



NFIR

National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No.IV/NFIR/7th CPC/2013/Pt.II

Dated: 28th July, 2014

**THE MEMBER SECRETARY,
SEVENTH CENTRAL PAY COMMISSION,
CHHATRAPATI SHIVAJI BHAVAN,
IIFT, BLOCK 'B',
QUTUB INSTITUTIONAL AREA,
NEAR SITARAM BHARATIYA INSTITUTE
OF SCIENCE & RESEARCH,
NEW DELHI - 110016**

Respected Madam,

Sub: NFIR's Memorandum to Seventh Central Pay Commission – reg.

- Ref: 1. Your D.O. No 7th CPC/19/Memorandum/13, dated 29/04/2014.
2. NFIR's letter No.IV/NFIR/7th CPC/2013/Pt.II dated 1st May, 2014.
3. NFIR's letter No.IV/NFIR/7th CPC/2013, dated 24th May, 2014.

Kindly find enclosed NFIR's Memorandum on proposed pay structure, allowances etc., for various categories of employees on Indian Railways. The memorandum contains **Twenty Two Chapters**, in **191 pages**.

Federation trusts that the Hon'ble Pay Commission would give serious consideration to the inputs of this memorandum. Federation is equally confident that the Pay Commission would convey in advance the dates on which our delegation can meet the Pay Commission for explaining the case of Railwaymen/Women.

The affiliates of NFIR in 17 Zonal Railways besides Production Units will also meet the Pay Commission during its visit to different places to make submissions. It is requested that adequate time may also be provided to NFIR affiliates.

Incidentally, it is mentioned that NFIR representatives accompanied by the activists of different categories of employees had availed several opportunities and explained our case before the VI Central Pay Commission. We are sure that the VII Central Pay Commission will also provide adequate time to NFIR to explain the case of Rail Workforce.

With regards,

Yours sincerely,

(M.Raghavaiah)
General Secretary

Encl: Memorandum (191 Pages)

N F I R



MEMORANDUM

SUBMITTED

TO

SEVENTH CENTRAL PAY COMMISSION

BY

NATIONAL FEDERATION OF

INDIAN RAILWAYMEN

3, CHELMSFORD ROAD, NEW DELHI - 110055



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FOREWORD

The demand for setting up of "VII Central Pay Commission" raised by NFIR and consistent struggles by the employees in support of it, had compelled the Central Government to issue Notification vide No. 1/1/2013-E.III (A) dated 28th February 2014, constituting 7th CPC under the Chairmanship of Justice Ashok Kumar Mathur.

Thereafter, NFIR received communication from VII CPC seeking memorandum. Accordingly, this Memorandum has been drafted and finalized after lengthy discussions with Federation Office Bearers and representatives of affiliated Unions.

Preparation of comprehensive and exhaustive Memorandum relating to duties, responsibilities, complexities, accountability, pay structures granted from time to time and finalizing the proposed pay structure and allowances etc., to be placed before 7th CPC covering all categories of railway employees was a gigantic task which has however been accomplished due to the co-operation and assistance extended by our office bearers and members.

Marathon Sessions commenced from June, 4, 2014 onwards in association with hundreds of Cadre as well staff and the inputs provided on job profiles of each category have contributed a lot for the preparation of this massive Memorandum. During the lengthy deliberations, NFIR Office Bearers have taken part effectively and assisted the team members for preparation of cogent draft, which has been finalized after vetting more than once. Entire NFIR Secretariat has contributed a lot by working overtime continuously during the process of shaping memorandum within the time schedule. They deserve special compliments for their devotion throughout the period of 55 days from June 4, 2014.

Every attempt has been made to bring out in the memorandum, the intricacies of the Railways working, complex nature of duties combined with risk factors besides the fact that due justice was not done by previous Pay Commissions to the rail work force to facilitate VII CPC to consider all these aspects.

I am confident that the Railway Employees would feel satisfied of the material placed in the Memorandum and equally pay structures and allowances etc., proposed for consideration of 7th CPC.

