same time specifying, both in words and figures at the foot of the muster-sheet, the total amount paid on each date. If any person out of a gang is not present when, the gang is paid on its beat, "Not Paid" should be written immediately against his name. When subsequently payment is made, the place (km.) where payment is made should be entered. Payment made subsequent to the filling in of the certificate should be separately certified on the pay sheet.

OTHER ESTABLISHMENT MATTERS

- (i) The Permanent Way Inspector(SSE P. Way) should ensure that all staff, including casual labour, are sent for medical examination and are fit for the medical standards, as per the relevant instructions in force, before appointment or promotion. He will also ensure that the staff under him are sent for periodical medical examination as laid down in the relevant rules.
- (ii) He will arrange to maintain the Service Cards/leave account of all the permanent staff working under him. In the case of casual labour he will arrange to issue the necessary Service Card to them and will maintain the L.T.I. register.
- (iii) He will ensure that the relevant provisions of the Payment of Wages Act, Workmen's Compensation Act, Hours of Employment Regulations etc., as amended from time to time are followed and complied with.
- (iv) He will arrange to carry out the other Establishment works, such as issue of passes, preparation of pay bills etc., as may be allotted to him by the administration.
- (v) He will ensure proper training of the men working under him at the appropriate time.
- (vi) He will carry out selection of proper Gatemen and Patrolmen from the existing Gangmen and train them in their duties.
- (vii) He will arrange for the prompt filling up of the vacancies.

CORRESPONDENCE AND RECORDS

The Permanent Way Inspector(SSE P. Way) shall keep his correspondence up-to-date and see that the office records, registers and stores ledgers are maintained systematically and posted regularly.

RELINQUISHMENT OF CHARGE

- (i) On relinquishing charge of a section the Permanent Way Inspector(SSE P. Way) shall prepare, in triplicate, the specified "**Transfer-of-charge**" statement which will briefly contain the following:-
 - (a) Extent of the section.
 - (b) Establishment (service and leave records).
 - (c) Works in progress, relaying, scattered renewals and other works incidental to track maintenance.
 - (d) Kilometrage of banks, cuttings, curves, bridges and structures requiring special attention.
 - (e) Kilometrages where trouble may be expected during the monsoon.
 - (f) Certificate of stores-check and correctness of stock.
 - (g) General notes.
- (ii) The Permanent Way Inspectors(JE/SSE P. Way) handing over and taking over charge should together trolly over the whole section, inspect all the works in progress, check staff, all tools, plants and materials.
- (iii) The relieving Inspector will examine all books pertaining to rules and orders in vogue and all registers pertaining to the section to see that they are kept up-to-date and initial them with date.
- (iv) The statement referred to in sub-Para (1) should be signed by both the Permanent Way Inspectors(SSE P. Way) and two copies submitted by the relieving Inspector to the Assistant Engineer who will forward one copy to the Divisional Engineer for record.
- (v) Errors and discrepancies which are noticed should be recorded in the statement and the Assistant Engineer's special attention invited to them.

DUTIES OF PERMANENT WAY INSPECTOR(JE/SSE P. Way) **(not in overall charge)**

GENERAL RESPONSIBILITIES

The Permanent Way Inspector(JE/SSE P. Way) is generally responsible for:-

- (i) Inspection and maintenance of track in his jurisdiction(sub-section) in a safe and satisfactory condition for traffic, including execution of all works incidental to track maintenance.

- (ii) Efficient execution of Special Works, such as Renewals, Directed Track Maintenance, Curve realignment, and deep Screening, as per approved plans and specifications.
- (iii) He should work in the Permanent Way Inspector(SSE P. Way) Office and assist the Permanent Way Inspector(JE/SSE P. Way) in overall charge as required.

KNOWLEDGE OF RULES AND REGULATIONS

Provision of para 119 will apply in this case also .

CO-ORDINATION WITH WORKS, BRIDGE AND STAFF OF OTHER DEPARTMENTS

He should keep close co-ordination with the Works, Bridge, Signalling and Electrical staff, when required to work jointly with them.

ROUTINE INSPECTION OF TRACK

- (i) The Permanent Way Inspector(SSE P. Way) should inspect the entire section in his charge by push trolley at least once a week, He should carry out the inspection of gangs as detailed in Para 124(1) (b) & (c). He will spend as many days in the week as possible with the gangs. He should cover all the gangs within a month. He should train the Permanent Way Mistry, Mates, Keymen, Gangmen and Gatemen in their duties. He should teach them the maintenance practices.
- (ii) He will carry out inspection of points and crossings on passenger running lines once in three months and other lines once in six months, by rotation along with the Permanent Way Inspector(JE/SSE P. Way) in overall charge. He will arrange for the rectification of defects noticed during the inspection.
- (iii) He, along with the Permanent Way Inspector(SSE P. Way) in overall charge, will arrange to check the versine and super-elevation of all the curves once in six months by rotation, except for Group A & B routes where the check should be conducted every four months . He should take action to correct the curves based on the readings.
- (iv) He will arrange to inspect all the Level crossings in his jurisdiction once in a month and check the equipment. He will examine the Gatemen in rules periodically.

REVISED SCHEDULE OF INSPECTION OF TRACK

The revised schedule of inspection is applicable only when PWI's Section has been provided with concrete sleepers and is under mechanized maintenance –

- (i) Push Trolley Inspection - Once in a fortnight
- (ii) Foot Plate Inspection - Once in a month
- (iii) Rear vehicle Inspection - Not required
- (iv) Curve Inspection - Shall be carried out by PWI (not in overall charge) and CPWI/ PWI (in overall charge) once in six months by rotation including for Group A & B routes.Points & crossings - As stipulated in Para 139(2).
- (v) Foot Inspection - Once in six months may be introduced to start with.

- (vi) OMS/TRC-PWI(JE/SSE P. Way)(not in overall charge) need accompany only alternate OMS/TRC runs to avoid CPWI/PWI(in overall charge) & PWI (not in overall charge) both accompanying all the runs.

ANNUAL MAINTENANCE WORKS

He will carry out maintenance works such as curve realignment, attention to points and crossings, adjustments of creep, etc, as assigned to him by Permanent Way Inspector(JE/SSE P. Way) in overall charge.

CHECK ON PATROLLING

He will cover his section once in a fortnight by train and check the night patrolling. He will also check the night patrolling by trolling in the night as per the schedules laid down. During inspections, he will check the patrol books, the knowledge of rules of Patrolmen, their equipment, etc.

EXECUTION OF WORKS AFFECTING TRACK

The provision of Para 127 of IRPWay Manual will apply.

ACTION IN CASE OF EMERGENCY

Provision of para 128 IRPWay Manual will apply.

MAINTENANCE OF LWR/CWR TRACK

Duties and the responsibilities of P. W. I. in-charge of a sub-section with reference to maintenance of L. W. R. are laid down in L. W. R. Manual.

WITNESSING PAYMENTS TO STAFF

When Permanent Way Inspector(JE/SSE P. Way) not in overall charge is deputed to make payments to staff, he will follow the provisions of Para 132 of the IR P. Way Manual.

The pay scales and allowances for P. Way Staff will be discussed at the end of the chapter.

2. WORKS BRANCH

The Works Branch of Civil Engineering Department has different categories of Helpers, Technicians and RAILWAY ENGINEERSs(JEs & SSEs)(Works).

HELPERS

The Helpers are the supporting staff for technicians of various disciplines, viz. Fitter, Mason, Carpenter, Chlorinator, Painter, Valbman, Blacksmith etc. The Helpers also discharge the duties of caretakers in Rest Houses, supporting staff in carrying out measurements of Civil Works undergone in the sections of RAILWAY ENGINEERSs(JEs/SSEs). Their job is equally sensitive as to that of technicians as minor lapses in their working may result into structural failure of wrong payments on account of wrong measurements etc.

TECHNICIANS(PERMANENT WAY & WORKS)

The Technicians belonging to different trades viz., Fitter, Carpenter, Mason, Painter, Polisher, Plumber, Welder involved in Thermit Welding and high degree flash Butt Welding. Filter Plant Operators, Blacksmith, Hammer man etc. These categories of Technicians are available on need based both in Permanent Way and Works Branch and are having similar grades as the Technicians in other Engineering disciplines of Railways. They are also supported by Group D Staff, designated as Helper I and Helper II, who are also having identical pay scales as in other Technical categories. The Technicians both group C and Group D have been broadly dealt under Chapter VII while dealing with the Railway Workshops and the pay scales suggested for them hold good for these categories of staff also.

RAILWAY ENGINEERSS/JE/SSE(WORKS)

The duties and responsibilities assigned to JE/SSE(Works) in **Indian Railway Works Manual – 2000** are briefly reproduced as under:-

DUTIES

- (i) Inspection and maintenance of:
Service buildings, staff quarters and other structures, approach roads; water supply, drainage and sewerage systems;
- (ii) Inspection of bridge works as assigned;
- (iii) Execution of all new buildings/ structural works;
- (iv) Accountal and periodical verification of stores and tools in his charge;
- (v) Maintenance of land boundaries, as specified;
- (vi) Removal of encroachments at his headquarters and at other places in his jurisdiction as specified;
- (vii) Afforestation and other horticulture works.
- (viii) He shall ensure proper training of the staff under him as prescribed in the training modules of the Civil Engineering Department.

KNOWLEDGE OF RULES AND REGULATIONS

- (i) He should be in possession of books, codes, manuals and compendium as prescribed in Annexure 12.1.
- (ii) He shall be well acquainted with the rules, regulations and procedures contained in these books concerning his work.
- (iii) He shall ensure that all staff under him are well acquainted with the relevant rules and working methods and efficiently perform their duties.

CO-ORDINATION WITH PERMANENT WAY, BRIDGE AND OTHER STAFF

The Sr. Section Engineer (Works) should co-operate effectively with the permanent way, bridge, signalling, electrical staff, etc. where they are required to work jointly.

INSPECTIONS

The important inspections to be carried out by Sr. Section Engineer (Works) are summarized below:-

- (i) The Sr. Section Engineer (Works) shall systematically inspect all buildings and structures in his charge and record brief details of repairs to be carried out, as prescribed in paras 223, 227 and 228 of this Manual.
- (ii) The Sr. Section Engineer (Works) shall maintain petty repair books at all station buildings and other important buildings as specified in para 224 of this Manual and shall check them during his inspections and ensure prompt action/repairs.
- (iii) The Sr. Section Engineer (Works) shall inspect bridge foundations and substructures.
- (iv) Inspection of water supply arrangements - Every Section Engineer (Works) shall have details of total requirement of water, sources of water and their yield, storage capacity and shortfall etc., along with complete water supply plans of yards and staff colonies in his charge.
- (v) The Sr. Section Engineer (Works) shall also complete history and data of tube-wells in his jurisdiction and ensure testing of yield of tube-wells and other sources of water, once every year in co-ordination with Electrical staff at the time when the sub-soil water is at the lowest. According to the seasons i.e. summer or winter etc., water supply timings and pumping hours should be decided in consultation with the Electrical Department. At wayside stations, monitoring of pumping hours should be entrusted to the Station Master for effective control. He shall carry out periodical review to assess the shortfall and plan for further augmentation. He shall control distribution of water supply at main stations, while on way-side stations where engineering staff is not posted, the work may be assigned to pump drivers of Electrical /Mechanical Department.
- (vi) The Sr. Section Engineer (Works) shall ensure cleaning of overhead /underground storage tanks. He shall be responsible for the disinfections of water supply, wherever required.
- (vii) Inspection of Sewerage and Drainage System- Senior Section Engineer (Works) shall periodically inspect sewerage and drainage system and ensure their efficient performance as prescribed vide para 632 of this Manual.
- (viii) Sr. Section Engineer (Works) shall periodically inspect land and land boundaries in his jurisdiction as detailed in para 813 and 814 of this Manual and furnish necessary certificates to the Assistant Engineer.

MUSTERS

- (i) Each blank muster sheet before issue should be initialed on the top by the Assistant Engineer. The attendance of artisans, helpers and other staff under him should be checked by the Section Engineer (Works).
- (ii) The leave availed of by staff should be recorded in the leave register in the leave account before the musters are despatched to the Divisional office.

EXECUTION OF WORKS

- (i) The Section Engineer (Works) shall be personally responsible for the accurate setting out and execution of all works under his charge according to approved drawings and specifications.
- (ii) He should plan every work, organise labour in an efficient manner and maintain detailed accounts of materials and tools received and issued. He should exercise frequent checks on the quality and quantum of work being done in his charge and submit progress reports periodically as prescribed.

- (iii) Additions and alterations to buildings and structures carried out should be carefully noted and quantities shown in the Standard Measurement Register amended as necessary with, the approval of the Assistant Engineer/Divisional Engineer.

MEASUREMENT OF WORKS

Every Sr. Section Engineer(Works) shall be responsible for proper measurement of contractual works as per powers delegated to him as per paras 1315 to 1317 of the Indian Railways Code for Engineering Department(1993 Edition). He shall maintain movement register of Measurement Books and Standard Measurement Registers for works.

WORKS AFFECTING MOVING DIMENSIONS

The Sr. Section Engineer (Works) shall refer to the Assistant Engineer for instructions regarding works likely to affect moving dimensions.

IMPREST OF TOOLS AND MATERIALS

- (i) The Sr. Section Engineer (Works) shall examine all tools and plant with the artisans once a month and replace the unserviceable or defective ones or arrange repairs.
- (ii) He shall ensure that the materials and tools as per scales specified for maintenance of building, water supply and drainage works etc are available and are adequately distributed at various points according to requirement. Recoupment of shortages should be effected without delay.

ACCOMPANYING IMPORTANT INSPECTIONS

When the Sr. Section Engineer (Works) accompanies a periodical or special inspection, he should be in possession of the following, besides the Works Manual, Schedule of Rates and the Standard Specification for Materials and Works etc.

- (i) Plans and details of all important works, recently completed, on hand or contemplated;
- (ii) Progress report of works; and any other papers and plans that are likely to be required for discussion;
- (iii) Tape (15m & 2m), and other tools and surveying equipment required during inspection.

WITNESSING PAYMENT TO STAFF

- (i) Payment to both permanent and temporary staff will generally be made through cheque. However, in case of cash payments, they will be made by the Pay Clerk in presence of the Sr. Section Engineer (Works) who is responsible for correct identification of the payee and to satisfy himself that the correct amount is paid.
- (ii) The certificate at the foot of the pay sheet should be filled in by the Sr. Section Engineer (Works) as payment of each batch of workmen is completed. If a person is not present, "Not paid" should be immediately written against his name; when subsequently payment is made, the kilometrage or place at which he is paid should be entered and separately certified as such on the pay sheet.

- (iii) If the witnessing official is not available, the Assistant Engineer may authorise another Subordinate to witness payment on the section.

JOURNAL OF DAILY DUTIES

The Sr. Section Engineer (Works) shall enter the works performed daily in the T. A. journal showing therein his movements by train, trolley or road-vehicle and submit the same to the Assistant Engineer every month.

ESTABLISHMENT

- (i) General conditions of Railway service and rules relating to the conduct and discipline of Railway Servants are contained in the Indian Railway Establishment Codes, and Discipline and Appeal Rules. Section Engineer (Works) should acquaint himself with these and meticulously follow them.
- (ii) **Medical Examination** - The Sr. Section Engineer (Works) shall ensure that all Group 'D' staff working under him are sent for medical examination for fitness for service. He should ensure that men in categories A and B specified in Regulation No.3 of Appendix III to the Indian Railway Establishment Code are sent for periodical medical re-examination as laid down in sub-rule 2 thereunder.
- (iii) **Service Books** - (i) Service books for Group 'D' staff should be prepared by the Sr. Section Engineer(Works) on the prescribed form as soon as appointments in temporary/ permanent vacancies are made and submitted to the Assistant Engineer for verification and signature. These should be carefully maintained in the Assistant Engineer's or Section Engineer (Works)' office as may be prescribed.
- (iv) All increments and promotions should be noted in the service books, duly attested by the Assistant Engineer.
- (v) **Promotion to higher grades** - The Sr. Section Engineer (Works) should maintain in manuscript form records of staff working under him in which he shall enter awards or penalties of each staff as and when such entries are justified.
- (vi) Provisions in the Payment of Wages Act, the Workmen's Compensation Act and other regulations - The Sr. Section Engineer (Works) shall ensure that the rules laid down in the Acts and Regulations, as modified from time to time, are strictly complied with.

CORRESPONDENCE AND RECORDS

The Sr. Section Engineer (Works) shall keep his correspondence upto date and see that all office records, registers and stores ledgers are maintained properly and posted regularly.

RELINQUISHMENT OF CHARGE

- (a) On relinquishing charge, the Sr. Section Engineer(Works,) shall prepare, in triplicate, the specified -transfer-of-charge - statement which will briefly contain the following-

- (i) Extent of section;
 - (ii) Establishment matters (service and leave records);
 - (iii) Works in progress;
 - (iv) Water sources that give trouble;
 - (v) Certificate of stores check and correctness of stock;
 - (vi) General notes.
- (b) The statement referred in sub-para (a) should be signed by both the relieved and relieving Sr. Section Engineer(Works) Engineer, and two copies submitted by the relieving subordinate to the Assistant Engineer who will forward one copy to the Divisional/Executive.
 - (c) The relieving Sr. Section Engineer will examine all books pertaining to rules and materials, orders in vogue and all registers pertaining to the section to see that they are kept upto date and initial them with date.
 - (d) The Sr. Section Engineer (Works) handing Engineer for record. over and taking over charge should together visit over the whole section, inspect each work in progress, check staff, all tools and plant and materials.

Errors and discrepancies, which are noticed, should be recorded in the statement and the Assistant Engineer's special attention invited to them.

3. BRIDGE STAFF

The duties and responsibilities of Helpers, Technicians and JEs/SSEs(Bridge) are described in the Indian Railways Bridge Manual. The prominent duties of the JE/SSE(Bridge) are as hereunder:-

DUTIES AND RESPONSIBILITIES

(a) INSPECTION OF BRIDGES AND OTHER STRUCTURES

- He is responsible for carrying out detailed inspection of -
- All welded, RCC, PSC and composite girders and their bearing within one year of installation.
- Girders kept under observation, once a year or at intervals specified by the Chief Bridge Engineer.
- Floor system of early steel girders once a year.
- Superstructure including bearings of all Steel girders of span 12.2 m and above, RCC, PSC and composite girder bridges once in five years on planned basis.
- Other nominated steel structures, being maintained by him, once in five years.

(b) RECORDS OF INSPECTION

He will record the details of each one of the inspections in the register maintained for the purpose as detailed in chapter XI.

(c) MAINTENANCE OF BRIDGES AND OTHER STRUCTURES

He shall maintain the following structures in good condition by taking immediate action to carry out necessary repairs, painting, oiling and greasing, etc.

- Superstructure and bearing of all Steel bridges of span 12.2m and above, PSC, RCC and composite girders.
- Other steel structures as specified by Chief Engineer.
- He will be responsible for the erection of steel girders for all major bridges, PSC girders.
- He will be responsible for the erection of workshop structures and Flood light towers, if ordered by the Chief Engineer.
- He will be responsible for the accountal and periodical verification of stores, tools and plants in his charge.

KNOWLEDGE OF RULES AND REGULATIONS

- (a) Every Bridge Inspector(JE/SSE) shall have in his possession copies of the following codes and manuals with all up to date correction slips:
- Indian Railways Permanent way Manual, Bridge Manual and works Manual,
 - Indian Railway General and Subsidiary Rules,
 - Indian Railway Code for the Engineering Department,
 - Schedule of dimensions,
 - Circulars issued by the higher authorities.
- (b) He shall be well acquainted with the rules, regulations and procedures concerning his work and duties as enjoined in the above codes and manuals. He shall keep himself in touch with the orders and circulars issued by higher authorities from, time to time and efficiently act upon them.
- (c) He shall ensure that all staff working under him are well acquainted with the relevant rules and working methods and efficiently perform their duties. They should be examined periodically as specified, on appointment, and on promotion.

CO-ORDINATION WITH PERMANENT WAY, WORKS AND STAFF OF OTHER DEPARTMENTS

The Bridge Inspector(JE/SSE) should keep close co-ordination with the staff of way, works, signalling, electrical, traction and other departments, when they are required to work jointly.

ACCOMPANYING ON INSPECTIONS OF HIGHER OFFICIALS

When the Bridge Inspector(JE/SSE) accompanies a periodical/ special inspection by the higher officials, he should have with him the following registers and documents pertaining to his section, other than the codes and manuals mentioned in para 108.

- (a) Relevant Working Time Tables
- (b) Inspection registers for steel work for bridges
- (c) Rivet testing register
- (d) Weld test register
- (e) RCC, PSC Bridge/ Composite Girder, Bridge Inspection register
- (f) Annual inspection register for overstressed girders
- (g) Up-to-date plans and files of bridge rehabilitation or re-girdering works in progress and which are being inspected.

EXECUTION OF WORKS

Working under Traffic

- (a) He should take every precaution that works under traffic such as repairs and renewals of girders are carried out safely and in accordance with the rules for protection of the line.
- (b) Before starting any work he shall ensure that he is in possession of all necessary materials and tools.
- (c) He should make careful inspection of all temporary staging's provided and ensure that they are safe for the intended purpose.
- (d) He should ensure that Engineering signals are exhibited at specified distances according to rules and flagmen are posted with necessary equipment.

Works affecting moving dimensions - The Bridge Inspector shall refer any work likely to affect track or moving dimensions to the Assistant Bridge Engineer and Assistant Engineer for instructions.

The Bridge Inspector shall(JE/SSE) send in advance a programme of his work during the ensuing week to all the officers concerned.

Special Duties -The Bridge Inspector(JE/SSE) shall carry out as and when required, such works as measurement of stress under load, verification of impact and oscillation effects and preparation of sketches for girders and other classes of steel work.

Tools & Equipment - The Bridge Inspector(JE/SSE) shall ensure that all tools and equipment such as compressors, pneumatic tools, derricks and jacks are used with due care and maintained in efficient working order. Returns of tools and plant in his charge should be submitted on the prescribed dates.

ACTION IN CASE OF EMERGENCY

On receipt of intimation of the occurrence of an accident(including breaches) affecting any part of the bridge or approaches or restricting free passage of trains, the Bridge Inspector(JE/SSE) should proceed to site by the quickest available means. On the way he should collect information regarding the damage, the men and material requirement at site for restoration and arrange for their movement and seek instructions regarding the restoration from the Assistant Engineer.

6. ESTABLISHMENT

1. MAINTAINING OF MUSTER

- (a) Each blank muster sheet before issue shall be initialed on the top by the Divisional Engineer/Assistant Engineer(Bridges). The attendance of artisans and helpers and other staff under him shall be checked by the Bridge Inspector(JE/SSE) according to instructions issued by the administration from time to time. For each wage period the muster sheets should be collected and fresh ones issued.
- (b) The leave availed by each man should be recorded in the leave register to his account before the musters are despatched to the Assistant /Divisional Engineer's (Bridge) office.

2. **WITNESSING PAYMENTS TO STAFF**

- (a) Payment to both permanent and temporary staff on the section will be made by the pay clerk in the presence of the Bridge Inspector(JE) who will witness and will be responsible for correct identification of the payee and should satisfy himself that the correct amount is paid.
- (b) The certificate at the foot of the pay-sheet should be filled in by him as payment of each batch of workmen is completed, specifying both in words and figures the amount paid on each date. If a person is not present, "Not Paid" should be immediately written against his name; when subsequently payment is made, the kilometrage (mileage) or place at which he is paid should be entered and separately certified as such on the pay sheet.
- (c) If the Bridge Inspector(JE/SSE) working in the section is not readily available, another Inspector may be authorized by AEN (Bridges) to witness payment on the section.

3. **OTHER ESTABLISHMENT MATTERS**

- (a) General conditions of railway service and rules relating to the conduct and discipline of railway servants are contained in the relevant chapter of the Indian Railway Establishment Code.
- (b) **Medical Examination** - The Bridge Inspector(SSE) should ensure that all staff including casual labour are sent for medical examination on appointment, promotion and for periodical medical examination as laid down in the relevant rules.
- (c) **Service Cards** - He will arrange to maintain the service cards/ leave account of all the permanent staff working under him. Service card should be prepared as soon as appointments to permanent vacancies are made. In the case of casual labour he will arrange to issue the necessary service card to them and will maintain the L.T.I. register. All increment and promotions should be noted in the service cards and duly attested by the Assistant Engineer/Divisional Engineers (Bridges).

(d) **Provision in the various Acts**

He will ensure that the relevant provisions of payment of wages Act, Workmen's Compensation Act, Contract labour regulation and abolition act, Industrial Disputes Act and rules made there-under, Hours of Employment Regulations, etc. as amended from time to time are complied with.

(e) **Promotion to higher grades**

- The Bridge Inspector(JE/SSE) should maintain, in manuscript form, records of staff working under him in which he shall enter merits and demerits of each as and when such entries are justified.
- The normal procedure for promotion should be by "Trade Tests." Qualified men will be entitled to promotion by seniority within their own groups.
- He will initiate prompt action for filling up the vacancies by referring to the Assistant engineer/Divisional Engineer (Bridges).

- (f) He will arrange to carry out the other establishment work such as issue of passes, preparation of pay bills etc. as may be allotted to him by the administration.
- (g) He will ensure proper training of the artisan and other skilled men working under him at the appropriate time.

7. CORRESPONDENCE AND RECORDS

The Bridge Inspector(SSE) shall keep his correspondence and plans upto-date and ensure that the office records, registers and store ledgers are maintained systematically and posted regularly.

8. RELINQUISHMENT OF CHARGE

- (a) On relinquishing charge of section the Bridge Inspector(JE/SSE) shall prepare, in duplicate, the specified "transfer of charge" statement which will briefly contain the following:
 - Extent of Charge
 - Important works in progress, showing position of each work and any special features to which particular attention is required.
 - Details of inspection planned for year and extent of inspections completed.
 - Certificate of store check and correctness of stock.
 - Establishment (Service and leave records)
 - General notes about his section.
- (b) The relieving Inspector(JE/SSE) will examine all books and registers to see that they are up to date and initial them with date.
- (c) The Bridge Inspector(JE/SSE) handing over and taking over charge should together travel over the whole section, inspect all the works in progress and check staff, all tools, plants and materials.
- (d) The "**Transfer of Charge**" Statement should be signed by both the Bridge Inspectors and forwarded to the Assistant Engineers (Bridges) or Divisional Engineer (Bridges) as may be prescribed. Errors and discrepancies which are noticed should be recorded in the statement and special attention of Assistant Engineer/Divisional Engineer (Bridges) invited to them.

4. TRACK MACHINE ORGANISATION STAFF

The duties and responsibilities of the Helpers, Technicians and Supervisors(JE/SSE)/TMC have been described in Indian Railways Track Machine Manual.

DUTIES AND RESPONSIBILITIES OF SECTION ENGINEER(TRACK MACHINE)

Duties of the employees working in **Track Machine Organization** have been enumerated in **Chapter No.1** of the **Indian Railways Permanent Way Manual**.

- According to para 1.3.1, Sr. Section Engineer(Track Machine) shall be responsible for satisfactory operation, maintenance and productivity of the machines under his charge. He shall inspect the machines under his charge as per schedule and take remedial measures. On the one hand, he has to submit report of the inspection to his superior authority, on the other, it is expected that he shall be able to work/operate the machines and he should possess relevant competency certificate. He should also ensure that the machine operators working under him have valid competency and medical certificates.
- As per para 1.3.3, he should have thorough knowledge of the Rules and Regulations and produce concerning his works and duties as laid down in the IRPWM, G&S Rules, Engineering Code and other departmental orders and circulars issued from time to time.
- Para 1.3.9 - The SSE(TM Organization) is supposed to arrange various components and spares, needed from time to time. It is also the duty of the SSE to investigate all major failure of the machine critically for corrective actions/remedial measures and for fixing of responsibilities in case of failures occurring and will also be responsible for D&A procedure.
- Para 1.3.11 - He should also be conversant with the provisions in Service Agreements/Contracts. Effective utilization of expert advises and follow-up action on “**Service Report Observations**” shall form part of his duties.

DUTIES OF THE MACHINE OPERATOR

- According to para 1.4.1 of the IRPWM, each machine shall be under direct charge of the operators, who are sometimes J.E. and sometimes S.S.E.
- They are supposed to ensure operation and maintenance of the machines, carrying out pre-block maintenance, proper functioning of all components and also to keep watch on the controls/indicators/gauges.
- They will also be responsible for posting of Fitters/Khalasis at respective places around the machine for monitoring the works of various systems.
- They are supposed to ensure safe working of the machine and staff.
- The senior-most of these operators are supposed to be the in-charge of the machine and they are responsible for carrying out the prescribed schedule of maintenance and keeping proper records of the same.
- They are also responsible for safe custody, accountal and replacement of spares, tools & plants and consumables issued for the machines and returning the released spares to base depot for reclamation/condemnation.
- Most important part of their duties is liaisoning with the divisional officials, coordination with the P. Way Staff, day-to-day planning and works of the machines.
- They are also actively associated during firm's Service Engineers's inspection.

DUTIES OF THE TRACK MACHINE FITTERS(TECHNICIANS/MECHANICIS)(TECHNICIANS)

- Track Machine Technicians attached with the machines and also with the zonal/sub-zonal depots shall assist the machine in-charge in operation and maintenance of various Track Machines.
- Main function of the Track Machine Technicians is to attend daily and weekly maintenance schedules of a machine and record the complaints in the logbooks.
- They should also extend help during other maintenance schedules/service checks by the Service Engineers.
- To guide and supervise the semi-skilled/unskilled staff in attending maintenance/repairs.
- To ensure safety of the machines and men from approaching trains on adjacent lines.

ALLOWANCES

Since Track Machines keep on shifting from one station to another and one division to another in a Zonal Railway and there is no provision of route learning for them unlike Loco Pilots as also they are not provided with any pilot, driver etc. while driving machines on some known sections, there are ample chances of committing mistake leading to accident. Therefore, **30% Running Allowance** should be paid to Track Machine Organization Staff as also **Risk Allowance/Special Incentives** .

5. CONSTRUCTION ORGANISATION

The duties of Helpers, Technicians and Supervisors/JEs/SEs(P.Way & Works), deputed in the Construction Organizations of Indian Railways have been described in the Indian Railways P. Way & Works Manuals. The duties and responsibilities of the Supervisors of Construction Department are almost same that of open line RAILWAY ENGINEERSs(JEs/SSEs) of Permanent Way and Works Branches. Their duties and responsibilities are more difficult as they have to work at new sites including many of them in hilly, nexalite and typical locations.

Their pay structure should be similar to that of RAILWAY ENGINEERSs(JEs/SSEs) of Permanent Way and Works branches. However, they may be considered for Special Allowances as mentioned at the bottom of the chapter to meet their difficult duty conditions.

6. HORTICULTURE

The duties of Malis, Mates and RAILWAY ENGINEERSs/JEs/SEs(Horticulture) are also described in the Indian Railways Works Manual. The salient features of the duties and responsibilities of the RAILWAY ENGINEERSs(JEs/SSEs) of Horticulture Department are as hereunder:-

Considering the educational qualification, recruitment modes, working conditions, duties and responsibilities assigned to the various categories of Civil Engineering Department, AIRF demands pay structure and allowances for these categories of staff similar to that of the Helpers, Technicians and Supervisors of other branches of Civil Engineering.

Nowadays, Horticulture has become a specialized subject and in most of the cases, direct recruitment is based either on Agriculture Degree or Dipoma in Technical subjects for JEs etc. The Malis are also supposed to have necessary experience and certificate in the Horticulture Discipline.

CHAPTER-XVII

SIGNAL AND TELE COMMUNICATION

DEPARTMENT

The Signal & Telecommunication Department is a separate engineering discipline that takes care of entire signaling and telecommunication system.

This department has undergone drastic change over the years, particularly during the last 2 decades by way switching over from old Mechanical & Electro Mechanical Signal System to panel interlocking , Root Relay, , Interlocking , Track circuiting , Audio frequency Track Circuiting and Conversion an introduction of DATA LOGGERS, Different types of Block Instruments , Integrated Power Supply System, LED & Colour Light , Signaling , Anti Collision, Devices , Advance Warning System, Axle Counters besides Solid Stat Interlocking and Mobile Train Radio Communication. All these developments have taken place in the signaling and telecommunication System with a view to cope up with the pressing need of faster, safe and efficient operation of heavy load freight trains Super-fast, Rajdhani, Shatabdi, Duranto, Garib Rath and Premium Trains over the Indian Railways.

The present Government is proposing to introduce Super-fast trains upto speed of 200 Kms. Per Hour, beside Bullet Trains in the system, the duties and degree of responsibility shouldered by Technicians and RAILWAY ENGINEERSs are like to take a quantum jump due to further adoption of World Class latest technology in the system.

The rapid technological advancement in Indian Railways to facilitate even faster, safe and efficient train operation necessitates keeping the signaling and communication system in perfect condition and even, a slight negligence can lead to dreadful accident causing disaster. The RAILWAY ENGINEERSs deployed in S&T Department are fully responsible to keep the entire signal and tele-communication system for trouble free and smooth working. The duties & responsibilities have been elaborated in details in Chapter of "RAILWAY ENGINEERS."

TECHNICIANS OF S&T DEPARTMENT

SIGNAL BRANCH

The Technicians of Signal Branch who have distinct pattern of recruitment, unlike Technicians of Mechanical, Electrical and Civil Engineering are engaged round the clock for keeping all signal gears, colour light, manual , semi automatic and automatic signal in perfect working condition, with "ZERO TOLERANCE" for ensuring safe and smooth train operations.

They also undertake periodical overhauls and schedule maintenance besides attending Breakdowns of all signaling equipments and the system as whole. The frequency of train operation on "A " Route has been increased in a way that the interval between passing of two trains is even lesser than 5 minutes and proportionately on "B" and "C" routes for which the signaling system as a whole has been modernized and equipped with the latest technology with sophisticated instruments as already mentioned in foregoing.

ROLE/DUTIES OF SIGNAL MAINTAINER

- Efficient and effective maintenance of all -
 - Mechanical
 - Electrical
 - Electro Mechanical
 - Electronic
 - Computer software related applications of Signalling/Telecom equipments. Under his charge/stations so as to keep them in good condition and proper adjustment .
- Efficient maintenance of block instrument, electrical /power signaling equipments and block/other telephones.
- Attending failure promptly independently/self decisive by first available means -
 - (a) By first train/Goods Train/Material Train/Loco etc.
 - (b) By Road
 - (c) By walk and to rectify the defects expeditiously to avoid chain to train detention and loss of punctuality and also to take action to prevent the recurrence of failure with the only one assistance of staff and also without the guidance of the Supervisory/JE/SSE Officials.

Carrying out new works and alterations in the existing installations knowledge of rules in train passing duties.

- i) **General and Subsidiary Rules**
- ii) **Signal engineering manual.**
- iii) **Schedule of dimensions.**
- iv) **Safety First Book**
- v) **Block Working Manual**
- vi) **Maintenance Programme**

RESPONSIBILITY FOR OTHER ARTISANS AND HELPER KHALASIS /CLASS IV STAFF

- The signal maintains must not allow other artisans like Blacksmith, Cable Jointer, Painter, Carpenter, etc, or any other artisan of other departments to do any adjustment to the signal gear/apparatus except under personal supervision.
- Disconnection/reconnection of safety signal equipments
- The Signal maintainer/technician possessing competency authorized to disconnect points, lock bars , signals, track circuit , penal , and block instruments which is supervisory in nature and at par with the Signal Engineers.
- Up-keeping of registers/record.

THE SIGNAL TECHNICIANS/MAINTAINERS

- i) Block register
- ii) Relay room register
- iii) Crank handle register.
- iv) Cancellation register
- v) Signal failure register
- vi) STE-2 register
- vii) Lamp register
- viii) Battery register
 - Point Battery
 - Internal
 - Reappearing
 - External indication
 - Generator
 - SPT Phone
 - Block
 - IPS
 - Track circuit
- ix) S&T DN Register
- x) Location maintenance card
- xi) Block maintenance card
- xii) Signal maintenance card
- xiii) S&T NM
- xiv) SPT Register
- xv) Failure Memo-register

THE TELECOMMUNICATION BRANCH

The past decade has witnessed tremendous technological advancement in the field of communication. The age old wireless system and subsequent Microwave Analog. Technology has been almost phased out with introduction of DIGITAL technology and laying of 'OPTICAL FIBRE CABLES. The installation of FOIS, COIS etc. which operate at a much higher efficiency besides mobile Train Communication. The Railnet introduced over the years which facilitates to SPOT all information in regard to timings of the train, reservation status and Digital screen play on stations, all these systems are being maintained by the Telecommunication branch.

The Technicians of this branch are totally involved in upkeep and efficient functioning of the entire system for which they work round the clock in shift duties.

**DUTIES & RESPONSIBILITIES OF THE RAILWAY ENGINEERS(SSEs & JEs)
AND TECHNICIANS OF TELECOMMUNICATION BRANCH**

The SSEs & JEs of Telecommunication Branch of S&T Department carry out the following duties with the assistance of the Technicians and Helpers of this Branch.

Supervisions & Management of installation, repairs and maintenance of the following systems:-

1. Telephone Exchanges & Telecommunication Systems;
2. Passenger amenity – On-Train Mobile Telecom System;
3. IVRS (Inter Active Voice Response System);
4. PRS (Public Reservation System);
5. UTS (Unreserved Ticketing System);
6. Coach Guide System & Display Boards;
7. CCT (Closed Circuit Televisions);
8. Emergency Socket System;
9. Gate Communication System;
10. Control Communication System;
11. Disaster Management Communication System;

In S&T department the duties and responsibilities are of peculiar nature because there are no fixed hours of duties for the Signal Maintainers and they are fully responsible to keep the signal gear in perfect working condition round the clock and have to work in association with the Operating staff of the station. Their beat also covers around 4 Kms. distance i.e. starting from the distance signal to the station and thereafter upto advance starter. In case of any failure, at any time, they are summoned to rectify the defect without any loss of time. In block signalling/automatic signalling sections their job becomes even more tedious, as such, they deserve special consideration from the 7th Central Pay Commission to suitably compensate them placing them in proper pay scales + Payment of certain allowances.

Note: Detailed duties and responsibilities, recruitment pattern, job hazards, impact of modernization etc. have been dealt separately under the Chapter of Technician and Railway Engineers of this Memorandum for better appreciation of the Pay Commission.

RECRUITMENT & TRAINING PATTERN

The recruitment & Training pattern with existing pay scales for Technicians of S&T Department is appended below:-

| S. N. | Designation | Mode of Recruitment & qualification | Training | Existing Pay Scale | Proposed Minimum of open ended pay scale |
|-------|---|--|--|--------------------|--|
| 1 | Technician-III/ Signal Maintainer-III/ESM-III/TCM-III/ Wireless Maintainer-III | 10 th Matriculation + ITI | 1 year at S&T Training Centre of Zonal Railway | PB I – GP Rs. 1900 | 46000 |
| 2. | Technician-II/Signal Maintainer-II/ESM-II/TCM-II/Wireless Maintainer-II | Particularly by direct recruitment with B.Sc.I Year PCM or 10+ 2 with Physics, Chemistry & Maths | 1 year at S&T Training Centre of Zonal Railway | PB-I GP Rs. 2400 | 56000 |

| | | | | | |
|----|---|---|---------------------------------------|---------------------|---|
| | | & particularly by promotion from Technician III, | | | |
| 3 | Technician-I/Signal Maintainer-I/ESM-I/TCM-I/Wireless Maintainer-I | - | - | PB-I GP Rs. 2800 | 56000 Note: Tech.-II & I be merged together with new designation of Sr. Maintainer (Sig./Telecom.) with scale of Rs. 56000 |
| 4. | Master Maintainer | By promotion through seniority-cum-suitability test | - | PB-II GP 4200 | 74000 |
| 4. | Helper II | Direct recruitment /10 th /Matriculation | 6 months in Zonal S&T Training School | PB-I GP Rs. 1800 | 26000 |
| 5. | Helper I | Direct recruitment /10 th /Matriculation | 6 months in Zonal S&T Training School | PB-I GP Rs. 1800 | 33000 |

TELEPHONE OPERATOR

Although with the modernization of Telecommunication System over Indian Railways, direct dialing system has been introduced in most of the Trunk Routes, nevertheless the role of Traditional Telephone operator has not been totally ruled out. Telephone operators are still required to connect the telephones when direct dialing system does not help due to or the other reason. They have to perform shift duties, round the clock in Telephone Exchanges.

Their role is crucial when they are required to organize Conferences of various departments on train punctuality, Safety, Sharing other inter departmental information i.e. position of rolling stock etc., over the Zonal Railways at a particular time as needed. They are also involved in attending enquiries about various telephone numbers, record complaints regarding non –functioning of telephones etc. They have to remain attentive throughout their duty hours.

CADRE OF TELEPHONE OPERATOR

| S. N. | Designation | Recruitment Qualification & Training | Existing Pay Band & Grade Pay | Minimum of Proposed Open Ended Pay Scales |
|-------|-------------------------------|--------------------------------------|-------------------------------|---|
| 1. | Telephone Operator | SSC+ITI+6month Training | PB-I+GP 1900 | 46000 |
| 2. | Sr. Telephone Operator | -- | PB-I+GP 2400 | 46000 |

| | | | | |
|----|----------------------------------|----|---------------|-------|
| | | | | |
| 3. | Chief Telephone Operator | -- | PB-II+GP 4200 | 74000 |
| 4 | Superintendent Telephones | -- | PB-II+GP 4600 | 78000 |

CHAPTER-XVIII

DRAWING AND DESIGN STAFF(JEs & SSEs)

INTRODUCTION

The Indian Railways is having separate Drawing & Design Organization in all the four Engineering Disciplines, i.e. **Mechanical, Electrical, S&T and Civil Engineering.**

There are around 5000 Engineers working in the above branches of Drawing & Design contributing vital technical input to production, repair, construction, operation activities of Indian Railways. Their contribution to the Railways was well recognized during the pre-independence period. The pay scales were the highest among the technical departments prior to 1931, which eroded over the years. Now, it seems, the administration as well as the Pay Commissions have forgot the importance of this Cadre.

The duties and responsibilities of the employees working in the branch are sensitive in nature involving intense mental application in planning and estimating area. They have to process vital data taking guideline from RDSO, considering moving dimensions and safety related sensitive dimensions and they have to plan their work starting from designing on their own in accordance to the master plan given by the RDSO. Actually, they have to design themselves the components required for the Rolling Stock viz. coaches, locos as well as Civil Engineering areas like track laying, maintenance, inspection, bridges and also in construction activities.

GENERAL AND SPECIFIC DUTIES OF DRAWING & DESIGN ENGINEERS

TECHNICAL

1. Preparation of layout drawing for Sheds, Shops and Sick Lines for modification/extension.
2. Issue of Technical Standing Orders, Procedure Orders, Maintenance Orders, Alteration Sheets, Trail Sheets and following action on them.
3. Preparation of technical notes, graphs, charts etc., for Loco Standards Committee, Carriage & Wagon Committee, Diesel Group meetings, Corrosion Committee meetings, etc., investigation of derailment and engine failures and their remedial measures.
4. Selection of alternative material and specification for smooth and economical operation.
5. Suggestion and preparation of Drawing for anti-pilferage of Rolling Stock components.
6. Provision of safety devices for Rolling Stock to avoid accidents.
7. Fixing permissible clearances for meeting components and condemning limits thereof pertaining to Non-IRS and BESA locomotives.

8. To monitor trial of components in connection with procurement.
9. Visit Shops, Sheds, Sick Lines, etc. for collecting data to enable the issue of modification to components of Rolling stock and guide the technical staff.
10. Study & prepare report for standardization / rationalization of thousands of components of Rolling stock.
11. Discuss technical problems with officers in day to day working and difficulties faced by the Shops, Sheds and prepare drawings thereof.
12. Training of Apprentices in Drawing Sections.
13. Modification of Rolling stock components and maintain its up-to-date records. Drawing section of Mechanical Workshops have different cells and Head Junior Engineer/ Drawings/Senior Designer supervise these different cells constituting the above nature of work and assist Chief Junior Engineer/Drawings/Designer in day to day work. In addition, the Section Engineer/Sr.Designer performs the following duties in common with their Counter-parts in Production Units of Railway viz., Integral Coach Factory, Chittaranjan Locomotive Works and Diesel Locomotive works.