I welcome comments, observations and views of the readers which may be useful for taking further action.

NEW DELHI
JULY 28, 2014


(M. RAGHAVAIAH)
GENERAL SECRETARY

NFIR'S MEMORANDUM TO VII CPC

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CHAPTER – I
INDIAN RAILWAYS
PREAMBLE

MODEST BEGINNING TRANSFORMED INTO NATION’S LIFE LINE

From a very modest beginning in the year 1853, when the first train rolled out from Mumbai to Thane travelling a distance of 34 kilometers, Indian Railways has grown into a vast network of 7172 railway stations spread over a route length of 65,436 Kilometers with a fleet of 9956 locomotives, 63870 passenger coaches and 2.44 Lakh wagons for freight loading as on 31st March, 2013.

Indian Railways is an Indian state - owned enterprise, totally owned and operated by the Government of India through the Ministry of Railways. It is one of the world's largest transportation network. It carries over 840 crores passengers annually or more than 2.4 crore passengers daily and 3 million tonnes of freight daily in more than 7000 freight trains. It generates revenues of Rs.1,39,558 crores which consists of Rs.1,08,235 crores from freight and Rs. 31,322.84 crores from passenger traffic. During the year 2012-13, the Indian Railways have moved 1050 million tonnes of freight and joined the select Billion Tonne Club of USA, China & Russia as 4th member.

The Indian Railways has been a great integrating force during the last more than 150 years. Its role has been crucial for accelerating the development of industry and agriculture in the country. The growth of Indian Railways in over 150 years of its existence is thus phenomenal. Indian Railways plays key role in the economic, industrial and social development and equally on the GDP of the country.

The Indian Railways network binds the social, cultural and economic fabric of the Nation and integrates the whole country, removing the distance barriers for betterment of its people.

SELF RELIANT ORGANISATION

Indian Railways has its own production units for manufacturing of locomotives, wagons and coaches which are produced at several locations in India. I.R. also manufactures majority of its rolling stock and heavy engineering components at its six manufacturing plants, called Production Units, the same are also managed and controlled directly by the Railway Ministry. Over the years, Indian Railways has not only achieved by and large self - sufficiency in production of rolling stock in the country but has also exported some of the rolling stock to neighbouring countries like Bangladesh. Each of the Production Units is headed by a General Manager, also reporting directly to the Railway Board (Railway Ministry).

THE DEDICATED WORKFORCE

IR employs, about 1.4 million dedicated work force, among whom the frontline as well public image categories staff are directly connected with train operations, customer service, work round the clock including at the remote locations, away from all the civic amenities in an environment exposed to all vagaries of weather conditions, working against normal human biological clock, with sole mission of safe & efficient train operations in carrying the freight and passengers rendering the Indian Railways as Nation’s life line.

ORGANISATIONAL STRUCTURE

Indian Railways consists of 17 Zones under which 68 divisions function. Each of the seventeen zones is headed by a General Manager who reports directly to the Railway Board. The Divisions are under the control of Divisional Railway Managers (DRMs) assisted by Divisional

Officers of Engineering, Mechanical, Electrical, Signal and Telecommunication, Accounts, Personnel, Operating, Commercial, Security, Medical, Stores and Safety Branches. These officers report to the Divisional Railway Managers and are also in charge of operations and maintenance of assets at field levels. Further down the hierarchy there are the Station Masters who control individual stations and the trains movement through the track territory under the stations' jurisdiction. There are also Depot Officials who are in-charge of establishments and assets of different departments.

HUMAN RESOURCE - RECRUITMENT AND TRAINING

To manage the gigantic system, the Indian Railways has manpower in the following categories:-

| | | |
|-----------|---|--------------|
| Group 'A' | - | Gazetted |
| Group 'B' | - | Gazetted |
| Group 'C' | - | Non-Gazetted |

Note :- Consequent upon the implementation of the recommendations of VI th CPC, the Group 'D' employees are placed in lowest GP Rs.1800+Pay Band-I after imparting training with corresponding increase of minimum qualification as Matriculation or ITI, thus there is no Group 'D' post in Railways.