GENERAL DUTIES

1. General administration of Technical & Ministerial staff and supervision in the Drawing B.C. preparing the assembly and detail part drawings for manufacture of components.
2. Developments of indigenous components for import substitution and supervision, preparation of detailed working drawings from consulting Engineers and of Railways Design and standard Organizations Line Drawings and from samples supplied by the Shops and Sheds.
3. Co-ordination with Shops during manufacture of components and evolution of new methods for their manufacture and also handling correspondence with RDSO and Railway Board/Other Zonal Railways on Technical matters.
4. Compilation and maintenance of Technical Data/Drawings for thousands of items.
5. Supervision and supply of up to date drawings to Workshops, Sheds and to controller of stores for manufacture/procurement of material.
6. Technical scrutiny of tender papers for procurement of Rolling Stock components and inspection of materials as per specification.
7. Estimation of Railway materials and compilation of Rolling Stock components.

CLASSIFICATION OF DRAWING & DESIGN ENGINEERS

They are also working in two categories like other Technical Wings, i.e. Jr. Engineers(Drawing & Design) and Sr. Section Engineer(Drawing & Design). With regards to recruitment qualifications, nature of work and functionary powers, controlling Technical, Non-Technical & Managerial works, they are actually RAILWAY ENGINEERSs. When the Railway Ministry has recognized Staff in other Departments with similar qualifications, duties and responsibilities as RAILWAY ENGINEERSs, it is essential that the same should be agreed upon to for this Cadre also. This will help the administration itself in managing this sensitive section and also the staff concerned will not have any grievances. Once they are classified as RAILWAY ENGINEERSs, their duties and responsibilities can be streamlined accordingly.

The pay scales and other benefits for this category of staff have been dealt in detail in the respective disciplines of Engineering. Design & Drawing Office may be granted a Design Allowance 15% considering the sensitiveness in their job where even the slightest mistake will lead to heavy loss in the flow and more importantly their role in the safety in all departments in Rolling Stock, Track and Signalling etc. is vital.

DUTIES AND RESPONSIBILITIES OF DESIGN SSE & JE IN PRODUCTION UNITS/ WORKSHOPS

1. The Design office staff are involved in product and tool design which calls for knowledge of CAD/CAM, FEA, Vehicle Dynamics, Electrical Engineering, Electronics, mastering in certain areas of technology such as metallurgy, metrology, production technology and tool engineering etc.
2. The design work is a creative job and is not a repetitive one which requires continuous and intensive application of mind.
3. The design cadre staff are directly related to production activity. The various activities include design calculation of various parameters of strength of components under different conditions of loading, prototype manufacturing, verification and validation of design, before approving for batch production. The output of design Engineers forms the basis for production and design office plays vital role in a production unit.
4. The design staff are analyzing on day to day basis, the customer's functional and performance requirements execute the design such that it meets all the requirements and co-ordinate and interact with shop floor, in order to finalize improvements and modifications in the design of the coach and its components. Close co-ordination with shop floor activities is required from design staff for the manufacture of prototype coach; conduct test & trials during the development stage.
5. During the development of new concepts, even process planning group are not authentic enough to decide the sequence of operations, as no validated process is known at that time. But design group shoulders the responsibility to get the prototype manufactured; supervising the complete fabrication process on shop floor and giving on the spot solutions and decisions for the problems emerged out during the actual manufacture to avoid any type of delay in execution of the project. Furthermore, when the series production starts after the prototype manufacture, design group monitor and supervise the online performance of newly developed products. The responsibility increases further to the tune of successfully completing the commissioning of newly built coaches in Indian Railways
6. Besides the above, creating the specifications for the new materials and concepts in coach building, control of all RDSO and ICF specifications, standardization of components, raw materials etc are carried out by design staff only.
7. To establish adequacy of the design, the design engineers identify the right type of raw materials to be used, decide the process to be followed, Heat treatment to be given, protective coating to be given and final process of finish. By this way design staff are involving in all processes of activities starting from evolution of basic design to the Process planning, tool planning, manufacturing, inspection, material handling, packing and delivery and preparing operating and maintenance manual and commissioning instructions for new builds.
8. Even after the dispatch of coaches, design staff are having continuous interaction with the customer railways in communicating the improvements/modifications carried out in Design for keeping the Zonal railways updating of design changes and help them to carry out the maintenance by providing all related information. A close liaison is maintained with the user Railways in trouble shooting the problems observed during the service run of these coaches. Depending upon the feedback received from user Railways and reaction from passengers, design group is making consistent effort to improve the quality of the product in terms of better passenger amenities, better passenger safety measures and also to improve revenue earning.
9. On the Jig & Tool design side, the design engineers are involved in design & development of all major assembly and subassembly fixtures, press tools to suit the new inventory machines, Drill jigs, other machining fixtures for mass production activity, machinery & plant drawings, handling

- equipment drawings etc. and also to co-ordinate with Tool room for proper manufacture of tools and provide necessary guidance to the shop floor staff for proper use of tools.
10. Pay Commission is requested to recommend for grant of Design allowance to JEs & SSEs on Railways at par with their counterparts in CPWD..
 11. On the Electrical side, the design engineers are involved in creating equipment specifications, evolution of power, control and auxiliary schemes with protections, preparation of test procedures, commissioning instructions, Maintenance manual etc.

GENERAL DUTIES OF DRAWING & DESIGN CADRE IN CIVIL, MECHANICAL, ELECTRICAL AND S&T DEPARTMENTS

Apart from carrying out all technical works of highest precision including diagnostic study, all sundry & miscellaneous works like clerical, typing, binding, protocol etc. are being practically forced upon this unfortunate few.

It has to be noted that transforming a concept into reality is made possible only with the presence of these personnel. An idea is given final shape with the help of data, 2D & 3D sketches, simulated models, technical analysis, economic considerations, on site feasibility study and the like. All the shortfalls are eliminated and shaping into reality is made possible. Planning, Design, Development, Trial study, Analysis of failures, Review of works, incorporating regular technological advancements etc. are also being carried out.

The works listed/assigned requires a high level of technical acumen, forecasting ability and problem solving ability. This job requires high technical qualifications alongwith managerial skills. This point has been ignored all along and merely for convenience this Cadre has been placed with other general pay scales. A few of the jobs currently handled are as below:

- * Technical Evaluation.
- * Engineering Coda Provisions.
- * Railway's Codal Provisions.
- * Survey (Reconnaissance, Preliminary & Final location)
- * Collection of Data.
- * Planning.
- * Design
- * Estimation
- * Works management.
- * Feasibility Study.
- * Economy Viability Study.
- * Developmental works.

Preparation of general arrangement and detailed drawings related to -

- * New projects and proposals
- * Modification and Restoration
- * Civil and Construction works
- * Track layout.
- * Track Maintenance
- * Electrical System
- * Signaling System

- * Network
- * Radio Signaling
- * Maintenance of M&P
- * Water Supply and Sanitation
- * Accident and Prevention
- * PERT and CPM charts.
- * Rain water harvesting.
- * Index section & plans.
- Interaction with Field Engineers.
- Exploring alternative methodology.
- Thorough study of accidents and preventive measures.
- Conducting trials regarding technical feasibility and economic viability.
- Liaison with accounts for vetting.
- Track monitoring works like OMS, Amsler, Oscillograph.
- Processing to obtain CRS's sanction for works.
- Processing to obtain Safety certificate from CRS for running of trains.
- *Preparation of specifications for all works.
- Preparation of Work Instructions.
- Job Analysis.
- Asset Management & Development.
- Preparation of system maps.
- Preparation of special maps.
- Technical assistance to special Committee.
- Looking into safety aspect.
- Preparing of technical standing order.
- Preparation and analysis of technical reports.
- Providing in-house training.
- Workshop activities.
- Preparation of Track Machine Deployment Charts.
- Tender related activities.
- Mooting out new proposals.
- *Non-technical Duties.
- Computer programming.
- Creating & maintaining Database.
- MIS data.
- Upkeep of computers.
- Progress of Works.
- Preparation of regular and special reports and minutes of meetings.
- Assisting Hon. MLA / MP Committee & members.
- Taking part in preparation of books from data entry to Dispatch.
- All sundry works assigned by the Administration.

Though they are small in numbers when compared to the strength of the Railway men, their contributions are in no way insignificant. This simple concept about the category may kindly be noted by 7th CPC and rendered justice in the form of suitable pay scales along with motivational Allowance like Drawing Allowance for those in Office and Incentive for those attached to Shops & Sheds.

From the foregoing, it is quite evident that, with the modernization and technical upgradation, the duties and responsibilities of the Drawing & Design Engineers in the Railways have been increased tremendously, warranting their better placement in respect of pay scales etc.

CHAPTER-XIX

STORES DEPARTMENT

Indian Railways have a separate full-fledged Stores Department, which is playing a significant role and solely responsible for purchase/procurement of all kinds of materials, including spares/components etc., required for smooth and efficient train operation.

This department has to centrally purchase/procure materials etc. and supply the same, as required for production/ maintenance for safe running of rolling stock, machine and plants and other assets belonging to various departments of the Railways. The Store Depots are established at various major stations, workshops, Production Units, Sheds and Depots where 1.8 lakh. Types of materials/components of various disciplines are stocked to keep the supply line ready for all types of production and maintenance.

Various changes have undergone over the years with the pace of modernization in Indian Railways and Store Department is coping up with the requirement of latest variety of spare /components and other material to supply the same to different consignees for their end use.

ROLE OF STORES DEPARTMENT

SPECIALIZATIONS IN THE FOLLOWING SCIENTIFIC MATERIAL MANAGEMENT

- Strategic Procurement Management
- International Purchasing
- Inventory Management- Designing & Implementing an inventory System.
- Logistics Management
- Supply Chain Management.
- First in First Out (FIFO) and Monitoring of self life items, Just –in –Time and MPP Systems.
- Computerized materials Management System including **e –procurement**.
- Financial Aspects of Materials Management
- Sales and Auction Management
- Costs and Value Engineering.

PROCUREMENT

1. Procurement and distribution of spare parts, oil, grease and lubricants and other related general items to consignees spread over 7300 stations over all Indian Railways for day to day operation, maintenance of trains, rolling stock .
2. Procurement and supply of components to major Mechanical, Electrical and Signalling Workshops for maintenance of coaches, wagons, locomotives, signaling equipments etc. and for in house manufacture of items
3. Procurement and supply of sub-assemblies and components to the production units for manufacturing of new Diesel Locomotives, Electrical Locomotives, Coaches and Wagons.
4. Supply of spare parts to major diesel and electric sheds for maintenance of Diesel and Electrical Locomotives and EMU(Electrical Multiple Units)

5. Procurement and supply of fittings and components for maintenance of AC Coaches, General Coaches and Wagons over Indian Railways.
6. Procurement of modern machines for upgrading the old workshops of Indian Railway.
7. Procurement of complete units of rolling stocks.

STOCKING & WAREHOUSING :

1. Stocking approximately one lakh different type of item in approximately 200 stores depots spread throughout the country.
2. Arranging inspection of these stocked items.
3. Distribution of these stocked items by multi-modal logistics to various consumption centres.
4. Inventory Control of the stocked items.
5. Scientific recoument of the stock.

PLANNING

1. Procurement Planning of spares and sub assemblies
2. Inventory Planning and budgetary forecasts.
3. Planning and formulation of logistics for supply for items to users over all the stations .
4. Development of vendors.
5. Market survey and source selection for introducing latest available items.

DISPOSAL

1. Identification and inspection of scrap lying at various points of Indian Railway system.
2. Collection scrap wherever feasible, segregation and making of lots from the point of view of selling.
3. Arranging public auctions and selling.
4. Selling through tenders for certain items.
5. E-auctioning
6. Delivery of scrap including specialized weighments.

SUPPLY OF UNIFORMS

1. Procurement of cloth
2. Cloth cutting in Railways own cloth cutting factories
3. Stitching of uniforms by different means, which includes handicraft centres etc..

OTHERS TICKET PRINTING PRESS(TPP)

- Manufacturing of printed card tickets and their distribution at various stations all over the Indian Railways. Purchase of computer pre-printed tickets for all the Computer Reservation Centres of Indian Railways.

CADRE OF STORES DEPARTMENT & THEIR DUTIES AND RESPONSIBILITY

Stores Department of Indian Railways has mainly under-noted cadre:-

- (i) Ministerial Staff.
- (ii) RAILWAY ENGINEERSs (CDMS & DMS)

- (iii) Technicians
- (iv) Stores Khallasis (Helper) erstwhile Group D staff.

MINISTERIAL STAFF

Performs the work relating to processing of indents, placement of POs and pre/post order correspondence with the suppliers besides other activities like establishment matter, Pay Bill, Pass/PTOS, Welfare and Staff Matters performed in other offices. Details of staffing pattern etc. are given under the head **MINISTERIAL STAFF** separately in this memorandum.

RAILWAY ENGINEERSS(CDMS & DMS)

Due to the phenomenal growth taking place in all the activities of Railways, Integrated materials management and scientific materials management are inevitable, which requires higher proficiency and higher grade supervision at the level of Depot Material Superintendent.(CDMS & DMS)

DUTIES OF DEPOT MATERIAL SUPERINTENDENT(DMS/CDMS)JE's-SSE/s(Store)

Depending on the section, he is placed in-charge of the Depot under his control and is responsible to discharge the undernoted important duties:-

- (i) All correspondence by the Wards with departments will pass through the Depot Storekeeper, who will put them up to the Depot Officer, if necessary.
- (ii) The DMS has to deal with all correspondence regarding stock verification reports.
- (iii) Has to check recoupment, figures of consumption and maxima and minima shown on stock cards.
- (iv) Attend to complaints regarding shortages and delay in supplies and bring all serious complaints to the notice of Depot Officer.
- (v) See that every convenience is placed at the disposal of the Accounts Stock Verifier for accurate and speedy verification of stocks and that Stores Department witnesses attend and carry out their functions properly.
- (vi) Has to check the figures of stock and consumption shown by Wards on Annual Contract Statements.
- (vii) Has to make surprise checks of packages by opening them and comparing the contents with the corresponding issue notes and will initial the record copy of the issue notes so checked.
- (viii) Has to supervise generally that the material is properly handed over to the Despatch Section and that the material is properly packed, whether packed by the Ward or the Despatch Section.
- (ix) Has to maintain general supervision over the Wards and see that the material is properly stocked and looked after and kept in the correct bins and shelves.
- (x) Has to have under his direct control the registration of requisitions and their distribution to Wards.
- (xi) Has to allot the duties of the Clerical Relieving Staff of the depot.
- (xii) Has to see that shunting operations are properly carried out in the yard and that wagons are put in their proper places and to time.

- (xiii) Has to maintain an Inward and Outward Wagon Register and will examine every loaded wagon to see that the contents are properly loaded, occasionally checking in detail the contents of wagons leaving the yard.
- (xiv) Has to personally check with the Wagon Registers the authority for removal of wagons and the Weekly Statement sent by the Traffic Department of the wagons sent to and received from the yard. In the event of any discrepancy he will immediately report it to the Depot Officer for investigation.
- (xv) Has to pay surprise visits at night to the stores yard, and see that the Chowkidari Staff are alert and at their posts.
- (xvi) Has to maintain an inventory of all articles of dead stock, viz., plant, machinery, furniture, tools, instruments etc, at each depot in Inventory Books maintained separately for each depot.
- (xvii) Has to prepare indents for consumable stores and tools and plant required by the depots, and will put them up to the Depot Officer for signature.
- (xviii) Has to arrange to test all weigh-bridges and weighing machines in the store yard and wards once in a month in the first week of the month. He will record the results of the check in a manuscript register to be maintained specially for the purpose and will put it up to the Depot Officer whenever the results of test show any appreciable difference. The register should show the following particulars:-
 - (i) Number of the weighing machine
 - (ii) Location of the machine
 - (iii) Date of last test
 - (iv) Date of test
 - (v) Result of test
 - (vi) Action taken
 - (vii) Initials of Depot Store keeper
 - (viii) Initials of Depot Officer

The tests for weighing machines other than weigh-bridges should be carried out with loads of previously ascertained weights, several tests for varying loads being taken on the same machines. Weigh-bridges should be tested by passing empty wagons over them. This testing will be done in addition to any periodical tests carried out by any other authorities.

ADDITIONAL RESPONSIBILITIES

- (a) The control and supervision of all Labour and Chowkidari Staff, if provided instead of RPF staff, including a surplus roll call of all such staff at least once a week.
- (b) The correct preparation of Labour Muster Rolls.
- (c) Witnessing the payment of Labour staff and Chowkidars.
- (d) Seeing that the yard is kept tidy and reporting when necessary, on the state of roads, sidings, buildings.
- (e) Seeing that the fire arrangements are kept up-to-date and that fire drills are held at least once a month.
- (f) Preparing requisitions for repairs to material either by railway workshops or outside firms

TECHNICIANS(ARTISAN STAFF)

Stores Department has Variety of Technicians. In the areas of cloth cutting factory, printing presses and in depots, technical staff of various trades discharge their duties, like Carpenter, Fitter, Shunting Jamadar, Shunting Master, Painter, Van Driver, Fork Lifter, Crane Driver etc. They are classified as Technician III, II and I. Job of the some technicians are somewhat different from technicians of other departments, e.g. a delivery Van Driver has to deliver the material from Material Depot A to Depot B by road with complete responsibility. While Railway Vehicles/Material is ensured, but the Driver who is exposed to various road risks is not having any protection/insurance.

The detailed duties and responsibilities of the Technicians have been dealt separately in this memorandum under the chapter **TECHNICIANS**, justifying their better placement in consideration of their

ERSTWHILE GROUP `D` STAFF OF STORES DEPARTMENT (KHALASI HELPERS)

Store Department in 21st Century, is still having Stores Khalasis(Helpers) with Nineteenth Century's spectacles, when the illiterates were engaged as Khalasis, whereas in today's scenario, not only Act Apprentices, ITI, Matriculates but even Post Graduates are mostly found working as Stores Khalasis.

Obviously, drastic changes in all spheres of the Indian Railways, i.e. rolling stock, signalling and tracks, have taken place over the last few decades and the age old system of steam era has totally become redundant. This has necessitated knowledge of Modern sophisticated components , surface protection materials, lubricants etc., which the erstwhile Group `D` Staff of Stores department are required to physically handle for their systematic , stacking in different wards after duly segregating the same. They are also fully responsible for proper House Keeping, Stocking Wards as also have to supply these entire materials to the consignee on demand unlike other technical helpers while they are required to exert physically in carrying out their duties, but **their advancement prospects are very meager with the result that majority of them retire on superannuation without getting any promotion through their service span.**

It is evident from the foregoing that the plight of Stores Khalasis is extremely pitiable, without any remarkable improvement in their service conditions and carrier progression. It may also be noted that the recruitment qualification for Stores Khalasis happened to be either illiterate or semi illiterate which has been revised minimum 10th to Matric pass but in fact even much more educated people , I.T.I , Diploma Engineers, Graduates , Post Graduates, and qualified in professional courses MBA etc., are now working as stores Khalasis now-a-days.

There is only 50% promotee quota in the category of Ministerial Cadre for Store khalasis whereas the number of Khalasis , in almost all the stores Depots is quite higher , with the result that only a few stores Khalasis are able to get further promotion and majority retires without any advancement.

There is, therefore, gross justification in regard to improvement and advancement prospects and placing them in suitably higher pay scale:

RECRUITMENT & TRAINING OF CADRE OF STORE DEPARTMENT

| S. N. | DESIGNATION | MODE OF RECRUITMENT & TRAINING | PRESENT PAY SCALE | PROPOSED PAY SCALE |
|-------|---|--|--|---------------------------|
| 1 | CDMS (SSE/Stores) | Partially from Open Market from RRB with minimum qualification of Degree in Engineering followed by one year Induction Training and partially by promotion of DMS. | PB 2 + GP Rs.4600 | 78000 |
| 2. | DMS/(JE/Stores) | Partially from Open Market from RRB with minimum qualification of Diploma in Engineering diploma (3years) followed by one year Induction Training , | PB 2 + GP Rs.4200 | 74000 |
| 3 | Technician III | Partially from Open Market from RRB with minimum qualification Matric + ITI followed by 6 months Induction Training in respective trades. | PB 1 + GP Rs.1900 | 46000* |
| 4. | Technician II Technician I | 100% by seniority-cum-suitability- | PB I + GP Rs.2400 PB I + GP Rs.2800 | 56000 (Sr. Technician) |
| 6. | Master Technician | By seniority cum suitability | PB 2 + GP Rs.4200 | 74000 |
| 7. | J.E. | Partially from Open Market from RRB with minimum qualification of Engineering Diploma (3 years) followed by one year Induction Training , | PB 2 + GP Rs.4200 | 74000 |
| 8. | S.S.E. | Partially from open market from RRB with Degree in Engineering followed by one year Induction training. | PB 2 + GP Rs.4600 | 78000 |
| 9. | Stores Khalsi – (Helper II) (Erst-while Group 'D') | From Open Market from RRC with minimum qualification Matric-10 th followed by 6 months Induction Training | PB 1 + GP Rs.4200 | 26000 |
| 10. | Store Khalasi (Helper I) | | PB 1 + GP Rs.1900 | 33000 |

*Induction to this category will be with the qualification of SSC+ITI with 6 months training

CHAPTER-XX

RAILWAY PRINTING PRESS

Indian Railways are having their own Printing Presses in almost all Zonal Railways except for a few new zones, having large set up of Machinery & Plants and Skilled Man Power.

The Railways printing presses are catering to the entire need of safety related forms, books, Railway timetable, money value books and other vital books and forms, Pass & PTOs, stationery and other materials required by the Zonal Railways, including Divisions/Workshops etc. for smooth and streamlined Railway working. The bulk quantity of EFT's, BPTs for coaching traffic etc. are also supplied by the Printing press. Specially qualified and trained staff are engaged in the Printing Press for carrying out the duties related to this work. In case of increase in demands of any said item, the same is met by working of Printing Press on Sundays and even on holidays.

The vital PRS & UTS Tickets are essential for Railway earning that may have adverse affect on revenue generation for the Railways if not supplied in time. These two kinds of tickets are properly printed and supplied to the consignees. There are 43 kinds of Safety Profarmas, which are essentially required for smooth running of trains. The Railway Press are catering to 100% in-house supply of these items.

Due to computerization of the system, the old Manual Profarmas have been replaced by new computerized Profarma for earning of railways with proper accountal thereof.

MODERNISATION OF RAILWAY PRINTING PRESS

With a view to keep pace with the modernization of various activities in Indian Railways, as also the computerization, the traditional printing machines are becoming outdated/ obsolete. To cater to the present need of latest printed material for various purposes and applications, it has become imperative to modernize the Railway Printing Presses, by installing Machine & Plants based on latest technology.

Printing Presses of the Indian Railways are passing through the phase of Modernization, the Multicolor Printing Machines are being augmented, which will certainly improve the quality of printing products.

The staff of various categories deployed in Printing Press is, therefore, also required to upgrade their knowledge for successfully handling and operating the Printing Machines equipped with latest Technology.

The following categories of staff are engaged in the Railway Printing Press for carrying out various activities related to printing of large variety of above mentioned items. They can be broadly divided into four main groups:-

- (i) **Railway Engineers(Printing) (JE/SSE)**
- (ii) **Technicians (Printing)**
- (iii) **Supporting Staff**
- (iv) **Miscellaneous staff**

RECRUITMENT PATTERN AND EXISTING PAY SCALES IN THE PROPOSED PAY

| S. N. | Designation | Mode of Recruitment & Induction Training | Existing Pay Scales | Proposed Minimum of open ended pay scales |
|-------|----------------------|---|---------------------|---|
| 1 | Sr. Section Engineer | Partially recruited through qualification of Engineering Degree in Printing technology with 1 year induction training before joining the work field & Partially promoted from post of JE | PB-II-GP 4600 | 78000 |
| 2 | Jr. Engineer | Partially recruited through RRB with minimum qualification of 3 yrs. Engineering Diploma in Printing Technology followed by 1 year induction Training before joining the working post & partially through promotion of Sr. Technician | PB-II-GP 4200 | 74000 |

TECHNICIANS

| S. N. | Designation | Mode of Recruitment & Induction Training | Existing Pay Scales | Minimum of open ended pay scales |
|-------|--|--|------------------------------|----------------------------------|
| 1 | Master Technician | 100% by promotion through suitability & seniority | PB-II-GP-4200 | 74000 |
| 2 | Technician I & II (Reader/Composing/ Mono/Monopaster/ Binding/Planner/ Workshop Maintainer/ Stereo/ Machine | 100% by promotion from the Technician of relevant trade | PB-I-GP-2800 PB-I-GP-2400 | 56000 (Sr. Technician) |
| 3 | Technician (-do) | Partly from open market with qualification 10 th +ITI+ 6 months induction Training before being put on working post and partly from promotion from feeder category by Trade Test. | PB-I-GP-1900 | 46000* |

*Induction to this category will be with the qualification of SSC+ITI with 6 months training.

SUPPORTING STAFF

| S. N. | Designation | Mode of Recruitment & Induction Training | Existing Pay Scales | Minimum of open ended pay scales |
|-------|---|---|---------------------|----------------------------------|
| 1 | Helper-II/Paper counter/basic Trades Man/Wash Boy/Bearers (canteen) | Recruitment through RRC with qualification of 10 th /Matriculation | PB-I-GP-1800 | 26000 |
| 2 | Helper-I | 100%from Helper-II | PB1+GP 1800 | 33000 |

CHAPTER-XXI **MINISTERIAL STAFF**

6th CPC has very aptly established parity between the Secretariat and Field Offices, taking into consideration that the past endemic of formulation of policy is important than implementation, in present scenario, there should be no justification for keeping similarly placed persons in different pay scales. Therefore, 6th CPC very aptly established the parity between Secretariat and Field office, as the Field office are directly involved in making a policy to its success, also decides that it is in the interest of the Administration and general public as a whole.

COMPARISON BETWEEN MINISTERIAL STAFF OF RAILWAYS AND CSS(INCLUDING OTHER CENTRAL GOVERNMENT OFFICES)

All the Ministerial Staff in Field Office have been classified as non-gazetted, recruited from the open market through RRBs with the qualification of Matriculation and Graduation, having skills of computer application and also has to undergo 3 months induction training even after having been appointed through Railway Recruitment Board. Despite, working at Field Offices is more arduous and bestowed with complex nature of work, which is not confined to four walls of office only, and similarly placed Ministerial Staff in the CSSS have been lucratively placed with higher pay scales and status. Whereas, in Field Office, their job encompasses primary implementation of any policy, analysis and scrutiny of results with grass-root study of outcome thereof. Upon this process has to decide and prepare a justification for continuance of such policy, for which an in-depth contemplation and knowledge of following is must:

Indian Railway Traffic Code, Indian Railway Code for Engineering Department, Indian Railway Code for Mechanical Department(Workshops), Indian Railway Code for Stores Department, Indian Railway General Code, Indian Railway Code for Accounts Department, Indian Railways Financial Code, Indian Railway Establishment Code, Indian Railway Establishment Manual, Railway Servants(Discipline & Appeal) Rules, Indian Railway PF Rules, Railway Pass Rules, Hours of Employment Regulations, Contract Labour(Regulation & Abolition) Act, Payment of Wages Act, Right to Information Act, Industrial Disputes Act etc.

It is very much mandatory for the Ministerial Staff to have a thorough knowledge and understanding of all the relevant provisions of Codes, Manuals and Rules issued there under. They are also required to tabulate and put-forth in concise manner the work related to technical in nature, so that the management

shall arrive at quick decision and to scrutinize all proposals in its financial perspective apart from the technicalities.

Moreover, in the name of rightsizing/downsizing/benchmarking, there is drastic reduction in the staff strength in spite of the fact that there is an increase in the administrative set up with the introduction of new zones and divisions and new technologies, for which no new corresponding staff have ever been thought of. Even, while restructuring has been asked in the cadre, Matching Surrender is the demand of the Railway administration.

RECRUITMENT

There is no difference in the recruitment qualification between the Ministerial Staff of Secretariat and Field Offices. Different recruitment agencies are for administrative convenience and cost-effectiveness. Nature of job, duties, responsibilities at Field Office are more complex in comparison to CSSS, therefore, warranting better treatment at this stage.

DEPARTMENTS AVAILABLE WITH INDIAN RAILWAYS AND THEIR FUNCTIONS

Ministerial Staff in the initial grade is available in all the departments, viz. Personnel, Operating, Mechanical, Civil Engineering, Electrical, Signal & Telecommunication, Commercial, Medical, Stores as also in General Branch. The departments available with the Indian Railways are unique and have no resemblance with any other Central Government Office. There is a need to understand technical fundamentals in amalgamation with the Administrative Rules to arrive at the basic results for processing up to HoD level of the department concerned.

JR. CLERK(PB-I ₹ 5200-20200 + GP ₹ 1900)

They are selected through RRBs and promotion through Departmental Examination. Their minimum recruitment qualification is Matriculation with 50% marks in aggregate with Typing Speed 35 wpm(Hindi) and 40 wpm(English) with basic skills of Computer Application. Syllabus includes Proficiency Test on Computers and its handling and Written Examine consists of Knowledge of English, General Knowledge, Knowledge of Terminology and related matters pertaining to Railway working.

With the automation of office and paper-less working, they are supposed to perform their duties with intelligence and promptness. They have to contribute and assist their supervisory officials in this era of data-based management for proper discharge of their duties. Also invariably deal directly up to HoD level due to drastic reduction in the staff strength.

SR. CLERK(PB-I ₹ 5200-20200 + GP ₹ 2800)

Their entry qualification is Graduation from the Recognized University and promotion through Departmental Examination. For promotion to this grade syllabus for suitability test consists of all policies related to the department in which they are posted, knowledge of rules, budget, D&A Rules, Pass Rules, etc. etc.

Their duties and responsibilities include, dealing the matters independently and presenting the papers to higher ups. Their job is of paramount importance as they analyze the issues, prepare a formative assessment with adequate information available on the file and record it. They also have to interact with other Executive Departments and Accounts/Audit Departments. They also play an important role in budgeting and financial clearances for various proposals and expenditure.

In the changed scenario, they should be compensated by way of allotment of higher pay scale, as the successive Pay Commission granted GP ₹ 4200 in the CSS to the categories possessing Graduate Qualification, whereas in the Railways, they have been granted only GP ₹ 2800.

OFFICE SUPDT. II (PB-II ₹ 9300-34800 + GP ₹ 4200)

This post has now become the key post in the Indian Railways within the Ministerial Staff. Earlier, there was post of Head Clerk, this post has been merged with Office Supdt. II, which has increased the workload manifold. Simultaneously, there is drastic decrease in the staff strength due to ban on recruitment, normal wastage, surrender of posts, etc., they are now the backbone for the Railway administration.

Syllabus for Graduate level LDCE is as follows:

1. Office procedure(dak handling, maintenance of files, record keeping and maintenance of statistics).
2. Writing skills(letters writing, nonfictions, note preparation and speaking orders).
3. Award of work in works programmes.
4. Procedure of stores procurement.
5. Railway Organizational Structure.
6. Railway Housing Polices(quarter allotment, electricity/water rent etc.)
7. Uniform Policy.
8. Discipline & Appeal Rules and Conduct Rules
9. Recognition of trade unions, facilities to office bearers, dealing with unrecognized unions.
10. Medical examination and facilities available to Railway employees.
11. Audit and Accounts narrative reports, draft paras and their disposal.
12. Canons of financial propriety.
13. Classifications of demands of grant.
14. Manpower Planning(Vacancy Bank Register, creation of posts, benchmarking, supernumerary posts, redeployment of surplus staff).
15. Pay & Allowances.
16. Pass Rules,
17. Leave Rules
18. Railway Pension Rules
19. General Condition of Service
20. Hours of Employment Regulations
21. Labour Law(Industrial Disputes Act)
22. Right to Information Act, 2005.

They are taking work from the Senior and Junior Clerks under them and assisting them in the matter of carrying out the work of the section. They are required to guide their subordinates in proper discharge of their duties. They are also required to scrutinize all papers, documents, etc. Simultaneously, assist the Chief O.S. in carrying out the office work effectively. He has to coordinate with various departments on official matters with flow of communication and obtaining data of all the files routed through him. Therefore, they deserve better deal from the 7th Central Pay Commission.

CHIEF OFFICE SUPERINTENDENT(PB-II + GP Rs.4600)

This post is to keep liaison between Senior Administrative Officers, Principal Head of Departments and Subordinate Ministerial Staff working under him. He is the master of the office and custodian of all the office equipments and responsible for keeping all gadgets, like computer, fax, Xerox, telephone, scanners, plotters etc. in good fettle. He is responsible for:-

SCHEDULING WORK AND ACTIVITIES

- Scheduling events, programmes and activities, as well as the work of others.
- Making decisions and solving problems – analyzing information and evaluating result to choose the best solution and solve problems.
- Resolving conflicts and negotiating with others – handling complaints, settling disputes and resolving grievances and conflicts or otherwise negotiating with others.

SPECIAL ALLOWANCE TO MINISTERIAL STAFF FOR HANDLING SPECIALIZED WORK AT ROADSIDE STATIONS AS LINE STAFF

Some staff, who have been posted at roadside stations, have to perform following work continuously and independently -

- Preparation of Staff Musters Roll and sending it for salary payment to staff.
- Issue of Pass/PTOs etc.
- Dealing with Railway quarters and House Rent Allowance cases.
- Issue of Medical Card/Identity Card etc.
- Keeping up data knowledge of Railway Establishment Serials/Rulings.
- Matters related to training, joining, transfer, promotions, retirement, etc.
- Monitoring of stock and non-stock requisitions related to Stores Section and Rolling Stock Section.
- Ensuring all the records related to Stores and Establishment Section.
- Monitoring and processing of Challans, Condemnations.
- Dealing with cases related to PNM Items, D&AR Cases, Court Cases, Inspection Notes, Theft Cases, IOD Cases and Stock verification.
- Different works of technical data entry and computer related works. Staff doing these jobs without proper facilities and working atmosphere, i.e. extra working hours, (32 extra hours in a month), 58 extra working days and less holidays(4GM+2 RH-52 Saturdays), posting at small towns and remote areas, where family cannot shift, proper furniture, desert coolers, heaters etc. are not provided, working independent without guidelines of seniors.

An **Extra Allowance** equal wages of 40 hours in a month should be paid to those staff who have been posted as Line Staff in the Indian Railways.

EXISTING AND PROPOSED PAY SCALES

The Field Office Ministerial Staff may be adequately compensated by way of allotment of higher scales and status. All other Central Government Office, including CSS, entry level for the graduates was with GP Rs.4200 in the 6th CPC, whereas it was fixed at GP Rs.2800 for the Indian Railways.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Entry | Minimum of the open ended proposed pay scales |
|----------------------------|--|---|--|
| Junior Clerk | PB-I + GP Rs.1900 | Matriculation with the skill of Computer Application, partly D.R. and partly through promotion. | 46000* |
| Senior Clerk | PB-I + GP Rs. 2800 | 25% DR through RRB Qualified Graduate, 15% Graduate Quota for Jr. Clerk through LDCE, rest through promotion. | 56000 |
| Office Supdt. | PB-2 + GP Rs.4200 | 100% LDCE | 74000 |
| Chief Office Supdt. | PB-2 + GP Rs.4600 | 100% Promotion | 78000 |

*Enhancement of minimum entry qualification “**Graduate**” proposed.

TYPISTS

There had been a separate cadre of Typists in the Indian Railways who were being recruited from open market through Railway Recruitment Board with Education qualification of 10th /Metric pass with typing speed of minimum 40 words p.m. in English or 30 words p.m.in Hindi.

Initially the entire typing work of Indian Railways was being managed by the Typist Cadre and Mechanical typewriters were being utilized for this purpose. There was therefore, independent cadre of Typist under the control of ‘P’ Branch, who were deputed to work with different department of Railways viz. Mechanical, Electrical, S&T, Civil Engineering etc. for undertaking the entire typing work. Their pay scale were totally identical to those of their counterparts Ministerial cadre right from lowest grade to highest grade.

With introduction of computers the typing work was switch over from mechanical typewriter to computer. Perhaps owing to this reason the Ministry of Railways decided to merge the category of Typist with Clerical cadre vide Railway Boards letter No.E(NG)II/92/CD/1 dated 17.07.1992 addressed to all General Managers, consequent upon a decision taken in the meeting of Joint Consultative Machinery/ Departmental Council, meeting held with the recognized Federation on 05.06.1991.

As per above mentioned decision, direct recruitment of Typist from open market was totally stopped and it was decided to add all Typist posts in the lowest grade with that of Clerical cadre in the corresponding grades. It was also decided that the recruitment would be made as Clerk cum Typist with type proficiency of 30 words p.m. in English and 25 words p.m. in Hindi as an essential qualification, beside prescribed educational qualification for the category of Clerk and Sr. Clerk.

THE INJUSTICE MATTED OUT BY SUCCESSIVE CENTRAL PAY COMMISSIONS

After merger of category of Typist with Ministerial cadre in terms of Railway Board's order No.E(NG)II/92/CD/1 dated 17.07.1992, the 5th Central Pay Commission devised separate pay scale for the Ministerial cadre particularly in the category of Sr. Clerk, but Sr. Typists were provided with the simple replacement scales. This resulted in anomaly /disparity between pay scale of Ministerial cadre and Typist cadre which continued in the 6th Central Pay Commission also. Because of this disparity, the pay scale of Sr. Typist continues to be lesser than their counterpart Sr. Clerk, as result of which total amalgamation of Typist cadre with Ministerial cadre could not take place till today

This disparity, therefore, should be done away with by the 7th Pay Central Pay Commission considering the background of the issue and the cadre of Typist which still exist in the Indian Railways should also be recommended with the same pay structure at all levels as that for Ministerial cadre right from initial to apex grade to grant priority to them with their counterpart Ministerial staff.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing | Minimum of the proposed open ended Pay Scale |
|---------------|------------------|--|
| Jr. Typist | PB-I GP Rs.1900 | 46000* |
| Sr. Typist | PB-I GP Rs.2400 | |
| Hd. Typist | PB-II GP Rs.4200 | 74000 |
| Supdt. Typing | PB-II GP Rs.460 | 78000 |

*Entry qualification of "Graduation" is proposed.

ERSTWHILE GROUP 'D' STRAFF - OFFICE KHALASI, PEON, JAMADAR PEON, DAFTRY, RECORD SORTER, CLEANER/ SAFAIWALA ETC. WORKING IN THE ADMINISTRATIVE OFFICES/FIELD OFFICES

Erstwhile Group 'D' categories of Office Khalasi, Peon, Peon Jamadar, Record Sorter, Daftry, Cleaner/ Safaiwala, etc., which are working in the Administrative Offices/Field Offices for cleaning and supporting work, were in different pre-revised pay scales, i.e. Rs.2550-3200, 2610-3540, 2650-4000 and Rs.2750-4400, having been duly considered by the 6th CPC, were merged and placed in PB-I with GP Rs. 1800. Nevertheless, they continue to be designated as Office Khalasi, Record Sorter, Daftry, Safaiwala as per their job requirements.

With the concept of paper less working in the Administrative Offices/Field Offices, work culture is getting changed and offices are being equipped with latest computers with centralized server, latest photocopying system and other modern equipments, with the result that, the supporting staff, who are placed in PB-I with GP Rs.1800 are required to possess better knowledge in the changed working environment.

Keeping the above in view and their meager prospects of advancements, there is gross justification to provide them a common designation of Office Assistants and Office Cleaner with better pay scales.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing | Minimum of the proposed open ended pay scale |
|--|-------------------|--|
| Khalasi/Helper/Safaiwala/Waterman | PB-I + GP Rs.1800 | 26000 |
| Daftry, Jamadar Peon, Record Sorter, Material Checker, Gestetner Operator etc. | PB-I + GP Rs.1800 | 33000 |

CHIEF LAW ASSISTANT

INTRODUCTION WITH BRIEF HISTORY

The Indian Railways has a full-fledged Law Branch almost in all the Zonal Railways and Production Units at the Headquarters, Division and Workshop levels. While this branch, which is being maintained by the Chief Law Asstt. and headed by the Dy. General Manager(Law) at the Zonal Headquarters level and Branch officers at the Divisional and Workshop levels, ironically enough, this category is classified under “**Miscellaneous Category**” in the Railways. The CLA acts as Solicitor in the Railway office for dealing with all types of court cases that include civil as well as criminal cases. They are to prepare entire set of defence pleading, marshal evidence, brief witness in liaison with the empanelled Railway advocate. They have to offer current citation to Railway advocate and carry out all the works for successful conduct of a case, except personally arguing in the court case, which is left to the Railway advocate. Actually speaking their legal and thought forces in the court cases pertaining to either establishment matters or other departmental issues are reflected through the Railway advocate before the courts. In certain Benches of Railway Claim Tribunal, Legal Asstts. are required to present/argue the cases.

MODE OF RECRUITMENT

This is a cadre where entry is only possible with two degrees – one in General Stream and the other Law Degree, i.e. Professional Degree with three years bar practice for Direct Recruitment and for departmental candidates, 5 years of service in Group `C`.

IMPORTANT ASPECTS PERTAINING TO THIS CADRE

Their duties encompasses to deal with all court cases(including civil and criminal), here take into consideration the volume of Indian Railways, filed by and against the Railway Administration, rendering legal opinion, vetting / verification of legal documents, various petitions/applications/affidavits which are to be filed before the various courts in India. They take utmost care and vigilant in maintaining liaison between Railway Administration and Railway Advocates all over Indian Courts including Solicitor General of India.

3rd Pay Commission equated Chief Law Assistants with Doctors as both are appointed on the basis of Professional Degrees, at the same time were not given non-practicing allowance whereas Doctors were granted 30% non-practicing allowance.

Further, being placed in the Group 'C' category they have not been granted much benefits from successive Pay Commissions. Chief Law Assistant and Law Officers Cadre does not have further channel of promotions. They are stagnating in one Scales for a decade or more. In Government of India including Indian Railways this is only Recruitment & Retirement Post, this phenomenon is unique & peculiar one.

Railway Board constituted a Committee consisting of Legal Adviser(Railway Board), Jt. Director(G), Railway Board and Chief Personnel Officers Northern Railway.

- To study and suggest a proper legal set-up at Divisional, Zonal and Ministry's level (including to deal with SLPs).
- To suggest the modalities for framing a legal cadre on Railways.
- To frame recruitment and promotion rules of Law Assistants, Chief Law Assistants, Law Officers.

This committee recommended Chief Law Assistant posts should be merged with Group-B level posts of Law Officers, and there should be a monthly allowance for Chief Law Assistant. Also recommended instead JAG with designation of Chief Law Officer a Selection Grade Officer should be posted over bigger Zones of Railways.

In Ministry of Law & Justice which is the nodal agency so far as the legal affairs are concerned and they have no problem in according Group 'B' status to their Supdt. Legal, why the Railway Board is doing this unjust with their Chief Law Assistants and not taking cognizance of their own constituted committee's recommendations.

In Indian Railways as well as in CSS several Gazetted Posts are not having qualification comparable to Chief Law Assistant, by not granting them deserving scales and status is demoralizing and demeaning. There is a proven fact that responsibility goes with authority. This time they may be given deserving status & Pay Scale at least and their cadre may be made organized cadre. Also allow them the Non-practicing Allowance as has been applicable to Doctors as both are having Professional Degrees where utmost technicalities are involved which made their job a peculiar one and arduous enough with same educational qualification as for direct recruitment i.e. 3 years degree in Law.

DUTIES AND RESPONSIBILITIES

Their duties encompasses to deal with the all Court Cases (Civil & Criminal) filed by and against Railway Administration, rendering legal opinion, vetting / verification of legal documents, various petitions, applications and affidavits which are to be filed before the various courts in the country. They take utmost care and vigilant in maintaining liaison between Railway Administration and Railway Advocates in all court cases sometimes with Solicitor General of India also. In consideration of volume of Indian Railways the number of court cases are also increasing day-by-day which all are to be handled by the Law Assistants / Chief Law Assistants for their successful pleading and arguments in the courts.