While the Group 'A' posts are filled through Union Public Service Commission, induction into Group 'B' Gazetted service is made from amongst Group 'C' staff by holding selections. The induction in Group 'C' on the Indian Railways is done through 20 Railway Recruitment Boards besides Railway Recruitment Cells which are controlled by the Railway Recruitment Control Board (RRCB) of Railway Ministry (Railway Board) and General Managers of Zonal Railways respectively.

The training to the staff recruited in various cadres is imparted by Centralized/Zonal Training Institutes located at different places in Railways.

OTHER ANCILLARY ORGANISATIONS

There also exist independent organizations under the control of the Railway Board for electrification, modernization, research & design and training of officers. Each of the Organization is headed by an officer of the rank of General Manager. A number of Public Sector Undertakings, which perform railway-related functions like consultancy to ticketing, also function under the administrative control of the Ministry of Railways.

OTHER PUBLIC UNDERTAKINGS OF RAILWAYS

There are fourteen public undertakings under the administrative control of the Ministry of Railways, namely Bharat Wagon and Engineering Co. Ltd. (BWEL), Centre for Railway Information Systems (CRIS), Container Corporation of India Limited (CONCOR), Dedicated Freight Corridor Corporation of India Limited (DFCCIL), Indian Railways Catering and Tourism Corporation Limited (IRCTC), IRCON International Limited (IRCON), Indian Railways Finance Corporation Limited (IRFC), Konkan Railway Corporation Limited (KRCL), Mumbai Rail Vikas Corporation (MRVC), Railtel Corporation of India Limited (Rail Tel), Rail India Technical and Economic Services Limited (RITES), Rail Vikas Nigam Limited (RVNL), Burn Standard and Co. Ltd (BSCL) and Braithwaite & Co. Ltd (BCL).

REVENUE EARNINGS

Indian Railways earns about 70% of its revenues from freight traffic (Rs. 139558 crores from freight and Rs. 31,322.84 crores from passengers in 2012-13). Most of its profits come from transporting freight.

SOCIAL SERVICE OBLIGATION

As a part of social obligation Indian Railways carries (i) Essential commodities below operational cost; (ii) operates Passenger and other coaching services; (iii) Operates uneconomic branch lines. Certain new lines have also laid for traffic during the last 15 years. These costs in fact impinge upon the viability of Indian Railways system.

IR incur losses every year by performing a variety of unremunerative services. These losses are mostly due to low ordinary second class fare, suburban and non-suburban season fare, a variety of concessions granted on passenger ticket and transportation of certain commodities below cost. Working of uneconomic branch lines, too, imposes a heavy burden on IR's Finances. A gap is thus created between the revenue income generated through these services and their running costs. The losses incurred by I.R., for fulfilling social obligations are over Rs.20,000 crores which constitute 16.2% of total revenue earnings and 18% of the total working expenditure.

INDIAN RAILWAYS – FUTURE SCENARIO

Indian Railways is vast in scope and spread, multidisciplinary in form and character, and technological in substance and thrust. Railways have always been in the vanguard of industrial progress, opening up new frontiers, binding the nation with bonds of steel. While new professions in engineering, manufacturing and construction grew up because of the Railways, creating new opportunity, technology, invention and change. Railways transport people and goods in an eco-friendly, energy-efficient, economical, smooth, comfortable and safe manner, with work force engaged in round-the-clock effort with devotion and courage, in arduous climate and terrain, often facing the fury of raw nature, to achieve the objectives of speed and safety.