RECRUITMENT AND TRAINING PATTERN WITH PRESENT PAY SCALES

| Designation | Band Pay & Grade Pay | Recruitment Qualification |
|----------------------------|---------------------------------|---|
| Chief Law Assistant | PB-II + GP Rs.4200 | Professional Degree in Law and 3 years of experience of the Bar as an Advocate for direct recruitment from open market through RRB or 5 years of Railway Service in case of a Railway servant with same educational / professional qualification. |

JOB DESCRIPTION

- a) Coordination between Railway Advocates and Administration in all types of cases and all level of Courts including tribunals as well as Central Agency Section of Supreme Court and High Court Commissioners, etc.
- b) Process for nomination of Railway Advocates.
- c) Process for obtaining power of attorney in favour of conducting Railway Advocates.
- d) Maintaining daily diary about the pending cases along with date of hearing and report proceedings of each case daily to ADGM/Law & in Divisions to Sr.DPO and Dy.CPO / APO in Workshops.
- e) Maintaining accountable of each effective and non-effective hearing of each case.
- f) Vetting & Verification of all legal documents viz. Contract, Agreement, Lease, Adoption Deed, Sale Deed, etc.
- g) Maintain list of all types of cases subject-wise, advocate-wise, court-wise, with number allotted by the Court.
- h) Ensure in time payment of legal fee to advocates.
- i) Procure copies of Judgments or Interim Orders in time from the courts and supply the same to the concerned for taking immediate action.
- j) Follow up action for pending cases with executives and bring into notice of nodal officers about urgency of taking decision in any individual cases in order to avoid embarrassing situation.
- k) Maintain liaison with Solicitor General of India including Additional Solicitor and Government Advocates in connection with cases in High Court and Supreme Court and Manage to fix conference with Senior Officers.
- l) Put up the position of pending implementation with highlights of contempt prone cases position of contempt cases, specific direction of Hon'ble Courts in particular cases to nodal officers.
- m) The cases in the lower Courts are to be effectively contested by taking legal objections like jurisdiction, power of the authority taking the case, entitlement of relief to the employee as per his/her status in the Administration by Legal Assistants.

They are required to discuss the cases and make conferencing with the Railway Advocates in connection with the particular cases in late hours after the courts are over, as such quite often have to perform duty beyond office hours.

RESPONSIBILITIES OWNED BY THE EMPLOYEE IN THIS CATEGORY

That a Chief Law Assistant has spent extra time as provided HOER conditions in Railway to perform multifarious activities right from the morning by attending the courts then to attend office and deal with office files and in the evening attending offices of advocates for briefing them and getting the replies prepared and collecting and providing necessary documents etc. Further, there are frequent travelling to different courts viz. District Courts, Consumer Forums, MACT, Labour Courts, CAT, High Courts and Supreme Court, Central Agency Section, Offices of ASG etc.

WORKING HAZARDS

As per duty list of the post of Chief Law Assistant one has to move from place to place since morning till night in as much as to first go to the various places where the courts are situated and attend the courts followed by chambers of the advocates in the evening. Not only it, he had to do the office work of nomination of advocate besides vetting the legal documents as well as factual report including getting the pleadings signed and filed well within time without any lapse.

AVENUE OF PROMOTION – NIL

COMPARISON OF WORKLOAD OF THIS CATEGORY OF INDIAN RAILWAYS VIS-À-VIS PUBLIC SECTOR UNDERTAKING OF GOVERNMENT OF INDIA

| Indian Railways | Public Sector and Other Departments |
|--|---|
| Approx. cases 3000 in one Zonal Railway contested all over India | Only one State |
| Non-availability of staff, computers, fax, library, cash imprest. | All facilities are available. |
| To improve working non-availability of vehicle and chamber, Rest House facilities | Yes, Available. |
| Low salary and poor designation and classification of the post without avenue of promotion does not face working conditions. | High salary, good designation and well channel of promotion in Group 'B' & 'A'. |
| Grade Pay Rs.4600. | Grade Pay Rs.4800, 5400, 6600 & 7600 |

The Committee of Railway Board had considered various aspects in detail and has submitted their exhaustive report recommending various measure to strengthen and streamline the legal set-up on Indian Railways including various allowances like monthly allowance and court allowance, facilities of Library and training and promotional avenues to CLAs in legal hierarchy but it is very unfortunate that these recommendations have still not been implemented and also 6th CPC overlooked this aspect.

That 6th CPC has merged the hitherto existing grades of Rs.6500-10500 and 7450-11500 of all the cadres of all the departments in one Grade Pay Rs.4600 in Pay Band of 9300-34800 and has provided one nomenclature / designation in such grades. Now there are no Law Assistants and all are Chief Law Assistants.

PROPOSED CADRE UPGRADATION WITH REVISED DESIGNATION AND EQUIVALENT BAND PAY & GRADE PAY

| S. N. | Designation | Band Pay & Grade Pay | Designation | Minimum of the proposed open ended Pay Scale |
|--------------|----------------------------|---------------------------------|---------------------|---|
| 1. | Chief Law Assistant | PB-II + GP Rs.4600 | Chief Law Assistant | 78000 |
| 2. | Law Assistant | - | Law Assistant | 74000 |

Unjust meted out by 6th CPC in ignorance of successive Pay Commissions who took this Legal Category with due importance and equated them with Doctors being having Professional Qualification in utmost knowledge of rules and regulation which directly affects one's carrier .

They be considered for **NON-PRACTICING ALLOWANCE (NPA)**

STAFF WELFARE INSPECTOR

INTRODUCTION WITH BRIEF HISTORY

Staff & Welfare Inspectors of the Indian Railways are in fact officers of the Personnel Branch and work for serving and retired employees. They are required to reach deceased employee's family for ensuring payment of all settlement dues and other benefits due to them. They are to maintain liaison between serving, retired employees and the administration.

RECRUITMENT QUALIFICATION AND TRAINING

| S. No. | Designation | Pay Band and Grade Pay | Eligibility criteria for selection in entry grade | %age in cadre |
|---------------|--------------------------------------|-------------------------------|---|----------------------|
| 1. | Staff Welfare Inspector | PB-II + GP Rs.4200 | Railway Group 'C' Staff in possession of any of the following qualifications, irrespective of the grade or length of service or other educational qualifications:- (a) Diploma in Labour Welfare/Social Welfare, (b) Diploma in Labour Laws, (c) LLB with paper(s) in Labour Laws, (d) Post Graduate Diploma in Personnel Management awarded by an institution recognized by the Government of India, and (e) MBA with paper(s) in Personnel Management awarded by an institution recognized by the Government of India. | 35 |
| 2. | Chief Staff Welfare Inspector | PB-II + GP Rs.4600 | By promotion from Staff & Welfare Inspector | 65 |

STAFF WELFARE INSPECTORS

The cadre of Welfare Inspectors (currently re-designated as Staff & Welfare Inspectors, after combining both Personnel Inspectors and Welfare Inspectors together), was created to serve as a liaison between Railway Administration, Organized Labour, Associations and Railway Employees. As their duties are mainly with human beings, they are the backbone of the administration as well as all the Railway families.

Prime duty of the Welfare Inspectors is to maintain close relationship with the staff by visiting them at their work spot, in their colonies to collect their grievances relating either on service matters or on general welfare and to take effective steps to redress the same in contact with the appropriate authority. Welfare Inspectors supervise working of the welfare schemes, leaving no room for dissatisfaction among the employees like -

GRIEVANCES - To attend to all grievances at all time, both for serving and retired (even if it going to be at the wee hours) employees.

DEATH - To assist the family of the deceased employee at the time of death, they even accompany the deceased employees family if they want the body to be shifted to their native place. To assist settlement papers at their residence.

SUPERANNUATION - To render all help for the employee going on VR, Superannuation, medically de-categorized.

COMPASSIONATE APPOINTMENT - To help the deceased employees family to get Compassionate Appointment.

ENQUIRY - To attend to all kinds of enquires at all times

EXIT INTERVIEW - To give counseling to all retired employees before retirement.

ACCIDENT - To assist sick/deceased employees family with all hospital formalities.

TOURS - To organize employee's and children camps and accompany the campers with all arrangements during tour and en-route.

INSPECTION - To inspect the colonies regularly and take steps for proper maintenance and develop civic consciousness amongst the colony residence. To inspect stations/depots and to ensure whether Labour Rules and HOER Rules are followed correctly and to liaise with Labour Enforcement Officers (LEOs) when there is a dispute on employment of any staff and also verify the registers like Leave, Rosters, CR, PME, FCC-Pass registers etc.

PROTOCOL DUTIES - To accompany Members of Parliamentary committees, HoDs, etc.

Co-coordinating to conduct RRB, RRC competitive examinations.

Conducting of Grievance Adalats, Pension Adalats, Mid-term Pension Adalats, and Job-Analysis.

WCA - Arranging compensation under workmen compensation act.

Liaison with Trade Unions, Associations and settle their grievances and demands.

Certification of Post Based Roster for all categories at the time of recruitment and promotion.

Verification of Service Registers and Leave charts.

Verification of community status of candidates, employees and to have close liaison with Civil authorities.

In addition to the above, on the welfare side each Welfare Inspector is in charge of any one of the Welfare Schemes, like (it is the duty of the concerned Welfare Inspectors to monitor the day to day functions of the above institutions and for the further improvement).

- Institutes
- Community Centres
- Handicraft Centres
- Canteens
- Women's' Organization
- Apprentice Hostel
- Book Bank
- Hospital
- Schools run by management
- Central and Divisional Staff Benefit fund, Social Security schemes.

Also it is the duty of the Welfare Inspectors to play a vital role in organizing various events/functions like, Railway Week Celebration, Elections (Institutes and Canteen), Trade union elections, Association elections, relief operations at the time of emergency and to accompany the Railway Officers on their visits/tours.

DUTIES OF THE WELFARE INSPECTORS AS PER RAILWAY BOARD'S ORDERS

Welfare Inspectors are a special type of personnel in their own rights. They have justifiably a big jobs to do, talk and act. All the activities of the Welfare Inspectors are undertaken with an avowed objective of spreading feeling of contentment amongst the Railwaymen. Their tasks are not merely to solve problems, but are also of problems finding and solving them. They have many a hurdle to cross in discharge of their duties inasmuch as they require to satisfy staff and serve the interests of the administrations as well.

Duties of the Welfare Inspectors, as circulated vide GM(P), Northern Railway, New Delhi's letter No.803-E/270-IV(EVI) dated 22.01.1978 are as under:-

- Bring to the notice of the officer in-charge of staff work, allowance and late sanctioned leave, passes and increments etc.
- Bring to the notice of the officer in-charge of work, demand for personal interviews by the staff about their grievances regarding increments, punishment etc. and educate them in regard to their conditions of service and help them with preparation of their representations and appeals.
- Help the families of the deceased employees/sick railwaymen in obtaining medical relief and other assistance.
- Inculcate high standard of discipline among the staff and create among them pride towards their works and surroundings.

- Make suggestions for improvement in the conditions of service and amenities of the staff, both at their place of work and outside. This includes better living conditions in residential colonies.
- Educate the staff in regard to benefits provided under Staff Benefit Fund and benefits under Provident Fund Rules.
- Encourage thrift habit among the Railway employees and reduce indebtedness at high rate of interest through greater use of Co-operative Credit Societies/Banks.
- Encourage formation of Co-operative Societies and make monthly visits. Reports, indicating progress, are required to be submitted to Headquarters Offices every month.
- Visit Railway hospitals, schools, institutes, Welfare Centres(Handicraft Centres, Literacy Centres, Music & Dance Centres and Recreational Centres) with a view to encourage the staff to make full and proper use of the facilities provided for them and suggest improvements, particular attention should be given to the needs of T.B., Cancer and Leprosy Patients, whether Indoor or Outdoor.
- Keep themselves informed of trade union activities or any sign of discontentment or feeling among the staff and their families.
- To assist retired railway employees and their families/dependants of deceased railway employees in procedural matters in connection with expeditious payment of their settlement dues.
- Arrange to submit demands for grant from Staff Benefit Fund in time and ensure timely audit of accounts of Institutes/Club and Institutions given SBF grant.
- Encourage Sports, Scouting, Youth Movements and create spirit among the staff and their families.
- To hold joint enquiries in disciplinary and disputed cases as and when deputed.
- To hold independent enquiries in cases of disputes among the staff and administration in connection with matters relating to Personnel Branch, such as irregularities in Passes/PTOs and drawl of irregular allowances etc.
- To educate the staff regarding benefits of Holiday Homes and assist them in getting accommodation in Holiday Home etc. and visit these units periodically and make suggestions to authorities for improvements, where necessary.
- To help in eradication of illiteracy among the staff and assist the organization in running of Literacy Classes.
- To investigate the possibility of opening cooked-food and canteens at places where there is concentration to authorities for improvement(s), where necessary.
- To organize Cinema Shows, Dramatic Performances, Musical Concerts and Cultural Shows for the benefit and amusement of staff and their families.
- To visit Railway Schools and make suggestions for improvement, where necessary.
- To inspect Running Rooms in their areas to ensure that adequate equipments have been provided and hygienic conditions exist in the building, especially in kitchens.
- To visit Staff Colonies regularly and contact the staff and their families and assist them in redressal of their grievances regarding sanitation and maintenance of quarters etc.
- To watch implementation of various Labour Laws and their enactment on the Railways.

Welfare Inspectors are playing vital role in dealing with court cases even when Law Assistants are available, Welfare Inspectors prepare Reply Statement to court cases. In many divisions, without any Law Assistant, Welfare Inspectors are acting as Law Assistant and struggling hard in court cases. In addition, to above it is the Welfare Inspectors who are always ready to assist the Personnel Officers in various works as may be allotted to them time to time.

Higher qualification of (Degree and Post Graduation in Personnel Management and Industrial Relations (PMIR)/Labour Law), MBA – (Labour law as one of the subject), BL, are insisted to be come as Staff & Welfare Inspectors.

Unfortunately, in spite of the extensive nature of duties, the cadre has not been paid due attention by the VI Pay Central Pay Commission. It is unfortunate that, the category of Welfare Inspectors – whose role in the system is more crucial, sensitive, responsible are not provided suitable pay scales.

Though the nature of work is more social and having direct contact with the pillars of Railway administration, viz, administration, union, public and the employees, Welfare Inspectors cadre has not been given due attention in the present Pay Commission, hence this has created dissatisfaction and adverse impact among the Staff & Welfare Inspectors of Indian Railways. Also current pay scales of Welfare Inspectors are not attractive enough to encourage youngsters to volunteer for the post, which resulted in posts being vacant in many railways. Also during recent restructuring, many posts have been upgraded to higher grade pay, which again create a discomfort for the Welfare Inspectors whose job is inspectorial in nature and being many posts equal to their grade pay finds very difficult to carry out the job.

5th and 6th CPCs had completely ignored their multifaceted nature of work, higher requirement of knowledge in various rules governing the Railway employee and expertise in rules to support the officers, extremely strenuous working conditions, crucial role played by them in efficient working of the administration with higher level of responsibilities and accountability.

This was severely ruined by the 5th and 6th CPCs by allotting them scale of Rs.7450-11500 after the 5th CPC and Rs.4600 Grade Pay to Chief Welfare Inspectors, placing them at par with all non-technical categories, completely ignoring the qualifications, duties and responsibilities and disturbing their relativity.

We appreciate that some cadres whose legitimate claims for better pay scales was considered by 5th and 6th CPCs, but it is unfortunate that the category of Welfare Inspectors, whose role in the system is more crucial, sensitive, responsible, were not provided suitable pay scales as granted to others.

It is, therefore, requested that the above anomaly may be dealt with suitably and awarded acceptable pay scale and grade pay.

This precarious situation must be earnestly rectified by the 7th CPC in all fairness by upgrading and allotting them suitable “**Replacement Pay**” notionally before new pay scales are allotted, if the government desires to improve the efficiency of the system and attract suitable talent as well as retain them.

Advancement prospects of the Staff & Welfare Inspectors are of meager as there are only two stages in this category.

COMPARISON WITH OTHER CENTRAL GOVERNMENT EMPLOYEES

In other Central Government Departments, like Central Excise, Income Tax, CBI and Central Police Organization, initial grade pay of Welfare Inspector is ₹ 4600 in terms of VI CPC pay scales, whereas in the Railways, initial grade pay of this category is ₹ 4200.

The Seventh CPC is, therefore, requested to allot following “**Replacement**” pay scales to the following categories notionally and place them in the new scales based thereon:-

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Minimum of the proposed open ended Pay Scale |
|--------------------------------|--|---|
| Staff Welfare Inspector | PB-2 + GP Rs.4200 | 74000 |
| Chief Welfare Inspector | PB-2 + GP Rs.4600 | 78000 |

In a nut shell, it is submitted to the esteemed commission that, the humanly services of the Welfare Inspectors to the Railwaymen and their families starts even before their appointment and it never ends even after their oust from service but last long for ever to them and their family.

Based on the above facts, it is hoped that their genuine demand will be generously considered by the commission.

PRAY FOR OTHER AREAS

INSPECTORIAL ALLOWANCE TO WELFARE INSPECTORS

To motivate the staff to volunteer for the post of Vigilance Inspectors, they have been paid an Inspectorial Allowance of Rs.2500 p.m. On the same lines, duties of the Welfare Inspectors is also inspectorial in nature and also same as Vigilance Inspectors volunteers must be qualified with a degree and PG Diploma in Personnel Management and Indian Railways. Hence it is suggested that an **Inspectorial Allowance** may be considered for the cadre of Welfare Inspectors also on the lines of Vigilance Inspectors.

PROVIDING LAPTOP

Most of the areas of Personnel Department have been computerized. IT Portals for the grievance redressal for pensioners(CPPROGRAM), MPP Portal, ARPAN for settlement apart from PRIME for payroll have made it mandatory on the part of the supervisor to work with the system. Hence, it is suggested to provide laptops to all the Welfare Inspectors, which is essentially required, based on the nature of work. Also to enable to prepare data, reports on confidential matters etc., even at out of office hours and at station depots, laptop is essential in these modern days.

RAJBHASHA STAFF

Implementation of policy of the Official Language, i.e. called Rajbhasha, is a statutory provision. There is, therefore, full-fledged organization called **Rajbhasha Department** in the Indian Railways. Recruitment policy, designation and pay structure of Rajbhasha Staff were different from what are provided for by the Nodal Ministry.

AIRF had persuaded the issue with Ministry of Railways for quite some time, and thereafter, the case was also pleaded vigorously in the VI CPC. Thereafter, parity in the pay scales and identical designations were provided by the Ministry of Railways as per Nodal Ministry's guidelines. Now, recruitment rules for this category are similar to whole of the Central Government Offices, as provided for by the Nodal Ministry, i.e. Ministry of Home Affairs.

It is further added that, duties and responsibilities of Rajbhasha Staff, **Central Offices(?)**, i.e. Administrative Offices and other offices, are of more complex natures than those of the Translators deployed in the Secretariat Offices. There is, therefore, gross justification that, recruitment rules, designations and pay scales of Rajbhasha Staff of the Indian Railways should be on par with Rajbhasha Staff of other government offices, including Nodal Ministry.

We therefore, propose following pay scales for Rajbhasha Staff:-

| S. No. | Designation | Existing Pay | Minimum of the proposed open ended pay scale |
|--------|-----------------------|-------------------|--|
| 1. | Jr. Translator | PB-2 + GP Rs.4200 | 74000 |
| 2. | Sr. Translator | PB-2 + GP Rs.4600 | 78000 |

STENOGRAPHERS

Stenographers are attached to various groups' officers to manage their official works. They have to function as their Confidential Assistant, Personal Assistant etc. to successfully discharge their duty. They are required to possess good knowledge of language, skill of communication with high officials of the Railways and other departments, proficiency in computer typing, having better speed in shorthand and typing. Their integrity is also beyond doubt as they have to handle various confidential official works too.

RECRUITMENT CRITERIA

They are either recruited from the open market having qualification of 10+2 with knowledge of computer application with shorthand speed 80/100/120 and typing speed 40 w.p.m. or by promotion from the categories of Typist and Clerk and Clerk-Cum-Typist.

The departmental quota fixed for recruitment in Stenographer category through Clerks and Typists is 75% and Direct is 25% through RRBs. In this connection, it is pointed out that out of 75% quota of Departmental candidates from Typists and Clerks, in the last two decade or more there is no Stenographers appointed, as against the Direct quota i.e. 25% through RRBs is fully consumed.

RECRUITMENT PROCEDURE

| S.N | Scale | Qualification | Zonal Railways | CSSS (Railway Board is in parity with CSSS) |
|-----|-----------------------------------|-------------------------------------|---|---|
| 1. | Gr.4000-6000 (GP Rs.2400 PB-1) | 10+2 With Computer knowledge. | Agency - RRBs (Written, Speed Test 80 wpm & Interview) | Agency : 1.RRBs – (Written, Speed Test 80 wpm & Interview) 2. SSC – (Written and Speed Test 80 wpm)* |

*** If quota is not filled through SSC for some reason or the other, is filled through Zonal Railway on Transfer and absorption in Railway Board on bottom seniority e.g. (Ref.: Railway Board letter No.E2003/RC5/2/RB2(1) dated 19.05.2003)**

All the above tables show the career progression of the stenographers joining Railway Board (RBSSS already in parity with CSSS) and Zonal Railways both under the Ministry of Railways, through All India Competition held by Staff Selection Commission and Railway Recruitment Boards depict glaring disparities in the services under the same Ministry.

With the devolution of powers down the line and office automation, the Railway Stenographers are expected to manage the office of the officers to who they are attached. This work requires multifarious skills like electronic correspondence, liaison work with other departments in Railways and outside the Railways etc. In addition, the stenographers are performing quantitatively and qualitatively more work than the Clerical Staff as also than their counterparts in the CSSS (Railway Board already in parity with CSSS). But the pay scale of Zonal Railway Stenographers even at the entry level & promotional level is much lower than the Stenographers in CSSS (Railway Board already in parity with CSSS).

DUTIES AND RESPONSIBILITIES

Duties & Responsibilities, as enunciated in the Government of Indian Establishment Manual and Indian Railway Establishment Manual are identical (copies enclosed).

In addition, Zonal Railway Stenographers deal with the confidential matters including Confidential Reports, Confidential/Secret letters, Discipline & Appeal cases and Vigilance Cases.

- Accompany the branch officers for inspection on lines and render secretarial service.
- Maintain communication channels
- Working duration complementary with officer attached to.
- Make documentation using computers.

Here it is pertinent to mention that in Field Offices the duties peculiar and is much arduous and complex in nature as compared Stenographers' duties in CSSS/RBSSS who only works within four walls of office e.g. the recent development in Railways Train up to Katra and Srinagar and Semi-Bullet Train between New Delhi – Agra.

There is no statutory maximum limit of hours of work hence, classified as excluded category. While working on line duty in Workshops, Diesel Sheds, Accident Sites etc. including field inspections in an environment negative in natural for human with duty hours extend up to 12–14 hours.

GENERAL WORKING CONDITIONS OF RAILWAY STENOGRAPHERS

- Zonal Railways and Railway Board both are working under Ministry of Railways.
- To some extent Zonal Railway Stenographers work under rigorous and arduous conditions on line Inspections.

As far as the Zonal Railway Stenographers are concerned, their duties are peculiar as compared to other cadres in the Railways and the Stenographers in CSSS (Railway Board already in parity with CSSS) and other Central Government departments. A Stenographer in the Zonal Railways has to work not only within the office but also go on line during Inspections and Foot Plate Inspections, which are quite frequent, and during such times, there is no prescribed working hours for them. At times, work extends even upto 12 – 14 hours a day and also works on holidays, that too without any additional benefits like payment of overtime allowance, grant of compensatory leave, etc.

Such working conditions of Zonal Railway Stenographers are not at all comparable with those in CSSS (Railway Board already in parity with CSSS) and other Central Government Departments, who are to confine within the four walls of their offices. Hence, the Railway Stenographers should not be compared with those in other departments and they deserve a better position and treatment from the administration.

In the present days' modernized and mechanized working, the physical strain on the labour is very much reduced as compared to a decade ago. Whereas, the work load of stenographers has increased manifold. As brought out earlier, working hours of stenographers does not have any limit when working outside office during inspections. Though there may not be more physical exertion while working in the office, the stenographer is under a tremendous mental pressure. With the jobs of the officers in the various grades have been enriched, this has a direct effect in the working of the stenographer also automatically. There is increased workload of handling more electronic office gadgets and dealing with different people at the same time and the stenographer performs a high degree of stressful job as compared to the labourers. The mental stress is very heavy and all these put together, pose a health hazard for the stenographers.

CADRE UPGRADATION

The Railway Stenographers understands and appreciates the idea behind cadre upgradation, which is an effective tool in bringing about increased periodicity in the administration. This concept gets more significance as it enables the administration in 'job enrichment' among the employees and in turn motivates the employees for higher grades.

With the concepts of "Man Power Planning", "Paperless Office", etc. gaining momentum and in the light of the "active consumer awareness" and the "Right to Information Act", there is demand for improved working culture and increased productivity. This has enriched the job of officers and requires the officers to discharge their duties and responsibilities with more accuracy and precision. To achieve this, the cadre of officers has been restructured twice; first as early as in the year 1982 and again in 2005 and the number of posts up to Higher Administrative & Senior Administrative Grades has been increased.

In order to achieve this objective, the responsibility of the stenographer attached to that officer also has increased. There is a need to have a more positive attitude and willingness to shoulder higher responsibilities. The Learned Commission, will agree that "Authority goes with Responsibility" and vice-

versa. In order to be responsible, the stenographer should be motivated with higher-grade posts, through upgrading the cadre as has been done for the officers. In case of Zonal Railways, all other categories including officers have been re-structured except that of Stenographers denied on the ground that they belong to "Common Category" and their posts are linked with Officers.

It would be worth mentioning here that on the one hand, stenographers of Railway Board are getting more and more financial benefits right from the beginning being in parity with CSSS, and on the other hand stenographers of Zonal Railways are going down in case of pay scales and their Classification.

The pay scales of stenographers of Railway Board (already in parity with CSSS) and Zonal Railways are different though the stenographers of Zonal Railways are also working under the same ministry i.e. Ministry of Railways, as mentioned above. Then, why different-different pay scales are implemented in the same Ministry.

It is pertinent to mention here that channel of promotion, scales of pay, etc. of officers (Group 'A' & 'B') when joining Zonal Railways from Railway Board and vice versa on completion of their tenure, don't get affected in any manner so why this disparity is present in the case of stenographers. Thus, both the Railway Board and Railway Stenographers are working under the same class of Officers who have been recruited and trained by the same Institutions of Railways.

There can be no comparison between the Indian Railways and other Central Government Departments, and ends of justice will meet only when the cadre of Zonal Railway Stenographers is re-structured and upgraded recognizing them as "Indian Railway Stenographers' Services" giving specific recommendations for Zonal Railway Stenographers while granting them established parity (6th CPC Recommendations) with CSSS (Railway Board is already in parity with CSSS).

STAGNATION – MEASURES FOR RELIEF

The PS of Gr.Rs.6500-10500 in the Zonal Railways is Non-Gazetted and in the Min. of Railways/Railway Board they are Gazetted. In Zonal Railways PS-1 are given Gr.Rs.7500-11500 Gazetted by upgrading the posts from Gr.Rs.6500-10500 in equal numbers withdrawn from Gr.Rs.6500-10500, only by conducting Selection, whereas, if the number of posts are to be withdrawn from the immediate lower grade then the Selection is not required, it is simply an upgradation, hence, there is drastic reduction in the lower grade posts and promotional channel is blocked; but as per Vth Pay Commission, every Gazetted PS-I should be provided with an additional hand of Gr.Rs.5500-9000 and Rs.4000-6000, which has not been done. Earlier to the Vth Pay Commission, it was urged that the Ratio in line with Railway Board viz. 40:40:20 be given to the Zonal Railways by abolishing the intermediate grade of Rs.1400-2600(5000-8000) i.e. 40 (4000-6000 – GP Rs.2400 PB-1) : 40 (5000-8000 & 5500-9000 GP Rs.4600 PB-2) : 20 (6500-10500 GP Rs.4800 PB-2, After 4 yrs. service GP Rs.5400 PB-3), which has not been done. However, rather than providing relief to our cadre, this ration has had a negative impact on our cadre as a whole, barring a few isolated seniority units, as in many railways/production units, many stenographers were made 'supernumerary' in order to adhere to the ratio, whereby not only the yardstick lost its significance but also enlarging the residency period in each grade.

Here it is pertinent to mentioned that Stenographers' are identified with Officers only, therefore, their Cadre should automatically be restructured while the Cadre of Officers is restructured or any post of officer is created. This has been agreed to by the Ministry of Railways, but it has not been practically implemented in case of Zonal Railway Stenographers, only implemented for RBSSS (already in parity with CSSS).

Stagnation in the Zonal Railways is more in the intermediate grade, i.e. 5000-8000 & 5500-9000 merged GP Rs.4200 PB-2 to the extent that the stenographers remains in the same grade for more than 20 - 25 years. This distribution is in no way helpful for the Zonal Railway Stenographers.

Though the Vth Pay commission did not specify this, by a conscious interpretation of the recommendation would reveal the fact that the purpose of distribution of 40:40:20 was to relieve the stagnation of Stenographers in the lower grade in offices which are very small in Size.

The distribution proved to be detrimental to the Zonal Railway Stenographers because of the huge size of the organization. The Railway Administration has informed the Vth CPC that they could not provide relief to the cadre of stenographers due to the linkage of the level of stenographers to that of the officers. In fact, had the Railway Administration linked the grades of stenographers and the officers in reality there would have been no stagnation at all and the cadre would have improved.

The Zonal Railway Stenographers humbly request the Commission to look into the above details, understand the frustration caused to the Cadre of Zonal Railway Stenographers and kindly recommend the relief by giving parity with counterparts in CSSS & CAT (Railway Board already in parity with CSSS).

PENDING DEMANDS SINCE IVTH PAY COMMISSION

The scale of Railway Stenographers of Rs.1400-2300 revised in the light of Board of Arbitration's Award dated 18th Aug.,1989, as Rs.1400-2600 by giving parity with their Counterparts working in (Railway Board already in parity with CSSS) being Railwaymen as a whole. In Scale Rs.1400-2600, further parity was disturbed as follows:

| PAY COMMISSION | INTERMEDIATE PAY SCALE AT ZONAL RAILWAY | | INTERMEDIATE PAY SCALE AT RAILWAY BOARD |
|-----------------------|--|--------------|--|
| IVth CPC | Rs.1400-2600 | | Rs.1400-2600 * Rs.1640-2900 # |
| Vth CPC | Rs.5000-8000 | | Rs.5500-9000 * Rs.6500-10500 # |
| Vlth CPC | Rs.5000-8000) Rs.5500-9000) | Rs.4200 PB-2 | GP Rs.4200 PB-2 * GP Rs.4600 PB-2 # |

* **Pay Commissions granted.**

Government/Railway Board further enhanced only for their own.

This is just because wrong/tempered evidence put forth to the successive Pay Commissions by the Railway Board, which resulted into glaring disparity.

Scale of Rs.2000-3200 should be Gazetted as per DOPT's Office Memorandum dated 1st March,1988 (copy enclosed), which has been extended to Railwaymen being Railways is a separate Department under Ministry of Railways, which has its own unique and unified rules.

The IVTH Pay Commission for the Stenographers of Department of Railways in **Para 9.42** of the Report *inter-alia* recommended:

“Stenographers working in other organizations, which are not participating in the Central Secretariat Stenographer Scheme (CSSS), but where the posts are in comparable grade of pay scales and the method of recruitment through open competitive examination is also the same, we recommend that Stenographers in these Organizations like ‘Department of Railways’, Ministry of External Affairs, may be placed in the same grades of pay as have been recommended for CSSS.”

Railway Board Stenographers are already participating in the Central Secretariat Stenographers Scheme and accordingly in the Notification No.F.15 (I)-IV/86 dated 13.09.1986 issued by the Finance Ministry – Item XI Central Secretariat Stenographers quoting the recommendation of the Pay Commission, the portion “Department of Railways” is omitted. As mentioned in the recommendation, this recommendation is meant for the Stenographers who are not participating in the Central Secretariat Stenographers Scheme, but whose method of recruitment/ recruitment process, qualifications, duties, responsibilities and nature of job, etc. is comparable (Also connect Para 1.2.20 of 6th CPC Report). The administration has interpreted the report to suit its convenience.

RECOMMENDED BY THE VTH PAY COMMISSION

Para 83.230

In line with our general recommendations for improving the secretarial assistance to high-ranking officers, we recommend the following scale of stenographic assistance to the Officers of the rank of General Manager or equivalent and Principal Head of Department/equivalent Officers:

| | |
|--|---|
| General Manager/ Equivalent | Principal Private Secretary(PPS), Personal Assistant(PA)-I, Lower Division Clerk(LDC)/Stenographer Grade ‘D’ – I |
| Principal Head of Department/Equivalent (Addl.Secy. Equivalent) | PPS-I; PA-I; LDC/Stenographer Grade ‘D’ – I |
| Head of the Department(Jt.Secy. Equivalent) | PS-I; LDC/Stenographer ‘D’ - I |

In view of above, while considering the Gazetted Cadre for the Railways in Gr.Rs.7500-12000 and Gr.Rs.8000-13500, the posts withdrawn from the existing posts of Gr.Rs.6500-10500, the recommendation laid-down in the above said Railway Board’s letter dated 15.09.2000 (copy enclosed) have not been considered/adhered to. Also, the posts in the Junior grade viz. Gr.Rs.5500-9000 and Gr.Rs.4000-6000 have not been created to provide Secretarial Assistance to the High-Ranking Officers as per recommendations of Vth Pay Commission in Para 83.230.

Moreover, there is drastic reduction in the Stenographers’ Cadre:

- Surrender of posts to the newly created 6(six) Railway Zones.
- Ban on further recruitment in the Cadre.
- Non-filling up of posts due to Retirement and normal wastage.

And the scenario created that there is huge surplus in the Stenographers’ Cadre and Administration is forced to create Supernumerary posts. Whereas, the posts of Officers’ surrendered for newly created Railways Zones later on restored/created on the respective Zonal Railways from where it was surrendered.

VTH PAY COMMISSION – Para-45.37

.....”Central Secretariat Service”. Our analysis reveals that Stenographers in the Secretariat are at a more advantageous position, as far as time taken for promotion from one grade to another is concerned, when compared to their counterparts in the subordinate offices and almost at the same position with other comparable services in the Secretariat. While we recognize the need that each service should have reasonable opportunities for career progression, at the same time we are of the firm view that the promotion prospects of a particular service cannot be improved at the expense of another service.

VITH CPC RECOMMENDATIONS

| | | |
|--------------|---|--|
| Para 1.2.20 |) | For granting parity & how to implement 6 th CPC |
| Para 1.2.25 |) | Recommendations. |
| Chapter 3.1 |) | Specific to Headquarters Organizations in Govt. of India & Office Staff in Field Offices. Also Specific to Stenographers’ Category in Central Govt. Offices. |
| Para 7.36.6 |) | Railway Board and other Railway Offices are Deptts. in Ministry of Railways. |
| Para 7.36.95 |) | Declared Stenographers’ Common Category irrespe- |
| Para 7.36.96 |) | ctive of Central Govt. Offices/Ministries/Orgn./Deptts. etc. |

The 6th CPC Report *inter-alia* recommended, Secretariat Stenographer’s Cadre is identical to the CSS/Analogous Cadres in Non-participating Ministries / Departments / Organizations etc. and granted Gr.14300-18300 with GP 7600/- PB-3 (Para 3.1.11 & 3.1.14) whose method of recruitment, etc. is comparable(Para 1.2.20 & 1.2.25). The administration has interpreted the report to suit its convenience with bias implementation of this Grade only in CSSS/RBSSS with GP Rs.8700/- PB-4, setting aside all other Non-participating Ministries /Departments /Organizations.

PENDING DEMAND AS PER VITH PAY COMMISSION

No parity has been implemented over Indian Railways in case of stenographers’ cadre.

- Established parity has not been implemented in case of Zonal Railway Stenographers.
- Zonal Railway Stenographers of Gr.Rs.4000-6000 GPRs.2400/- PB-1 After 5 yrs. 30% in GP Rs.4200/- PB-2 (Non-functional) Para 3.1.12, Gr.Rs.5000-8000 and Gr.Rs.5500-9000 merged GP Rs.4600/- PB-2 absolute parity up to Assistant level Para 3.1.3 & 3.1.14, Pvt. Secy. II Gr.Rs.6500-10500 in line with CSSS GP Rs.4800/- PB-2 After 4 yrs. GP Rs.5400/- PB-3 (Non-functional) Para 3.1.10, has not been implemented as yet. Also up to Grade Rs.14300-18300 GP Rs.8700/- PB-4 (Para 3.1.11 & 3.1.14) in Field Offices of Central Government have not been even considered for implementation.

PARITY WITH RAILWAY BOARD STENOGRAPHERS

The working of Zonal Railway Stenographers is identical as compared to that of Stenographers in CSSS & CAT (Railway Board already in parity with CSSS). Hence, it is fair to ensure parity in scales both – CSSS

(Railway Board already in parity with CSSS) as well as Zonal Railways streams being Department of Railways under Ministry of Railway. This will be in line with the principle "Equal Pay for value of Equal Work".

Moreover, it is worth-mentioning that, to avoid constitutional absurdity, the apex court have earlier been delivered several judgments regarding the benefit given to one should be extended to all similarly placed according to policy in existence to avoid unnecessary litigation, wastage of time of the courts and state exchequer. Here it is pertinent to mention that despite congruence in Stenographers' Cadres over the Indian Railways in all respects, different or less remuneration for similar work is a constitutional absurdity.

It is worthwhile to mention here that the Hon'ble CAT/Madras in its judgment dated 05.06.2012 in O.A. No.658/2010 has observed that, there is no differentiations in recruitment, responsibilities, duties, nature of job etc. between the Private Secretary-II GP Rs.4600 PB-2 of Zonal Railways and Private Secretary of CSSS & CAT. CAT/Madras orders "**direct to grant Grade Pay of Rs.4800 initially and Grade Pay on completion of 4 years regular service in the cadre of Private Secretary Grade II with Gazetted Status w.e.f.01.01.2006**". These orders have been upheld by High Court/Madras Order dated 08.03.2013 in WP 5393/2013 & MP 1 of 2013, and also upheld by Apex Court Order dt.25.07.2013 in SLP(C) 19892/2013 and also Order dt.28.01.204 in RP(C) 3202/2013 in SLP(C) 19892/2013. In aberration to Hon'ble Court's judgment dated 05.06.2012 in OA 658/2010 upheld up to Apex Court, Railway Board issued letter No.PC VI/2010/CC/3(SLP) dated 11.12.2013, and, accordingly wrong Pay Fixation of 4 Petitioners had been done by GM(P)/Southern Railway vide Office Order No.HPB(O)230-A/2014 dated 24.03.201.

Recently 44 Northern Railway Stenographers filed an OA 871/2014 for seeking similar benefit granted to Southern Railway Stenographers in OA 658/2010, CAT/New Delhi (Principal Bench) granted similar relief Judgement dated 12.05.2014 in OA 871/2014. Railway Administration remained adamant to implement the same. Consequently, Northern Railway Stenographers filed Contempt Petition CP 222/2014 in CAT/New Delhi in reply filed by Railway Administration in CAT/New Delhi with misleading facts stated as follows:

"Hon'ble CAT/Madras at Madras passed their orders without the knowledge of 'Statutory Rules/Relevant material and even Hon'ble High Court upheld the decision of CAT/Madras by dismissing the WP 5393/2013 at admission stage itself endorsing the findings of CAT/Madras but without taking cognizance of 'Statutory Rules/Relevant material. Further, it is settled law that mere rejection of SLP does not imply upholding of the orders of Lower Court(s)".

Moreover, it is worth-mentioning that, to avoid constitutional absurdity, the apex court have earlier been delivered several judgments regarding the benefit given to one should be extended to all similarly placed according to policy in existence to avoid unnecessary litigation, wastage of time of the courts and state exchequer. Here it is pertinent to mention that despite congruence in Stenographers' Cadres over the Indian Railways in all respects, different or less remuneration for similar work is a constitutional absurdity.

Since this is a genuine demand, lurching for substantially long period of time is a constitutional absurdity. Hence, in the interest of natural justice this federation demands absolute parity in the Stenographers' Cadre.

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Minimum of the proposed open ended Pay Scale |
|---------------------|---|--|
| Stenographer Gr. II | PB-I + GP Rs.2400 | 46000 |
| Stenographer Gr. I | PB-II + GP Rs.4600 | 74000 |
| Pvt. Secy. II | PB-II + GP Rs.4800 | |
| Pvt. Secy. I | PB-III + GP Rs.5400 (Non-Functional) | 88000 |
| PPS | PB-III + GP Rs.6600 | 102000 |
| Sr. PPS | PB-III + GP Rs.7600 | 102000 |
| PSO | PB-IV + GP Rs.8900 | 148000 |

CHAPTER-XXII **MEDICAL DEPARTEMENT**

ERSTWHILE GROUP 'D' CATEGORIES

There are some erstwhile Group 'D' categories viz: (i)- Safaiwala (II)- Hospital Attendant (iii) Hospital Aya (iv) Ambulance cleaner (v) Machalchi (vi) Mate (vii) X Ray Attendent (viii) Laboratory Attendant, who were earlier in different categories before 6th CPC, and now all placed in PB-I with GP-1800 and classified as Group 'C'

SAFAIWALA

RECRUITMENT

The staff of these categories are recruited from open market through RRC with minimum prescribed qualification 10th /Matriculation or by appointment on Compassionate Ground.

DUTIES & JOB RESPONSIBILITIES

The cadre of Safaiwalas are engaged in carrying out the oldest nature of job and are most neglected categories not only in the society but also in the Railway organization.

There job content includes sweeping & cleaning of entire hospital premises, cleaning of Toilets, Urinals. They are also required to clean Toilets Pans, Urine pots, spittoons and even in exigencies to clean male & female private parts, unlike other Safaiwalas who are deputed to clean colonies & service buildings, stations, Roads etc.

Obtusely the job and responsibilities of Hospital Safaiwalas are not comparable to any other Safaiwalas particularly in the wake of " **Preventive & Promotive**" Railways

WORKLOAD ON SAFAIWALAS

- 1 Sanitation Work.
- 2 Collection of water samples with Health Inspector
- 3 Collection of food sample with Health Inspector
- 4 Disinfection, Anti Malaria, Anti rodent and Anti fly measures.
- 5 Submission of water samples
- 6 Submission of food samples
- 7 Attending other station complaints.

Some major changes have undergone in the sanitation policy as per order of the Ministry of Railways, which entails mechanized cleaning as elaborated under Sanitary Policy in Sanitary Manual No-99 (DGE-IV/110/P/Sanitary Policy) dated 10/8/2000. On being trained by the experts as per Training Module fixed by Railways, the Safaiwalas are successfully operating the under noted Sanitation equipments.:-

- 1) Safaiwala of medical department should be dealt separately as they have to serve without chances of promotion in absence of suitable scale of pay including non availability of Gr 'C' posts in their avenue through a justification is there that the other department in the respect of their avenue of channel of promotion are more ahead and get at least three or four promotions during their entire service tenure. Staff strength in medical department is most of its cadre are comprise of para medical staff. Their recruitment condition is vest on their Technical qualification as such the cadre are filled up from direct recruit candidates having requisite diploma/degree required for their cadre. Only dresser is the promotional posts of Gr. 'D' cadre of medical department, but the number of post of dresser are so meager (0.03%) approx so , it can be ignored. Post of Hospital Attendant, X-Ray Attendant, Laboratory Attendant are also the promotional post, filled from the category of Safaiwalas but in identical pay ban and grade pay of Rs.1800.
- 2) To ensure carrier advancement of Safailwala category of medical department, all the Gr 'D' categories of staff as a whole should be taken into account for determining the promotional scope, so that the percentage of higher grade post can be introduced/ raised to requisite level and promotional can be extended to the cadre of Safaiwala.

After implementation of 6th CPC all the above scales are placed in pay band of Rs.5200-20200 with grade pay of Rs.1800 in PB-1

Safaiwala is the feeder cadre (Recruitment cadre) of the posts discuss above and it is not out of course to mention that recently Railway Board had up graded the educational qualification for entry in Railway, minimum as Madhymic. Safailwala in Railway are now recruited through either from compassionate appointment of from RRC.

These machine being composed of Electrical & Mechanical devices, there safe running and adjustment of its mechanical details as per nature of machines and area of work need skill. There is, therefore, enough justification for considering them as skilled workers & granting them pay scales in commensurate with their nature of duties responsibilities.

- a) Diesel optd high pressure jet.
- b) Batt. Operated ride on scrubber & dryer.
- c) Petrol operated walk behind sweeping machine

- d) Electric optd. heavy duty scrubber & dryers.
- e) Electric operated high pressure jet
- f) Elect. Operated light duty floor scrubber & dryer
- g) Electric operated industrial wet & dry vacuum cleaner
- h) Mechanical sweeping machine etc.

REDISGNATION OF MEDICAL SAFAIWALAS

The age old designation of Safaiwals needs to be re-designated as “Health Workers” in the light of the forgoing and promotional designation be Sr. Health Worker as under:-.

| S. N. | Existing Designation | Pay Grade | Proposed Designation | Minimum of the proposed open ended pay scale |
|--------------|-----------------------------|------------------|-----------------------------|---|
| 1 | Safaiwala | PB I+GP 1800 | Health Worker | 26,000 |
| 2 | Sr. Safaiwala | PB I+GP 1900 | Sr. Health Worker | 33,000 |
| 3 | Sr. Safaiwala | PB I+GP 2000 | Sr. Health Worker | 33,000 |
| 4 | Jamadar | PB I+GP 2400 | Health Supervisor | 46,000 |
| 5 | ----- | ----- | Sr. Health Supervisor | 56,000 |

SPECIAL ALLOWANCE DEMANDED

The Safaiwalas are exposed constantly to harmful chemicals like BHC & bleaching, dust and unhygienic gases during removal of garbage and night soil, disposal, which affects their health.

The compensate these harmful effects, they have to maintain proper physical standards which need extra funds. In view of this awkward situation a **Risk Allowance** of at least Rs.1000 per month.

HOSPITAL ATTANDENT/HOSPITAL AYAH

They are also recruited from amongst Matriculation Pass or equivalent certificate holders from a recognized board partly from open market through RRC and partly by promotion from eligible Safaiwalas having educational qualification at par with open market.

DUTIES & RESPONSIBILITIES

Bed making ,linen counting, carrying patient to different wards of the Hospital, obtaining oxygen cylinder from companies, collecting medicines and appliances from stores, assisting nursing staff in cleaning of instruments and other materials in wards and operation theaters, accompanying patient in Ambulance cars, assisting doctors in outdoor clinics in all respects viz. preparation of patient tickets and arranging patient. They are also attend patient in wards as nurses are is not always available due to inadequate strength. HA working in outdoors clinic's registration casualty units have to feed data in computers particularly in hospitals where Hospital Information Management System has been introduced. It is promotional post for Safaiwala also.

EXISTING AND PROPOSED PAY SCALES

| Existing | | | Proposed START OF PAY SCALES In the respect of 6 th C.P.C. | | |
|----------|---------------------------|----------------------------|--|--|-------|
| SN | Designation | Pay Band & Grade Pay | Designation | | |
| 1. | Hospital Attendant | Rs. 5200-20200 Rs. 1800 | Hospital Asstt. | | 26000 |
| 2. | Sr.Hospital Attendant | Rs. 5200-20200 Rs. 1900 | Sr. Hospital Asstt. | | 33000 |
| 3. | Hd. Hospital Attendant | Rs. 5200-20200 Rs. 2000 | Hospital Mate | | 46000 |

DRESSER & O.T. ASSTT.

Dresser/OT Asstt. is promoted from the erstwhile Group 'D' Category of Medical Department through the process of suitability, which comprises of Written Test, followed by Trade Test, and the successful candidates, after imparting requisite training, are posted as Dresser/OT Asstt. they are placed in PB-I with GP Rs.1900.

Detailed duties and responsibilities of the Dresser & OT Asstt. are listed below:-

PREVENTION OF THE WOUND CONTAMINATION

BEFORE THE OPERATION

- (i) A careful scrub and preparation of the operative site(cleansing and removal of hair) is necessary.
- (ii) Knowledge and control of risk factors, e.g. normalization of the serum glucose level in cases of diabetes mellitus etc.
- (iii) In septic and high risk patients, there is a need for pre-operative antibiotic prophylaxis.

DURING THE OPERATION

- (i) Appropriate surgical techniques must be applied.
- (ii) Change of gloves and rescrub if necessary.
- (iii) Normal body temperature must be maintained. Narcosis may worsen the thermoregulation.
- (iv) Hypothermia and general anesthesia both induce vasodilatation, and thus the core temperature will decrease.
- (v) The oxygen tension must be maintained at a proper level

AFTER THE OPERATION

- (i) Wound infection generally evolves shortly(within two hours) after contamination.
- (ii) Hand washing is mandatory and the use of sterile gloves is compulsory while handling wound dressings and changing bandages during the post-operative period.

EXISTING AND PROPOSED PAY SCALES

| S. N. | Designation | Existing Pay Band & Grade Pay | Minimum of the proposed open ended Pay Scale |
|--------------|---------------------------------|--|---|
| 1. | OT Asstt./Dresser Gr-III | PB-I,GP-1900 | 33000 |
| 2. | OT Asstt./Dresser Gr-II | PB-I.,GP-2400 | 46000 |
| 3. | OT Asstt./Dresser Gr-I | PB-I,GP-2800 | 56000 |

STERILIZATION, DISINFECTION

This involves removal of viable microorganisms(including latent and resting forms such as spores), which can be achieved by different physical and chemical means and methods. Important methods which are used frequently – autoclaves, gas sterilization by ethylene oxide, cold sterilization and irradiation. Instruments and materials used during operations are sterilized.

DISINFECTION

This is the reduction of the number of viable microorganisms by destroying or inactivating them. Generally used methods – low-temperature steam and chemical disinfectants, e.g. phenolics, chloride derivatives, alcohols and quaternary ammonium compounds. Surgical hand scrub and surgical area dis-infectioning are considered as disinfecting procedures.

Basic surgical instruments have to be categorized into six groups. Some instruments, e.g. Pean, can have many functions. In such cases we categorize that instrument into only one of these six categories -

- (a) Cutting and dissecting instruments
- (b) Grasping instruments
- (c) Instruments used for hemostasis
- (d) Retracting instruments
- (e) Tissue unifying instruments and materials
- (f) Special Instruments

In view of the foregoing and considering their vital role played in the health services, they may be recommended better pay scale with suitable advancement prospects for their job satisfaction and rendering better services to the patients.

AMBULANCE DRIVER

Educational Qualification - Madhymick+ Driving license in heavy vehicle.

Duty performed by Ambulance Driver is similar to these of theirs counterpart in Mechanical and other departments. They may therefore be placed in a similar scale of pay as that of skilled artisan.

EXISTING AND PROPOSED PAY SCALES

| S.No | Designation | Existing pay grade & pay Band | Proposed minimum of open ended pay scales |
|------|------------------|-------------------------------|---|
| 1 | Ambulance Driver | PB-I + GP-1900 | 46000 |

AMBULANCE CLEANER

Educational Qualification - Madhyamick + Driving License.

The ambulance cleaner has to keep ambulance clean and maintain it properly to assist ambulance driver in transporting sick and injured patient. He is also required to possess knowledge of vehicle mechanism so as to attend minor repair as and when required. In exigencies he has to drive ambulance also.

| S.No | Designation | Existing pay grade & pay Band | Proposed minimum of open ended pay scales |
|------|-------------------|-------------------------------|---|
| 1 | Ambulance Cleaner | PB-I + GP-1800 | 26000 |

MASALCHI

Educational Qualification - Madhyamick

The Masalchi is the helper to assist the cook in all respects, to wash and clean kitchen utensils, help the cook in preparation of diet and distribute the diet amongst patients according to the advice of Doctors, to prepare masala for cooking etc.

In the commercial department (Catering) such staffs are available. The Masalchi is expected to have similar pay scales and promotional avenue etc. as his counterparts in the catering department.

| S.No | Designation | Existing pay grade & pay Band | Proposed minimum of open ended pay scales |
|------|-------------|-------------------------------|---|
| 1 | Masalchi | PB-I + GP Rs.1800 | 33000 |

X RAY ATTENDANT /LABORATORY ATTENDANT

MODE OF RECRUITMENT

They are also recruited from open market through RRC but with minimum prescribed qualification of Matriculation in Physics & Chemistry as compulsory subjects & are imparted induction training before being posted on working post.

DUTIES & JOB RESPONSIBILITIES

X-Ray Attendants are to assist the Radiographers and Radiologists to discharge their duties, maintain X-ray and electrotherapy equipments and X-ray films and record of all types, prepare patients for X-ray, Clean X-ray machines and other equipments, prepare film developer and mixer and develop X-ray film.

The Laboratory Attendant assists the laboratory Technician in discharging his duties, cleaning and maintaining sophisticated machines and appliances, and keeping ready the different serums and solutions required for laboratory investigations. It is promotional post of Hospital Attendant through positive act of selection. He has to operate distillation plants and high voltage electrical stabilizers. He has to help the Laboratory Superintendent to prepare reagent. Keeping in view of minimum educational qualification and the important nature of duties, X-Ray Attendants/Laboratory attendant should be provided with higher Grade Pay.

EXISTING AND PROPOSED DESIGNATION PAY SCALES

| S. N. | Designation | Pay Band & Grade Pay | Designation | Minimum of the proposed open ended Pay Scale |
|--------------|-------------------------------|---------------------------------|---------------------|---|
| 1. | Hospital Attendant | Rs. 5200-20200 Rs. 1800 | Hospital Asstt. | 26000 |
| 2. | Sr. Hospital Attendant | Rs. 5200-20200 Rs. 1900 | Sr. Hospital Asstt. | 33000 |
| 3. | Hd. Hospital Attendant | Rs. 5200-20200 Rs. 2000 | Hospital Mate | 46000 |

SUGGESTIONS REGARDING ERSTWHILE GROUP 'D'

As the things stand today, the qualification of Class X / ITI is the minimum requirement for the entry into railway service, irrespective of the department. However there is a vast difference in the nature of job done by the erstwhile Group 'D' staff recruited in Medical department and the ones recruited in other departments. Even a Peon working in the Hospital, though not expected to get involved in treatment of the patients, is exposed to the risk of infection given the fact that he works in the same atmosphere of that of the Hospital Attendant or a Safaiwala works in. The risk of infection that the other erstwhile Group 'D' staff, connected with the treatment of the patients are exposed to needs no emphasis. It is therefore opined that allotting similar pay scales to the erstwhile Group 'D' Medical staff and the Erstwhile Group 'D' non-medical staff is out of sink with the reality of their respective working conditions. The erstwhile Group 'D' staff of Medical department needs to be remunerated appropriately, not only to compensate for the risk but also to protect themselves from such risks. A cursory glance of chapter II section B of IRMM would be enough to appreciate the points made above.

There are also some erstwhile Group 'D' staff, employed in Medical department who take care of the cleanliness and the sanitation of railway establishment like railway station and railway colonies etc. These staff are also exposed to various risks in the course of their duties, that are no way less than the risks that of the risks that staff working in Hospitals are prone to.

In view of the above facts, it is suggested, that, the erstwhile Group 'D' staff of Medical department deserve a better compensation given their working conditions and the Attendant risks considering the fact that the DA has already crossed 100% and unabated price rise, the Erstwhile Group D staff need the following remuneration package at the minimum:

PAY - Rs.26000

JUSTIFICATION - (Existing highest pay of erstwhile Group D +GP)*3.55

GRADE PAY - Rs.2400, Rs. 2800, Rs. 4200 and Rs. 4600

JUSTIFICATION

As of today, in most of the categories, employees join in post carrying GP of Rs.1800 and retire in the same GP. The present scheme of MACP where the difference between the consecutive grade pays is Rs. 100 to Rs. 400 generally offers no big respite to the staff. It is therefore suggested that within the erstwhile Group D there should be 4 grade pays as cited above which would not only provide a reasonable compensation to the staff but also provides promotional prospects at regular intervals. The present scheme of MACP which provides for higher grade pay without promotion is actually resulting in demoralizing the employee as it is not a promotion in the true sense of the word. Also in the present condition of high unemployment candidates having degree and PG qualifications are forced to take up the erstwhile Group 'D' posts in Railways. However these people tend to lose interest and look for better opportunities outside, as the present system of pay structure in railways is not very attractive.

It is therefore necessary that if better talent is to be attracted to the railways then better remunerations are also needed to attract and retain the talent. Required number of levels within the erstwhile Group 'D' need to be created to fit the above suggestions.

ALLOWANCES AND INCENTIVES

- 1 Night Duty Allowance, which was withdrawn consequent upon the grant of Patient Care Allowance is to be restored as an incentive to make the staff to work in night duties.
- 2 Terri cot Uniforms need to be provided in place of cotton uniforms, annually, in case of Safaiwala.
- 3 Stitching Charges need to be enhanced to realistic levels.
- 4 Washing allowance granted to maintain the uniform needs to be enhanced to realistic levels.
- 5 Time bound progression from the initial grade pay to the highest grade pay as suggested. For example change of grade pay/promotion once in every four or five years.
- 6 Patient Care Allowance to be allowed to all the Medical staff without exception.

HOSPITAL COOK

They are also recruited from open market through RRC with minimum prescribed qualification, Matriculation, preference being given to cooking certificate from recognized centers.

RECRUITMENT QUALIFICATIONS

- Matriculation or Equivalent.

DUTIES & JOB RESPONSIBILITIES

The cook has to prepare different types of diets as advised by doctors and directed and planned by the dietician by maintaining proper nutrition and food value. Dieticians' plans the diet chart according to the disease and the cook has to execute the same by maintaining the diet schedule for the satisfaction of the medical consultants. As the proper nutrients and proper hygiene in caring to patient, it is therefore, required to give proper Grade pay to this important cadre.

HOSPITAL COOKING CADRE

| S. N. | Designation | Existing Pay Band & Grade | Minimum of the proposed open ended Pay Scale |
|-------|-------------|---------------------------|--|
| 1 | Cleaner | PB1+1800 | 26,000 |
| 2 | Asstt. Cook | PB1+1900 | 33,000 |
| 3 | Sr. Cook | PB1+2400 | 46,000 |
| 4 | Hd. Cook | PB1+2800 | 46,000 |
| 5 | Master Cook | PB2+4200 | 74,000 |

MEDICAL LABORATORY STAFF

With more and more reliance on accurate and swift diagnosis and to monitor efficiency of treatment, massive research and advancements in medical diagnostic field are taking place. New technologies and newer sophisticated computerized machines have come in use to make the laboratory results accurate and swift. The medical laboratory staff performs this important task independently and reports the results with their signature and bear accountability. On the basis of their results proper diagnosis and treatment of the patient is carried out.

NATURE AND CONTENT OF JOB

The medical lab staff plays a very vital role in patient care. The laboratory staff performs haematological, biochemical, microbiological, serological, immunological, cytological, histopathological, clinical pathological, immunohaematological and emergency urgent investigations in all varieties of clinical specimen. The tests performed are important for cure of disease, promotion of health and also for prevention of disease. They perform a variety of tests essential for diagnosis of disease or pathology, assessing prognosis, monitoring of therapy and dose adjustment. Tests are also carried for screening and surveillance. All of this requires mental aptitude, technical skill and expertise, mental alertness and concentration. This is highly responsible job as treatment and thus life of an individual is dependent on their action. In addition their action also has financial implications. The job of laboratory staff is highly technical and scientific. As the investigations are of life saving nature. Accuracy, precision and reliability are very essential. Any error can affect the outcome adversely costing life of the patient.

DUTIES AND RESPONSIBILITIES:-

1. Collection of blood, urine, stool, sputum, CSF and other body fluids, biopsy specimen for histopathological and immunohistochemistry examination of patients coming to the hospital / health units.
2. Processing, analysis and reporting of these specimens.
3. Maintain the museum in the histopath lab.
4. Calibrate the sophisticated lab analyzers.
5. Bacteriological examination of samples for culture and sensitivity, identification of microorganism by various stains, biochemical and serological tests.
6. Conduct bacteriological examination of drinking water, aerated water and food products, milk products etc. and give opinion about their quality being satisfactory or unsatisfactory as per prescribed standards.
7. Donor selection in blood bank, blood grouping, cross-matching, Coombs test, mandatory tests on blood units such as HIV, HCV, HBsAg, VDRL on ELISA reader; ICT-MP etc., separation of blood components, operation of Apheresis machine, arrange for blood donation camps etc.
8. Facilitate the lab participation in quality control and quality assurance.
9. Maintain statistical data of lab investigation record.
10. Disinfection and proper disposal of Biohazardous waste.
11. Participate in management and control of hospital associated infections, prepare data regarding resistance developed in micro-organisms and other inventory management.
12. Carry out hormones assay such as TSH; BHCG, FSH, LH, Prolactin etc, Anaemia markers - Vit-B12, Vit-D, Ferritin, Folate, Tumor markers, Widal, RA factor; CRP, ASO, ANA etc.
13. Arrange for FNAC, imprint smear cytology and staining thereof.
14. Quality control programmes – internal as well as external quality assurance programs.

SPECIAL TASKS

Independent Investigations - In many divisional and zonal hospitals where there are no pathologists, lab staff perform investigations independently and report the result with their signature. Therefore, lab staff is accountable and responsible for the test reports.

Preparation of Indents - Lab staff prepares yearly indents of consumables, laboratory equipments, preparation of specifications, technical evaluation under annual medical indent, local purchase and material and plant (M&P) programmes.

LAB STORES MANAGEMENT

Operation and maintenance of costly instruments - The work involves operation and maintenance of costly, highly sophisticated instruments like electron microscope, ELISA Reader, fully automatic analyzers, automated immunoassay system, HPLC system etc. This is a matter of high responsibility and requires mental alertness, aptitude, technical skill and expertise.

ROUND-THE-CLOCK DUTY - Lab Staff provides round the clock service, as they are booked on emergency call after their routine hours of duty. No extra remuneration is paid for this extra work.

WORKING CONDITION AND JOB HAZARDS:

1. **HANDLING OF HIGHLY INFECTIOUS BIOLOGICAL SPECIMEN** - The work involves handling of highly infectious biological specimen. Blood, serum, plasma, sputum, urine, stool, and other body fluids, culture isolates. The medical lab staff is exposed and thus prone to contract highly infectious and deadly diseases such as HIV/AIDS, Hepatitis, Tuberculosis, Typhoid, Syphilis, meningitis etc, in their day to day operations in laboratory.
2. **HANDLING OF HARMFUL CHEMICALS** - The Lab Staff handles and is exposed to a variety of chemicals, acids, alkalis, reagents and gases that are highly inflammable, toxic, carcinogenic and corrosive that can result in serious injuries and ailments.
3. **MECHANICAL & ELECTRICAL INJURIES** - The Lab Staff operates a variety of mechanical equipments in their day to day routine operations namely centrifuge machine which rotates clinical specimen at very high speed for separation and processing, autoclave, hot air oven etc. Staff is thus prone to serious mechanical and electrical injuries like electrical shock and fire break out due to short circuits while processing specimen.
4. **EYESTRAIN** - In their routine processing and analysis, the medical staff has to do microscopy continuously for long hours resulting eyestrain.
5. **POSTURE AILMENTS** - The staff is working either standing or sitting for long hours and is prone to many posture related ailments namely cervical spondylitis, lumbar spondylitis, TCS etc.

CURRENT STRUCTURE AND SOURCING OF THE CADRE

At present direct recruitment for the lab staff is being done at two levels.

Direct Recruitment Level I

Lab Assistant grade II (Rs. 5200-20200; GP-2000) Matriculation + Diploma in Medical lab Technology (DMLT)

↓

Lab Assistant grade I (Rs. 5200-20200; GP-2400) Promotional grade

↓

Assistant Chemist (Rs. 5200-20200; GP-2800) Promotional grade

Direct Recruitment Level II

Lab superintendent (Rs. 9300 – 34800 – GP 4200) Direct recruitment with qualification of B.Sc (MLT) or B.Sc (Biochemistry / Microbiology / Life Science) + DMLT

OR

Promotion from lower grade with 5 yrs experience

↓

Chief Lab Superintendent Promotional grade (Rs. 9300 – 34800 – GP 4600)

PROPOSED DIRECT RECRUITMENT QUALIFICATIONS

It is requested that the recruitment may be done at a single level at the post of Lab Supdt. in the pay scale of Rs. 9300-34800-GP 4600 with the following qualifications:

B.Sc. in Medical Laboratory Technology (B.Sc. – MLT) from a recognized institute/ university.

Or

B.Sc. (Biochemistry/Life Science/Microbiology/ Biotechnology) + Diploma in Medical Laboratory Technology (DMLT) of minimum two years duration from a recognized institute.

Or

10+2 with science subjects and Diploma in MLT of minimum 2 - 3 yrs Duration from any government recognized university/institution with two years relevant experience.

Keeping in view forgoing fresh direct recruitment in the existing grade of Lab Assistant Grade II and the incumbents be upgraded in the cadre of Lab. Supdt. By adjusting their suitability without insisting on Direct Recruitment Qualification.

EXISTING AND PROPOSED PAY SCALES

| S.No | Designation | Existing pay grade & pay Band | Proposed minimum of open ended pay scales |
|------|------------------|-------------------------------|---|
| 1 | Lab Asstt. GR-II | PB-I,GP-2000 | 33000 |
| 2 | Lab Asstt., Gr-I | PB-I,GP-2400 | 46000 |
| 3 | Chemist | PB-1,GP-2800 | 56000 |
| 4 | Lab Supdt. | PB-2,GP-4200 | 74000 |
| 5 | Chief Lab Supdt. | PB-2-GP-4600 | 78000 |

NURSING STAFF

Nursing is one of the oldest and noblest profession. Earlier nursing was confined only to the care of the sick, but with the advancement of medical science the scope of nursing has been expended to preventive, pro-motive, curative and rehabilitative aspect.

Indian Railways has 17 zonal hospitals, 56 divisional hospitals, 37 sub-divisional hospital and 586 health units in its setup and providing medical and nursing facilities to about 65 lacs serving and retired Railway employees and their family members. There are about 6000 employees working in nursing cadre.

Nurses are the custodian of their patients as long as patients are in the ward of the hospitals. Doctors make rounds to examine the patients daily and also in emergencies with nursing staff and give instructions for treatment and investigations to them. Whether it is to give medicine & injections, to have investigations like blood, urine, ECG, X-rays, Sonography etc. nursing staff has to take care of all these things. Nursing sister will have to act like a mother to the patient as long as he/she is in the hospital. Nursing staff is a coordinator between doctor and patient, paramedical group and the patient.

WORKING HOURS

The working hours of nursing staff of Indian Railway's hospitals are 51 hours in a week with a weekly rest. It is very high compare to other central hospitals and state Govt. hospitals where is working hours are only

40 hours in a week with 2 days weekly rest. AIRF demands to restrict working hours to 40 with 2 days rest in a week.

QUALIFICATION

Education qualification of nursing staff at entry level is as under:

- i. 10 + 2 (Science stream) + 3 ½ years G.N.M. Diploma including 6 months Internship.
- ii. Or 10 + 2 (Science) + 4 ½ years professional education in B.Sc. (Nursing) including 6 months internship from recognized institutes/University affiliated by Indian Nursing Council Delhi.

Thereafter, she/he have to obtain registration/license with State Nursing council to practice as registered Nurse & Midwife. In recent past trend has been changed more number of nurses with B.Sc. Nursing degree are getting employed in Railways.

Nursing education is key for providing quality nursing care so the Indian Nursing Council of India issued order for upgrading schools of nursing to colleges of nursing in May 2003. This will raise the standard and status of Nurses and Nursing profession. After issue of this order by Indian Nursing Council the diploma programme (G.N.M.) is an end stage and only degree programmes will exist in near future.

COMPARISON OF NURSING STAFF WITH OTHER CENTRAL DEPARTMENTS

| In Central Government | | | | In Railways | | |
|-----------------------|--------------------------|----------|-----------|---------------------------|----------|-----------|
| S. N. | Nomenclature | Pay Band | Grade Pay | Nomenclature | Pay Band | Grade Pay |
| 1 | Staff Nurse | PB-2 | 4600 | Staff Nurse | PB-2 | 4600 |
| 2 | Nursing Sister | PB-2 | 4800 | Nursing Sister | PB-2 | 4800 |
| 3 | Assistant Nursing Suptt. | PB-3 | 5400 | Chief Matron | PB-3 | 5400 |
| 4 | DY. Nursing Suptt. | PB-3 | 5400 | Assistant Nursing Officer | PB-3 | 5400 |
| 5 | Nursing Suptt. | PB-3 | 6600 | Not existing | | |
| 6 | Chief Nursing Officer | PB-3 | 7600 | Not existing | | |

The promotional prospect of nursing staff working in Indian Railway should be at par with the nursing staff working in central Govt. hospitals i.e. they should be given promotion chances after Assistant Nursing Officer.

JOB DESCRIPTION AND RESPONSIBILITIES OF NURSING PERSONALS

- Monitor Record and Report symptoms and changes in patient conditions. Maintain accurate detailed reports and records.
- Orders, interprets, and evaluate diagnostic tests to identify and assess patient's conditions.
- Modify patient treatment plans as indicated by Patient's responses and conditions.

- Consult and coordinate with health care team members to assess plan implement and evaluate patient care plan. Monitor all aspects of patient care including diet and physical activity.
 - Prepare patients for and assist with examinations and treatments.
 - Provide health care, First aid, immunizations and assistance in convalescence and rehabilitation in locations such as schools, hospitals and workshops, production units.
 - Conduct specified laboratory tests.
 - Direct and co-ordinate infection control programmes, advising and consulting with specified personnel above necessary precautions.
 - Prepare rooms, sterile instruments equipments and supplies and ensure that stock of supplies is maintained.
 - Inform physician of patient's condition during anesthesia. Administer local inhalation intervention and other anesthetics. Hand items to surgeons during operations.
 - Perform Physical examinations make tentative diagnoses and treat patients en route to hospitals or at disaster site triage centers.
 - Consult with institutions or associations regarding issues and concerns relevant to the practice and profession of nursing.
 - Provide or arrange for training or institution of auxiliary personnel or group D staff and dressers.
 - Engage in research activities related to nursing. Provide health promotion counseling and education.
 - Administer medication, wound care and numerous other personalized interventions.
 - Perform ARME Duties, Disaster management like army personals.
 - Treating Medical emergencies, such as heart attacks, strokes accidents and burn as well as recovering post operative patients.
 - Working with a variety of patients from pediatric to geriatric or specializing is one of numerous possible areas such as neonate intensive care, cardiac care, urologic care or dermatology.
 - Apply the knowledge and skills of information management and patient care technologies to deliver high quality nursing care that addresses legal, ethical, historical and emerging issues.
 - Demonstrate a commitment to leadership and professionalism through the delivery of, ethically and fiscally responsible care while embracing the concept of lifelong learning.
 - Prepare Hospital MCDO (census of Hospital) BOR & ALS Administrative work.
 - Manage linen Department and supply of linen. Maintain/Manage staff duties/Leave.
- **Occupational Hazards and Demand of Related Allowances**
 - Nurses are an integral component of the health care delivery system in discharging their duties Nurses encounter a variety of occupational health problems which may be categorized into biological hazards, and psychological, physical, chemical hazards. Some examples of each of these four types of hazards is particular attention has been devoted to Hepatitis-B&C, HIV/AIDS, tuberculosis, cytotoxic drugs, anesthetic agents, needle stick injury, back pain and stress.

Risk involved with the Nursing Staff

- Nurses in Railway hospitals are more exposed to above mentioned occupational hazards because of :-
- Continuous Long hours of direct contact with the patients
Unsafe environment (inadequate working station)

- Lack of equipments and supplies like soaps, antiseptics & sanitizers, needle destroyers, personal protective equipments (PPEs) such as gloves, eye wear, plastic aprons/gowns, footwear, mask (cloth & paper) and caps etc.
 - Inappropriate nurse patient ratio (30:1) and inappropriate nurse population ratio maintain in Railways.
 - Long & difficult working hours and shift disturbances
 - Nursing staff are working in rotating shifts (Broken, Day, evening & night) in Railway hospitals, these odd & irregular working hours has an adverse impact on sleep well being performance and organizational out comes.
- Nurses are more prone to get infection of highly infectious air borne pathogens like T.B & other infections (Bird flu, swine flu, encephalitis etc.) Many nursing procedures put a nurse at risk for these infections such as suctioning, oxygen administration, nebulization, nasogastric feeding, inter costal drainage tube dressing etc. because during this nurses are working in close contact with the patients.
- Nurses are at high risk to get infection of some prevalent mortal diseases (HIV/AIDS, Hepatitis B, & C) through patient's blood and other body fluids (like Breast milk, vaginal secretions, cerebrospinal fluid, synovial, peritoneal, Pleural fluids, amniotic fluids, other fluids contaminated with visible blood) while providing direct care to patients e.g. insertion and removal of I.V needles administering medicines oral and parental, Lumber puncture. PV examination, dressing large wounds, handling blood spills or specimen, collection of blood & body fluids, & during Vaginal delivery Uncontrolled bleeding surgery endoscopy (high risk for splash of infectious body fluid & blood).
- Many of these nursing procedure are performed at regular intervals and there by not only increase the frequency of exposure but also add to the time period spend to carry out the procedure on a patient.
 - Risk for contact with chemical & Radiation

Proposed Cadre upgradation with revised designation and equivalent band pay & Grade Pay.

| S. N. | Designation | Band Pay & Grade Pay | Minimum of the proposed open ended pay scale |
|-------|------------------------|----------------------|--|
| 1 | Staff Nurse | PB-II + GP Rs. 4600 | 74,000 |
| 2 | Nursing sister | PB-II + GP Rs. 4800 | 74,000 |
| 3 | Chief Matron | PB-II + GP Rs. 5400 | 78,000 |
| 4 | Asstt. Nursing Officer | PB-III + GP Rs.5400 | 1,02,000 |

AIRF strongly recommended that Nursing Staff should be at par with the Nursing Staff working Central Government Hospitals.

NIGHT DUTY ALLOWANCE FOR NURSING CADRE

For long time nurses were among the only women working at night shift in globally.

- Nurses working hours in Railway hospitals 51 hours in week and average 11-13 night shifts in a month in odd hours (22hrs to 6 hrs).Nurses on night duty remain in the ward

almost eight hours in poor and inadequate working condition e.g. inadequate working station, poor sanitary conditions, put nurses to lot of hardships to carry on with their difficult duties. Nurses travelling to their place of work at different hours of the day late evening and early morning and other law and order problems (bandhs, riots, strikes) put nurse to lot of inconvenience.

- Night shift work disturbed the synchronization of their schedules with their spouses. Nurses have little time to spend on their personal relationship, this problem is particularly serious for female nurses nearing the end of their low risk pregnancy years.
- Sleep obtained during the day or at irregular time is of poorer quality than obtained during normal night time sleep. Chronically restricted sleep patterns and the subsequent sleep debt that accumulates overtime have an impact on sleep personal & social life, professional out comes of nurses and leading to sleep disorders. Sleep disorders cause significant behavioral & health related morbidity such as cardio vascular diseases and digestive tract diseases, depression etc. Depression characterized by absenteeism, Attention deficit, short term memory disturbances and isolation from family and social activities.

In Railways Night Duty Allowance are giving to non gazetted staff of continuous. Intensive & workshop staff is separate from EI categories of staff.

Therefore it is unjustified to giving Night duty allowance to other Railway staff working form 22 hrs to 6 hrs except Nurses who also working in night hours (22 hrs to 6 hrs) and have greater risk of health & behavioral morbidity.

ANOMALIES IN THE PAY SCALE AND WORKING HOURS OF NURSING PERSONNEL IN RAILWAY

Approximately six thousand Nurses are working in Indian Railway hospitals. The entry level Qualification of nurses in Railway is 10+2+3½ in G.N.M. (General nursing and midwifery)or 10+2+4½ of professional education in B.Sc Nursing from recognized Institutes by Indian Nursing Council. The post of staff Nurse Grade pay 4600) will be filled by direct recruitment through the agency of the Railway Recruitment Boards.

ALLOWANCES

Non Practicing Allowance (NPA)

- Every Nurse registered with the state nursing Council in order to function officially as a professional nurse like medical professionals in the states where they practice.
- Nurses are registered to practice their profession as Registered Nurse and registered mid wife (in some states even as psychiatry nurse pediatric nurse, geriatric nurse, operation theatre nurse) Registration with state Nursing Council is a statutory requirement to practice.
- Nurses are not only licensed to practice independently their traditional role which was concentrated in curative sectors of the health care system like hospitals, polyclinic's nursing homes, etc.) but also are practicing their expanded role which was move to the community and extend their services to the people and in institutional settings expand their function to meet the needs for specialized nursing care and skills in specialty units.
- Nurse practitioner are equipped with additional skills and professional expertise to provide & package of preventive, curative and rehabilitative services for promotion, maintenance and

restoration of health of clients in the community, homes, clinics, health centers, dispensaries, out patient departments, school and factories.

- The nursing staff working in Indian Railways are not allowed to practice outside because it is prohibited by Railway service conduct rule No. 15. There is a wide justification for giving them NPA. AIRF feels 7th CPC will consider this.

RISK ALLOWANCE

Railway nurses encounter a variety of occupation health hazards which is already described earlier risk allowance should be given to Nursing staff.

NIGHT DUTY ALLOWANCE

Nurses working hours in Railway hospitals are 51 hours in week and average 11-13 night shifts in a month in odd hours (22hrs to 6 hrs) .Nurses on night duty remain in the ward atleast eight hours. They have to perform their duty against the nature as nights are for the sleep and not to work. They should be paid night duty allowance as being paid to other category of staff performing duty in night.

UNIFORM ALLOWANCE (UA)

Nurses uniform provides them their identity. Wearing uniform protects them from infection and also protects other, i.e. their family and community from infected. Therefore, wearing uniform is one of their essential service conditions.

The VIth Pay commission recommended that the Uniform Allowance may be given annually at the rate of Rs. 6000 as a lump sum amount. Looking to the rise in the consumer price index this amount is very meager. It may be increased suitably.

WASHING ALLOWANCE

The existing washing allowance of Rs. 300/- per month is too meager. It needs to be revised to Rs. 2000/- per month considering the increase in cost of living.

SPECIAL ALLOWANCE

The 6th Central Pay Commission recommended to enhance special allowances of Rs. 240 per month to nurses working in special units/ ICU, CCU, NICU, Operation Theatre, dialysis, burns subject to the condition that it shall not be granted to more than 35% of the total nursing staff.

Nurses with special training (such as oncology, neonatal intensive care, critical care) are prescribed and recognized by the Indian Nursing council) in super specialty units are working in many Railway hospitals in India. These Doctors and nurses are equipped with adequate skills by virtue of their special training and work as a team to manage patients in these units.

Keeping in view this situation it is evident that the number/strength of nurses working in these (specialty and super-specialty) with prescribed ratio of 1:1 (nurses to patient in central government hospitals would be far more than 25%. But in Railway hospitals the Nurse to patient ratio in these super specialty units is 1:3 or 1:5 with a lot of burden of work. However, it is also strongly recommended that nurses deployed in these areas need to be suitably paid with special allowance. Qualification allowance for Nursing Personnel

At present the Nursing staff working in the central Government hospitals/Institution Under the Ministry of Health and family welfare and other Ministries/Departments are getting additional increments (non absorbable) for attaining additional qualification to the extent indicated below (vide Ministry of health & family welfare O.M. No. A. 11017/4/2008 – N dated 15-01-2010)

(a) One increment to the Nursing staff holding the following posts certificate diploma of 10 months duration or any other 10 months diploma course designed and approved by the Indian Nursing council from time to time :-

- (i) Diploma in Nursing Education and Nursing Administration.
- (ii) Diploma in Psychiatric Nursing.
- (iii) Diploma in Pediatric Nursing.
- (iv) Diploma in Public Health Nursing.

(b) Two increments to the nursing staff possessing the following qualification :-

- (i) B.Sc. (Hons.)/B.Sc./Post Basic B.Sc./ Post Certificate B.Sc. in Nursing.
- (ii) Post Graduate Degree in Nursing i.e. M.Sc. (Nursing)

- Additional qualification in nursing facilitates quality nursing care. In the present state of medical and technological advancement at rapid rate, nurses need to upgrade themselves and thereby keep abreast with these advancements in order to provide quality health care services. Recognizing this needs nurses are increasing by seeking higher education in nursing. This trend needs to be encouraged by giving opportunities and incentives such as qualification allowance.
- But in Railways two non absorbable increments are providing to Railway nurses for degree in nursing (B.Sc. nursing, Post Basic B.Sc. nursing) only. There are no provision of one increment for Nursing staff who possess post certificate diplomas.
- Therefore it is quite unjustified for Railway Nurses. At the time of medical and technological advancement Railway Board should draw attention to encourage Railway Nurses by giving opportunity and incentive (also for post graduate diploma) to improve quality nursing care in Railway Hospital therefore Railway Board should continue the scheme (two additional non absorbable increment for degree in nursing) and also starts one increment for post certificate diplomas for Railway nurses.

NURSING ALLOWANCE

In the 6th pay commission nursing allowance was enhanced form 1600 to 3200 per month. A look at the price index of commodities forces us to state here that the amount paid is not at all sufficient. So considering the cost worked out costs within reasonable limits, it is proposed that the nursing allowance should be enhanced suitably.

PHARMACIST

BRIEF INTRODUCTION OF THE CATEGORY

Pharmacist - A specialist health professional, who makes, dispenses medicines. A pharmacist is a health care professional who cooperates and consults with and sometimes advises the licensed practitioner concerning drugs. Since the pharmacist may be the last health care professional to communicate with the

patient or a significant other before the medication is taken, he or she is therefore in an ideal position to discuss the drug with those concerned. The discussion may include any side effects associated with the drug, its stability under various conditions, its toxicity, its dosage, and its route of administration, all of which may be reassuring to the patient and be of benefit in helping insure patient compliance with the drug regimen.

REQUIRED MINIMUM QUALIFICATION

Academic - 10+ 2 pass with science subject.

Technical

- 2 yrs diploma in pharmacy from recognized institute.
- 3 months practical training under any recognized institute
- Must be registered with state pharmacy council for the practice of pharmacy.

Mode of Recruitment - 100% Direct through Railway Recruitment Board

Profession of Pharmacist and its importance in Railways

It is submitted that the profession and practice of pharmacy is regulated by the pharmacy act 1948 which is a central act according to section 42 of the pharmacy act 1948 no person other than a registered pharmacist can dispense medicine on the prescription of a registered medical practitioner.

Pharmacists not only dispense the medicines but also they make sure that –

- **right drug of right quality**
- **in right dose**
- **right dosage form**
- **right route of administration.**
- **to the right patient at right time**

Pharmacist strives to

- Cure disease;
- Eliminate symptoms or reduce systems;
- Arrest or slow a disease process;
- Prevent disease;
- Alter physiological process for desirable result in the patient's health
- Ensure proper intake of timely medications
- Ensure precautions to be taken by patients
- Proper storage of medicine.

The duties and responsibility of Pharmacist category in all ministries of central government are not similar as well the pharmacists are put to fulfill the duties and responsibilities of public safety in safe running of travelling passengers by the trains in addition of duties & responsibilities of the post of Pharmacist under ministry of Railways.

Medicines are equally important to survive and prolong the life by getting relief from disease. Due to occupational, environmental pollutions and aged problems the chronic diseases require the absolute use of medicine. Due to growth of population, to meet the need of all, to improve available resources' to meet the need, modern technologies and techniques become inevitable which makes human life more dependable on medication because of outcome of pollutant.

The pharmacist plays a vital role in effective management of disease with the help of proper dispensing of the medicines and drug-drug and drug-food interaction.

Pharmacist is equally play an essential role in

- Indenting
- Procurement
- Storage of medicines
- Proper dispensing of medicine with advice od proper use in accordance with need of patients.

DUTIES AND RESPONSIBILITIES OF PHARMACISTS

Duties & responsibilities of Railway pharmacists and peculiarities of job of Railway pharmacists than pharmacists of other organization's

***Duties of Pharmacist As per Indian Railway Medical Manual, 2000, Vol-1, 3rd Edition.**

PHARMACIST

1. Prepare Lotions, Ointments and application for surgical dressings.
2. Attend to the emergencies in the absence of Medical Officer (as far as rendering First Aid is concerned).
3. Maintain dispensing room and appliances therein in proper working order and dispense Medicines to the patient.
4. Be responsible for the accountable of the drugs, medicines, consumable and perishable stores.
5. Maintain all registers in connection with the Medical statistics and prepare periodical returns, bills and Indents under the supervision of the Medical Officer.
6. Maintain the drug accounts and drug registers.
7. Receive stores from the parcel/goods office or stores deliver clerks and enter the same in respective ledgers.
8. Send the unserviceable or surplus stores on advice notes to the stores delivery clerk or to parcel/ goods office and enter the number of advice notes in the ledger.
9. Assist the Doctor in preparation of the annual/emergent indents of drugs, dressing, instruments, medical & surgical appliances and medical stores of hospitals/health units.
10. Be responsible for the preparation and submission of return and do all clerical work under supervision of Doctors.
11. Make entries on all outdoor tickets and injury case sheets, when required.
12. Keep a record of all out door case sheet and injury case sheets, prepare all certificates leaving the disease column to be filled by Doctors.
13. Be responsible for the maintenance of old and current injury case sheet and all case paper which have been referred to the Medical Officer In-charge of the division.
14. Keep the records under safe custody.
15. Be responsible for maintenance and accountal of tools and plants and its registers in health units.

16. Receive necessary forms of Medical examination and enter them in the register of medical examination of candidate, and employees etc., when required.
17. When required, take height, weight and chest measurement of candidates and employees for medical examination.

PHARMACIST (PROCUREMENT)

1. Receive and scrutinize the indents for medical stores from the various hospitals, health units etc.
2. Maintain an up-to-date list of approved supplier for the supply of medical stores.
3. Prepare invitation of tenders for medical stores.
4. Prepare the summary of quotations received, indicate the quotation in the proper order in relation to the relative cost and also in relation to suitability in accordance with the specifications.
5. Assist the members of tender committee in drafting the minutes of such meetings.
6. Issue letter of acceptance of tenders to the respective suppliers and place supply order following the extent rules and procedures.
7. Maintain the specification for the various medical equipment.
8. Keep track of the supplies.
9. Be conversant with the rules regarding supply of medicine specially those relating to the spurious drugs, dangerous drugs, narcotics etc. and ensure that the same are complied with.
10. Attend to the complaints from the suppliers regarding delay in payment of their bills by the divisions.
11. Arrange for repairs and maintenance of all types medical equipment.
12. Deal with policy matters relating to the supply of medical stores and Accident Relief Medical Equipment (ARME).
13. Maintain discipline in the section and ensure systematic work of staff working under him.

EXTRA DUTIES PERFORMING BY PHARMACISTS OTHER THAN DUTIES SPECIFIED IN INDIAN RAILWAY MEDICAL MANUAL 2000

1. Maintenance of Accident Relief Medical Equipment (ARME) Scale-I,II and Portable Medical kit for accident (POMKA).Recouping of First Aid Boxes of Gangman, Workshops and Guards, Augmented First Aid Boxes of long distance Trains.
2. Active participation in Disaster Management like Train accident, floods, natural calamities which is directly related to Railway Safety.
3. Providing First Aid training to First Line staff, Work shop staff.
4. Sending of drug samples for analysis under drug quality control to ensure the quality of medicines.

IN THE HEALTH UNIT

Duties in a Health Unit place many singular responsibilities on a Railway Pharmacist:

1. Pharmacist dispenses about 75-100 prescriptions per day and maintains accounts as per in his ledger.
2. He is responsible of Health Unit Medical Store worth at least Rs.50 Lakhs at any given time.
3. He performs several clerical works, i. e. proper maintenance of Casual Leave & LAP Leave register, Duty Roster of Group D staff, RMC Sick & Fit register, PMC register, Preparation of absentee statement of staff, Preparation of monthly return (MCDO), & quarterly return.

4. He performs in the preparation of the Annual procurement indents, Emergent indents of drugs/ surgical/ instruments etc.
5. He maintains the Imprest Cash & prepares the Recoupment Bill.
6. He actively participates/ involves in in the 20-point Programs like HIV/AIDS, National Immunization, Family Welfare Activities, Nutrition, Hygiene etc.
7. He performs duties of Medical Card registrations of both the employees & the RELHS patients.
8. He performs emergent clinical tests like ECG, Blood Sugar, BP measurement, administers injections etc.
9. He inspects and keeps up-to-date the ARME VANS, POMKA BOXES periodically Moreover, in the occasional absence of Medical Officer in the Health Unit, the Pharmacist has to look after the Health Unit as the second-most responsible person, though he may not be the second-most paid.