The railways hardware is now almost entirely different compared to decades ago. Perhaps, the only thing that has not changed is the "Concept of Wheels" running on rails. Old telegraph lines have been replaced by radio, microwave towers & optic fibre cable. Now Rails, continuously welded, are laid on thick ballast cushion and concrete sleepers with elastic fastenings. Ballastless tracks are also laid. Instead of semaphore signals, we have colour light signals, route-relay interlocking and centralized traffic control. The state-of-the-art electric and diesel locomotives have almost totally replaced the fabled 'iron-horse'. And, the microchip and infotech are poised to revolutionize railways working. Research and Development has been a continuous process in the Railways to cope with 'growth with change' and to meet the needs of the Nation and the customers. The Training Centres and Institutes provide the necessary support in updating and upgrading skills and competencies in every function/operations.

Thus, Indian Railways is not only an important infrastructure serving the nation but also highly technical, professional, complex and complicated enterprise. And among the four major ingredients of the railway environment- technology, productivity, quality, working people - it takes the last to put it all together with their high degree of knowledge, improved skills, dedication and adaptability. They deserve suitable, just and fair compensation for their physical efforts, mental abilities while working round the clock in all conceivable weather and inhospitable working conditions coupled with complex nature of work.

It is envisaged that future challenges in Indian Railways will need reorientation and reshaping strategies to meet various financial and operational objectives. Some of these aspects are described hereunder.

ENGINEERING - PERMANENT WAY ETC.,

Fixed assets on Indian Railways such as P. Way, Bridges and Buildings will have newer technology for construction and maintenance. Mechanization will be at the core of maintenance and newer version of Material handling machines will be available. Push Trolley and Motor Trolley will be replaced by inspection in power TRCC, Spurt Car etc. A great challenge will be in the status of Track Maintainers who will be well educated, skilled and made well proficient in Track Technology. A Track Maintainer of future would move on a mechanized transport and will lead a

life of human dignity and be able to lead quality family life with availability of all necessities needed by any other town dweller with education and market facilities for the family members.

Responding to the plea made by NFIR, the Railway Ministry had constituted a Joint Committee of Executive Directors of Railway Board and General Secretaries of both the Federations to consider for career progression of Trackman categories. On the recommendations of the committee, the Railway Ministry has revised the cadre structure with revised designation as “Track Maintainer” Grade IV, III, II & I.

The distribution of cadre strength amongst Track Maintainer (TM) Grades IV, III, II & I has been revised as 60%, 22%, 12% & 6% respectively as against the Committee’s recommendation for distribution at the ratio of 50, 20, 20 and 10 respectively. NFIR has taken up at Railway Ministry level urging implementation of Joint Committee Report in toto. The Railway Ministry has however not responded yet.

A good Tracks Management system will be in operation, fully mechanized with multipurpose mobile track machines.

SIGNALLING & TELECOMMUNICATION

With rapid growth of passenger and goods traffic, to ensure speedier and safe movements, the need for a modern Railway Signalling system has become imperative and the arrangement inter-alia provide for the following:

1. Safety enhancement
2. Optimization of line capacity
3. Efficient and safe train control
4. Real time Train running information

Some of the measures to realize future Vision of Indian Railways include:

- (i) Electronic Interlocking
- (ii) Integrated Power supply
- (iii) Digital Axle counters
- (iv) LED signal lamps
- (v) Optic fibre cables
- (vi) External clamp lock with rated life of one million operations of Point machines
- (vii) Optical fibre/Radio Control Circuit
- (viii) Automatic Barrier for level crossing protection
- (ix) Automatic Train Control & Auxiliary Warning System.
- (x) Train Actuated warning device for users at Unmanned level crossings.

In essence an Integrated Train Management system will be in use.

ROLLING STOCK

Introduction of Micro Processor Based Control systems in Diesel & Electrical Traction will spearhead heavy haul operation through use of multiple locos. Fuel cell powered locos will be a new development. High speed Track friendly wagons (140-160 kmph), with axle load of 25-30 with a pay load to take ratio of 3.5. to 4 will optimize freight movement.

Passenger coaches will be capable of running at high speeds up to 300 kmph, with high standards of comfort and ambience. All modern day comforts including TV, Internet Wi-Fi etc. will be available in all coaches. The design of coaches will be done to give maximum comfort to passenger including proper catering arrangements of high quality & on the move work station.