IN THE OUTPATIENT DEPARTMENT (OPD) DIVISIONAL & CENTRAL HOSPITALS:

As per the yardsticks fixed by the Railway Board, a Pharmacist to dispense a maximum of 100 prescriptions daily.

Generally a Railway Pharmacist is required to dispense about 250-300 prescriptions per day and also account as per in the individual stock ledger. The workload of a Pharmacist is as such having arisen many folds as hypertensive, diabetic, and geriatric patients day by day increasing.

IN THE CENTRAL MEDICAL STORE

A Store Pharmacist is responsible for preparation & timely submission of the Procurement Indents, Procurement of the Drugs/ Surgical/ Equipments, Proper storage of such items, distribution of such items throughout year, Maintenance of all ledgers, Receipt & verification of bills, Quality control & periodical checking of drugs by government-approved drug-testing laboratories etc. Monitoring of prime activity of shelf life of stored drugs and to ensure utilization of drugs before expiry of shelf life. Pharmacist has to keep regular watch on the higher/lower consumption & proper storage of the medicines/other items. He has to take extra precautions for drugs with short expiry dates, poisonous drugs, radio-active drugs, sera, and vaccines etc. as per the norms of the Pharmacy Act.

ALL THESE DUTIES ARE ROUTINELY PERFORMED BY THE PHARMACIST IN A HOSPITAL AND HEALTH UNIT SETUP. THE PAY SCALES ACCORDED TO THE PHARMACIST CADRE IS INADEQUATE AT THE MOST IN VIEW OF ENTRUSTED DUTIES. ALSO, IN TERMS OF PROMOTIONS, THE OPPORTUNITIES AVAILABLE BEFORE A PHARMACIST IS ZERO.

DIFFERENCE IN PAY STRUCTURE & PROMOTIONAL AVENUES OF PHARMACISTS IN DIFFERENT STATES, UT & MIN. OF LABOUR AND EMPLOYMENT

| Sr. No | UTTARAKHAND | UTTAR PARDESH | DELHI | CHATTISGARH | MINISTRY OF LABOUR & PUDU-CHERRY |
|--------|--|--|--|---------------------------------------|----------------------------------|
| 1 | Pharmacist 9300-34800 G.P.- 4200 | Pharmacist 4500-7000 (PB-1 G.P. 2800)* | Pharmacist (Group-C Non-Gazetted) 5200-20200+ 2800 G.P. After two year 9300-34800+4200 G.P. | Pharmacist 9300-34800 G.P. 4200 | 9300-34800 G.P.- 4200 |

| | | | | | |
|---|---|---|--|--|-----------------------|
| 2 | Pharmacist (After 2 Year's Service) 9300-34800+ 4600 G.P. | Chief Pharmacist 6500-10500(PB -2 G.P. 4600) | Sr. Pharmacist (Gp-B Non-Gazetted) 9300-34800/-G.P. 4600 | Chief Pharmacist 9300-34800 G.P. 4400 | 9300-34800+ 4600 G.P. |
| 3 | Chief Pharmacist 15600-39100+ 5400 G.P | Pharmacy Officer (In charge) 7500-12000 (PB -2 G.P. 4800) | Assistant Chief Pharmacist (Gp-B Non-Gazetted) 9300-34800+ 4800 G.P. | Pharmacy Officer 15600-39100/- G.P. 5400 | 9300-34800+ 4800 G.P. |
| 4 | Pharmacy Officer 15600-39100 + 6600 G.P. | Special Executive Pharmacy Officer 8000-13500 (Pay Band-3+ G.P. 5400) | Additional Chief Pharmacist (Gp-B Non-Gazetted) 9300-34800+5400 G.P. | Dy. Director Pharmacy 15600-39100+ 6600 G.P. | 9300-34800+ 5400 G.P. |
| 5 | Special Executive Officer (Pharmacy) 15600-39100 + 6600 G.P. | Dy. Director Pharmacy 10000-15200 (Pay Band-3+ G.P. 6600) | Chief Pharmacist (Gp.A Gazetted) 15600-39100+ 5400 G.P. | - | - |
| 6 | Dy. Director (Pharmacy) 15600-39100 + 7600 G.P. | | Pharmacy Officer (Gp. A Gazetted) 15600-39100+ 6600 G.P. | - | - |

As comparing pay scales and promotional avenues of Pharmacist working in Central Govt. organization with Pay Scales of above mentioned State Governments, the pay scales are far behind than these State Governments and promotion channel is almost Nil. This disparity has created frustration among all pharmacist community.

EXISTING AND PROPOSED PAY SCALES

| S. N. | Designation | Grade Pay | Designation | Minimum of the proposed open ended Pay Scale |
|-------|----------------------------------|-----------------|-------------------|--|
| 1 | Pharmacists (Entry Grade) | PB-I + GP 2800 | Pharmacist | 56000* |
| 2 | Pharmacists Gr.II | PB-II + GP 4200 | Senior pharmacist | 74000 |
| 3 | Pharmacists Gr.I | PB-II + GP 4600 | Chief Pharmacist | 78000 |

*Entry qualification to be improved.

- The post of pharmacy officer, Assistant Pharmacy Officer, Divisional Pharmacy, are already recommended by the ministry of Railway vide letter number 2004/H-1/2/3 dated 30/08/2005. The recruitment qualification requiring by RRB' is diploma in pharmacy with 500 hrs Hospital training and registration with State Pharmacy Council .It is pertinent that the Ministry of Railway directly recruiting the pharmacists possessing the higher qualification i.e. Degree in Pharmacy /Master Degree in Pharmacy with the ideas to meet the skills required in Railway Hospital in view of improved activities in developing health care system for giving safe and effective care to the health of its patients. With this today's strength of pharmacists of Indian Railway includes 30-40 percent of Pharmacists recruited with Degree in Pharmacy and Master Degree in Pharmacy.
- **Pharmacists are having the academics and performing the job with unsatisfactory pay structure.**

- **Time Bound Promotion:** There is no departmental or internal scope for promotion for pharmacist. A pharmacist may spend more than 20 years holding the same, taking recourse only to MACP, if there is no retirement vacancy ahead of him.

OTHER SPECIAL ALLOWANCES:

NON PRACTICING ALLOWANCE (at least 25% of basic +grade pay)

Accordingly to the Pharmacy act 1948, no person other than a registered pharmacist can practice this profession; as he possesses a drug license.

There are some opportunities available before a pharmacist to practice pharmacy privately, as according to state regulations; each & every private medical shop must have a qualified person –registered pharmacist. However in present scenario, pharmacists in Indian Railway Service are not allowed to practice pharmacy privately though they have lot of scope for practice, neither they are compensated in this regard.

So the pharmacist may either be allowed to practice pharmacy privately, after his normal working hours or he may be compensated in this regard, by kindly granting a Non Practicing Allowance to at least 25% of the Basic Pay Grade Pay.

UNIFORM & WASHING ALLOWANCE:

As per Regulations of Forensic Pharmacy the Pharmacists must wear white apron when they on duty in Hospital & Health Units. Pharmacist are front line staff of Railways Hospitals & Health units who deals first with patients and interaction of patients always be there while preparation of OPD Case Papers, various kinds of certificates such as Duty Fit Certificate, Sick & Fit Certificate, Physical fitness certificates, admission case sheets and dispensing of drugs and giving directions regarding administration of drugs.

We request that Standard Uniform with white apron may be provided along with commensurate of Washing Allowance may be paid to the Pharmacist cadre. In this regard, the verdict of the Honourable CAT, Bangalore Bench, OA no. 222/2014 dated 05/02/2014 reiterates the wearing of uniform by Pharmacists and already direction exists in regulations of Forensic Pharmacy.

MEDICAL JOURNAL ALLOWANCE

At present there are about 60000 drug formulations and combinations available in India, manufactured by more than 5000 companies. Newer drugs and formulations are being introduced almost daily. Updating about newer drugs and formations, it is required the information of such drugs to be made available for Pharmacists to have knowledge and to impart right direction regarding the administration of such newer drugs by patients. A Pharmacist has to keep abreast of all latest medical knowledge of drugs, such as composition, pharmacological action, dosage, side-effects and inform them accordingly while dispensing them to the patients. Thus he has to constantly study such, as there is no other qualified person in the Hospital than the Pharmacist in this regard. Periodical issues of Drug Journals like MIMS, CIMS, Drug Today etc. as the old one become outdated within a few months of their publication, thus availability of always newer editions is inevitable for updating information of newer drugs.

We request commission to grant a Monthly Journal Allowance to the Pharmacist cadre.

SPLIT DUTY ALLOWANCE

A Hospital remains open for 24 Hours. The duty roster of a Pharmacist accordingly varies from 8-13 hours and 15-18 hours. A Pharmacist is expected to be present in a Hospital 365 days. Even in National Holidays like 26th January, 15th August, 2nd October etc, Pharmacists are found to be on duty in every Hospital. National Holiday Allowance is paid only nominally in such cases.

Also, in cases of break-up duties, a Pharmacist has to commute to his residence, have lunch, and then again come back to his duties and then again return home, thus spending out of his own pocket to serve the patients, for which no compensation is given.

Hence it is requested to pay a Split Duty Allowance to the Pharmacist cadre and also a verdict in this regard has been pronounced by Honourable CAT, Bangalore Bench, OA no. 222/2014 dated 05/02/2014.

ARME ALLOWANCE:

As per Indian Railway Medical Manual 2000, Vol-II, Accident Relief Equipment Scale-I (Coach in which Hospital facilities on wheels), Scale-II (Hospital facilities kept ready in room at Station)are provided along with the track at stations to immediately proceed to spot at the time of train accidents, calamitilal disasters such as washing out of track due to floods etc., Pharmacist working at Health Units and Hospitals are nominated to maintain the ARME Scale-I & II and keep ever ready to move to spot. As paid to mechanical staff of accident relief train. Also Portable Medical Kits for Accidents (POMKA) are provided at Health Units and Hospitals to immediately move to accident spot by road. Pharmacist must pay special attention and to accompany in such times where the ARME Scale-I & II are moved.

Pharmacists are not being paid with ARME allowance in other hand the Mechanical Staff who are nominated for maintenance of Accident Relief Trains(ART) and move with ART to the spot are getting monthly Break Down Allowance.

As we request commission to grant monthly ARME Allowance at par with monthly Break Down Allowance given to Mechanical Staff.

FULL TIME ON DUTY ALLOWANCE TO HEALTH UNITS

As the Pharmacist posted at Health Units along track side remains available 24 hrs in headquarters to attend emergency calls after duty hours, train calls and accidents to assist medical officer. Pharmacist is responsible and accountable and must be available in headquarters at all times.

Whereas the Pharmacists working in Hospitals leaves to their homes and they are no way responsible and accountable after the completion of shift duty or General shift duty.

We request commission to grant monthly Full Time on Duty Allowance to the Pharmacist Cadre.

HEALTH & MALARIA INSPECTOR'S

DUTIES & JOB RESPONSIBILITIES

The Health Inspectors play a very vital role by diligently working to see that better sanitation in and around the station is maintained, ensuring wholesome food, free from adulteration and Ensuring potable water supply without risk of infection to the consumer i.e. traveling public. In this process of activity, at great personal risk, the Health Inspector with his team of health workers under him keeping the stations and the mobile coaches free from any exposure to infection and save the administration from embarrassment through legal implications and minimize the loss through payment of unavoidable compensation and claims by the consumer i.e. traveling public through consumer forums.

Safety in transit may be one aspect of protection but enjoying protected health after reaching destination is another aspect. The ill effects of neglect should not impair as diseases surface not while on trust but also on reaching the destination or after. Health Inspectors cover this important phenomenon.

It is therefore, requested that it an urgent necessity to see that this category is given rightful place or recognition along with all other sister department supervisors/Inspectors.

WORK LOAD –

The detail of the work load for each Health Inspector is given below:

| SN | DESCRIPITON | NO. OF DAYS |
|-----------|---|--------------------|
| 1. | Sanitation Inspection | 28/30/31 |
| 2. | Collection of water samples month wise | 8 to 12 |
| 3. | Collection of food samples month wise | 4 to 8 |
| 4. | Health education | 12 |
| 5. | Preparation of pay sheets and payments | 3 to 4 |
| 6. | Sanitation Committee Meeting | 2 |
| 7. | Health Inspector's Meeting | 2 |
| 8. | Monthly Returns | 3 |
| 9. | Joint Sanitation Inspection | 6 to 8 |
| 10. | Inspection with higher authority | 2 to 3 |
| 11. | Attending VIP Movements | 2 to 4 |
| 12. | Office Correspondence | Daily |
| 13. | Health & Family welfare camp | 1 |
| 14. | Inspection of catering establishment | 8 to 10 |
| 15. | Checking of residual chlorine in water supply | Daily |
| 16. | Maintenance of store ledger | Daily |
| 17. | Daily Attendance and Deployment of staff | Daily |

| | | |
|-----|--|-------|
| 18. | Disinfection, Anti malaria, Anti-rodent and Anti- Fly Measures | Daily |
|-----|--|-------|

The Health Inspector is the Master mind behind the hygiene, environmental sanitation and surface sanitation. They also act as food Inspector; **hence they take care of Health of the person from Adulteration.** The curriculum of HI consists of all knowledge about sanitary engineering and ways of spread of communicable diseases, measures and their effects and signs and symptoms of communicable diseases in human being.

The job responsibilities of Railway Health Inspector cannot be compared with any Health/Sanitary Inspector in other Central, State, Municipal, Hospital or Public Sector Undertakings, as the **demands of Railways are different and all the preventive and promotive Health Care is under the responsibility of Railway Health Inspector** but in any other place of work described above, the job is limited, either to Sanitation or Malaria or Family welfare or to Food Inspector.

THE RESPONSIBILITIES OF THIS CATEGORY ARE GIVEN HEREUNDER IN BRIEF

1. Monitoring and ensuring the potable water supply to the traveling public and the colony residents.
2. Controlling the vector borne diseases.
3. Various preventive measures at the time of outbreak of communicable diseases (epidemics and endemics).
4. Ensuring the food safety to the traveling public.
5. Organizing the health promotional activities such as Health camps and Health Education programme's on communicable and non-communicable diseases.
6. Observing important health days and involving in all National Health programmes.
7. Possessing sufficient knowledge on cleaning machineries, sprayers, fogging machines etc.

In view of the above responsibilities the entry grade pay of Health & malaria inspector should be revised to equivalent to Grade Pay Rs. 4800/- of 6th CPC and also three other grade pays.

RE-DESIGNATION OF HEALTH & MALARIA INSPECTOR - The present designation of Health & Malaria Inspector by the Railway does not suit to the category as subject Malaria is already covered under the Health so required designation of the category should be Health Inspector or Public Health Inspector instead of Health & Malaria Inspector and the promotional grade of grade pay may also be re-designated as Chief Health Inspector/Chief Public Health Inspector instead of Health & Malaria Inspector Gr.I, like the other Supervisor of India Railway i.e. Chief Catering Inspector, Chief Ticket Inspector etc. The staffing pattern for a Railway PHC level as stated in the policy letter circulated by the ministry of Health and Family Welfare vide letter no. 18015/47/86/RHD dated-20-05-1986 may be implemented for the better working system and re-designation for Health and Malaria Inspector as Community Health Officer or Community Health Inspector.

EXISTING AND PROPOSED PAY SCALES

| SNo | Designation | Pay Band & Grade Pay | Proposed minimum of open ended pay scales |
|-----|--|----------------------------|---|
| 1. | Health & Malaria Inspector-II | Rs. 9300-34800 Rs. 4200 | 74000 |
| 2. | Health & Malaria Inspector-I | Rs. 9300-34800 Rs. 4600 | 78000 |

FOOD SAFETY AND STANDARD ACT-2006:- The FSS Act 2006 is implemented i.e. August-2011 in the place of PFA Act-1954 in India. Earlier the most of Health Inspectors was working for implementation of PFA Act-1954 in the Railways but now the numbers of Health Inspectors are decreased for the implementation of FSS Act-2006, in the Railways, **which resulting poor quality control of food hygiene over Indian Railway.**

So it is necessary to increase the number of Health Inspectors vested vide the power for the implementation of Food Safety and Standard Act-2006 over Indian Railways. The 100% of Health Inspectors should be assigned for the work of FSS Act-2006 along with all their duties, as working as earlier.

ECG TECHNICIANS

Entry Recruitment Qualification

No recruitment qualification in IREM for the ECG Technicians and cadre not even find any place IREM. The recruitment qualification of ECG technicians not yet standardized but railway has gradually revising the qualification as under:-

1-In 1980s- "Essentially a Diploma in ECG Laboratory Technology of a reputed institution in scale Rs. 330-560/ Alternatively ten years of experience in handling and maintaining of instruments in reputed institutions".

2-After 2001 Graduation in Science Diploma in Electrocardiogram from recognized Institution & 3 years experience.

Present Pay Band and Grade Pay - Pay Band –II Rs 5200-20200+ Grade Pay of Rs. 2400

Category Structure - No Avenue of promotion in Railways.

NOTE

In Central Health Services Promotion given as –

- Technical Asstt. (ECG)
- Sr. Technical (ECG)
- Assistant technical Officers (ECG)

In Ram Manohar Lohia Hospital (RML)

- Junior ECG Technician
- Sr. ECG Technicians

PGI Chandigarh

- Junior Technicians Lab(ECG)
- Sr. technicians Lab (ECG)
- Technical Assistant Lab (ECG)

ALLOWANCES PROVIDED

6TH CPC - Common replacement pay band and Grade Pay was allotted by Railways: Despite strong and sound justification, they remain in GP 2400.

DUTIES & RESPONSIBILITIES

But ECG Technician's job is not simply recording 12 lead ECG in stable patients. They also perform other non invasive cardiac investigation and assisting the physicians timely in following investigations while confirming the report.

- 1 Treadmill Test (TMT)
- 2 Holter Monitoring. (24 hours ECG recording)
- 3 Ambulatory BP monitoring (more than 48 hours of ECGs events recorded)
- 4 Echo Cardiography (ECHO)
- 5 Signal averaging (SG ECG)
- 6 Vector Cardiography (VCG)
- 7 Double masters test (DMT)

- It is also noted that appointments for all the investigations by explaining the procedure to the patients in advance.
- Maintaining all the record registers and census for ECG, TMT, HOLTER, ECHO etc.
- Maintaining all the equipment like ECG machine, treadmill, Holter, Event recorder, Ambulatory BP recorder, Echo Machine Defibrillators etc.
- Indenting consumables like ECG, Treadmill Paper, disposable electrodes, batteries etc.
- Indenting the Machine and sending them for repair in case of any problems and informing the service engineers to rectify the problem.
- Maintaining the logbook, AMC and T&P registers for all the machines.

DESCRIPTION ECG CADRE

The first post of ECG Technician was initially and filled up on Indian Railways during 1980. When the field of duties were mainly confined to taking of conventional 12 Lead ECG, and there was no computerized treadmill testing, 24 hrs. Ambulatory ECG recording (HOLTER MONITORING) OR Echo Cardiogram. Accordingly the designation was rightly named as ECG Technician (Electro Cardio Gram Technician). They were recruited in 1980s with entry qualification of

“Essentially a Diploma in ECG Laboratory Technology of a reputed Institution in scale Rs. 330-560 (This diploma of one years of experience in handling and maintaining if instruments in reputed institutions.”

Due to Technological advancement and induction of sophisticated medical equipments such as “ Computerized Treadmill Testing Equipment, 24/48 hrs. Ambulatory ECG recording (Holter Monitoring) and analyzing equipment, and 2D Echo cardiogram for diagnosing many complicated heart diseases by NON-INVASIVE mode of investigation, during 2001 Railways recruited ECG Technicians on some Zonal Railways duly revising the Academic and technical Qualification as under”-

“Graduation in Science +Diploma in Electrocardiogram, 3 years experience.”

(In scale of Rs 4000-6000/- without revising the scale of pay commensurate with qualification or granting scale of on par with ECG technicians of Dr. Ram Manohar Lohia Hospital, New Delhi which is a nodal Ministry as for the category concerned).

The commensurate pay/pay of ECG Technicians of Dr. Ram Manohar Lohia Hospital were Rs. 5000-8000.

COMPARISON OF PRESENT SITUATION IN EDUCATIONAL SYSTEM AND ACADEMIC COURSES FOR CARDIAC TECHNICAL SCIENCE IN INDIA AND IN RELATION TO RECRUITMENT OF ECG TECHNICIANS IN RAILWAYS

The ECG Technicians generally called as Cardiac Technologist who performs most of the following investigations independently and assist in performing 2D Echo Cardiogram.

- 1 Electro Cardiograph
- 2 Echo Cardiograph
- 3 Holter Monitoring (Ambulatory ECG recording and analyzing)
- 4 Computerized Treadmill, Test
- 5 Vector Cardiograph
- 6 Signal averaging
- 7 Double Master Test
- 8 Event ECG recording and
- 9 Ambulatory BP Monitoring etc.

Table shows Chronological view of ECG cadres (cardiac technologist) in academic progression and re-designations.

| Years | Academic programs available in India | Designations | Brief of major duties | Situation in railways designation and recruitment qualification |
|--------------------------|--|----------------------|--|---|
| 11970 | Diploma in ECG Lab Technology | ECG Technicians | Confined to ECG alone no other investigations has completely evolved | ECG Technicians Matriculation + (Diploma in ECG)+ 10 year experience |
| 1990 | Diploma in Cardiac Technology | ECG Technicians | Performing ECG and Asstt. Physician in TMT and Holter Monitoring | ECG Technicians, TMT Technicians Holter Technicians Technicians in Cardiology (Graduation + 3 year experience) |
| 2000 | PG Diploma in cardiac Technology (After BSc) | Cardiac Technicians | Performing ECG,TMT and Holter and assisting echo cardiograph to the physician | ECG Technicians Graduations in Science + Diploma in ECG lab Technology |
| After 2003 present trend | UGC Approved BSc in cardiac technology/allied health science in cardiac technology (4 years) | Cardiac Technologist | Performing ECG,TMT Holter monitoring, event recording, ambulatory BP monitoring and echo cardiogram assisting physicians the advances echo like TE, pediatric echo | ECG Technicians Graduation in Science + Diploma in ECG lab Technology |

COMPARISON OF OTHER CENTRAL GOVERNMENT HOSPITALS IN RECRUITMENT OF ECG TECHNICIANS

Central Government Hospital, which is suppose to be a model service provider .But is very embarrassing and disappointing that National/International level institutions in India under the Health Ministry. Such as AIIMS, Dr.Ram Manohar Lohia Hospital, New Delhi, PGI Vhandigarh are recruiting ECG Technicians with inappropriate and irrelevant Technical qualification with higher grade pay of PB-II and GP-4200.

AIIMS (All India Institute of Medical Sciences)- International repute of hospital under Indian Government prescribed qualification for the post of Lab. Technician 9ECG) as BSc with Physics or 3 years Diploma in Electronics/Electrical or B.Tech/BE/BSC in Electrical Engineering from a recognized University/Institute. One year experience in handling Cardiology equipment under medicine or Cardiology Department for one year in a reputed Institution

Dr. Ram Manohar Lohia Hospital- the category of ECG technician is having a specific mention from 3rd commission onwards only under the heading of Dr. Ram Manohar Lohia Hospital having two mode of recruitment as under.

Junior ECG Technician:- Qualification Matric + One year experience

Sr. ECG Technician:- Essentially bachelor's degree in science with Physics as one of the subject from recognized university with one year experience in handling Cardio logical equipments or Diploma (3 years course in electronics/electrical communicable engineering from a recognized institute.

PGI Chandigarh (Post Graduate Institute of Medical Education and Research, Chandigarh) recruiting the ECG Technician in the name Junior Technician (Lab) with recruitment qualification BSc Medical Lab Technology or BSc with Diploma in Medical Lab Technology to took after ECG Technicians duties and responsibilities with higher pay scales of pay scales of Pay Band II of Rs. 4200 GP. More importantly the duties and responsibilities of ECG Technicians in Railways are in no way inferior to that of the duties Sr. ECG Technicians at RML Hospital, AIIMS,PGI Chandigarh, etc. But they pay band and Grade Pay are higher than Railways. Though Railways is a industrial setup when compare to other Central Government Hospital Indian Railways have maintain a professional trend right from the first creation of post during 1980 prescribing essentially a diploma in ECG Lab Technology though very few institutes of repute in India were conducting the course and subsequently revised qualification in order to met the present health scenario to that of “ **Graduation in Science + Diploma in Electrocardiogram, 3 years experience. But in the matter of pay it is much less than other central government hospital.**

It could be seen from the above Railway Administration is adopting methods increasing the qualification for performing the newly evolved investigations and equipment but not qualification related pay scales and grade pay.

SUITABLE DESIGNATION FOR THE ECG TECHNICIANS

However, during 1990s Railway have created and filled one post each in the name HOLTER Technician, TMT Technician and Technician and Technician in Cardiology to, perform the same nature of job as mentioned against the duties of ECG technician in the medical manual of railways. This is due to lack of awareness over the available educations system and training programme endow with by UGC

Prescribing the qualification as under -

Post: Graduation + 3 YEARS EXP IN Holter. (Scale of pay Rs. 1200-2040,4000-6000,GP-2400)

Post: Graduation + 3 year exp in TMT (Scale of pay Rs. 1200-2040,4000-6000,GP-2400)

Post: Graduation=3 years exp in Technician Cardiology(Scale of pay Rs. 1200-2040,4000-6000.GP-2800)

Actually no separate training is conducted by institute exclusively in the branch of Holter Technology, Technology nor post are notified by any agency for recruitment except in Railways at one time only during 1990.

Keeping in view of all job requirement the training institutes have revised the educational qualification and designed the course to best suit to perform all non invasive cardiac investigations mentions in Page No.(2). Accordingly renamed the diploma as BSc cardiac technology or Cardiac Technology, as some of them have joined with this qualification with commensurate pay but needs to be prescribed qualification for all future recruits under central government including Railways.

The ECG technicians/TMT Technicians/Holter Technicians or Technicians (Cardiology) In Indian Railways have been representing for change of designations to the single common designation like “**CARDIAC TECHNOLOGIST**”. Keeping in mind the educational qualification and training patters and nature of scope of job which has been agreed upon by some senior medical authorities of railways also.

Considering entry qualification was Graduate in Science + Diploma in ECG + 3 years experience on par with cardiac cath and Dialysis technician. ECG Technicians eligible for atleast pay scale Rs. 5000-8000 as per V CPC corresponding to pay band II with 9300-34800+ Rs 4200 GP in VI CPC.

As per V CPC the degree in science itself to be allotted Rs. 5000-8000 but ECG Technician have both Degree in science+ Diploma hence corresponding pay of PB-II and GP of Rs 4600 to be allotted as per VI CPC

EXPECTED REQUIREMENT IN PAY SCLAE AND ALLOWANCES IN 7 CPC

- 1 The Entry qualification be made as uniform, standardized for all central government hospitals including railways and should be realistic with manpower available in the open market, i.e
 - (a) BSc Cardiac technology
 - (b) BSc in allied health science (Cardiac Technology) 4 yrs course after 10+2
 - (c) Graduation in science + diploma in cardiac technology 91-2 years course)
- 2 Designation to be renamed as **Cardiac Technologist** as recommended by Cardiologists in railways

EXISTING AND PROPOSED PAY SCALES

| S. N. | Designation | Existing Pay Band & Grade Pay | Proposed minimum of open ended pay scales |
|-------|---|-------------------------------|---|
| 1 | ECG/EEG/TMT/Holter Technicians (To be re-designated as Cardiac Technologist) | PB-I,GP-2400 | 46000 |
| 2 | - | New Scale Proposed | 56000 (Sr. Cardiac Technologist) |
| 3 | Cardiac Pulmonary Pump (Technician) (To be re-designated as Percussionist) | PB-I,GP-2400 | 46000 |
| 4 | - | New Scale Proposed | 56000 (Sr. Perfusionist) |

RADIOGRAPHERS/RADIATION WORKER

Any person who is occupationally exposed to radiation and who in the opinion of the competent authority viz. Atomic Energy Regulatory Board (AERB); should be subjected to radiation surveillance is a "Radiation worker."

Radiographers constitute a category of "Radiation workers"

At present Chairman AERB is the "Competent Authority" "to frame rules, codes, and guides and to enforce Radiation Protection Rules 1971 for radiation workers.

The rules framed by the competent authority are elaborated in .AERB code SC /MED-2, most of the provisions of this code are mandatory in nature.

Qualification of Radiographer on Railways

"10+2 with Physics and Chemistry and Diploma in Radiography / X-Ray technician / Radio-diagnosis Technology (2 years Course) from recognized institute. **Science graduates** with Diploma in Radiography/X-ray Technician /Radio-diagnosis Technology (2 years course) shall be preferred."

Due to preference given to science graduates, more than 50% of existing radiographers working on railways are graduates.

DUTIES AND RESPONSIBILITIES OF RADIOGRAPHERS

As per the Indian Railway Medical Manual revised in 2000:

- To assist the Radiologist in discharging his duties such as preparing patients for x-ray.

- To keep and help in maintaining various x-ray records, prepare x-ray indents and help in maintenance of x-ray equipment.
- To take certain routine x-rays independently.
- To expose x-ray films and process them.
- To take skiagrams under Radiologist's supervision and guidance while doing special investigations.
- To help Radiologist in taking skiagrams where screening or use of TV monitor is required.
- To perform such other routine duties as may be assigned to them by the Radiologist.

Radiologist - He will take skiagrams, screen the patients and write reports on them. He will conduct electro-therapy on patients. He will be responsible for maintenance of all records pertaining to the x-ray department.

As per AERB code SC/MED-2:

Qualification of Radiologist:

An M.B.B.S. degree from a recognized university or an equivalent qualification and a post-graduate degree / diploma in radio-diagnosis from a recognized university.

Responsibilities of the Radiologist :-

The Radiologist shall undertake an x-ray examination on the basis of a medical requirement. He shall so conduct the examination as to achieve maximum reduction in radiation dose to the patient while retaining all clinically important information.

Actual duties and responsibilities discharged by the Radiographers on Indian Railway

1. Radiographers are taking all the skiagrams independently without the help of Radiologists, as on the Railway establishment the presence of Radiologists is far and few between and wherever present has confined themselves to writing reports on the skiagrams produced by the Radiographers.
2. Radiographers are undertaking the x-ray examination on the basis of medical requirement and producing the x-ray picture of diagnostic value which guide treating doctors to ascertain the appropriate line of treatment of various ailments.
3. With the advent and introduction of computerized Radiographic System which costs several millions of rupees, the Radiographers are entrusted with the task of handling this costly equipment to produce the x-ray pictures of international standards.
4. Radiographers are entrusted with the indent and store of X-ray films and chemicals the cost of which runs into several lacks of rupees.
5. Radiographers render yeomen service to bed ridden patients and victims of bomb blast and other tragic circumstances, by undertaking bed side x-rays of such patients through portable machines and thus exposing themselves also to these hazardous radiation.
6. With their professional knowledge in anatomy, physiology and pathology they produce the x-ray pictures of patient in various positions and timings related to all radiological special investigations procedures to rule out the pathology in human body e.g. Barium meal study of alimentary canal, digestive system, and contrast study of urinary system, thorax, angiography of brain and cardiac catheterization of heart etc.

7. Radiographers besides performing their normal duty during day, perform call duty in odd hours without any monetary or otherwise compensation; to save the lives of the critically ill human beings.

Conclusion - It can be concluded that all the duties and responsibilities of the Radiologist as per the Indian Railway Medical Manual 1981 and AERB code SC I MED-2 enumerated above, has now officially been delegated to the Radiographers through Indian Railway Medical Manual 2000 except powers to write reports and these enhanced duties and responsibilities, which were earlier being discharged by the Radiologists, are successfully being discharged by the Radiographers, for all these years and hence entitles them to substantially higher pay scales, in accordance with the duties discharged- by them, beside the radiographers on majority of the places on isolated places on Indian Railways are providing round the clock services, without any compensation, which entitles them to higher pay scales.

RADIATION HAZARDS

As mentioned earlier that the Radiographers constitute a category of "Radiation workers", hence required to be constantly monitored for the inherent risks ascertaining the extent of infliction of these ionizing radiation and the consequential further preventive steps to be initiated. The low dose as encountered by the Radiographers during discharge of their duties is more potent in causing cancer than the high dose, as the low dose causes cell damage which results in to chromosomal aberrations or cell mutations, whereas the high dose kills the cell instantaneously.

Chromosomal aberration is the first step towards producing cancer. There is no dose threshold for induction of cancer by radiation. The harmful manifestations of these ionizing radiations may take decades to appear.

The early effect of these ionizing radiation may cause reddening of skin (erythema), pre-mature graying or falling off of hair (epilation), impotency in males and sterility in females (when reproductive organs are exposed).

The exposure to low levels of radiation over long periods of time which cannot produce any early effects may also lead to late effects such as shortening of life span, cataract, cancer, diminished resistance to infections, coronary heart disease (atherosclerosis) and hereditary and genetic effects.

It is pertinent to apprise that the maximum permissible dose specified for the radiation workers is 20 times more (20 mSv) than the general public (1 mSv).

It is an established fact that **there is no safe dose to these ionizing radiations** the absolute safe dose being Zero

Anomalies created by the earlier Pay Commissions

IInd CPC

In this pay commission the Radiographer were well ahead of their siblings in the Para-medical fraternity with initial scale Rs. -150 - 300/-; equivalent to Asstt. Surgeons, while the Staff Nurse (Rs. 150-280/-) and Pharmacists (130-240/-) were well below.

III rd. CPC

This pay commission dealt blow to the cadre of Radiographer by allotting Rs. 260 -430/- and Rs. 330-560 as their entry grade while the staff nurses were pampered by allotting Rs. 425-640/- as theirs.

IV th CPC

This pay commission dealt the category of Radiographers separately and allotted Rs. 1350-2200, Rs. 1400-2600 and Rs. 1640-2900 at par with the Pharmacists.

In spite of the clear recommendations of the IV th CPC, the railway administration erroneously introduced a pay scale of Rs. 975-1540/- in place of Rs. 260-430/-, which was resented to by both the recognized federations, who took up this case with the Railway Ministry in the anomaly committee for rectification but to no avail and eventually the case was referred for the board of Arbitration to decide but the board of arbitration was never constituted and this arbitrary pay scale of Rs. 975-1540 remained imposed on the cadre of radiographers.

Vth CPC

In this pay commission the Railway administration did not apprise the authorities that the Rs. 975-1540/- grade was disputed and was under arbitration but presented it as a regular scale, which misled the pay commission authorities, who further rubbed salt in the wounds of Radiographers by disturbing their parity with Pharmacist by allotting Rs. 4000-6000, Rs. 4500-7000, Rs. 5000-8000, and Rs. 5500-9000 to Radiographers whereas it allotted Rs. 4500-7000, Rs. 5000-8000, Rs. 5500-9000, Rs. 6500-10500, Rs. 7450-11500 and group 'B' post in Rs. 7500-12000 to Pharmacists.

The Vth CPC further created anomaly by advocating higher grade (Rs.5000-8000 as replacement grade for Rs.1350-2200) to comparatively lesser qualified Radiographers working on the nodal ministry (CGHS) viz. matric with two years diploma in Radiography (20% direct recruitment and 80% through promotion from X-ray Assistants with qualification matric with certificate in Radiography) whereas on the Railways 10+2 with science subjects and 2 years diploma in Radiography were recommended to be recruited in scale Rs.4000/- 6000/-.

Not only this the Vth CPC re-designated the earlier radiographer III as Radiographer IV and the different scale allotted to them are Rs. 4000-6000, Rs. 4500-7000, Rs. 5000-8000 and Rs. 5500-9000 only, well below the other Para-medical siblings working with them on the same establishment.

The above mentioned anomaly was taken up by both the recognized federation of the Railway with the Railway Board for rectification but Railway Board kept dithering on arbitrary grounds and refused to see reasons for administering parity in pay scales vis-à-vis Radiographers working on Nodal ministry viz. Health Ministry and once again pushed the case of Radiographer for board of arbitration to decide but the hearing of this board did not take place.

In some organizations, where the initial grade Rs.4500-7000 was thrust upon radiographers, they sought judicial intervention and got it upgraded to Rs.5000-8000 through court whereas the railway radiographers who remained relied upon their administration's wisdom, remained deprived and discriminated.

VI th. CPC

In this pay commission the discrimination in the initial appointment scale of radiographers on the railways was acknowledged by the sixth CPC in their report **“that in railways, the entry level of radiographers is Rs.4000-6000 whereas in all other organizations it is 4500-7000 / 5000-8000. The qualifications and the job profile in all the organizations is similar. In their official memorandum, Ministry of Railways have recommended parity between radiographers inside and outside railways. This parity is justified and the post of radiographer in railways should also be placed in the scale of Rs.4500-7000.....”**

Whereas on the other ministries the initial scale of Rs. 1350-2200 was replaced with the pay scale of Rs.1600-2660/5000-8000 but on railways the same was replaced with Rs.1400-2300/4500-7000, which infringes the right of equality of railway radiographers. Hence the initial scale for radiographers on railways should have been Rs. 5000-8000 w.e.f. 1.1.1996 and consequent to implementation of VI th CPC Rs.9300-34800 with grade pay 4200 w.e.f. 1.1.2006.

The 6th CPC, inspite of recommending parity for radiographers in inside and outside railways, again created an anomaly by recommending the grade Rs.5000-8000 / 9300-34800 with grade pay 4200 for radiographer grade III being appointed on nodal ministry with the qualification "Matric with 2 years diploma in radiography whereas on railways the recruitment qualification for radiographer is "10+2 with science with 2 years diploma in radiography, science graduates with 2 yrs. Diploma in radiography are given preference" but the proposed pay scales being Rs.4500-7000 / 5200-20200 with grade pay Rs.2800 which is still a lower grade while the qualification of railway radiographer is on the higher side.

Consequent to long standing suffering and apathy of the railway administration to rectify their earlier mistakes in granting initial entry grade of Rs.5000-8000 to railway radiographers w.e.f.1.1.1996 and further replacement grade Rs.9300-34800 with grade pay 4200 w.e.f.1.1.2006; at par with their counterparts working on nodal ministry, the railway radiographers were forced to seek justice through judicial recourse and their case is still pending with the CAT, Principle Bench, New Delhi.

DEMANDS WITH JUSTIFICATION IN NUT SHELL

Consequent to the perusal of earlier (1981) and present. (2000) medical manual; it is evident that the Radiographers are undertaking all the X-ray investigations independently, which was earlier in the exclusive domain of the Radiologist (Medical officer scale Rs. 6600 as GP) but as the presence of Radiologist is far and few between on the railway establishment, the work is being independently managed by the Radiographers for all these years and that too without any cause of complain; hence entitles them to commensurate pay scales.

Radiographers job is of highly technical nature which entails a thorough knowledge of human anatomy, physiology, pathology and operational skill in handling technologically superior radiation equipment costs for crores of rupees.

Radiographers are responsible for effective public protection from the Un- necessary infliction of hazardous radiation while they themselves get constantly exposed during this process and face eminent risk of fallout of these ionizing radiation on them in their life time or their progeny.

The radiation risk to the Radiographers is inherent and continuous which in spite and despite of taking all the protection the risk of exposure from these ionizing radiations can only be minimized but cannot be eliminated.

The hazards of these radiations as illustrated above and constantly stalk the radiographers in their lifetime, thus rendering it a unique profession in which the progeny of the exposed individuals suffer because of choice of hazardous profession of their parents.

As the Radiographers in the nodal ministry are recruited with the qualification of "Matric with two year diploma in Radiography" and are accorded an entry grade Rs. 9300-34800 with grade-pay 4200 whereas in railways their recruitment qualification is "10+2 with two year diploma. Science graduate with two years diploma are preferred"; it entitles them to a substantially higher pay scale at the entry itself.

Radiographers in the Railway establishment are performing call duties in odd hours beside their normal duty hours, to perform radiological investigative procedures on the critically ill and accident victims but they are not being compensated for performing round-the clock duty, so they should be awarded higher pay packets.

Since science graduates with two years diploma are being given preference, have total educational qualification spanning for 17 years. (10+2 +3+2) at the entry level hence entitled to the highest pay scale of group 'c' i.e Rs.4600 grade- pay.

As per AERB, It is mandatory to appoint an Radiological Safety Officer on every x-ray installation

Radiation Risk Allowance:

As enumerated above the radiation risks are inherent and unprecedented in this category in which not only the exposed individual but their progeny may suffer due to exposure to these radiations, **Radiation Risk Allowance @ 30% of the basic pay which should be counted as pay for all purposes may be granted to this category.**

Demand 1

Time bound promotion after 5, 5, 10 and 10 years of service

Justification

In view of inherent risk of infliction of these hazardous ionizing radiations which may cause shortening of life span beside other lethal ailments such as cancer and coronary heart disease; **they should be provided with time bound promotions and also gradual de-linking them from the active radiation field so that this inherent radiation risk is minimized.**

In view of the justifications enumerated above an entry grade of Rs. 4600 as grade-pay may be granted to them.

Demand 2

Group 'B' post with the nomenclature of Radiological Safety Officer in scale Rs. 5400 as grade- pay may be introduced.

Justification:

As it is mandatory to appoint a Radiological safety Officer on every X-ray installation and the competent authority VIZ. AERB, has advised that the Radiographers be nominated to work as RSO after getting training and certification from AERB, consequent to which several radiographers were nominated and eventually got certification after undergoing training from AERB, so the post, with nomenclature of **Radiological safety officer in group B may introduced in the cadre of Radiographers.**

Demand:3

Group 'A' post in the cadre of the radiographers at Zonal level may be introduced with the pay scale of Rs.6600 as grade-pay.

Justification

As is the Case with the other non- medical categories the group 'c' personnel can get elevation up to group 'A', the same should also be considered for the Radiographers too. As it is unique profession involving unprecedented radiation risks. Hence, a post with the nomenclature of Divisional Radiological Safety Officer in grade pay Rs. 6600 be provided for this category, with another promotions at Indian Railway level with grade pay of Rs.7600 may be recommended for this category having unprecedented Occupational risks to them and their progeny. ...

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Minimum of the proposed open ended Pay Scale |
|---------------------------|--|---|
| Radiographer | PB-I + GP Rs.2800 | 56000 |
| Chief Radiographer | PB-II + GP Rs.4200 | 74000 |

PHYSIOTHERAPIST

Physiotherapy which is a branch of modern medical science which means Physiotherapeutic system of medicine which includes examination, treatment, advice and instructions to any persons preparatory to or for the purpose of or in connection with dis-function, bodily mal function, physical disorder, disability, healing and pain from Trauma & disease physical & mental conditions using physical agents activities & devices including exercise, mobilization, manipulations, therapeutic ultrasound i.e. mechanical and electrotherapy using electrical & thermal agents for diagnosis treatment & prevention..

JOB DISCRPTION/DUTIES & RESPONSIBILITIES

They are elaborately mentioned in IRMM-2000 Page No-8 of Para 203(17)

MODE OF RECRUITMENT

100 % through RRB as Physiotherapist Grade II-4600

MINIMUM EDUCATIONAL QUALIFICATION

Class XII Pass + BPT (Bachelor in Physiotherapy), 4 & half year course from Institution recognized by Central/State Government.

Or

Class XII Pass BSc in Physiotherapy (4 years course) with 6 month internship from an institution recognized by Central/Sate Government.

Physiotherapist Cadre (promotional Avenue)

Grade-II
GP-4600

Grade-I

Asstt. Physiotherapist Officer
GP 4800

Indian Railway Cadre Position

| Designation | Total Strength | Vacant | Diploma Qualification | Degree Qualified | PG/PHD Qualified |
|---|-----------------------|---------------|------------------------------|-------------------------|-------------------------|
| Physiotherapists PB-II + GP-4200 | 92 | 15 | 13 | 52 | 12 |

Over the years healthcare and delivery system have undergone major changes. The physiotherapists work requires due diligence, utmost care and continuous responsibility. It also involves intensive Physical strain and invariable exposure to various hazards at work. It is a known fact that all the allied health professionals including Physiotherapists play a crucial role in the field of medicine and physical rehabilitation, there ISCO cadre is 2;2;6;4 Physiotherapists assess, plan and implement rehabilitative program that improve or restore human motor function, maximize movement ability, relieve pain syndromes and treat or prevent physical challenges associated with injuries, disease and other impairment . They apply a broad range of physical therapies and techniques such as movement, ultrasound, heating, laser and other techniques. They may develop and implement programme for screening and prevention of common physical ailments and disorders.

Physiotherapist treat disorders of bones, muscles and parts of the circulatory or the nervous system by manipulate methods. Physiotherapist is the human treatment of disease, body defects or bodily weakness by physical remedies e.g. Special exercise etc.. rather than drugs.

Physiotherapist as Essential Service

- A Physiotherapist are now required for round the clock duties for respiratory and cardiac care in tertiary care hospitals within various Intensive Care Units. This also indicates that Physiotherapist are part of essential services.
- B Physiotherapist play a key role in rehabilitation after burn injuries and plastic surgeries and the final successful outcome in these patients is essentially determined by the intensity and duration of therapy they have undergone making Physiotherapists an essential services in such situations.
- C Physiotherapist constitute one of key members of the rehabilitation team in conditions like spinal coed injuries, stroke and traumatic brain injuries and as such, their services in such a setting a undisputable and one that cannot be substituted for.
- D Most chronic diseases and post operative conditions require compulsory Physiotherapy showing that it is an essential services that is indispensable for overall outcome and quality health care.
- E Sports Injuries fitness is assessed treated and certified by Physiotherapists who as of the sports team, is often the first professional to attend the sportspersons or athlete.
- F (i) Karnataka Medical Establishment Act mandates that is obligatory for a private establishments to have Physiotherapist on their rolls showing that Physiotherapists are essential part of any hospital (Page 717 clause 9 (b))

(ii) The Act also directs all non teaching hospitals above 100 beds to necessarily have a Physiotherapist department and engage the services of Physiotherapists indicating that Physiotherapists are an essential specialty (Page 719 clause 8(1) Annexure)

Degree of Skill

- A Physiotherapist requires good communication with the patient and often skillful handling patient communication influence patient outcome
- B Taking the patient into confidence is also a key to good therapeutic outcome and it is a key attribute to any therapist.
- C The skillful handling of the patient determined the final result of therapy and one of the core areas of a Physiotherapists competency.
- D Any Physiotherapeutic treatment requires motivation and active involvement of the patients and as such besides his core clinical competency, a Physiotherapist also has a dual role of a motivator counselor and caregiver all the while coaxing and goading the patient to a higher therapeutic goal through the course of therapy.

Strain of Work

- A Physiotherapist have an average case load of 25-30 patients per day most of them requiring intense physical work for the therapist by way of mobilization of any other therapeutic maneuver, all of which is tiring.
- B The documentation and record keeping only adds to the overall workload of the Physiotherapist. The clinical establishment Act has mandated maintenance of proper records and this has only increased documentation.
- C Movement and handling of patients with disability, invariably leads to repetitive strain injuries and mechanical trauma to joints and muscles.

Work Hazards

- A Physiotherapist as part of their work environment are continuously exposed to the electromagnetic radiation from SWD,MWD,LASER,UVR etc. that proves hazardous in the long run.
- B Contact with patients during treatment makes Physiotherapist vulnerable to infections like diseases, tuberculosis, HIV infection, Hepatitis and other Hospital based infections.
- C Stress injury to neck, back and other musculoskeletal structures due to movement and handling of patients.

| S.No | Designation | Existing Pay | Proposed start of pay scales |
|-------------|------------------------------|---------------------|-------------------------------------|
| 1 | Physiotherapist Gr-II | PB-II-GP-4200 | 74000 |
| 2 | - | New Scale proposed | 78000 (Sr. Physiotherapist) |

AIRF is of the opinion that Physical disorder is becoming common problem with the change of life style all over. Functioning of this department in case taking of orthopedic surgery department at most of the hospitals must now be given a deep thought and Indian Railway must establish a full fledged

Physiotherapy department like other Ministries & states and expanding modernized Physiotherapy Units in all hospitals registering RELHS senior citizens.

Physiotherapy Allowance

Their work requires due diligence, utmost care and continuous responsibility involving intensive physical strain and invariable exposure to various hazards at work and thus they be paid atleast 10% of pay as Physiotherapy Allowance.

DIETICIANS

Dietician is to take nutritional assessment and does diet therapy to prevent disease and ensure quick recovery. Dietician is the specialist who translator the physician's diagnosis and prescription in terms of food Dietician assesses and evaluates the patients nutritional status, formulates nutritional case plans, designs meal patterns individualized according to patients food habits and modified according to therapeutic needs and also recommends appropriate proprietary formula and enteral feeding. The total system is managed by a case team consisting of physician, dietician and nurses guided by dietician. Patient care includes planning for full rehabilitation, for some patients a modified diet may be required for weeks, months or even lifetime. For others guidance may be desirable in the improvement of a normal diet.

The Dietician is responsible for the nutritional case plan for each and every patient, Dietary department have developed regular system that when patients are discharged from the hospital, a nutritional and dietary guideline must be provided to maintain the recovery process. Thus, this helps to reduce the patients hospital stay & saving Railway resources.

MODE OF RECRUITEMENT

Direct Recruitment-100%- Through RRB with minimum Education qualification BSC (Science Graduate) with Chemistry/H. Science with Post Graduate Diploma in Dietetics plus three month Internship in Hospital

Or

M.SC (H. Science) with food and nutrition from a recognized Institution.

DUTIES & RESPONSIBILITIES OF DIETICIAN

Ref- As per Indian railway Manual Manual (IRMM) vide Railway Board's letter No. 96(H)FW)10/3 New Delhi dated 12/7/1999

- (1) Nutrition care of Patients
- (2) Nutritional Assessment
- (3) Planning of Standard Diets
- (4) Diet counseling of INDOOR and OPD patients.

NUTRITION EDUCATION

Imparting Nutrition Education to Medical and Paramedical Personnel.

FOOD SERVICE MANAGEMENT

- 1 MENU PLANNING
- 2 Attending to grievances of patients regarding diet.
- 3 Supervision of food preparation
- 4 Supervision of sanitation and hygiene of kitchen, stores and dietary department
- 5 Responsible for timely and proper receipt of required provision and quality thereof including sending doubtful samples of analysis under quality centers
- 6 Supervision of food distribution

DUTIES AND RESPONSIBILITIES OF ASSISTANT DIETETIC OFFICER/CHIEF DIETICIAN

Ref- As per IRMM vide Railway Board's letter No. 98/IH/7/3 New Delhi dated 2.2.2000 and IRMM duties, responsibilities training needs and curriculum of group 'B staff February 2000 Edition.

- 1 Professional
In charge of hospital catering services

(A) Nutritional care of patients, assessment, planning and therapeutic modification and counseling, nutrition clinic.

(B) Nutrition Education
Management of Educational material on Dieticians and Nutrition-
- 2 **Administration**
 - 1) Establishment matters
 - 2) Manpower planning, management including training of kitchen staff
 - 3) Procurement of kitchen equipment, repair maintenance and condemnation.
 - 4) Any other duties and responsibilities instructed by Administration.

HAZARDS INVOLVED

Diet counseling of indoor and OPD patients need direct interaction with patients atleast for half an hour to one hour which involves nutritional assessment and counseling of patients make dieticians exposed to contagious and communicable disease injection carried from the patients suffering with tuberculosis, reparatory injections, AIDS hepatitis diseases and syphilis etc.

Ref- As per yard stick for manpower planning for medical department on Indian Railway, Railway Board letter No. 2013/H/14/5/1/Policy new Delhi Dated 11/3/2013

Proposed mode of Recruitement-100% direct recruitment through UPSE to match with securing Dietician as in AIIMS, Safdarganj Hospital, PGIMER,JIPMER)

Proposed Recruitment Qualification

MSC food, Nutrition and Dietetics/MSc Dietetics , MSc nutrition/MSc Dietetics and Food S Management from a recognized university + 6 month internship training in central State Govt. Medical Collage Hospital/Super Specialty Hospital.

This proposal is useful is nowadays advancement in Science and Research. As this post is professional and Technical post. Dept knowledge of MSc will help for the benefit of patients.

Proposed Duties & Responsibilities of Dietician

Same as IRMM but specified that responsibilities should be only limited as of Nutrition Advisor. Exclusion of all kitchen clerical work from the profile Dietician.

Proposed Cadre Restructuring

No proper Yardsticks in 5th ^ 6th CPC were pending now being done a year before with 50:50 and should be 75:25

Proposed Special Allowance

- (1) Hospital Patient Care Allowance- HPCA (Being given in CGHS) and are given.
Dietician are directly in contact with patients with contagious, communicable disease.
- (2) NPA (Non Practicing Allowance-
- (3) Post graduate Allowance
- (4) Book/Journal Allowance

| S. N. | Designation | Existing Pay Band & Grade Pay | Minimum of the proposed open ended Pay Scale |
|-------|-------------|-------------------------------|--|
| 1. | Dietician | PB2+GP 4200 | 74,000 |
| 2. | - | New Scale Proposed | 78,000 |

DENTAL HYGIENISTS

While there is no adequate consensus about oral health in our country, however, Government of India has already framed a National Oral Health Policy in persuasion of the World Health Organization directives. Actually, dentistry is a team work in which various routine as well as emergency services are provided for the treatment of the patients by Dental Surgeon and Dental Hygienist. By virtue of nature of their duties, responsibilities, importance, productivity, risk and hazards, courses of studies and subject contents, Dental Hygienist is at second position in dentistry. Dental Hygienist Category is engaged to provide treatment to the patients independently and play an important role for the treatment, prevention and control of periodontal disease(commonly known as pyorrhea) and dental disease.

Obviously, Dental Hygienist is “**Dental Health Specialist**” whose primary concern is maintenance of oral health and prevention of oral disease.

RECRUITMENT QUALIFICATION

- (i) Degree in Science(Biology) from a Recognized University or equivalent.
- (ii) Diploma/Certificate Course(2years) in Dental Hygiene from an institute recognized by the Dental Council of India
- (iii) Registered with Dental Council of India as Dental Hygienist, and
- (iv) Two years experience as Dental Hygienist

DUTIES AND RESPONSIBILITIES OF DENTAL HYGIENIST IN INDIAN RAILWAYS INCLUDE

- (i) Performing all scaling (oral prophylaxis) and polishing of teeth independently whether manual or with ultra-sonic instruments.
- (ii) Motivation and educating to patients and community to maintain oral hygiene and teach correct brushing techniques for individuals in oral health camps.
- (iii) Pre- and post-operative precautions and preventive dentistry (diet, oral physiotherapy, general and dental health education).
- (iv) Temporary dressing(temporary filling, gingival dressing). Simple extraction of painful loose teeth under topical or surface anaesthesia.
- (v) Prescription of oral medicines like medicated tooth pastes, gum paints, mouth-washes, pain-relieving drugs that do not come under Schedule of Drug Act.
- (vi) Imparting training to trainers in Oral Health Care.
- (vii) Providing topical fluoride treatment for school children.
- (viii) He will be responsible for implementation of oral health hygiene programmes and will perform all activities required under the programmes.
- (ix) He will assist in upkeep of dental equipment, records and statistics of the department.
- (x) Carry out any other orders given to him/her by the in-charge.

(Authority: Railway Board letter No.2001/H/23/5 dated 15.06.2001)

There are examples of some Railway Hospitals where whenever Dental Surgeon is not available, dental hygienists look after Dental Clinic in their absence. There are also dental hygienists who are spreading oral health awareness by contributing articles in the Railway’s in-house magazines etc.

Dental hygienists also play an independent role in oral health check-up camps in Railway Health units and Railway Schools.

Dental Hygienists, an extremely important team member by the nature of their duties are contributing greatly for the upliftment of the oro-dental health status of our countrymen.

Dental hygienists do oral prophylaxis treatment of the patients who are suffering from bleeding and swollen gums, pyorrhea which cause halitosis (bad smell) and sensitivity of teeth. It should be noted that about 90% of Indian population suffers from various types of gum diseases and most of them are always in urgent need of such treatment- not just once, but to be repeated at frequent intervals. Recent research indicates relation between untreated gum ailments and emergence of cardiac problems and worsening of diabetic status of individuals, to name just a few! He motivates and educates patients for prevention of dental diseases and at some places, uses modern gadgets like intraoral camera for the motivating patients for adopting proper oral hygiene protocol at home and also for explaining treatment planning.

Dental Hygienists perform preventive, promotive, therapeutic and health-educational duties. A perusal of the nature of duties and responsibilities of Dental Hygienists establishes that Dental Hygienist is a very crucial link in our overall efforts to prevent dental and oral diseases, thereby uplifting the oral health of the masses. This role of dental hygienist in dental team is all the more pivotal in view of the fact that the prevalence of dental health disturbances is alarmingly high in our country, masses are addicted to all forms of tobacco use including curses like Gutkha and pan-masalas and even AIDS has struck in a big way.

Tobacco-related cancers afflicting the various human organs in general and oral cavity in particular are playing havoc with the lives of Indian masses. This is in spite of the fact that oral cavity can be easily examined by the health personnel.

Oral cavity is the index of the whole body. A number of general illnesses are manifested in the oral cavity - e.g. at times, AIDS, blood cancer cases can be detected by a dental team member while doing oral examination. While the patients approach the dental hygienist for oral prophylaxis etc, while examining the oral cavity, he looks for these signs and then advises, motivates, counsels and refers the patients accordingly. By the nature of duties, dental hygienist is also exposed to professional (occupational) hazards as he is all the time involved with patient care.

Now the clear logic is that if at the time of 6th Pay commission their qualification was 10+2 with 2 years Diploma, it is quite justified that now with the enhancement of their eligibility criteria of Degree in Science and two years of experience as dental hygienists (an addition of total five years), their scale be suitably upgraded to pay Scale Rs. 15600-39100(Grade Pay 5400) PB 3

PROMOTIONAL AVENUES TO THE DENTAL HYGIENISTS WORKING IN HEALTH DEPTT OF INDIAN RAILWAYS

It is suggested that promotional avenues to Dental Hygienists working in Health Department of the Indian Railways at par with Physiotherapists, Dieticians of the Indian Railway Hospitals.

In view of the increasing importance of the role of dental hygienist in the dental team as enunciated above, it is requested that Hon'ble Central Seventh Pay Commission may be approached with your recommendation for favorable consideration of the up-gradation of status, promotional avenues and revision of pay scale of Dental Hygienists at entry level from existing pay scale of Rs. 9300-34800 (Grade pay 4200- PB 2) to the Pay Scale Rs. 15600-39100 (GP 5400-PB 3).

INTRODUCTION

Medical Department on Indian Railways functions on overall control of Director General Railway Health Services (DG/RHS) at Railway Board level and headed by Chief Medical director (CMD) at Zonal level. While the doctors are recruited through UPSC directly, the paramedical staff and supporting staff in Group 'C' and erstwhile 'D' are recruited through RRB/RRC. Of these Group 'C' staff, some are directly recruited to Group 'C' and some progress from erstwhile Group 'D' to Group 'C'. There are some categories in erstwhile Group 'D', such as Safaiwalas/Attendants who join in erstwhile Group 'D' and retire in erstwhile Group 'D' itself.

There are about 43 categories of staff working in Railway Hospitals and Health units ranging from Safaiwala to Chief Matron. There are also other categories of staff like Lab Technicians, X-ray technicians, Pharmacists, Physiotherapist and dietician etc. Who, though not directly connected to the patient in his treatment, provide a very valuable support in diagnosis and therapeutic services. Unfortunately 6th CPC

while making its recommendations did not distinguish between the other staff / technicians working elsewhere and those working in Hospitals, which led to recommendation of similar pay scales except for providing a head start by giving a starting GP of Rs. 4600 for nursing staff. AIRF therefore, requests the Federation that 7th CPC may properly be appraised of the Technical skills and the working conditions of the Medical staff as against the Medical staff working in other Central Govt. Departments and other staff in non-Hospital establishments and secure the staff working in Medical department, their legitimate due.

To simplify the issue for better appreciation, the Medical staff are divided into two main categories of erstwhile Group `D` and Group `C` for general discussion, making specific suggestions about specific categories wherever required, in addition to the general suggestions.

EXISTING AND PROPOSED PAY SCALES

| S. N. | Designation | Existing pay grade & pay Band | Proposed minimum of open ended pay scales |
|--------------|-------------------------|--|--|
| 1. | Dental Hygienist | PB-2 + GP-4200 | 74000 |
| 2. | - | New Scale Proposed | 78000 (Sr. Dental Hygienist) |

ARTIFICIAL LIMBS CENTERS

“Prosthetics and Orthotics is an independent profession and has its own identity...”

- **Rehabilitation Council of India (RCI)**

Prosthetics & Orthotics Science is an age old medical linked study, clinical practice with Engineering Application had a noble start in India in post-independent era, first of its kind in Ministry of Defence at ALC(Artificial Limb Centre, Pune).

These professionals are trained for a clinical practice with diagnostic tools and total medical rehabilitation for the persons with disability by providing them various types of corrective, supportive, assistive and preventive devices and make them ambulatory. The best endeavor of these professionals brings smile on the face of physically challenged persons. Besides the rehabilitation of disability, they work in hand to hand with other medical professionals for the treatment of orthopedically and neurologically afflicted patients.

Considering the need of these professionals, Ministry of Health & Family Welfare, Ministry of Social Justice & Empowerment opened various Institutes and Colleges across the country.

Of late, there are nine numbers of National Reputed Institutes and various Medical Colleges are conducting Graduate and Post-Graduate level courses, commonly known as Bachelor in Prosthetics & Orthotics(BPO), Master in Prosthetics & Orthotics(MPO) of 4½ years and 2 years duration respectively. These professionals enter into the stream after passing 10+2 Science, both Biology and Mathematics with minimum 50% marks, then National level or State level entrance held by the affiliating Universities to select the candidate. The Prosthetic and Orthotic Education is in tune with National Health Policy (NHP) and is continuously being monitored, certified and accredited by a Regulatory Body (RCI).

In 1991, considering the acute need of these professionals, an apex regulatory body was established by the Parliament Act, named as Rehabilitation Council of India(RCI), a Statutory Body under Ministry of Social Justice & Empowerment. Ministry of Health is directly linked with the profession as it is an integral part of medical education and treatment of patients.

The prosthetic and orthotic professionals are usually part of a multi-disciplinary rehabilitation team. Prosthetics and Orthotics occupation is governed by regulations and norms prescribed by regulatory bodies. Going by the traditional characteristics of any discipline called a profession, Prosthetics and Orthotics obviously meets the definition of profession.

Prosthetics and Orthotics professionals(Prosthetist and Orthotist) demonstrate the competencies, namely technical and interpersonal, apply knowledge and skills as needed in rehabilitation of persons with locomotor disabilities or neuromuscular disorder etc. to make person with disability a useful and independent member of the society

PROFESSIONAL PROFILE OF PROSTHETICS & ORTHOTICS PROFESSIONAL (PROSTHETIST AND ORTHOTIST) AS DESCRIBED BY WHO, RCI AND ISPO

CARE OF PERSONS WITH DISABILITIES

FORMULATION OF TREATMENT

Participates as full member of the clinic team; take part in the examination and prescription; and in the designing of the Prosthetics/Orthotics device, including the socket or body/device interface, suspension and selection of proper components.

Records and reports any pertinent information regarding patient and patient's families, including a determination of expectations and needs regarding Prosthetic and Orthotic aids

Communicates appropriate information to the patients and their families.

Ensure the full inclusion of the patient or customer in the treatment, planning and decision making.

FITTING AND FABRICATION

Formulates Prosthetics or Orthotics designs including selection of materials, components and additional aids.

Takes all casts and measurements that are necessary for proper fabrication and fitting.

Modifies positive and/or negative models and/or layout of design to obtain optimal fit and alignment.

Carries out fitting, static and dynamic alignment and, where appropriate, preliminary training and initial check-out.

Performs and/or supervises fabrication of prosthesis and orthosis

EVALUATION AND FOLLOW-UP

Participate in final check-out and evaluation of fit, function and cosmeses.

Instruct the patient or family in the use and care of the device.

Takes part in follow-up procedures as well as maintenance, repairs and replacement of the appliance.

Recognizes the need to repeat any of the identified steps in order to optimize fit and function and alters accordingly.

Collaborates and consults with other rehabilitation team

MANAGEMENT AND SUPERVISION

Supervise the activity of supporting staff as appropriate.

Manages Prosthetics and Orthotics workshop activities assigned to him/her, including:-

- Use and maintenance of tools and equipment
- Maintenance of safe working environment and procedures
- Inventory and stock control
- Personnel matters
- Financial matters
- Appropriate record keeping
- Total quality management

Identifies and introduces improved job methods for increasing efficiency.

Interacts with professional groups and, where appropriate, Governmental and non-governmental organizations.

TRAINING AND EDUCATION

Supervises and conducts the education and training of Prosthetics & Orthotics students. Lectures and demonstrates to colleagues in his/her profession and other professionals concerned with Prosthetic/Orthotics and also to other interested groups.

To take part in and contribute to the process of continuing professional development

Keeps up to date new development in prosthetics and orthotics and teaching techniques

To facilitate CBR Workers how to assist P&O professionals in need

To make people aware and especially persons with disabilities and the family members, about the need for and benefit of good quality Prosthetics & Orthotics Service.

COMMUNITY SERVICES

Makes a professional contribution to and take part in community rehabilitation programmes.

RESEARCH AND DEVELOPMENT

Conducts continuing evaluation of his/her activities.

Develops and actively participates informal evaluation and research programmes.

Participates in scientific/professional meetings and contributes papers to scientific/professional journals.

Use outcome measures to review treatment procedures to determine best practice

LEGAL AND ETHICAL REQUIREMENT

Provide patient care, which complies with medical/legal requirements.

Provide patient care within a recognized Prosthetics/Orthotics code of ethics.

Prosthetic and Orthotic professionals are also counsel the patients as well as their family members about the use and care of prosthetic and orthotic devices for better compliance. Cater their services not only to OPD patients but also at other specialized sections of the hospital set up e.g. ICU, ICCU, NICU, and Operation Theaters.

PAY SCALE IS THE MAJOR PROTOCOL VALUE FOR EVERY PROFESSION

The pragmatic and debacle phase starts when it comes in account of pay structure, after completion of 4½ years Bachelor Degree Course in Prosthetics & Orthotic the pay structure is very precarious and professionals forced to leave the country and joining in Middle East, which amounts to brain drain from India.

ANOMALIES IN THE PAY SCALE OF PROSTHETIC AND ORTHOTIC PROFESSIONALS

At the entry level the minimum requirement to become a Prosthetist and Orthotist is 4 ½ years Bachelor degree of Prosthetics and Orthotics. Thereafter he/she have to obtain registration with Rehabilitation Council of India as Registered Prosthetists and Orthotists in professional category. On the contrary in non-professional educational programs there is no statutory requirement of registration before entering to their respective jobs. Whereas irrationally the decision related to pay scales of Prosthetists and Orthotists have been equated to the non-professional service providers. This is quite unjustified and it has severely affected the morale of the Prosthetics and Orthotics personnel and services to persons with disabilities (PWD) at large.

Up to 4th pay commission the basic pay of Physiotherapists, Occupational Therapist and other allied health professionals were equal to the pay of technicians in the prosthetics and orthotics field. Even the pay of senior physiotherapists and senior occupational therapist were in the pay scale of Rs.2000-3500 starting basic pay was Rs.2200 and the posts related to Prosthetics and Orthotics field such as Workshop managers were also in the pay scale of Rs.2000-3500 starting basic pay was Rs.2000 with similar qualifications in the respective field. More over the avenue of promotion to the post of workshop manager is restrictive, which affects the delivery of quality patient care in rehabilitation.

The disparities in the pay scales became more pronounced in the 5th and 6th pay commission giving much favored treatment to the other allied health professionals as would be seen from the table below:-

| PAY SCALES ALLOCATED BY PAY COMMISSION | | | |
|---|---|-----------------|-----------------------------|
| | 4 th Initial | 5 th | 6 th |
| Physiotherapist and Occupational therapists | Rs.1400-2300 | Rs.5500-9000 | Rs.9300-34800 + G.P. 4200/- |
| Prosthetics and Orthotics personnel's working with different nomenclatures | Rs.1400-2300. In Railway it was 1200-1800 | Rs.4000-6000 | Rs.G.P-2400/- |

In other hand, if engineering cadre is considered as compare to prosthetic & orthotic cadre, it is very pathetic to express that the cadre of prosthetic and orthotic is quite below with respect to pay scale and much more advanced as the education and service aspect is concerned.

The earlier pay commissions failed to take note of the much harder nature of jobs, which the Prosthetics and orthotics professionals have to perform while dealing with persons with disability (PWDs)

There is no difference in the qualification at the induction level for prosthetics and orthotics professionals if compared to other allied health care professionals, however the duties and responsibilities of prosthetic and orthotic professionals are much more complex in nature like teaching, clinical, technical, and managerial and research and development etc. But due to the lack of uniform and concrete Recruitment Rules certain other administrative jiggle has come up like pay anomalies, job stagnation, lack of promotional avenues and career progression.

The other justified demands of Prosthetics and Orthotics professionals working in Government services are like Non Practice Allowance (NPA), academic allowance, higher education allowance and risk/hazard allowance for technical cadre is much sought after at par with the central health service rules and regulations, that is why the principle of equality and natural justice will be uphold.

SUGGESTIONS

The existing recruitment rules (frame in 1970's) need to be changed to commensurate with qualifications in the interest of patient care to provide them international standard prosthetics and orthotics services.

With the advancement of technologies in Prosthetics and Orthotics over the past few decade the quality of Prosthetic and Orthotic services vastly improved and a great sense of sophistication, competence and ethical standard has been desired from the prosthetic and orthotic professionals for the successful treatment plan The adaptation of the same by the government organizations more responsibilities comes on the hands of prosthetic and orthotic professionals by updating their knowledge and skills by keep abreast themselves with these cutting edge technologies.

The following posts and cadre are suggested to maintain uniform designations and qualification in clinical services.

PROPOSED POSTS, PAY SCALE AND QUALIFICATION FOR CLINICAL SERVICES

| S. NO. | POST | | PROFESSIONAL QUALIFICATION |
|--------|---------------------------------------|---|---|
| 1. | Prosthetists & Orthotists | 10+2 Science/12 th Std. Science/Int. Science | Bachelor of Prosthetics and Orthotics (BPO) with 2 yrs. experience OR Master of Prosthetics and Orthotics (MPO) |
| 2. | Senior (Prosthetists & Orthotists) | -Do - | BPO with 5 yrs. experience OR MPO with 2 yrs. experience |
| 3. | Dy. Chief (Prosthetists & Orthotists) | -Do - | BPO with 8 yrs. experience OR MPO with 5 yrs. experience |
| 4. | Chief (Prosthetists & Orthotists) | -Do - | BPO with 10 yrs. experience OR MPO with 7 yrs. experience |

| Designation | Existing Pay | Minimum of the proposed open ended Pay Scale |
|-------------------------------------|--|--|
| Prosthetist & Orthotists | PB-I Rs.5200-20200 + GP Rs.1900 | 46000 |
| Sr. Prosthetist & Orthotists | PB-I Rs.5200-20200 + GP Rs 2400 and.2800 | 56000 |
| Dy. Chief. Prosthetist & Orthotists | PB-II Rs9300-34800 + GP Rs.4200 | 74000 |
| Chief. Prosthetist & Orthotists | PB-II Rs9300-34800 + GP Rs.4600 | 78000 |

In order to provide dignity and honour to the services rendered by the prosthetic and orthotic professionals in their practitioners' role given above requires consideration for grant of non-practicing allowances

HAZARDOUS HEALTH CARE ALLOWANCES

The P&O Professionals are always expose to highly toxic and health hazardous materials such as thermosetting resin, thinner, chemically derived fumes, fine chemical dust, fiberglass dust and Hansen patients for prosthetic and orthotic fittings in their day to day practice. These materials cause high infection in respiratory tracts and skin surfaces. P& o professionals are highly prone to tuberculosis, asthma and other respiratory tract diseases. They are also expose to 200- 300 degree Celsius temperature for preparing prosthesis and orthosis from thermo plastics. Therefore it is not only causing internal physiological problems also resulting skin and eye problem vividly. Thus the proposal may be for your better appreciations that an amount of 25% of the basic pay per month may be provided to P& o professionals irrespective of their posts as a Hazardous health care allowances for better maintenances for health like nursing allowances.

CHAPTER-XXIII **ACCOUNTS CADRE**

The ministerial cadre of Accounts Department in Railways is one of the organized Accounts Cadre of Government of India. The work profile of this cadre is of higher standard than the other ministerial cadre of other departments of Railways. At various stages of promotion the Accounts staff has to pass the mandatory specialized qualification examinations. The nature of job of Accounts cadre requires in depth knowledge of various codes and manuals prescribed by Railway Board. The Accounts staff on induction in Railway Service has to undergo specialized training and only on successful passing the training test they became eligible for specialized departmental examination. These service conditions make the Accounts Cadre unique and places them above all other ministerial cadres of Railways.

The job profile of Accounts staff is unique in nature because they need to have the knowledge of all the other departments of Railways. While executing the duties, the accounts cadre, also, is to keep focused on the twin aspects of judicious control over expenditure and enhancing the revenues. This cadre needs to be proficient with the intricacies of areas such as Civil Engineering, Mechanical, Electrical, Signal & Telecom, Commercial and Operations aspects, apart from adopting principles of job costing, marginal costing, material management principles, personnel management, financial management principles and most of all play a proactive role in the decision making process at all functional levels. The Accounts staff has to scrutinize all the monetary claims preferred against railway be it establishment claim of railway staff or contractual claims of outsiders.

The Accounts Cadre plays a vital role in smooth running of railways and further progress. In addition to passing of claims, the Accounts staff undertakes important jobs such as financial scrutiny of various projects, periodical financial reviews of all the running projects, financial reviews of revenue and capital expenditure for budgetary control, preparation of Appropriation Accounts with proper explanation for excess/savings in expenditure to be placed before the parliament. The Accounts staff also works in coordination with other executive departments to aide them with suggestions for modification/improvement in the works in progress and prepares various financial reports to take right decision at appropriate time. Accounts cadre plays a proactive role in all aspects of Railway working. In addition Accounts staff has to prepare/maintain the Railway Accounts both on Government as well as Commercial Accounting principles. Thus, Accounts cadre plays an important role in maximizing the revenues and reducing the expenditure of Railways.

In the era of technology, the Railway Ministry is not functioning in isolation. There is a greater emphasis on use of technology in the working of Railways. There is greater focus on computerization of all the working aspects of Accounts Department. In Accounts department over a period of time various financial management information systems are introduced for improved working such as applications of Pay Roll, Earnings, Expenditure and Accounting Modules, e-recon for transfer transactions between the Zonal Railways, ARPAN for Pension Payments, uploading of NPS subscribers contributions on NSDL website, e-reconciliation with banks for all the receipt and payments of Railways and recently introduced web based I-PAS software application. The Accounts Cadre always played proactive role in adapting themselves to the technological advancement introduced by Railway Administration.

All the above explanations justify the placement of Accounts Cadre in the higher pay scales than normal ministerial cadres of Railways.

Traditionally the staff strength of accounts department is based on the staff strength of other departments. It is normally kept at 2%. The number of pensioners is more than the serving employees and there is manifold increase in the quantum of pension work. The number of contract management is also in the increase. The work of Accounts Department is qualitative in nature and it cannot be quantified and hence the staff strength of the accounts department should be determined by the no of posts sanctioned by all departments and the no of pensioners handled by the Railway (the no of pensioners do not depend on the staff strength as the pensioners have the option to draw pension anywhere in India and also based on the contract management)

Challenges ahead in Indian Railways for Accounts Department:

Accounting reforms initiatives by Government of India

- To adopt internationally accepted rail industry accounting practices.
- Conformity with accounting standards set by Government Accounting Standards Advisory Board (GASAB)- India.
- To Change from Cash based system to Accrual based Accounting.
- Presentation of Financial Statements compliant to GAAP & in conformity with Gol's current reporting requirements
- To facilitate measurement of performance by lines of business for analysis of cost of service.

The Job Profile, Duties and Responsibilities:

Accounts Clerks: Accounts Clerks are placed right at the start of the accounts cadre. Their job profile includes the works of receipt and distribution of bills received, receipt and dispatch of correspondence, Typing work, maintenance of various registers such as suspense register, registers for receipt and dispatch of correspondence, registers of passed bills and other routine clerical work. Presently they are also working in the computerized environment like other Accounts Staff.

Junior Accounts Assistant: Most of the posts of Junior Accounts Assistant are filled through Direct Recruitment. The eligibility criterion for this post is Graduate in any stream. Their recruitment is done by Railway Recruitment Board through Open Competition. They have to pass the prescribed Appendix-IIA Examination in two chances in three years otherwise their services will be terminated and they will be considered for reappointment in Railway in the lower grade. They perform the duty of work of audit, checking & keeping of Accounts, maintenance of different type of Ledgers supply data for mechanized maintenance of reports as per codes auditing and passing of claims as per the rules laid down in various

railway codes and other instructions, preparation of journal vouchers for various transactions', maintenance of various ledger accounts and suspense registers, compilation of monthly and annual accounts, reconciliation of various heads of Accounts with general books periodically, preparation of financial review, to do the correspondence related to their work. At present they are performing their duties in traditional manual methodology as well as in computerized environment.

Accounts Assistant: The Accounts Assistant Cadre consists of 80% of combined strength of Jr.Accounts Assistant and Accounts Assistant posts. Junior Accounts Assistants who pass the departmental (Appendix IIA) and complete three years of regular service are promoted to the post of Accounts Assistant. Their work profile is more or less the same as of JAAs. They are entrusted with the work of important nature which requires greater attention and experience. Their experience and knowledge of work helps the organization to computerize the manual work and implement the other financial management information systems on Railways.

At present, there is only one channel of promotion is available for this cadre i.e. Section Officer(Accounts), that too after passing the prescribed Appendix IIIA Examination. In case, they fail to qualify the above examination they will not get further promotion. As an exception, only 1% of sanctioned strength of SO(Accounts) cadre is filled from senior-most Accounts Assistants and is re-designated as Sr.Accounts Assistant, otherwise the promotional channel is blocked.

Section Officer(Accounts): Accounts Assistants who pass the prescribed departmental Appendix IIIA Examination conducted by Railway Board on all India basis are promoted to the rank of Section Officer(Accounts. Section Officer(Accounts) is an important linch-pin between the subordinates and the management in Railway working. Section Officers are responsible for all the accounting work under them in addition to supervision of staff working under them. They work as internal auditors of Railways. Their work profile includes supervising the work of passing and auditing of claims, vetting of estimates of works, prepare briefing notes and comparative statement for tenders, vetting of stores purchase indents, final settlement of Accounts that include settlement of Provident Fund, Pension and Payment of Gratuity and other retirement dues. Supervising the work of compilation of Railway Accounts, preparation of financial reviews to control the expenditure, compilation of appropriation accounts and maintenance of various registers i.e. suspense register, Revenue allocation register, works registers, liability of registers and other allied registers under their control. Section Officer (Accounts) also assists Accounts Officers and executive officers in preparation and finalization of works programs of Zonal Railways, vetting of proposals for creation of posts and cadre restructuring. They require to have adequate knowledge of Railway Rules and Regulations as given in various Codes and Manuals for smooth functioning and to guide the Accounts staff. They are also responsible for implementation of various software applications in Accounts Department. **In Sixth Pay commission the Grades of Section officer (Accounts) and Sr. Section Officer (Accounts) were merged, the same needs be segregated in Seventh Pay commission.**

Stock Verifiers and Sr.Stock Verifiers: Inventory control is the important function of Accounts Department. Railways being a largest organization not only employs huge staff but also procure and stock different items ranging from high value plant and machinery to consumables like bolt and nut at different locations.

They are doing stock verification of each Department of Railways such as Commercial, Stores, Mechanical, Personnel, S & T. Engineering etc. They are doing routine verification of Stores department. Material at site, Imprest Charged off material in workshop. Shed, Fuel with Loco department. Consumable stores etc. Witnessing of Auction sales and thereafter deliveries of scrap material sold. Inspection of receipts and issues of stores Surprise verification of every department at regular intervals. The duties of stock verifier in general comprise of not only the physical verification but also the intelligent and efficient scrutiny of different holders of stores transaction and relevant accounts which are built up on the strength

of admissible vouchers. Accounts verification is intended also to bring out cases of serious irregularities, detection of frauds, heavy discrepancies including inefficient maintenance of record, dispatch of surplus stock etc.

Travelling Inspector Accounts: TIA is the only representative of Accounts performing his duties at stations. He inspects thrice at station categorize as "A" with working schedule 4 days and above and twice at "B" class stations having less than 4 days for regular Accounts Inspection. Some surprise & intensive checks have also been arranged over & above the schedule inspections in regular intervals. He disposes his duties to see that the various accounts returns and foils have been submitted to Traffic Accounts Office timely & correctly and are in the same state affair which are kept at the station as records copies & foils. Not only this but also he has to guard against loss of railway revenue, due to non-implementation of various commercial circulars and instructions issued from time to time by Railway Boards office. His working is similar to the tongue among the teeth.

The present decade can be devoted to computers. Every work either it is passenger booking, reserved or unreserved, Parcel, luggage & goods booking all are being transferred to computers. Consequently the responsibility of TIA's has more and more difficult. Because a single lapse in verification on his part can lead to huge amount of revenue loss to Railways.

The TIAs has not been provided with office accommodation at their head quarter station and length of beats are more than 100 KM which takes 5 to 6 hours journey time to reach their station of inspection. Moreover he has to work 7 to 8 hours excluding journey time.

The Headquarter station, where the TIA is supposed to settle with his family do not have the facility of railway accommodation. As a result of which he has to hire private accommodation for his family. If the Headquarter station does not have the reasonable facility of School & College. He is forced to leave alone and for from his family to provide education to his children or dependent. Consequently he has to bear the burden of two separate establishments causing extra financial burden over him.

In addition TIA is the only inspector who raises debits of crores of rupees during the year individually and also critically examine the outstanding lying at the station unnecessarily to afford special credit where ever due in crores of Rupees every year. He has to work alone without any clerical assistance. However all other inspectors has been provided with clerical staff to assist them. As a matter of fact his working includes clerical cum supervisory work. More than 90% frauds are being detected by TIAs without any source information independently and 10% cases are being detected by other Agencies through source information to them.

Besides this he is solely responsible for correct remittance of cash by the station to cash office or bank. Even correct collection of cash and remittance there off by the Ticket Collector and Special Ticket Examiner is also a part of his duty. He also educates the Commercial staff at the station to improve their working.

Apart from this the TIAs often visits at remote areas like Uttar Kashi, Darjling, Leh, Raj on, Pahalgam, Kullu, Mandi, Chamba, Dalhausi, Sri Nagar, Udhampur, Katra. Some of them fall under terrorist affected area, where risk of life is also involved.

In view of the explained circumstances the existing Pay Scales are not sufficient enough to bear the family burden of TIA's. Revision of their Pay Scales is the necessity & demand of time. So that he can manage to devote his complete attention towards his duties. Therefore, improvement in the existing pay scales is necessary.

Inspector Store Accounts and Stock Verifiers: The working of Inspectors of Store Accounts and Stock Verifiers are of similar nature. They are performing their duties in very tough conditions. They are doing normally field duties in different locations. They are supposed to visit different station or offices Railway to perform their duty. The arrangement of their stay at different locations to perform duties are not appropriate. Rest houses are hardly available at any station. So they should be entitled for better scales as compared to other office staff who are performing their duties in office.

The duties of the Inspector of Stores Accounts are very hard. They are prepared Annual stock verification programme every financial year. After that they distributed the work among Stock verifiers in such a way to complete the Annual programmed in due time. Test check of Stock Verifiers to see that staff are working properly for which they are deputed. They are conducting surprise stock verification of different subordinates. Overhauling of accounts is very important work done by ISAs. They are preparing reports on irregularities. They maintain various registers i.e. Stock Sheet register. Account Notes register. Recovery register, Annual Programme register. Overhauling reports register, and regular chasing of old cases with various departments. They have to check thoroughly replies of stock sheets, overhauling reports and Accounts Notes. After every month they prepare Monthly Progress Reports of working and send it to Hd. Qr. Office. They are also attending Auctions. They prepare reports on Surplus store. Inactive items, Dead store, etc and discuss with Store department,

At last, we can say that the stock verifiers and ISAs are the eyes, nose and ear of store branch of Accounts Department and they entitled for better scales.

A comparative statement on the pay structures available in the Railways/IA&AD and CSS are given below.

| Recommendations/ Decisions | S.A/ AA | Assistant | S.O | Sr.SO | S.O in C.S.S |
|-------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--|
| 4 th CPC | 1400-2600 | 1400-2600 | 1640-2900 | 2000-3200 | 2000-3500 |
| Govt. in July 1990 | - | 1640-2900 | - | - | - |
| 5 th CPC | 5000-8000 | 5500-9000 | 5500-9000 | 6500-10500 | 6500-10500 & 8000-13500 (on completion of 4 years) |
| Govt. in Feb 2003 | 5500-9000 | - | 6500-10500 | 7450- 11500 | - |
| Govt. in Sept 2006 | - | 6500-10500 | - | - | - |
| 6 th CPC | 6500-10500 (PB2, 4200) | 6500-10500 (PB2, 4200) | 7500-12000 (PB2, 4800) | 7500-12000 (PB2, 4800) | 7500-12000 (PB2, 4800) & 5400 on completion of 4 years |
| Govt. in 2009 | - | PB2 4600 | - | - | PB3 5400 |

EXISTING AND PROPOSED PAY SCALES

| Designation | Existing Pay Band & Grade Pay | Minimum of the proposed open ended pay scale |
|-----------------------------------|-------------------------------|--|
| Group "C" (MTS) | PB-I + GP Rs.1800 | 26000 |
| Senior MTS Staff * | PB-I + GP Rs.2000 (NEW) | 33000 |
| Accounts Clerk | PB-I + GP Rs.1900 | 46000* |
| Jr. Accounts Assistant | PB-I + GP Rs.2800 | 56000 |
| Accounts Assistant | PB-II + GP Rs.4200 | 74000 |
| Accounts Assistant(Non-qualified) | PB-II + GP Rs.4600 | 78000 |
| SOs/ISAs/TIAs | PB-II + GP Rs.4600 | 78000 |
| Sr. SOs/ISAs/Sr. TIAs** | PB-II + GP Rs.4800 | 78000 |
| Stock Verifier | PB-I + GP Rs.2800 | 56000 |
| Sr. Stock Verifier | PB-II + GP Rs.4200 | 74000 |

*Entry qualification of "Graduation" is proposed

NOTE: * In case of MTS, after successful completion of 5 years of regular service, the staff doing the work of Daftari, Record sorters, handlers of Paid Vouchers may be placed in the new pay scale of Rs.2000 (Sixth CPC).

** In case of SOs/ISAs/TIAs on satisfactory completion of four years of Regular Service in the cadre, the Staff may be placed in the next higher post of Sr. Section officer (Accounts)/Sr. ISAs/Sr. TIAs with Grade Pay of Rs.5400(Sixth CPC) and in the revised scale of Rs.88000.

INFORMATION TECHNOLOGY

IT has been the single most important catalyst for change in the finance function. Indian Railway Accounts Department has been able to adapt to the change. The use of fully integrated enabling systems along with new technologies such as electronic Reconciliation (e-recon) is transforming routine transaction processing in Indian railways. In Railways "web browsing" software is replacing the traditional management information pack, enabling executives to access management information on line from anywhere in the world. There has been widespread recognition of the need for finance to develop from being a scorekeeper to a business partner. Indian Railway has changed their finance function as a result.