ENERGY OF RESOURCES

Amongst the futuristic Scenario in Energy Management includes:

- Energy efficient locos
- Lighter coaches and wagons (LHB Coaches)
- 3-Phase technology for locos
- Aero-dynamic profiling
- Use of alternate fuels
- Reduction of friction between wheel and wheel flange by better bogie designs and by flame lubrication
- Development of new and renewable sources of energy.

Future Scenario-Operations and Human Resources

The Indian Railways, plans to occupy the 1st position in International Railways system. This will include doubling of Rail Transport capacity, enhancing the average speed of passenger trains from 55 to above 100 kmph and of goods trains from current 24 kmph to 60 kmph. Thus the carriage of men and materials will move faster. Apart from financial requirements there is also requirement for updating and upgrading skills and also competency levels. The increases in physical outputs will be accompanied by use of advanced and modern state of art technology. A whole new concept of reshaping and redefining the quality of human resources and associated processes and system needs focused attention and consequently the compensation package. A well qualified and skilled employee **in critical functions who is adequately paid for his competence and execution of tasks will go a long way in total actualization of the vision of Indian Railways.**

Uniqueness of Categories in Indian Railways

As stated earlier the operations in Indian Railways entails certain uniqueness which is exclusive in nature and finds no comparison else-where. Usually many activities in Industrial operations are limited to mere value addition by the stationary employee who is a converter of input (raw materials/semi-finished items) into an output (finished product or input to succeeding operations). In addition, no other sub function of operations viz material handling, inspection, maintenance, self certifying, communication etc., devolves around them. Taking case of the lowest functionary viz. Track Maintainer the sheer role and weight of responsibilities for his action places him in a unique position by virtue of following character of duties.

- (i) Carries his materials to work spots along the designated kms of route length daily in all weather conditions.
- (ii) Constant mobility for maintenance is the basic essential activity.
- (iii) Recording and communicating abnormalities is key responsibility.
- (iv) Continuously active on surface of every conceivable nature.
- (v) Spotting and attending to any abnormality in track which appears to be developing into major problem endangering safety underscores the aspects of Inspection and self certifying nature of the job.
- (vi) Operating in inhospitable environment under open sky without shelter.
- (vii) Experiences the vagaries of weather – Dense Fog or Bone chilling temperature, cyclones or hail storms, squally winds or scorching heat and yet the duty continues uninterruptedly.
- (viii) Perpetual loss of human Dignity – Litter, garbage and human body refuse thrown from moving train by the passengers.
- (ix) Prone to injuries/discomfort/fatality due to attacks by reptiles, wild animals etc., and run over while on duty, alone and without any personal safety.

Railway Ministry has stated on record that Track Maintainers are front line Safety category staff (vide Railway Board letter No. E(P&A)I-2001/RT-2 (KW) dated 2/01/2004, RBE 4/2004),

whose nature of job involves heavy manual labour, high skills in the laying of tracks, its repair & maintenance and patrolling performed in the open environment and as a result the infirmities associated with the ageing processes and spinal and back problems catch up quite early in life.

Is there any other comparable experience in any other jobs/activities? This is a glimpse of a railway employee working in the lowest scale of pay operating in the system. There are many more such categories which include almost all facets of activities from Planning to execution, from monitoring to inspection, from communicating to decision making on the spot. The compensation in lieu is totally out of tune with heavy risks and responsibilities especially for those dealing with safety of men and materials.