Computerization has been taking place in Indian Railways and Accounts have been able to adapt to change from the Manual Accounting to e-based system. Some of them are listed below:

e-Services

- Passenger Reservation system (PRS)
- Unreserved Ticketing System (UTS)
- Freight Operating Information System (FOIS)

e-Democracy

- Websites of Railway Board, Zonal Railways (duly exhibiting the PF Balance, loans and advances, salary bill etc., to the employees)

e-Commerce

- e-Procurement
- e-Tendering
- e-Auction

e-Management

- Advanced Financial and Railways Expenditure Management System (AFRES)
- Pay-Roll and Independent Modules (PRIME)
- ARPAN
- Material Management Information System (MMIS)
- EEMS – Electrical Energy Management System
- WISE (Workshop Information Management System)
- Parcel Management System (PMS)
- Indian Railways Projects Sanctions and Management (IRPSM)
- Crew Management System (CMS)

EDP CENTRES

EDP Centers (Electronic Data Processing) of Zonal Railways & Production Units were initially been set up in late sixties with the objective of computerizing the hitherto prevalent manual accounting system & managerial operations of respective Zones/Production Units, Divisions and Workshops.

These centers have been transformed into resource centres and nodal agency for service providers for all the IT activities of the Railway w. e. f. 16/06/2006.

DUTIES AND FUNCTIONS

IT Staff have been developing and maintaining software application, administrating operating system and administrating specialized database activities including disaster management. They also have been administrating network, data-warehouse, hardware procurement and maintenance. They have been giving technical concurrence & that of training to staff of user departments.

The nature of job in Railway IT Centres is very complex and tedious in comparison to other organizations, as Railway organization is vast and multidimensional. Its application packages are very large, more comprehensive, complex and time oriented. Modifications, Updating and Maintenance of application software packages is a regular feature due to frequent changes in rates of location, DA, different allowances, policies and other instant factors. The whole job requires regular efforts to keep pace with rapidly changing environment in the field of Information Technology.

Operating system administration/maintenance, network administration are highly technical and specialized job which are normally done by the Graduate Engineers.

Presently, software applications related to following are commonly in function in the EDP Centres, besides many others developed locally at some.

- HR Management and Pay Roll for the Administrative and Workshop employees – **PRIME.**

- Provident Fund and Pension Accounting, Financial Management, including payments, both Establishment and Expenditure, Cash Office Management – **AFRES**.
- Traffic Accounts/Statistics Department
- Wagon – **FAS**
- Coaching – **PAS**
- Material Management – **MMGT**
- Stores Department – **MMIS**
- Workshop Information System - **WIS**

Each unit, i.e. Headquarters of the Zonal Railways as well as Divisions and Workshops having decentralized set up and infrastructure, manned by the respective centres themselves, whereas major Application Software are being developed and maintained by the Headquarters IT Centre.

PROMOTIONAL AVENUE

As illustrated earlier, Operating System Administration, Data Base Administration, Installation and efficient management of different types of package, Network Administration etc. are highly technical and specialized job which are normally done by senior executives. Who are minimum graduate engineers and having lot of experience. At present, these posts are being filled with the officers from Accounts Department on ex-cadre basis. These officer are neither graduate engineers nor they have adequate experience. As a result, these jobs are being done by private entrepreneurs, IT centre are not flourishing up to the mark and private entrepreneurs are blackmailing Indian Railways. It is mainly due to non availability of IT Cadre at the apex level. It is, therefore, proposed that a full-fledged IT Cadre should be made by introducing Central Informatics Service for this new IT Cadre as also recommended by the V CPC.

EXISTING AND PROPOSED PAY SCALES

| S. N. | DESIGNATION | EXISTING PAY | Minimum of the proposed open ended pay scale |
|--------------|--------------------|---------------------|---|
| 1. | J.E.(IT) | PB-2 + GP Rs.4200 | ₹ 74000 |
| 2. | S.S.E.(IT) | PB-2 + GP Rs.4600 | ₹ 78000 |

There should be separate IT Directorate at Railway Board's level.

ALLOWANCES

HEALTH HAZARDEOUS ALLOWANCE

Computer creates Electro Magnetic Field (EMF) around them because they run on electricity. Very high EMF level have been shown to cause cancer. Long term studies indicate that effect may not apparent for decade. Repeated dose of low intensity over a period of time may be more damaging than an equivalent dose in few bursts. Possible health risk are claimed to range from facial burning or prickling sensation, problem dizziness, headache, nausea, teeth & jaw pain, memory loss , muscular aches & pains leading to cardiac palpations , higher level of miscarriage & birth defects, cancer and depression. Another common problem related to computer monitor is eye strain which leads to a range of health problems such as headaches and fatigue.

IT professionals have to work continuously in front of visual Display Unit (VDU). Professionals handling with Network-administration have to face Electro Magnetic rays emitted by network components such as LAN/WAN terminals, network management /operating system server & routers etc. it can be termed as any other ailment one has to face in his life time but at the same time it is responsibility of the employer to minimize this or compensate in the best way possible.

Hence we propose Health-hazardous allowance at the rate of 10% of basic pay to whole IT Cadre.

SKILL UPGRADATION ALLOWANCE

IT professionals need to update their knowledge in the fast growing IT field. In order to keep them abreast with the latest developments, Skill Upgradation Allowance at the rate of 10% of basic pay may be provided so that they can subscribe magazines, journals, periodical and Internet etc.

CHAPTER-XXIV **METRO RAILWAY, KOLKATA**

Kolkata, the city of joy has the distinction of being the first in India where a Metro Railway started functioning under the Indian Railway administration. The great engineering event in the urban transport history of Indian Railway commenced with the opening for passenger traffic of the first section from Esplanade to Bhowanipur on 24th October 1984, With opening of the other sections gradually, the entire section from Noapara Station to Kabi Subhas Station a stretch of about 27 km, on which, out of 24 stations, 15 stations are underground and 9 stations are on surface. Train services start from 06.45 am and work up to 09.55 pm, with 8 minutes interval at peak hours and 10 minutes during rest period. Total number of trains operated daily is 274. Currently, Metro services ply North to South of the city, connecting both ends of Eastern Railway suburban service for interchanging traffic. It has become the principle mode of transport of the city. Each train has carrying capacity of 2558 passengers. Trains runs on 750 Volt DC , third power a unique system in IR. Underground stations have electric lighting, ventilation and Air-conditioning system operated by electricity. Signalling System is also based on electric power. Tunnels and stations are kept free from flooding by operating electric pump.

At present, there are 13 AC rake and 14 Non AC rake in Metro Railway. For the AC rake, no maintenance staff has been provided. Running maintenance of rakes is done at Noapara and Kabi Subhas Car Sheds. POH are done in the POH Shop of Noapara. Mid life rehabilitation of the rakes have started at the Rehab Shop at Noapara.

Metro Railway is now the 17th Zone of the Indian Railways w.e.f. December, 2010. As per division of the Ministry of Railways for looking after the job of operation, a separate division under MRM (equivalent to DRM) will be formed. Constructions work for 70 KM consisting of 5 projects are in progress.

MANPOWER

- Non Gazetted sanctioned strength 6006 (excluding manpower for 13 AC rake.)
- Group C-3533 (Man on roll-2533) and erstwhile Group D 1473 (Man on roll 1145)
- Total vacant post-1328

In Metro Railway the Motorman have to perform the dual role that is driving as well as guard service which is unique and the doors are operated by the on duty Motorman. Besides, Passenger evacuation in case of failure of rake in the tunnel is a hazardous job. The average distance between station is 1.2. KM. so, high concentration is involved. Traffic Asstt. is a unique cadre in Metro railway who are engaged in the job of train passing as well as commercial works. The traffic Asstt. are recruited through RRB with the same parameter in regard to minimum eligibility qualification and induction Training at par with ASM of Zonal Railways. But at the time of posting they are given the commercial status. This has created chronic problem and the same is to be addressed.

There are another cadre of Fire which is also unique. They absorbed as Artisan category in Metro Railway. Commercial Porter(278 Nos.) also a unique category in Metro Railway who are utilized in Traffic Department. Cadre of Metro Railway Kolkatta, being a zone of Indian Railway, should be the same in regards to designations, mode of recruitment with eligibility qualification, followed by induction Training and pay scales/allowances as well.

CHAPTER-XXV

RESEARCH DESIGNS & STANDARDS

ORGANISATION(RDSO)

RDSO is the only organization in the country employing around 2500 personnel engaged in Research and Design activities for the benefit of Indian Railways. RDSO has been playing an important role in the development of designs and systems covering various facets of Railway infrastructure and operations. RDSO in its role as R&D organization of Indian Railways and also as technical advisor to Railway Board, Zonal Railways and Production Units is committed towards absorption, adoption and development of new technologies. Almost all disciplines of technological field viz. Electrical, Mechanical, Electronics, Civil, Computer & IT, Signal & Telecommunication, Metallurgical and Chemical Engineering etc. make this Institution a comprehensive Research and Development Organization where R&D activities pertaining to all Engineering disciplines are undertaken under one roof. RDSO has been in the forefront in the endeavors of development of new technologies and adaptation of the state of the art technology.

The primary objective of R&D is to make rail travel safer, more comfortable, reliable and economical. Efforts are also made to achieve the maximum output with the least investment in infrastructure and rolling stock. RDSO is closely interacting with the centers of excellence, eminent educational and research institutions like IITs and industries etc., so that cutting edge technology with broad vision may be developed and the knowledge of latest technological developments may be incorporated on Indian Railway system at a reasonable cost.

It undertakes the R&D activities pertaining to development of new designs, modifications of existing designs, applied/original research, standardization activities, indigenous development, import substitution, testing and result oriented evaluation pertaining to Railways, including inspection of all types of rolling stock, coaching stock, signaling equipments manufactured in the private and public sectors for use on Indian Railways.

One of the main and foremost function of RDSO is the testing of the different rolling stocks to judge the speed potential, brake efficacy, long and heavy haul etc. These tests are done in field in hazardous condition endangering life of the staff. The results of these testing are helpful in evaluating the safety and

comfort criteria of the passengers viz. stability of the vehicle by determining derailment coefficient, the riding comfort to the passengers by calculating riding index, to stop collision of train coming accidentally on the same track by developing anti -collision device etc. The long and heavy haul test of the wagons is helpful in enhancing the load carrying capacity of wagon thus generating more revenue for the Indian Railways.

RDSO broadly acts as Technical Advisor to Railway Board and Production Units. This Organization has successfully undertaken the undernoted activities for different aspects of Indian Railways.

SAFETY

- (1) Development of electronic LC gate communication system with voice logging facility.
- (2) Development of TCAS (Train Collision avoiding system)
- (3) Development of Train Safety & Warning System (TSWS)
- (4) On board display of signal aspect
- (5) Development of EP brake system
- (6) Safety Device for Aluminum gear case fitted in WAP5 Locomotives
- (7) Development of LED based light unit for SLR Coaches.
- (8) Development of automatic smoke/fire detecting system with alarm for AC LHB Coaches.

PASSENGER AMMINITIES

- (1) Designing & Development of Passenger Escalator
- (2) Development of induction heating based pantry appliances for new AC coaches trains.
- (3) Development of LED based heat code & GPS based public information system for MEMU & EMU coaches.
- (4) Provision of Laptop/Mobile charging points in EMU/MEMU coaches

INFRASTRUCTURE

- (1) Providing guide lines for the design of electric sheds to home 200 electric Locomotives
- (2) Development of LED signals for metro railway KolKatta
- (3) Development of Silicone Gel based jointing Kits for signalling & Telecom cables etc. etc.

OPERATIONAL EFFICIENCY

- (1) Designing & development of 2400 BHP mutagen set WDM2G Locomotives.
- (2) Development of 4500 HP Diesel Locomotive with HOTEL LOAD specialty.
- (3) Development of 4500 HP duel cab WDG 4D freight Locomotives.
- (4) Development of 1600 HP AC –AC Diesel Electric Multiple Units.
- (5) Development of modified bogie for WDP1 Locomotive etc.
- (6) Development of online insulation monitoring method.

INDIGEINISATION

- (1) Development indigenized crank shaft for 16 cylinder high horse power Locomotive.
- (2) Development of indigenized computerized LCC for DEMU
- (3) Indigenized development of Multi section Digital Axel Counter.
- (4) Designing & Development of Electric Interlocking System.

Besides above important activities RDSO is also undertaking inspection & quality audit and also playing advisory role for development and operational efficiency of Indian Railways.

R&D staff of RDSO which includes categories which are specific to RDSO viz. Junior Research Engineers, Sr. Section Research Engineers, JE/Design, SSE/Design, MS-1, CS-1, JE/SSE (Mechanical, Electrical, Civil etc.), STA/Traffic, CTA/Traffic etc. are a frustrated and humiliated lot due to the unjustified raw deal extended by both the previous CPCs by placing them in the grade Pays of Rs.4200 & Rs.4600 only which are equivalent or rather lower than the Grade Pay given to the non-technical and supporting staff - which has resulted in wide spread discontent and de-motivation.

Higher Recruitment qualification, longer initial training, higher responsibilities of Engineers need to be compensated.

There was no reason for i) Sr. Section Engineer with BE as recruitment qualification being placed by 6th CPC in PB 2 & GP4600; and ii) Junior Engineers -with long years of experience & Diploma Holders- being placed in PB2 GP 4200, while Diploma Holder Nurses were placed in PB 2 GP 4800 & PB 3 GP 5400.

This precarious situation must be earnestly rectified by the 7th CPC in all fairness by upgrading and allotting a suitable "Replacement pay" notionally before the new pay scales are allotted if the government desires to improve the efficiency of the system and attract suitable talent as well as retain them.

Seventh CPC is, therefore, requested to allot the following Proposed Pay Bands & Grade Pays to the following categories notionally and place them in the new scales based thereon:-

| Designation | Existing Pay Scales | Proposed Minimum of open ended pay scales |
|--|---------------------|---|
| JRE/JE(Design)/JE | PB 2 - GP 4200 | 74000 |
| SSRE/SSE (Design)/SSE | PB 2 - GP 4600 | 78000 |
| MS/CS | PB 2 -GP 4600 | 78000 |
| STA/Traffic | PB 2 - GP 4200 | 74000 |
| CTA/Traffic | PB 2 - GP 4600 | 78000 |
| Jr. Clerk | PB 1 - GP 1900 | 46000 |
| Sr. Clerk | PB 1 - GP 2800 | 56000 |
| OS | PB 2 - GP 4200 | 74000 |
| Ch. OS | PB 2 - GP 4600 | 78000 |
| *Stenographer | PB 1 - GP 2400 | 56000 |
| *Stenographer-1 | PB 2 - GP 4200 | 74000 |
| *PS/NG | PB 2 - GP 4600 | 78000 |
| * Or scales of the Stenographic categories be at par with that of Railway Board as already recommended by 6 th CPC and demanded by AIRF | | |
| Technician | PB 1 - GP 1900 | 46000 |

| | | |
|--------------------------|-------------------|------------------|
| Technician-II | PB 1 - GP 2400 | 56000 |
| Technician-I | PB – 1 GP Rs.2800 | (Sr. Technician) |
| Master Technician | PB 2 - GP 4200 | 74000 |

- Time bound promotions after every 4 years of service be provided which should ensure at least 5 promotions in the entire service period.
- PLB be made more meaningful and realistic by paying it on real wages.
- As RDSO is primarily engaged in R&D work, the core R&D categories and supporting categories which comprises of majority should be given **R&D Allowance @ at least 30% of basic pay.**
- The field staff of Testing Directorate of RDSO are engaged in testing of prototype of new designs/modified designs of rolling stock to validate the designs and increasing the speed of vehicle, increasing the brake efficiency of the stock, long haul trials to increase the hauling capacity of wagons, track monitoring run etc. in hazardous conditions endangering their lives. They should be given **Hazardous Allowance**. Similar is the condition with the staff of Track Monitoring Directorate of RDSO who are involved in the Track Recording of Indian Railways.
- **Risk Coverage Schemes** for the categories of staff engaged in testing of rolling stock in hazardous conditions that have their lives at risk while discharging their duties should be introduced.
- Classification of staff under HOER have not been done in RDSO despite repeated demands by the Union/Association, though it has been declared a Zonal Railways w.e.f. 01.01.2003. Due to this, the staff who have to work in the field during the trials for 16 to 20 hours do not get any compensation. This is the gross violation of Labour Laws in the RDSO. The categorization of the staff under HOER should be implemented and subsequent compensation be given.
- In addition, other conditions as mentioned in the Draft Reply made by AIRF to the 7th CPC Questionnaire dated 08.5.2014 are acceptable.

CHAPTER-XXVI

TEACHING STAFF

Indian Railways is having a number of schools in almost all Zonal railways upto 10+2 level wherein not only the wards of Railway employees but also children all walks of the society are undergoing studies. Most of the Railway Schools are maintaining good standard of education most being affiliated to Central Board of Secondary Education (CBSE). One of such school situated at Jharipani named Oak grove School is of International standard and a residential school both for boys & girls separately, wherein admission of the children is highly competitive because of its higher standard of education.

THE TEACHERS WORKING IN OAK GROVE SCHOOL, JHARIPANI.

This school was established way back around 125 years ago during the Colonial period India. The school is situated at the Hills near Masoori and the teachers working in this residential school are supposed to be there for all the time for students in the Campus, School and Hostel. In this Boarding School, teachers posted have to put lot of extra efforts required for any such other Boarding school. Apart from teaching they are also responsible for the Hostel Management, Sports and other extra curricular activities. The teachers and staff working in this school really need special attention and to compensate their extra working under adverse weather and difficult circumstances, they deserve for extra Special Allowance.

HISTORY OF THE PAY SCALES OF TEACHING STAFF

Way back in the year 1966 of **Octari Commission** was appointed by the Government that studies in fixing the pay according to human needs. Simultaneously, **the ILO in its meeting held from 25th Sep to 5th October 1966, also formulated the formula for fixing minimum wages.** It is pertinent to mention here that our country is a participative member of ILO and had also participated in the aforesaid meeting along with 150 other nations in Paris. The ILO resolution are parallel to Octari Commission recommendations. While the Government of India had accepted and agreed to implement the ILO resolution but the same could not be implemented fairly in the subsequent years.

Consequent upon pressing demands of the Teaching staff to implement the ILO resolution in later in spirit, the Government of India in turn appointed **Prof. D.P. Chattopadhyay Commission**, called the **National Teachers Commission in the year 1983.** The said Commission recommended pay structures, leave & promotion pattern as also social upliftment of teaching community.

6th Pay Commission have considered the representation made by Teacher's Associations & Organizations as well as AIRF and Primary Teacher's scales of pay have been fixed at par with the teachers in Kendriya Vidyalaya Sangathan.

Since, for all teachers, Ministry of Human Resource & Development is the nodal Ministry, who have accepted the working conditions, pay scales and other benefits provided to Kendriya Vidyalaya Sangathan Teachers & Staff working in Kendriya Vidyalaya Sangathan, which have also been accepted for the Teachers working in the Railways over Indian Railway Schools and Colleges.

AIRF demands that whatsoever the scales should be provided to the teachers working in Kendriya Vidyalaya Sangathan should invariably be provided to the teachers working over Indian Railways. Railway employees are working round the clock and due to their arduous nature of duties they are unable to look after their children. It has been observed by the many Commissions appointed and by Railways and this was the reason that many Ministers have given the emphasis on opening up of educational institutions for the wards of Railway Employees and also to upgrade the existing schools available with the Railways. The Ministry of Railways have also decided to form a HR Commission which was felt quite necessary, but could not take of. It is the absolute need of the day that Ministry of Railways should have a separate HR Directorate which should look after the interest of various Railway Schools, Colleges, Training Institutes, etc.

Railway Schools are functioning under Welfare scheme duly taking care of the educational needs of the wards of Railway men which gives great relief to the employees about the educational requirement of their children. As such Railway Schools need to be treated on par with Kendriya Vidyalaya, Navodaya Schools and State Government Schools.

EXISTING AND PROPOSED PAY SCALES

| Designation | 5 th CPC Pay scales | As per 6 th CPC | Proposed Minimum of open ended Pay Scales |
|--------------------------------|---|----------------------------|---|
| Primary Teacher | Rs. 6500+50% DP Rs. 3200+DA29% Rs. 3000+40% Fitment Benefit as 5 th Pay. Rs. 5200(on 6500+3250+3000 = 13000 at 40 = 5200) Total = 18200 (pre-revised 4500-7000) | PB-2 + GP Rs.4200 | 74000 |
| Trained Graduate Teacher | Rs. 7500+50% DP Rs. 3750+ DA29% Rs. 3300+40% Fitment Benefit as 5 th Pay. Rs. 5800(on 75+3300+5800 = 20370 at 40% = 5820) Total = 23450 (pre-revised 5500-9000) | PB-2 + GP Rs.4600 | 78000 |
| Post Graduate Teacher | Rs. 7500+50% DP Rs. 3750+DA 29% Rs. 4000+40% Fitment Benefit as 5 th Pay. Rs. 6700(on 8500+4250+6700 = 23450 at 40% = 6700) Total = 23450 (pre-revised 7500-12000) | PB-2 + GP Rs.4800 | 78000 |
| Head Master/ Vice Principal | - | PB-2 + GP Rs.5400 | 88000 |
| Principal(Selection Grade) | - | PB-3 + GP Rs.5400 | 102000 |

Considering the most significant work carried out by the Teaching staff not only to teach the student syllabus prescribed for different subject and classes but also their role played in Nation building by making the child a perfect and responsible citizen with all round personality development for a successful life, grossly justifies placing them in respectful wage structure for making them a true "GURU". Grant of higher pay scales and other facilities is essentially required to attract highly qualified and well-educated human resource in the field of "Education" to improve and develop the qualitative educational level in the country.

ACP SCHEME

The normal ACP and MACP scheme are not applicable in case of teaching staff as such they are guided by Chatopadyaya Commission recommendation in regard to Assured Career Progression. The existing ACP Scheme as per said recommendation is as under :-

| Category of Teacher | Entry Residency Period | Senior Scale Residency Period |
|---------------------------|------------------------|-------------------------------|
| Primary Teacher | 12 Years | 12 Years |
| Trained Graduate Teachers | 12 Years | 12 Years |
| Post Graduate Teachers | 12 Years | 12 Years |

INCENTIVE SCHEME FOR ADDITIONAL QUALIFICATION

The Railway School Teachers are to be provided with incentives for acquiring higher qualification on par with the recognition given to the Teachers of the State Government Schools. The State Government sanctions a maximum of two incentives which is equal to four increments with respect to their additional qualification.

Since acquiring high education qualification is most beneficial for Teaching professionals for building up professional competency, the undernoted Incentive Increment need to be recommended for them for motivation towards qualitative improvement in the services rendered by them.

- a) Matriculate Primary Teacher acquiring graduation : 2 Increments
- b) Matriculate Primary Teacher acquiring post graduation : 2 Increments
- c) Trained Graduate Teacher acquiring post graduation : 2 Increments
- d) Trained Graduate Teacher having M.Phil : 3 Increments
- e) Trained Graduate Teacher having Ph.D : 3 Increments
- f) Post Graduate Teacher having M.Phil : 2 Increments
- g) Post Graduate Teacher acquiring Ph.D
P.G Diploma in Education Management : 3 Increments
- h) Gazetted Head Masters and Principals having M.Phil
and Ph.D / P.G Diploma in Education Management : 2/3 Increments

In order to promote professional competency such increments are given in the educational sector in states as well as per U.G.C. norms.

LEAVE STRUCTURE

D.P. Chattopadhyaya Commission, Octrai Commission and I.L.O. resolution recommended for teachers all kinds of leave as other employees enjoy. But the present leave structure is based on the vacation, 8 days casual leave and 10 days LAP. No sick leave is given. Sickness is inevitable for every person and hence we request you to restore sick leave as in the case of other employees. The present leave enjoyed by the teachers is 18 days which is the lowest as compared to other government employees. It is observed that the leave enjoyed by the teachers in the Central Govt. is the lowest of the world.

Even though the teachers are getting different holidays and vacations it cannot be treated as leave at par. Leave can be enjoyed as per the employees' need whereas vacation is a forced leave. Even though the employee is not in need of leave one has to forcibly enjoy it. It means when teachers fall sick they do not find any leave at their disposal. This is highly unjustifiable. It is not a nature's rule that teacher will fall sick during vacations/holidays only. The LAP for Railway School Teachers may be resorted as in the 5th CPC. The present LHAP of 20 days requires many formalities and as such the Railway School

Teachers may be given 20 days LAP with 20 days LHAP as the number of working days exceeds 210 days.

The psychological reason should also be considered behind the vacations given to the students and teachers. The continuous teaching/learning process develops a stress on teachers and students. To cope up this stress the vacations and holidays are given to the schools.

Allowances for the improvement of Quality of Education:-

Railway School Teachers are not provided with any allowances. Though, they are eligible for teaching aid allowance and milk allowance. Both Teaching aid allowance and Milk allowance may be granted.

Books/Journals Allowance:-

There is a paradigm shift in the teaching learning process and Information Technology has made a big change in the field of education. In order to cope up with the new trends teacher is supposed to update knowledge. For updating knowledge one has to subscribe for different magazines, books and educational CDs. To afford these additional expenditure teachers should be given some appropriate amount of allowance per month/year.

Teaching Allowance:-

Previously teaching allowance was given to the tune of Rs. 100/- per month which was subsequently stopped. Considering the special nature of job and hazards related to the job, teachers should be given 10% of basic pay as amount of Teaching Allowance per month. Teaching allowance is given in different states to the teachers working under their administration. Job related allowances are given to various categories of professional in Railways like Nurses, Instructors in Railway Training Schools, Doctors etc. It is injustice towards teachers that they are not given any Teaching Allowance.

Railway School Teachers are treated as vacation staff and so are not eligible for transport allowance in the month of May. Railway School Teachers perform examination invigilation duty, paper valuation duty, result analysis etc. during the month of May. Hence, Teachers are not to be treated as vacation staff and Transportation Allowance to be granted through out the year. The remaining time of vacation could be utilized for arranging training programmes for high performance at any of the international educational training centers.

Interest free loan for purchase of Computers:-

Financial aid without interest to be provided to the teachers for the purchase of computers. Computers and Internet facility have become essential educational aids without which it is difficult for teachers to keep an updated knowledge.

PG Teachers of Railway Schools may be given Group 'B' Classification on par with Kendriya Vidyalaya Schools.

The Railway Schools Teachers are exempted from departmental exams. As the avenues of promotion are less for Railway School Teachers, they may be allowed to appear for departmental examination for which they are eligible.

AGE OF RETIREMENT

The age of retirement for Teaching staff of railway school should be at par with those of the Teachers of the Kendriya Vidyalaya Sangathan.

LIBRARIAN

Librarians are an important organ of any organization, particularly, which are working in the operations are an operational need. The Librarian on Indian Railways are in less numbers, but their position in the key position, particularly in RDSO, Production Units and Zonal Railways is of much important. The Librarian posted in the RDSO are responsible for maintaining a large number of catalogues and R&D Books which in turn helps to the users for bringing up the new products used to help the Railway operations, maintenance and safety. Similarly, Railway Librarian working in Production Units and Zonal Headquarters is custodian of the archive and also responsible for upkeep of books and other relevant materials required for operations and operational resources.

Librarians in the last various Pay Commissions are under Ministry of Human Resources & Development as a Nodal Ministry and whatever scales of pay and benefits have been provided to them had been implemented on the Indian Railways also with exception of few policies. AIRF, therefore, demands for similar treatment to the Indian Railway Librarian as is going to be envisaged for the Librarian working under Ministry of Human Resource & Development, the Nodal Ministry.

NON-TEACHING STAFF

EXISTING PAY SCALE

| |
|--|
| Asstt. Cook - GP Rs.1800, 1900 |
| Cook - GP Rs.2400 |
| Mashalchi - GP Rs.1800 |
| Bearer - GP Rs.1800 |
| Khidmatdar - GP Rs.1800 |
| Ayah – GP Rs.1800 |
| Mali - GP Rs.1800 |
| Khalasi - GP Rs.1800 |
| Safaiwala - GP Rs.1800 |
| Jr. Matron - GP Rs.2400 |
| Matron - GP Rs.2800 |
| Hostel Supdt. – GP Rs.4200 |
| House Keeper – GP Rs.2800 |
| Dormitory Supervisor – GP Rs.4200 |
| Tailor - GP Rs.1900 |
| Barber - GP Rs.1800 |

PROPOSED PAY SCALE

| |
|-------|
| 33000 |
| 46000 |
| 26000 |
| 26000 |
| 26000 |
| 26000 |
| 26000 |
| 26000 |
| 26000 |
| 46000 |
| 56000 |
| 74000 |
| 56000 |
| 74000 |
| 33000 |
| 33000 |

Since Oak Grove School, Jharipani(Mussoorie) is located at a place where weather condition is extreme, all the Non-Teaching Staff, who have to remain there whole year, should be provided with **Special Allowance @ 10%**.

CHAPTER-XXVII

WOMEN EMPLOYEES IN INDIAN RAILWAYS

The total workforce of Indian Railways comprises of around 5.5 % Women workers. Women employees are mainly employed in offices, Reservation offices, Hospitals, C&W Depots, Workshops, Sheds, Track Machines, Track Maintenance and even in train operation activities now a days. They are either directly recruited in various grades against open market quota, having prescribed educational qualification for the post and even higher qualification or appointed on compassionate ground, on sad demise or medical incapacitation of their husband/father.

Despite various efforts made by the Government of India, Ministry of Railways for empowerment of women workers, employed under government as also remarkable input provided by AIRF, besides regular and endeavor of this Federation in this regard, the major lot of women employees is still confronted to various social and work place problems even related to their security. Although a lot of announcement made to provide them security at workplace and elsewhere through devising some mechanism and enactment of law on the direction of the Hon'ble apex court to safeguard them from sexual harassment etc., but the situation has not improved rather deteriorated further owing to this reason certain special provisions for the women employees are necessitated which may be considered by the 7th Central Pay Commission for making positive recommendation thereon. The undernoted issues may kindly be examined to make specific recommendation to address the same.

PROVISION OF FAMILY CARE LEAVE

- While the VI CPC had recommended the provision of Child Care Leave for women employees with an optimum limit of 2 years during the entire service, for the minor children with maximum limit of two children below 18 year of age. This scheme has though provided some relief to women employees for proper look after their children, but often denied due to shortage of man power and non provision of relief. There is further need to enhance the scope of Child Care Leave by re-naming it as Family Care Leave for the following purposes:-
 - For taking care of their children of minor age without any limit of optimum number.
 - Single women taking care of their elderly / sick parents.
 - The women taking care of spouses and wards with chronic illness.
 - Women undergoing hysterectomy and mastectomy.
 - Women struggling with menopause problems
 - There should be no age limit of 18/21 years for the children for availing Child/Family Care Leave in case of Physically /Mentally retarded children.

This benefit of family & self Care Leave should also be extended to widower /divorcee male railway employee in order to take care of children & elderly sick parents.

ENHANCEMENT OF MATERNITY LEAVE

The present limit of maternity leave also to be enhanced 240 days with permission to avail family care leave in continuation of maternity leave.

ABORTION LEAVE - The present limit of Abortion Leave which is 45 days, needs to be extended to at least 60 days, so that the women concerned revoke the health properly to join their Duty.

FLEXI-TIME/WORK AT HOME - The concept of Flexi-time / Work at home one of the things, valued the most is of course, flexibility. Women Employee are not assessed based on what time they clock in, what time they clock out, but rather on their outcome their output. may be tried out on an experimental measure in some offices where jobs are measurable and further extension may be considered later. Similarly the concept of Flexi-place could be tried out in some selected areas where work even if not done at workplace is strictly measurable.

WOMEN WORK FORCE - Despite of many efforts women strength in Indian Railways is only 5.5%. There should be some special provision for encouragement of women. On the trend of “**all women bank**” Railways May also follow the pattern to promote greater participation of women employees would be to identify certain professions which could be better manned by women such as education, health, nursing care, secretarial duties, computer work etc. Further it is needed to implement the recommendations of the National Women’s Commission for 30%, sub-reservation which will automatically encourage women to equip them and be in the mainstream. Recruitment age for women may be enhanced to another 5 years.

WORKPLACE HYGIENE & SAFETY

- Transportation facilities should be provided to women employees who perform night duties. Arranging chartered 'ladies-special' buses in bigger cities.
- Since women Railway employees are working in Open line, Gates, Workshops and in sheds amidst large no. of men employees. Their safety at workplace should be strengthened. In open line the women employees need safe environment for which specific directions are required to Administration like provision of communication facility, deterrent instrument, training to defend themselves against unforeseen circumstances, etc. are to be ensured.
- **Provision for a separate fund for Basic Amenities for Women employees at the workplace.** Basic amenities may also be improved to keep maintain the prime facility of health and safety. Basic requirement of public convenience facilities for women employees may be completely met by setting aside funds for the purpose.
- **Night Duty** -In regard to Night duty for Railway women, **especially in Open line, the women employees should be exempted from Night duties, particularly in stations where work in isolation without any male assistance is needed. No women employees be deputed in night shift on road side stations/remote areas for security reasons.**
- **The Sexual harassment Enquiry Committee** constituted at different level as per verdict of the Hon'ble Apex Court should invariably have women employees representation for fair and unbiased holding of enquiry.

CHAPTER-XXVIII

PROMOTION POLICY

The promotion policy under Central Government , in general, and Ministry of Railways , in particular, has not achieved satisfactory level, despite sustained persuasions by the Organized labour. While Railway Reforms Committee constituted by the Minister of Railways, way-back in the year 1984, popularly known as SAREEN Committee had recommended to meet the aspirations, provide motivation and to keep the moral of railwaymen higher that it is necessary to have time bound promotion in all categories of railwaymen. The time gap between two promotion , as suggested by the said committee , is maximum 5 years. Whereas the scheme of time bound promotion is already available in Group “A” services of Railways, is yet to be percolate down to group “C” staff , which is grossly unjustified and unfortunate also.

The ACP/MACP Schemes and Cadre Restructuring scheme have also not been able to deliver the desired results in so far as, time bound promotion to Group “C” staff are concerned.

There are still cases where chances of promotion to Group C staff engaged in lowest scales of pay, are extremely meager with the result that they even do not find one chance of promotion throughout their career span. This is causing serious discontentment and frustration brewing among the non-gazetted staff in Indian Railways.

The Pay Commission are , therefore, requested to look into the issue and to recommend for extending the benefit of time bound promotion, as already suggested by **Railway Reforms Committee(Sareen Committee)** in the year 1984 for according justice to these staff.

CHAPTER-XXIX

PROMOTION OF GROUP ‘B’ & ‘C’ EMPLOYEES

The Direct recruitment of Engineering Graduates/equivalent qualification was started in the intermediate grades of Supervisory cadre , with the understanding to have young and dynamic officers in Group “B” , as a result of their promotion from Group “C” to Group “B” , the very purpose was subsequently forfeited because the Promotee Quota in Group “A” from Group “B” was arbitrarily, reduced by the Ministry of Railways to 25% of posts against 50% of vacancies, , prescribed by DOPT(The Nodal Ministry) . This has virtually resulted in non-promotion of adequate number of group “B” Officers to Group “A” , thereby blocking the advancement prospects of senior Supervisory level in Group “C” , particularly directly recruited from Open Market , having degree in Engineering or equivalent , which is causing serious frustration prevailing among them. This, of course, has cascading effect on group “C” employees.

The 7th CPC, are therefore, requested to examine this issue also and to recommend that the Ministry of Railways, should implement the orders of DOPT and also to timely holding of DPC for promotion of group “B” to Group “A” against 50% promotee quota to impart justice to group “B” and Group “C” employees.

CHAPTER-XXX

CASUAL LEAVE

Before implementation of 5 days working in administrative offices, the staff working in Administrative Offices/Workshops was availing 12 days Casual Leave in a year, while the staff working in Open Line, was entitled for 15 days casual leave. The entitlement of casual leave to office staff and staff working in Workshops, has been reduced from 12 days to 8 days per year and similarly in case of Open Line staff, 15 days to 11 days during a year, on the plea of implementation of 5 days working in administrative offices, as also with the reclassification of entitlement of Holidays to Railway Staff.

The working of railways being peculiar and of continuous nature for running the trains round the clock, the staff have to work for longer hours of duties and forfeit even their weekly rests. Some of the essential category of staff, who are either classified as “Intensive” or “Excluded” Category, do not find time to fulfill their family and social obligations and remain under stress and strain due to continuous working.

The 7th CPC are, therefore, requested to again look into the matter and recommend restoration of 12 days Casual Leave per year for offices and Workshop employees while 15 days casual leave per annum for the staff working in Open Line, as was available for them earlier.

CHAPTER-XXXI

HOLIDAYS

The Railwaymen working in offices /workshops and Open Line excluding those engaged in direct train operations are availing 12 days holidays per annum, whereas the other Central Government Department employees are entitled for 16 days holidays plus 2 days Restricted Holidays per year. This is highly discriminative in case of Railwaymen.

The Commission are, therefore, requested to resolve this discrimination and recommend similar number of 18 days holidays for railway staff also, as available for other Central Government employees.

INSURANCE COVERAGE

The non-gazetted employees on Indian Railways, are covered under Group Insurance Scheme, the total coverage of which, as on date, is Rs.30,000, for which Rs.30 per month are recovered from their salary in case of Group “C” staff, irrespective of their scales of pay.

This limit of insurance coverage was fixed around 30 years back and has lost its relevance in the present time, as value of Rupee has been devaluated remarkably. The Railwaymen are required to work under arduous condition as also posted in Remote Areas, terrorists affected areas and disturbed areas, the result of which there is high risk of their lives. Apart from this there are a number of cases of run over of railway employees on duty every year. Not only this, the cases of natural death in service have also increased every year, because of day by day increasing stress and strain, caused due to shortage of manpower, increasing workload, maximum capacity utilization of track, optimum utilization of rolling stock and regular introduction of new trains in the system.

The insurance coverage is, therefore, required to be increased so that the dependent family members, is not subjected to undue hardship and sometime starvation also.

AIRF, therefore, requests the Pay Commission to consider this issue and recommend increasing the Insurance Coverage up to Rs.25 lakh, so that the employees of deceased employees, could get reasonable amount for maintaining their livelihood

Raising of Upper Monetary Limit for entitlement of certain benefit in case of dependents of Railway employees.

The dependents family members of railway employees are entitled for medical facilities without any upper age limit, as also get passes and other facilities. As per the definition of “**Dependents Family Members**” of an employees , the limit of monthly income is Rs.25000 and those having monthly income higher than above upper limit ,are excluded from the purview of dependents. Owing to market inflation and sky-rocketing prices of essential commodities , the cost of living is too high now a days and upper limit of monthly income is too meager.

We , therefore, requests the 7th CPC to thoroughly look into the matter and recommend raising the upper limit of monthly income for the definition of dependents of family members to Rs.25,000 and it should be directly linked with increase in the Dearness Allowance as and when Dearness allowance gets revised.

CHAPTER-XXXII

MODIFIED ASSURED CAREER PROGRESSION SCHEME

The concept of ACP granting two financial upgradations after completion of 12 and 24 years of service was replaced by MACP scheme ensuring 3 financial upgradations after completion of 10, 20 & 30 years of service. The financial upgradations under ACP were given as per promotional hierarchy whereas in MACP it was changed to next Grade Pay which proved to be inadequate.

The under noted illustration will give a clear view of the follies in MACP scheme recommended by VI CPC:-

| POST | GRADE PAY | BENEFIT UNDER ACP | BENEFIT UNDER MACP |
|-------|-----------|---------------------|---------------------|
| Clerk | 1900 | 2800 after 12 years | 2000 after 10 years |
| | | 4200 after 24 years | 2400 after 20 years |
| | | | 2800 after 30 years |

- No benefit of MACP is provided to the cadre of Guards who are given Status promotions based on their channel of promotion.
- Employees who fails in a selection for promotion to the post in same grade pay is entitled for MACP benefit whereas those passing the selection are at receiving end and they are denied benefit of MACP on the pretext that they have got status promotion. Thus failing in a selection is advantageous rather than passing it. For example selection from ASM to Section Controller etc.
- Pharmacists are granted GP 2800 after completion of two years of service which is treated as promotion thus depriving them benefit of 3 MACPs as applicable to other categories.

- Many more such examples exist over Indian Railways thus; the scheme of MACP in its present form is not workable.

It is proposed that after completion of 5/6 years of residency period in one grade pay/time scale financial upgradation to next promotional hierarchy grade should be granted which can assure minimum six promotions or financial upgradations to all employees and officers in their service career. This will also help in combating exodus of staff and officers to public/private sector.

The scheme of financial upgradation with maximum residency period in a time scale should be uniformly applicable to all the employees and officers and it should be according to promotional hierarchy of that particular category.

CHAPTER-XXXIII

PROMOTION FROM GROUP 'B' TO GROUP 'A'

The case of Group 'B' officers of Indian Railways is altogether different from the Group 'B' officers of other Central Government Departments. In Indian Railways, the posts of Assistant Officers, the lowest rung in the gazetted cadre are held by both Group 'A' Junior Time Scale Officers and promotee Group 'B' officers with same duties, same responsibilities and same powers. The posts are also interchangeable. But in the matter of grant of scales, the Group 'B' officers are being discriminated and granted lower scale in GP 4800 in PB-2.

Presently Group 'B' Assistant Officers are in PB-2 GP 4800 and Group 'A' JTS officers are in PB-3 GP-5400. Group B officers of Accounts department have been given higher GP Rs.5400 in PB-2. In Railways 80% of Group 'B' officers have been provided GP 5400 in PB-3 but treated in Group 'B' Cadre. In such a situation if same pay scale of Group 'A' is given to 100% of Group 'B' officers it will have negligible financial implication as only 20% officers of GP 'B' are involved.

Group B officers shoulder same responsibilities, exercise same powers, and have the same duties but are treated differentially (Group-A and Group-B) only in Pay and Promotion. This illogical and artificial distinction only in Pay and Promotion is synonymous to apartheid. This artificial discrimination should be abolished.

Induction to Group 'A'

As per existing recruitment rules in 8 organized services 50% of vacancies are to be filled by promotion of Group 'B' officers and 50% by direct recruitment through UPSC. This rule provision though existing has never been followed by Railways. As an interim measure only 25% of posts in an organized services have been made available for induction to Group 'A' by promotion. This has resulted in stagnation of Group 'B' officers and they are awaiting for their promotion to Group 'A' for more than 16-18 years in Civil Engineering, Accounts and Personnel departments despite the fact that are eligible for induction to Group 'A'.

Officers working in 20 different Miscellaneous categories are facing more problems and they have to retire without induction to Group 'A' after rendering more than 20 years of group 'B' service. A glaring example of indifferent attitude can be seen that the last DPC of Education department for induction to Group 'A' was held in year 1982 and for the last more than 32 years no induction to Group 'A' has been done.

Similar is the fate of other miscellaneous cadres in some of them even recruitment rules for induction to Group 'A' do not exist.

Parity of pay and same career-path for promotions can be achieved only by amalgamating them in “Unified Gazetted Cadre” with no distinction of organized services or Miscellaneous cadre and all the officers should be treated as Gazetted officers without any distinction of Group 'B' or Group 'A'.

Recruitment of Group-B Officers : The Group 'B' Gazetted posts are filled from Group C staff, who are selected after written tests and viva-voce conducted by Selection Boards. These Selection Boards consist of 3-4 Principal Heads of Departments, whose pay scales are generally the same as those of the members of the Union Public Service Commission who conduct the selection of candidates in Group-'A' Junior Scale Officers. The whole procedure of this selection is based on the guidelines issued by UPSC. The Group 'B' officers selected have more than 12 to 15 years of work experience.

With effect from 1978, a scheme of recruitment of Group 'B' Officers called **Limited Departmental Competitive Examination(LDCE)** was started. As per this Scheme, 70% of the vacancies in Group 'B' continued to be filled as hitherto as per the seniority by positive act of selection as mentioned above, whereas balance 30% of the vacancies are filled through L.D.C.E. In other words, a merit quota - in which open competition is arranged, wherein all the supervisors in Group-C having 5years or more non-fortuitous services are eligible to appear. The examination consists of two papers consisting of professional subjects, General Knowledge, General English. Establishment matters and financial rules followed by a viva voce test conducted by a panel of three Principal Head of Departments.

The selection of Group 'B' officers is done in a truly professional manner and only extra-ordinary highly knowledgeable employees can be selected to Group 'B' cadre as the level of competition is very high. Group 'B' officers deserve same pay scale as of Group 'A' JTS as the posts occupied by both the direct and promote officers are same.

More promotional avenues need to be opened for Group 'C' staff for promotion to Group 'B' because Graduate Engineers are joining in Grade Pay 4600 who feel deprived of promotional avenues as the recruitment grade is the penultimate grade in Group 'C' and their first promotion is to Group 'B' post. Changes in the pattern of selection giving ample opportunities to them need to be introduced.

Besides Graduate Engineers Diploma holders, Law Graduates, Pharmacists, Physiotherapists etc join Group 'C' cadres with professional degrees but are denied better career prospects which is a matter of concern and need a comprehensive review of the promotional policy for such qualified employees providing more chances for induction to Group 'B'.

CHAPTER-XXXIV

DIFFERENTLY ABLED PERSONS

- 3% of vacancies are not being filled though they have been earmarked for them. Annual recruitment should be done and the quota of category where they cannot be recruited should be shifted to category earmarked for them. Special recruitment drive should be launched for them.
- Departmental selections where written test is held, the differently abled employees should be given relaxation in marks at par with SC/ST Candidate and the concept of best among failure should also be introduced to provide promotional prospects else they lag behind to compete with the employee.
- More posts should be identified for differently abled persons as the number of posts where they can perform better, are not included in the list of posts identified suitable for them.
- The quota for admission to Oak Grove School and apprenticeship training to the tune of 3% reservation for differently abled wards of railway employees must be ensured.
- Offices, clubs, auditorium, canteen, toilet etc should be provided with ramp, railing etc to make them accessible to the differently abled employee.
- Motorized wheel chair should be provided in all administrative offices at Board, Zonal and Divisional levels including field offices for use by staff in office hours to move from one place to another within the office.
- The transport allowance to differently abled employees should be paid at the enhanced rate i.e. @ 250% of other employees and this should be paid without insisting for any documentation as their recruitment has been done against the post reserved for physically handicapped persons.

CHAPTER-XXXV

SPORTS QUOTA RECRUITMENT

The Indian Railways is also recruiting outstanding sportspersons against Sports Quota at Zonal, Divisional and Workshop level, and the present Recruitment Quota under different sports categories is appended below:-

| S.N | Zonal Railway/ Production Unit | Open Advt. | Talent Scouting | | Total Quota |
|----------|---|-----------------|-----------------|------------|-------------|
| | | ZRs'/PUs' Quota | ZRs'/PUs' Quota | RSPB Quota | |
| A | Group-C | | | | |
| (i) | CR,ER,ECR,ECOR,NR,NCR,NER,NFR,NWR,SR, SCR ,SER,SECR,SWR,WR,WCR | 21 | 5 | 4 | 30 |
| (ii) | CLW,DMW,DLW,ICF, RCF,RWF,RDSO, Metro Railway/Kolkata | 10 | 3 | 2 | 15 |
| B | Group D | | | | |
| (i) | Each Headquarter of Zonal Railways | 10 | .. | .. | 10 |
| (ii) | Each Division of Zonal Railways | 5 | .. | .. | 5 |
| (iii) | DLW,ICF,RCF, CLW | 15 | .. | .. | 15 |
| (iv) | DMW,RWF, Metro Railway/Kolkata | 5 | .. | .. | 5 |
| (v) | RDSO | 3 | .. | .. | 3 |
| (vi) | Workshops (having the staff strength of 4000 or more) | 3 | .. | - | 3 |

- The number of posts earmarked for Grade Pay Rs.1800 lowest grade post is in abundance which needs to be examined.
- The minimum sports norm for recruitment in Grade Pay Rs.1800 are as under:-

| PB-1 | Grade Pay Rs.1800 | Pay Band Rs. 5200-20200 | Minimum sports norms |
|------|-------------------|-------------------------|--|
| | | | Represented the Country in any of the Category –C Championships/event or at least 3 rd Position in Federation Cup championship(Senior category) or Represented a State of equivalent Unit, except in Marathon and Cross Country in senior /Youth /Junior National Championships or at least 3 rd Position in Senior State Championships for all units and Districts of the state |

- The sports persons with such high credentials are being given recruitment in GP Rs.1800 and posted as Safaiwala, Gangman, Canteen Khallasi etc. which hurts their dignity and achievement. To overcome this situation, it is proposed that :-
- **Minimum 2%** of vacancies should be earmarked for recruitment of sports persons over Indian Railways and the quota if remains unfilled due to administrative reason should be clubbed up with next cycle of recruitment.
- Recruitment of Sports persons should be done **minimum in GP Rs.1900** and based on the achievements they should also be appointed to GP Rs.2800, GP Rs.4200 and Rs.4600.
- **Higher Grant of Pay** on recruitment should be liberally considered to retain outstanding players in railway.
- **Advance Increments** and out of turn promotion rules need to be simplified and powers delegated to Zonal Railways so that sports persons should not run from pillar to post to get the benefit.
- **Special Concession** should be provided to leave office for practice and improve their performance.
- **Kit Allowance** of Rs.5000 per annum should be paid to all sports persons including coaches and managers to purchase their equipments etc. which will boost up their morale and help in day to day practice.
- The absence from place of work to participate in practice training, events should be treated as on duty and their sparing should be ensured at all costs. Non-sparing deprive them of an opportunity which costs heavily for their sports career.
- **Transfer** of sports persons from one zone to the other either in mutual or on request should be liberalized and the limit of maximum three years be fixed for working on the recruitment zone before seeking transfer.
- Recruitment in **all disciplines** of sports should be done. Quota for women athletes and paraplegic sportspersons should be fixed within the 2% quota as demanded for sports person to ensure better recruitment prospects to them.

CHAPTER-XXXVI

ANAMOLIES OF PAY COMMISSION

It is a matter of serious concern that all the previous Pay Commissions created many anomalies, which remained unresolved upto the next Pay Commission. The anomalies of V CPC were referred to VI CPC but nothing concrete was done to address these anomalies by the VI CPC.

On the persuasion of NC/JCM, the Government constituted National and Departmental Anomalies Committees to resolve the anomalies arising out of VI CPC reports. It is unfortunate that instead of regular negotiations, nothing fruitful could emerge out of National as well as Departmental Anomalies Committees. Even the issues agreed in NC & DC Anomaly Committees remain unresolved.

The issue of fixation of pay for the promotees at the starting of the scales for that particular category (for Direct Recruits) was agreed in the National Anomaly Committee but Ministry of Finance did not approve the same, which is against the spirit of negotiated settlement under the JCM Scheme.

Similarly many issues raised in the Departmental Anomaly Committee were unanimously agreed by Railway Ministry, and referred to Ministry of Finance for concurrence which remain unresolved till today.

The Pay Commission is therefore, requests to formulate some mechanism so that the anomalies pointed out by the staff side are resolved within a period of one year of raising the anomaly. The issues referred to Ministry of Finance by Railway Ministry as an outcome of Department Anomaly Committee, that still remain unresolved are and listed under "**Annexure-A**". to this Memorandum.

CHAPTER-XXXVII

INSURANCE COVERAGE FOR RAILWAYMEN

POSTED IN HAZARDOUS PLACES

AIRF fully supports demand of NC/JCM for Insurance Scheme coverage to Government employees posted in hazardous places and disturbed areas but **Railwaymen working 365x24x7** for operation of trains there are many staff working **on Bridges, Permanent Way Staff, Trackman, Gateman, Keyman, Mate, Track Machine, TRD, Power, AC,ESM C&W/ technician, Loco & Traffic Running staff,, Operating Staff particularly working in remote areas Ticket checking, Commercial Clerks, ECRC's** deployed on the trains and posted in disturbed or extremist effected areas and other similarly placed Railwaymen deserves special insurance coverage. AIRF therefore, demands that a special insurance scheme should be envisaged for such venerable staff.

CHAPTER-XXXVIII
DETERMINATION OF MINIMUM WAGE
BASED ON SIZE OF FAMILY

AIRF fully supports the demand of minimum wage submitted in the Memorandum of NC/JCM to 7th CPC and also want to emphasis that while computing the minimum wage, we have gone strictly as per norms prescribed by 15 ILC. However we must state that 3 units norms for family prescribed by “**Doctor Aykroyd**” in the present situation is for below the requirement. The family consist not only the husband wife & two children’s but invariably includes the parents. In Indian condition they are totally depend upon earning of the employees and they are bound to look after their parents as per verdict of apex court also. If we add two more units for the family concept, the minimum wages so worked for the **three units Rs. 26,000 will be increased to Rs. 43,330**. It is urged from 7th CPC while deciding minimum wages, the concept of family size may please be considered five instead of three.

CHAPTER-XXXIX

TECHNICIANS OF THE INDIAN RAILWAYS

With the vast change in the technology in all spheres of working system of the Indian Railways, role of the technician of the Technical department has become more crucial for running train services and maintenance of railway assets efficiently.

Upgraded technology in different Technical departments has not only burdened the technicians, but also compelled them to develop their skills matching with new technologies for ensuring quality maintenance of various equipments, assets and rolling stock.

Technicians have to necessarily perform duties in the field under difficult environment. **“A non-technical staff can give quality performance under the ceiling fan, sitting in the chair, whereas a technician is required to perform maintenance, inspection, certification duties while working in the pit lines or on the rolling stock or in open yards or in mid-sections during day as well as night in spite of inclement weather and hazardous conditions.”** He is expected to discharge duties with greater concentration for ensuring that the system functions round-the-clock uninterruptedly without breakdown and safety.

Though minimum entry qualification prescribed for recruitment of technician is Matriculation ITI in relevant grade with mandatory induction Training 6 months, vast majority of candidates joining through RRB etc., are ITI/Diploma holders or Graduates and their qualification as well as skills are of great advantage to the Railways.

It may be appreciated that the Railway technicians are not mere Artisans working elsewhere. Nature of job in the Railways is technically complex, highly sophisticated and directly connected with running of trains or efficient maintenance of infrastructure and equipment. Technicians perform their duties in midst of dust, noise, pollution unlike Artisans working in other Central Government Department/Ministries.

Indian Railway technicians are responsible for safe running of trains by maintaining rolling stock, signalling equipment and use to handle *state-of-art* technology.

In view of highly skilful nature of jobs expected for running train services, combined with various adverse factors as explained above, entry pay scale of the technicians needs to be improved, and accordingly open ended pay scale of **Rs.46000** is proposed for consideration.

CHAPTER-XXXX

IN-CHARGE SENIOR SUPERVISORY OFFICIALS IN WORKSHOPS, LOCO SHEDS AND DEPOTS, STATIONS ETC.

In the Railways, senior supervisory officials in technical as well as operating establishments etc. are required to play very vital role in maintaining safety standards, improving efficiency level and ensuring increased productivity. These supervisory officials were granted pay scale of ₹ 840-1200 and ₹ 840-1040(3rd CPC pay scale) in view of their accountability and equally to empower them to exercise their authority for enhancing efficiency levels in all respects.

Unfortunately, instead of protecting their status, commensurating with the responsibilities they shoulder, the successive Pay Commissions have gradually brought down their pay scales, consequently their authority to administer the working system efficiently and their control on the staff got eroded and demoralization is noticed in frequent adoption of day-to-day modernized sophisticated technologies in all fields, i.e. Mechanical, Electrical, Civil, S&T, Engineering departments and continuous guidance to technicians to accept advancements as challenge in their quality performance. These in-charge are also directly responsible for policy planning, maintenance, material management, industrial relations, continuous skill development of technicians, production, efficiency etc., also use to be buffer between subordinate and higher-ups. This situation is adversely affecting the work culture leading to deterioration in quality and productivity.

It is worthwhile to mention that, due to rich experience and responsibilities of these supervisor in-charge, their scale of pay was kept above than Group `B' Gazetted/Class-1 officer, whom pay scale was ₹ 2000-3500/ ₹ 2200-4000 and of the then Chief Foreman presently Sr. Section Engineers was ₹ 2375-3500 during 4th CPC.

Further, as a result of implement of VI CPC report, pay scale of in-charge supervisory officials of Shop Floors, Loco Sheds, C&W Depots, C&M, S&T, Electrical, P. Way, Major Stations etc. (₹ 7450-11500) had been brought down to the level of their juniors who were in pay scale of ₹ 6500-10500. The apex pay scale of ₹ 7450-11500 has been merged with ₹ 6500-10500(GP ₹ 4600 – PB-II), causing demoralization effect on in-charge senior supervisory officials who have been made part of those in the pay scale of ₹ 6500-10500.

In order to administer the shop floors, sheds, depots, stations etc. with high degree of efficiency and discipline, it would be necessary to empower in-charge supervisory officials adequately, so that command and control can be ensured and equally their morale will get boosted for improving the system.

We, therefore, propose that such in-charge supervisory officials may be granted Gazetted status, accordingly open ended pay scale of ₹ 1,02,000 is proposed for consideration.

CHAPTER-XXXXI

EXTRANEIOUS MATTERS

It has been observed the subsequent Pay Commission has been asked in the past to suggest for uncertain extraneous issues. They have been asked to make recommendations particularly on following issues:

- **Optimizing the size of the Government Machinery;**
- **Human Resource Development;**
- **Modifying the rules of Government in the era of globalization, etc.**

These issues are nowhere related to the issue of revision of Pay Structure and other benefits, but Pay Commission attempting that the task is more or less were in nature of administration revamps at the time of their disposal to tell deeply into this matter entrusted this task to certain consultancies and adopted their reports.

The request of AIRF is that before finalizing such recommendations on the above issues on public service management and other revamps the staff side JCM must be consulted and their opinion should also be considered by the Commission. Many a times, the recommendations like freezing of vacancies, reduction in staff strength across the board, off-loading of certain tasks, transferring of the certain functions to some other agencies, changing ownership and shape of organization from Government to Corporations, encouraging contractual functions and privatization, suggestions for converting some institutions into autonomous organization are not in good taste, and, therefore, AIRF suggests that Pay Commission should try to avoid such issues, which are neither in the interest of the employees and nor in the interest of different Government Departments because of such issues often use to be a potential danger for disturbing industrial peace after submission of reports by the Pay Commissions.

We have a considered view that it will be in all appropriateness that such issues should be discussed at the forum of Joint Consultative Machinery where in the form of Standing Committee (JCM) or with the sub-groups, these can be deliberated in detail. We, therefore, suggest that the Commission should advise to the Government to refer these issues to the National Council JCM for their better appreciation.

(SHIVA GOPAL MISHRA)
GENERAL SECRETARY

DATED: 30.07.2014

**PAY SCALES PROPOSED BY THE ALL INDIA
RAILWAYMEN'S FEDERATION FOR THE
SEVENTH CENTRAL PAY COMMISSION**

OPERATING DEPARTMENT

| S.No. | Post/Designation | VI CPC | Proposed New Pay Scales of VIIth CPC |
|-------|--------------------|----------------|--------------------------------------|
| 1. | Station Master | PB-I + GP 2800 | Rs.56000 |
| 2. | Dy.Station Manager | PB-2 + GP 4200 | 74000 |
| 3. | Station Manager | PB-2 + GP 4600 | 78000 |

| S.No. | Post/Designation | VI CPC | Proposed New Pay Scales of VIIth CPC |
|-------|--------------------|----------------|--------------------------------------|
| 1. | SECTION CONTROLLER | PB-2 + GP 4200 | Rs.74000 |
| 2. | CHIEF CONTROLLER | PB-2 + GP 4600 | 78000 |

| S.No. | Post/Designation | VI CPC | Proposed New Pay Scales of VII CPC |
|-------|--------------------------|----------------|------------------------------------|
| 1. | Pointsman/Leverman | PB-1 + GP 1800 | 26000 (Pointsman Gr.III/Leverman) |
| 2. | Sr.Pointsman/Sr.Leverman | PB-1 + GP 1900 | 33000 (Pointsman Gr.II/Leverman) |
| 3. | - | - | 46000 (Pointsman Gr.I) |
| 4. | Cabinman | PB-1 + GP 1900 | 33000 |
| 5. | Sr.Cabinman | PB-1 + GP 2400 | 46000 |

| S.No. | Post/Designation | VI CPC | Proposed New Pay Scales of VII CPC |
|-------|------------------|----------------|------------------------------------|
| 1. | Switchman | PB-1 + GP 2800 | 46000 |

| S.No. | Designation | VI CPC | Proposed New Pay Scales of VII CPC |
|-------|-------------|----------------|------------------------------------|
| 1. | Gateman | PB-1 + GP 1800 | 33000 |

| S.No. | Designation | VI CPC | Proposed New Pay Scales of VII CPC |
|-------|----------------|----------------|------------------------------------|
| 1. | Station Porter | PB-1 + GP 1800 | 26000 |

| S.No. | Post/Designation | VI CPC | Proposed New Pay Scales of VII CPC |
|-------|-------------------|----------------|------------------------------------|
| 1. | Train Clerk | PB-I + GP 1900 | 46000 (Train Clerk)* |
| 2. | Sr.Train Clerk | PB-I + GP 2400 | |
| 3. | Hd. Train Clerk | PB-2 + GP 4200 | 56000 |
| 4. | Chief Train Clerk | - | 74000 |

| S.No. | Post/Designation | VI CPC | Proposed New Pay Scales of VII CPC |
|-------|-----------------------|------------------|------------------------------------|
| 1. | Shunting Jamadar | PB – 1 + GP 2400 | 46000 |
| 2. | Shunting Master | PB - 2 + GP 4200 | 56000 |
| 3. | Chief Shunting Master | New Scale | 74000 |

| Designation | Existing VIth CPC Pay structure | New Proposed Scales |
|----------------------------|---------------------------------|---------------------|
| Safaiwala/Safaiwali | PB-1+1800 | 26,000 |
| Senior Safaiwala/Safaiwali | PB-1+1900 | 33,000 |
| Asst Sanitary Supervisor | PB-1+2800 | 46,000 |
| Sanitary Supervisor | PB-2+4200 | 56,000 |
| Sr.Sanitary Supervisor | New Scale Proposed | 74000 |

| Designation | New Proposed Scales |
|--------------|---------------------|
| Traffic Asst | 56000 |

RUNNING STAFF

| DESIGNATION | PERCENTAGE | PAY & PAY BAND | PROPOSED VII CPC PAY SCALES | ADDITIONAL ALLOWANCE | REVISED DESIGNATION |
|----------------------------------|------------|----------------|-----------------------------|----------------------|----------------------------------|
| Assistant Loco Pilot | 20% | PB-1+ 1900 | 46000 | 500 | Asst Loco Pilot |
| Senior Assistant Loco Pilot | 80% | PB-1+ 2400 | 46000 | 500 | |
| Loco Pilot Shunting Grade II | 50% | -do- | 46000 | 500 | |
| Loco Pilot Shunting Grade I | 50% | PB-2+ 4200 | 56000 | 1000 | Loco Pilot Shunting |
| Loco Pilot (Goods) | 100% | -do- | 56000 | 1000 | Loco Pilot (Goods) |
| Loco Pilot (Passenger/ Motorman) | 100% | -do- | 65000* | 1500 | Loco Pilot (Passenger/ Motorman) |
| Loco Pilot (Mail/Express) | 100% | -do- | 74000 | 2000 | Loco Pilot (Mail/Express) |

*As an exceptional case, an additional scale of pay is proposed to the category of Running Staff, in view of promotion which involves Selection, Training and handling passenger carrying trains. In the case of Motorman, staff has to pass Aptitude Test (Psychology), test also.

| Designation | VI CPC Pay Band + GP | Proposed VII CPC Pay Scales | Additional Allowance |
|---------------------|----------------------|-----------------------------|----------------------|
| Asst. Guard | PB-1+1800 | 33000 | 500 |
| Goods Guard | PB-1+2800 | 46000 | 500 |
| Sr. Goods Guard | PB-2+4200 | 56000 | 1000 |
| Passenger Guard | PB-2+4200 | 65000* | 1500 |
| Sr. Passenger Guard | PB-2+4200 | | |

| | | | |
|--------------------|-----------|---------------------|------|
| Mail/Express Guard | PB-2+4200 | | |
| Guard Counsellor | - | 65000 (New Post) | 1500 |

*As an exceptional case, an additional scale of pay is proposed to the category of Running Staff, since they are working passenger carrying trains, shouldering more responsibility.

| Designation | VI CPC PayBand + GP | Proposed VII CPC Pay Scales | Additional Allowance |
|-----------------------|---------------------|---------------------------------|----------------------|
| Chief Loco Inspectors | PB-2+4600 | 74000 (Loco Inspector) | 2000 |
| | | 78000 (Chief Loco Inspector) | 2500 |

| SL. No. | Designation | Proposed 7 th CPC Pay Scale | Additional Allowance |
|---------|-------------|--|----------------------|
| 1 | Motorman | 65000* | 1500 |

FOR TECHNICIANS & TECHNICAL SUPERVISORS IN RAILWAYS

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + GP 4600 | 78000 |
| 2 | JE | PB-2 + 4200 | 74000 |
| 3 | Master Tech | PB-2 + 4200 | 74000 |
| 4 | Technician I | PB-1 + 2800 | 56000 (to be re-designated as Sr.Tech) |
| 5 | Technician II | PB-1 + 2400 | |
| 6 | Technician III | PB-1 + 1900 | 46000 * |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

*Induction to this category will be with qualification of SSC + ITI with 6 months training.

MECHANICAL DEPARTMENT

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|-------------|------------------|-------------------------------|
| 1 | SSE | PB-2 + GP 4600 | 78000 |
| 2 | JE | PB-2 + 4200 | 74000 |
| 3 | Master Tech | PB-2 + 4200 | 74000 |

| | | | |
|---|----------------|-------------|---|
| 4 | Technician I | PB-1 + 2800 | 56000 (to be re-designated as Sr.Tech) |
| 5 | Technician II | PB-1 + 2400 | |
| 6 | Technician III | PB-1 + 1900 | 46000 * |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

***Induction to this category will be with qualification of SSC + ITI with 6 months training**

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale in VII CPC | Revised Designation |
|-------|----------------------------|------------------|-------------------------------|---------------------|
| 1 | CMS | PB-2 + GP 4600 | 78000 | SSE/C&M |
| 2 | CMA | PB-2 + GP 4200 | 74000 | JE/C&M |
| 3 | Lab. Assistant Gr.I | PB-1 + 2800 | 56000 | |
| 4 | Lab Asst. Gr.II | PB-1 + 2400 | 46000 | |
| 5 | Lab Asst. Gr.III | PB-1 + 1900 | 33000 | |
| 6 | Lab Attendant/Khalasi Gr.I | PB-1 + 1900 | 33000 | |
| 7 | Lab. Attendant/ Khalasi | PB-1 + 1800 | 26000 | |

ELECTRICAL DEPARTMENT

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + GP 4600 | 78000 |
| 2 | JE | PB-2 + 4200 | 74000 |
| 3 | Master Tech | PB-2 + 4200 | 74000 |
| 4 | Technician I | PB-1 + 2800 | 56000 (to be re-designated as Sr.Tech) |
| 5 | Technician II | PB-1 + 2400 | |
| 6 | Technician III | PB-1 + 1900 | 46000 * |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

***Induction to this category will be with qualification of SSC + ITI with 6 months training**

CIVIL ENGINEERING DEPARTMENT

| S.No. | Designation | Existing 6 th CPC Pay Structure | | Proposed Minimum Pay Scale |
|-------|--|--|-------------|------------------------------------|
| | | PB | Existing GP | |
| 1. | Track Maintainer –IV/Helper | PB-1 | 1800 | 33000 (Track Maintainer Gr.III) |
| 2. | Track Maintainer – III, Keyman/Gateman/Watchman | PB-1 | 1900 | |
| 3. | Track Maintainer-II | PB-1 | 2400 | 46000 (Gr.II) |
| 4. | Track Maintainer-I | PB-1 | 2800 | 56000 (Gr.I) |
| 5 | Helper Gr.I | PB-1 | 1800 | 33000 |
| 6 | Helper Gr.II | PB-1 | 1800 | 26000 |
| 7 | Technician-III | PB-1 | 1900 | 46000* |
| 8 | Technician-II | PB-1 | 2400 | 56000 |
| 9 | Technician-I | PB-1 | 2800 | (To be designated as Sr.Tech) |
| 10 | Master Technician | PB-1 | 4200 | 74000 |
| 11. | Jr.Engineer | PB-2 | 4200 | 74000 |
| 12. | Sr.Section Engineer | PB-2 | 4600 | 78000 |

* Induction to this category will be with qualification of SSC + ITI with 6 months training.

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + GP 4600 | 78000 |
| 2 | JE | PB-2 + 4200 | 74000 |
| 3 | Master Tech | PB-2 + 4200 | 74000 |
| 4 | Technician I | PB-1 + 2800 | 56000 (to be re-designated as Sr.Tech) |
| 5 | Technician II | PB-1 + 2400 | |
| 6 | Technician III | PB-1 + 1900 | 46000 * |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

*Induction to this category will be with qualification of SSC + ITI with 6 months training

SIGNAL & TELECOMMUNICATION

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|--|------------------|---|
| 1 | SSE | PB-2 + GP 4600 | 78000 |
| 2 | JE | PB-2 + 4200 | 74000 |
| 3 | Master Maintainer | PB-2 + 4200 | 74000 |
| 4 | Technician I/WM-I/TCM-I/ESM-I | PB-1 + 2800 | 56000 (to be re-designated as Sr.Maintainer) |
| 5 | Technician II/ WM-II/TCM-II/ESM-II | PB-1 + 2400 | |
| 6 | Technician III/ WM III/TCM-III/ESM-III | PB-1 + 1900 | 46000 * |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

***Induction to this category will be with qualification of SSC + ITI with 6 months training**

| S.No. | Designation | Existing Pay Band & Grade Pay | Proposed New Pay scale open-ended |
|-------|---------------------------|-------------------------------|-----------------------------------|
| 1 | Superintendent Telephones | PB-2+GP 4600 | Rs. 78,000 |
| 2 | Chief Telephone Operator | PB-2+GP 4200 | Rs. 74,000 |
| 3 | Sr Telephone Operator | PB-1+GP 2400 | Rs. 46,000* |
| 4 | Telephone Operator | PB-1+GP 1900 | |

COMMERCIAL DEPARTMENT

CATERING STAFF

| Designation | Existing VI CPC Scale | Proposed new scale |
|--|-----------------------|------------------------------|
| Safaiwala, Cleaner Wash Boy, Watchman, Tea/Coffee Maker, Vendor-III, II, I, Salesman-II, Salesman-I, Waiter/Bearer | PB-1+ GP 1800 | 26,000 |
| Cooks | PB-1+ GP 1900 | 33000 |
| Head Cooks | PB-I + GP 2800 | 46000 |
| Master Cook | PB-2 + GP 4200 | 74000 |
| Asst Catering Manager | PB-1 + GP 2000 | 46,000 (Catering Manager) |
| Catering Manager | PB-1 + GP 2400 | |
| Catering Inspector | PB-2 + GP 4200 | 74000 |
| Chief Catering Inspector | PB-2 + GP 4600 | 78000 |

TICKET CHECKING STAFF

| Designation | Existing VI CPC Scale | Proposed new Pay scale |
|------------------------------|------------------------------|-------------------------------|
| Ticket Examiner | PB-1+GP1900 | 46000 * |
| Sr Ticket Examiner/TTE | PB-1+GP2400 | 56000 |
| Head Ticket Examiner/Dy. CTE | PB-2+GP4200 | 74000 |
| Chief Ticket Examiner | PB-2+GP4600 | 78000 |

*** Revised entry qualification of Graduation is proposed.**

COMMERCIAL CLERKS

ENTRY QUALIFICATION TO BE REVISED TO GRADUATION

| Designation | Existing VI CPC Scale | Proposed new Pay Scale |
|--------------------------|------------------------------|---|
| Commercial Clerk | PB-1+GP2000 | 46,000 * |
| Sr.Commercial Clerk | PB-1+GP2800 | 56000 |
| Hd. Commercial Clerk | PB-2+GP4200 | 74000 |
| Chief Booking Supervisor | PB-2+GP4600 | 78000 (Chief Booking Supervisor/Chief Commercial Supervisor) |

*** Revised entry qualification of Graduation is proposed.**

CANTEEN STAFF

| Designation | Existing VI CPC Scale | Proposed new Pay Scale |
|---------------------|------------------------------|-------------------------------|
| Canteen Staff Gr.I | PB-2 + 4200 | 56000 |
| Canteen Staff Gr.II | PB-1 + 2400 | 46000 * |
| Canteen StaffGr.III | PB-1 + 2000 | |
| Canteen Staff Gr.IV | PB-1 + 1900 | 33000 |

***Entry qualification of Graduation is proposed.**

COMMERCIAL INSPECTORS (COMMERCIAL, RATES, R&D & MARKET INSPECTOR)

| Designation | Existing VI CPC Scale | Proposed new Pay Scale |
|----------------------------|------------------------------|-------------------------------|
| Commercial Inspector Gr.II | PB-2+GP4200 | 74000 |
| Commercial Inspector Gr.I | PB-2+GP4600 | 78000 |

ENQUIRY-CUM-RESERVATION CLERK (ECRC)

| Designation | Existing VI CPC Scale | Proposed new Pay Scale |
|-----------------------|------------------------------|-------------------------------|
| ECRC | PB-1+GP2800 | 56,000 |
| Enquiry & Reservation | PB-2+GP4200 | 74000 |

| | | |
|--|-------------|-------|
| Supervisor | | |
| Chief Enquiry & Reservation Supervisor | PB-2+GP4600 | 78000 |

| Designation | Existing VI CPC Scale | Proposed new Pay Scale |
|----------------------------|-----------------------|------------------------|
| Publicity Inspector | PB-1+GP 2800 | 56,000 |
| Senior Publicity Inspector | PB-2+GP 4200 | 74,000 |
| Chief Publicity Inspector | PB-2+GP 4600 | 78,000 |

MEDICAL DEPARTMENT

Nursing Staff:

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|--------------------------------|-------------------|------------------------|
| Staff Nurse | PB-2+GP4600 | Rs. 74,000 |
| Nursing Sister | PB-2+GP4800 | |
| Chief Matron | PB-3+GP5400 | Rs. 78,000 |
| Asstt Nursing Officer (Gr `B`) | PB-3+GP5400 | Rs. 1,02,000 |

MID-WIFE/AUXILIARY NURSE-CUM-MID WIFE

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|---------------------------------------|-------------------|------------------------|
| Mid-wife/Auxiliary Nurse-cum-Mid Wife | PB-1+GP2800 | 46,000 |

PHARMACIST

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|------------------|-------------------|------------------------|
| Pharmacist Gr.II | PB-1+GP2800 | 56000 * |
| Pharmacist Gr.I | PB-2+GP4200 | 74000 |
| Chief Pharmacist | PB-2+GP4600 | 78000 |

*Entry qualification to be improved

HEALTH & MALARIA INSPECTOR

| Designation | Vith CPC | Proposed New Pay Scale |
|-------------|------------|------------------------|
| HMI | PB-2+ 4200 | 74000 |
| Sr.HMI | PB-2+4600 | 78000 |

RADIOGRAPHERS

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|--------------------|--------------------------|-------------------------------|
| Radiographer | PB-1+GP2800 | 56,000 |
| Chief Radiographer | PB-2+GP4200 | 74000 |

LABORATORY STAFF

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|--------------------|--------------------------|-------------------------------|
| Chemist | PB-I + 2800 | 56000 |
| Lab Superintendent | PB-2 + 4200 | 74000 |
| Chief Lab Supdt | PB-2+4600 | 78000 |

ECG/EEG/TMT/HOLTER TECHNICIAN

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|---|--------------------------|-------------------------------------|
| ECG/EEG/TMT/Holter Technicians (To be re-designated as Cardiac Technologist) | PB-1+GP2400 | 46000 |
| - | New Scale Proposed | 56000 (Sr. Cardiac Technologist) |

CARDIAC PULMONARY PUMP TECHNICIAN

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|---|--------------------------|-------------------------------|
| CARDIAC PULMONARY PUMP Technicians (To be re-designated as PERFUSIONIST) | PB-1+GP2400 | 46000 |
| - | New Scale Proposed | 56000 (Sr. Perfusionist) |

PHYSIOTHERAPIST/OCCUPATIONAL THERAPIST

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|--------------------|--------------------------|-------------------------------|
| Physiotherapist | PB-2+GP4200 | 74000 * |
| - | New Scale Proposed | 78000 (Sr. Physiotherapist) |

DIETICIAN (NUTRITION ADVISER)

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|-------------|---------------------------|------------------------|
| Dietician | PB-2 + 4200 | 74000* |
| | New Scale Proposed | 78000 |

*Revised designation proposed as **Nutrition Adviser**.

O.T. ASSISTANT/DRESSER

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|---------------------|-------------------|------------------------|
| OT Assistant Gr III | PB-1+1900 | 33000 |
| OT Assistant Gr II | PB-1+2400 | 46,000 |
| OT Assistant-I | PB-1+2800 | 56000 |

DENTAL HYGIENIST

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|------------------|--------------------|-----------------------------|
| Dental Hygienist | PB-2+4200 | 74000 |
| - | New Scale Proposed | 78000 (Sr.Dental Hygienist) |

HOSPITAL ATTENDANT

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|--------------------------|--------------------|------------------------|
| Hospital Attendant Gr.II | PB-1+1800 | 26,000 |
| Hospital Attendant Gr.I | New Scale Proposed | 33000 |

ARTIFICIAL LIMB CENTRE STAFF

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|-------------------------------------|-------------------|------------------------|
| Prosthetist & Orthotists | PB-1+2400 | 46000 |
| Sr. Prosthetist & Orthotist | PB-2+2800 | 56000 |
| Manager-Cum-Prosthetic & Orthotists | PB-2+4200 | 74000 |

HOSPITAL KITCHEN STAFF

| Designation | Existing Vith CPC | Proposed New Pay Scale |
|-------------|-------------------|------------------------|
| Cleaner | PB-1+1800 | 26000 |
| Asst Cook | PB-1+1900 | 33000 |
| Senior Cook | PB-1+2400 | 46,000 |

| | | |
|-------------|-----------|-------|
| Head Cook | PB-1+2800 | |
| Master Cook | PB-2+4200 | 74000 |

SAFAIWALA/SAFAIWALI

| Designation | Existing Vith CPC Pay structure | New Proposed Scales |
|----------------------------|--|----------------------------|
| Safaiwala/Safaiwali | PB-1+1800 | 26000 |
| Senior Safaiwala/Safaiwali | PB-1+1900 | 33000 |
| Asst Sanitary Supervisor | PB-1+2800 | 46000 |
| Sanitary Supervisor | PB-2+4200 | 56000 |
| Sr.Sanitary Supervisor | New Scale Proposed | 74000 |

X-RAY ATTENDANT

| Designation | Existing Vith CPC Pay structure | New Proposed Scales |
|----------------------|--|----------------------------|
| X-Ray Attendant | PB-1+GP1800 | 26,000 |
| X-Ray Attendant Gr.I | New Scale Proposed | 33000 |

AMBULANCE CLEANER

| Designation | Existing Vith CPC Pay structure | New Proposed Scales |
|--------------------|--|----------------------------|
| Ambulance Cleaner | PB-1+GP1800 | 26,000 |

FAMILY WELFARE ORGANIZATION

| Designation | Existing Vith CPC Pay structure | New Proposed Scales |
|---|--|----------------------------|
| Field Worker/Compilation Clerk | PB-1+2400 | 46000 |
| Sr. Field Worker/Compilation Clerk | PB-1+2800 | 56000 |
| Extension Educator | PB-2 + 4200 | 74000 |
| District Educator | PB-2+4600 | 78000 |
| Asst Health Education Officer (Gr. 'B') | PB-3+5400 | 102000 |

MISCELLANEOUS CATEGORIES

| Designation | Existing Vith CPC Pay structure | New Proposed Scales |
|--------------------------------|--|----------------------------|
| Record Assistant | PB-1+1900 | 33,000 |
| Tailor/Sewing Machine Operator | PB-1+1900 | 33,000 |
| Electric Technician | PB-1+2800 | 56,000 |

| | | |
|-------------------------------------|--------------------|--------|
| Haemo Dialysis/ Dialysis Technician | PB-2+4200 | 74000 |
| Refractionist | PB-1+2800 | 56,000 |
| Clinical Psychologist | PB-1+2800 | 56,000 |
| Speech Therapist | PB-1+2800 | 56,000 |
| Physicist Gr II | PB-2+4600 | 74,000 |
| Physicist Gr I | PB-2+5400 | 78,000 |
| Janitor | PB-2+4200 | 56000 |
| Sr.Janitor | New Scale Proposed | 74000 |

ACCOUNTS DEPARTMENT

| Designation | Existing in VI CPC | PROPOSED VII CPC PAY SCALES |
|----------------------|--------------------|-----------------------------|
| AC | PB-1+1900 | 46000 * |
| JAA | PB-1+2800 | 56000 |
| AA | PB-2+4200 | 74000 |
| AA (Non-Qualified) | PB-2 + 4600 | 74000 |
| Stock Verifier | PB-1+2800 | 74000 |
| Sr.Stock Verifier | PB-2+4200 | 78000 |
| SSO(A)/Sr.TIA/Sr.ISA | PB-2+4800 | 78000 |

* Entry qualification of Graduation proposed.

| Designation | Existing VI CPC | New Proposed Scale for 7 th CPC |
|-----------------------------|-----------------|--|
| Finger Print Examiner | GP 4200 | 74000 |
| Chief Finger Print Examiner | GP 4600 | 78000 |

CASH & PAY

| | | |
|--|------------------|----------------|
| Jr.Cashier/Jr.Clerk(Ministerial)/ Jr.Shroff | PB-1+1900 | 46000 * |
| Sr.Clerk(Ministerial) | PB-1+2800 | 56000 |
| Sr.Cashier/ADC/Hd.Shroff/ IOC/OS(Ministerial) | PB-2+4200 | 74000 |
| Sr.DC(P)/DC(Cash)/Chief OS(Ministerial) | PB-2+4600 | 78000 |

*Entry qualification of graduation is proposed

| Cadre | Existing GP in VI CPC | Proposed GP in VII CPC |
|-----------------|-----------------------|------------------------|
| Junior Engineer | GP 4200 | 74000 |
| Senior Engineer | GP 4600 | 78000 |

MINISTERIAL, INSPECTORIAL STAFF
& OTHER CATEGORIES OF STAFF

| Designation | 6 th CPC Pay Structure | Proposed |
|--------------|-----------------------------------|----------|
| Chief O.S. | PB – 2 + GP 4600 | 78000 |
| OS-II | PB – 2 + GP 4200 | 74000 |
| Senior Clerk | PB – I + GP 2800 | 56000 |
| Clerk | PB – I + GP 1900 | 46000* |

*Enhancement of minimum entry qualification “Graduate” proposed.

| Designation | 6 th CPC Pay Structure | Proposed |
|-------------|-----------------------------------|----------|
| PI/SWI | PB -2 + GP 4200 | 74000 |
| SPI/SWI | PB – 2 + GP 4600 | 78000 |

| Designation | 6 th CPC Pay Structure | Proposed pay scale |
|---------------|-----------------------------------|--------------------|
| Jr. Typist | PB – 1 + 1900 | 46000* |
| Senior Typist | PB – 1 + 2400 | |
| Head Typist | PB – 2 + 4200 | 74000 |
| Supdt. Typing | PB – 2 + 4600 | 78000 |

*Entry Qualification of Graduation is proposed.

| Designation | 6 th CPC Pay Structure | Proposed New Pay Scale |
|----------------------|------------------------------------|------------------------|
| Stenographer Gr. II | PB-1 + G 2400 | 46000 |
| Stenographer Gr.I | PB-2 + GP 4600 | 74000 |
| Private Secretary-II | PB-2 + GP 4800 | |
| Private Secretary-I | PB-3 + GP 5400 (Non-functional) | 88000 |
| PPS | PB-3 + GP 6600 | 102000 |
| Sr.PPS | PB-3 + GP 7600 | 120000 |
| PSO | PB-4 + GP 8900 | 148000 |

| Designation | 6 th CPC Pay Structure | Proposed |
|-----------------|-----------------------------------|----------|
| Chief Law Asstt | PB – 2 + GP 4600 | 78000 |

| Designation | Existing VIth CPC Pay Structure | New Proposed Scale |
|---------------|---------------------------------|--------------------|
| Jr.Translator | PB – 2 + GP 4200 | 74000 |
| Sr.Translator | PB – 2 + GP 4600 | 78000 |

| Designation | Existing Vth CPC Scale | Proposed scale |
|---------------------------|------------------------|----------------|
| Clerk | PB-1+GP1900 | 46000* |
| Senior Clerk | PB-1+GP2800 | 56000 |
| Statistical Inspector | PB-2+GP4200 | 74000 |
| Sr. Statistical Inspector | PB-2+GP4600 | 78000 |

*Entry qualification of minimum Graduation is proposed.

TEACHING STAFF (RAILWAY SCHOOLS)

| Designation | 6 th CPC Pay Structure | Proposed |
|-----------------------------|-----------------------------------|----------|
| Primary School Teacher | PB – 2+ GP 4200 | 56000 |
| Trained Graduate Teacher | PB – 2 + GP 4600 | 74000 |
| Post Graduate Teacher | PB – 2 + GP 4800 | 78000 |
| HM/Vice Principal | PB – 2 + GP 5400 | 88000 |
| Principal (Selection Grade) | PB – 3 + GP 5400 | 102000 |

NON-STATUTORY/ STATUTORY CANTEEN STAFF

| Designation | Existing 6 th CPC Scales | Proposed |
|---------------------|-------------------------------------|----------|
| Bearer/Cleaner | PB-1+GP1800 | 26,000 |
| Cook | PB-1+GP2000 | 33,000 |
| Sr Cook | PB-1+GP2400 | 46000 |
| Manager-II | PB-1+GP2000 | 33000 |
| Manager-I | PB-1+GP2400 | 46000 |
| Senior/Head Manager | PB-2+GP4200 | 74000 |

STORES DEPARTMENT

| Category | Pay band | Grade pay | Proposed Pay Scale for 7 th CPC |
|-----------------------------|--------------|-----------|--|
| DMS CADRE | | | |
| CDMS | 9300 - 34800 | 4600 | 78000 |
| DMS | 9300 - 34800 | 4200 | 74000 |
| MINISTERIAL CADRE | | | |
| Ch.OS | 9300 – 34800 | 4600 | 78000 |
| OS | 9300 - 34800 | 4200 | 74000 |
| Sr. Clerk | 5200-20200 | 2800 | 56000 |
| Jr. Clerk | 5200-20200 | 1900 | 46000 * |
| ARTISAN STAFF/DRIVER | | | |
| Tech III | 5200-20200 | 1900 | 46000 ** |
| Tech II | 5200-20200 | 2400 | 56000 (Sr.Tech) |
| Tech I | 9300 - 34800 | 2800 | |

| <u>PAINTER</u> | | | |
|-------------------------------|--------------------|------|---------------------|
| Painter Sr.Tech | 9300 - 34800 | 4200 | 74000 (Master Tech) |
| Painter Tech Gr.I | 9300 - 34800 | 2800 | 56000 (Sr.Tech) |
| Painter Tech Gr.II | 5200-20200 | 2400 | |
| Painter Tech Gr.III | 5200-20200 | 1900 | 46000 ** |
| <u>CARPENTER</u> | | | |
| Carpenter/Tech I/ Tinsmith | 9300 - 34800 | 2800 | 56000 |
| Carpenter Tech II | 5200-20200 | 2400 | |
| Carpenter Tech III | 5200-20200 | 1900 | 46000** |
| <u>TECHNICIANS</u> | | | |
| Fitter Tech III | 5200-20200 | 1900 | 46000** |
| DRCD Tech II | 5200-20200 | 2400 | |
| <u>MISC CATEGORIES</u> | | | |
| M/Checker | 5200-20200 | 1800 | 26000 |
| Gestetner/ M/Operator | 5200-20200 | 1900 | 33000 |
| Jamadar | 5200-20200 | 1800 | 33000 |
| Helper | 5200-20200 | 1800 | 33000 |
| Khalasi/Helper | 5200-20200 | 1800 | 26000 |
| Duftry | 5200-20200 | 1800 | 33000 |
| Jamedar Peon | 5200-20200 | 1800 | 33000 |
| Office Boy / Peon | 5200-20200 | 1800 | 26000 |
| Safaiwala | 5200-20200 | 1800 | 26000 |
| Water Man | 5200-20200 | 1800 | 26000 |
| Record Sorter | 5200-20200 | 1800 | 33000 |
| Record Sorter | New Scale Proposed | | 46000 |

*Entry qualification should be Graduation

** Induction to this category will be with minimum qualification of SSC + ITI with 6 months training.