Yet another category which is subjected to heavy work pressure encompassing different characteristics of 'Management' is that of a Station Master more particularly of a Railway Station with heavier volume of Traffic. Besides being responsible for safe and scheduled movement of Passenger Trains or Goods Trains a Station Master is a trouble shooter, communicator, Decision maker, who handles Public Grievance, ensures Upkeep and Maintenance of Railway property on the premises, Project Management (Scheduling, Parking, Prioritization, Resource allocation), Commercial, Public Relations etc. amongst the host of activities undertaken. He is also bonded and chained to his duty spot. Becomes a virtual recluse in discharge of duties particularly at way side stations. **Does the compensation given does justice to his arduous task?** However an intra scale comparison vis-a-vis activities performed in other Industry/Operations would reveal that for the enormity of tasks and for reasons of risks and responsibilities the compensation paid is just a pittance and defies logic.

Running Staff is yet another category which needs proper appreciation of job, responsibility and working conditions and operational hazards. Loco Pilot and Train Guard are of specific entities who operate in maximum possible risk conditions. In case of collision, for one of them it is a fatal event. Alertness, concentration, reactions and responses are the major attributes of job. Apart from multiplicity of Safety requirements and concern for punctuality in operations and maintenance of running parameters, the added pressure comes from prolonged and regularly frequent absence away from family warmth.

Yet another uniqueness is that being in the domain of Public Service with speed and safety as an overriding concern the Railway employees have integral duties and responsibilities. Almost every job in "Open line" has unique characteristic, distinctive responsibilities, unmitigated hazards, inhospitable environment and regimented conditions of work. It is hoped that Pay Commission may appreciate the **rough and rigours of Railway Employee's job and give extra consideration in evolving compensation package of Pay, Allowances and Perks to meet the aspirations of employees for a just and equitable relief.**

Indian economy comprises of three sectors-Agriculture, Industry and the Services sector. The Services sector constitutes Transport, Banking, Telecom and the Post with the newly added IT. Together, this sector constitutes the 12th largest in the world by nominal GDP and 4th largest in terms of purchasing power. Its share in the GDP is almost 57% and any growth stimulus virtually lies inside the infrastructural connectivity between Railways and other components of the Services Sector.

The bottom line is that even inside a decelerating GDP growth of around 4.6% for the current quarter of 2014, the contribution of Indian Railways is 1% which underlines the significance of strengthening the Indian Railways for a new dynamic role in the economic planning perspective.

Indian Railways has been defined as 'Government owned departmental commercial enterprise' as per the codal provisions, signifying that its role is two pronged-serving the society and helping the government in contributing to the GDP. It is run like a Government organization

but its accounts are maintained to suit both the government's compilation basis and the commercial parlance. Truly, it serves as the catalyst. It is the nervous system of the nation and any leverage from any kind of economic policy is not only absorbed by it but passed on to several other sectors as well. The economic health of the nation is also reflected in the condition of transport it provides. **Evidently, the strength of its human capital is the strength of the organization.**

WHAT MAKES INDIAN RAILWAYS SINGULARLY DIFFERENT

1. Well if Indian Railways as an organization was like any other organization, it would not have been created through an Act of the Parliament and would not have had an independent Ministry of its own! Its very nature required an exclusive administration, budgeting, financial planning, security, engineering (Mechanical, Electrical and Civil), Stores and of course a magnificent Signalling and Telecom network. It is quite a government of its own. The Railway Budget is therefore presented before the annual General Budget every year. Like the pulse of the human body which indicates the health or otherwise of an individual, it is the Indian Railways which can be studied before understanding the state of the Indian economy. The organization assimilates many a dimensions of the performance of the Indian economy.
2. The capital structure is 'Capital at Charge' signifying that all assets created or recreated need to be charged with a liability of dividend payment since the capital is invested by the Government of India. Yet, this is 'voted' expenditure and is voted in the Parliament. Every penny is to be accounted for and there is a huge responsibility on every individual contributing to the running of a train-passenger or goods.
3. It is therefore an earning Ministry unlike the Defence Ministry which is a spending organisation. Further, no other Ministry meets its expenditure from within its own resources. It should be pointed out here that Indian Railways' Pension and PF liability are met from its own resources whereas other Ministries do not have to do it. If this burden is taken away, the Organization's financial health and its capacity to invest in profitable ventures could have been huge. Secondly, the staff could have been provided with adequate salary packages and professionally equipped infrastructure and world class training facilities. In a way, Indian Railways bears a cross and quite a painful one. The 12th Five Year Plan document has urged Indian Railways to generate one lakh crores from internal resources. The expectations of the Planning Commission from the employees and their capabilities in contributing to productivity are immense and this is evidence enough for the thrust on performance. But performance depends on pragmatic pay structures. Quite clearly, pay structures ought not to be mere pay for work but should be an encouraging incentive for more efficient & productive work. This is central to a well nourished human capital.
4. Indian Railways' social obligation is huge. During the year 2012-13 alone, it was over Rs.20,000 crores approximately which is 16.2% of total revenue and 18% of total working expenditure. Indian Railways is in the service of the nation's varied and complex components owing to which the employees do not find ample investments in human resources and consequently, a healthy work environment is missing. Investment on human capital is invariably treated as the last priority by the Government of India and Railway Ministry. Elsewhere in the Corporate sector, we see OCB-Organizational Citizenship Behaviour, a concept which cultivates belongingness to the organization. Still, Indian Railwaymen and women are a proud lot, having continuously endured the travails and still come out with their best.
5. It would not be out of place to mention the observation of Dr. Anil Kakodkar in his report on Safety- '...technological upgradation should be fully absorbed and Indian Railways has to be in full possession of technology to ensure its customization to suit the operational environment which may not be similar to other countries (**Chapter-I, Para 1.6 of HLSRC Report**).

The following aspects could be drawn from this:

- a. Indian Railways needs to be self sufficient and indigenous in its technology
 - b. Indian Railways needs its own 'appropriate technology' to suit its varied and multi dimensional needs. This has been acknowledged by the Railway Minister on the floor of the Parliament in the Budget Speech delivered on 8th July, 2014.
 - c. Indian Railways should never be compared with other organizations or departments since that would be detrimental to its planning and correct execution. Inter alia, the exclusive human capital needs an exclusive treatment and analysis as justified by the organization's actual, intrinsic needs.
6. An article in the 'Economic Times' of February 2013 had come out with an interesting piece of information-a modern Railway System would contribute around 2% extra to the India's annual GDP. A modern system would include a modern state of art manpower since without the same nothing would work. The leverage is again on the catalyst status of the transport sector as studied in massive modernization of the country's infrastructure and manufacturing sector. As a matter of fact, a modern Railways system with well equipped professional manpower could be the epic centre of a modern infrastructure!
 7. It would be pertinent to mention here that during the times of global recession during 2006-08, it was the contribution of Indian Railways surplus performance which kept up India's annual GDP growth beyond 7%.
 8. Indian Railways is the largest owner of land after Defence. However it has 43000 hectares of non-track land. 1500 hectares had been transferred to RLDA. Sam Pitroda's Committee on modernization has recommended mapping of Railway land ensuring land rights and enlisting support from States. Apparently, commercial use of land has been identified alongside in coordination between the States and the Centre. Role of Indian Railways as a dominant force is reflected not only in terms of technological advancement and sharing of skills, but also in bridging gaps between States and other owners and users of land. Land is the single most asset which sets Indian Railways aside from others.
 9. Dynamics of Work: Work is of two kinds-Active and Passive. The Army might have two times-war time and peace time. But Indian Railways has only one kind of work which is simply performance centred. There is only active and alert work without which the person perishes and with him, many men and material might also perish. A train is meant to be on the track and with it, so many employees. 25 million passengers or more would be travelling every day in trains while we have Track Maintainers checking the track physically walking the entire stretch to see if there are problems in the permanent way. Nevertheless, an accident averted makes little news than an accident which actually occurs.
 10. It is reported in the Dr.Anil Kakodkar report (HLSRC) (Para 2.3) that deaths of Rail Workforce while in service were around 1600 between 2008-11. The working conditions are so difficult and different.
 11. Justice H.R Khanna in his report of 1998 observes that ' Historically, Indian Railways has functioned differently from other government institutions since there were two parameters which sustained its development simultaneously-one was the Army and the other, the kingly patronizations like the Nizam State Railway of Hyderabad (whose accounting system is the one inherited by Indian Railways) . It wouldn't be an exaggeration to state that Indian Railways is in itself quite an Indian heritage and the distinction of the organization would be striking only when its true substance is given due recognition by nurturing its skilled manpower accordingly.
 12. **The Running staff like Loco Pilots and Guards, Operating Staff - Station Masters, Controllers etc. are required to perform beyond their duty hours owing to the compelling conditions as a regular feature.**
 13. The Station Manager is required to perform as an alrounder. He is in the forefront with public dealing and he truly represents the entire Indian Railways virtually on a platform. Take him for a comparison with a Bank Manager or an Officer in any other Government

- Organization or a Telecom Engineer, the multifaceted duties are almost incomparable. All Railwaymen and women know a part of working related to every department of Railways.
14. This is not just about those on the operating side. Those in the background like the ones in Personnel or Accounts or any Executive and Administrative side of a department are also required to be in the field, to be fully equipped about the intricacies of field working. A stenographer would be required, for instance, to accompany his officer on inspection and prepare a report right inside the inspection saloon attached to a train.
 15. All Accounts personnel conduct inspections in one form or the other and invariably associate themselves with Commercial Inspectors and SSEs etc.
 16. **The Medical standards which are prescribed for various categories surpass the fitness levels of Army personnel. There is a popular saying that if a Railway Hospital declares an individual as fit, he is actually and truly fit. The operating regime is therefore a critical one.**
 17. There is very little consideration of human errors which puts the employee literally on tenterhooks and always on his toes.
 18. Unlike other organizations, one has to notify the address, phone etc. while on leave and should be prepared to be recalled for emergencies.
 19. An employee is not relieved unless another takes over in proper condition. Inspections are regularly conducted by Officers, Accounts, Personnel, Audit and even Vigilance Officials on the personnel in the forefront of performance. That explains what is needed to be an operational Railway employee. With all this, the public interface is a totally different dimension. One needs to serve with a smile and put up with different kinds of people, different behavior patterns, languages and communication methods. It's a thankless job.
 20. The methods of recruitment, level of recruitment, hierarchy, minimum qualification, posting, promotional avenues, nature of job, public dealings, horizontal ACRs, punishments, satisfaction levels etc., draw a big line between the other government employees and the Railway employee. The circumstances are not only difficult, but quite demanding as well. The bottom line is that anyone can be a Clerk in a bank with a little training but every one cannot be a Railway employee even with training.

All these aspects are only illustrative but are not exhaustive. Structurally and functionally, Indian Railways is incomparable.

Speaking about the future and the priorities, we might have huge investments in infrastructure with 100% retail FDI, with 30 coal connectivity projects being identified, reviving the Capital Fund, Public Private Participations, effective land management, Accounting Reforms, linking ports and upcoming cities to highways and rail networking, effectively using Railnet in other unexplored areas of networking across the railway track...the future is full of possibilities. However, all this is secondary to safe running of a train! Of course, all this is also possible only with sound human capital.

If trains have to run at 300 Km/h and trains should look like the ones in Japan, China, Indian Railways will need justifiable investment in its manpower skills and training. That is possible when one understands Indian Railways only in the way it should be understood.

It has come a long way with all its travails. Its manpower has had a raw deal in service conditions owing to its grouping together with other government organizations.

The time is right and in fact ripe for a clear departure from this unprofessional outlook about treating Railway staff. Hence the workforce of Indian Railways deserve a special Pay Package.

Certain popular myths which are usually believed by people at large are compared here with reality.

| Myth | Reality |
|--|---|
| Railway employees have huge salary package. | Railway employees' salary is on par with other central government employees often for far worse working conditions. In comparison with Banks and some Corporations, Railway employee is grossly underpaid. |
| Indian Railways pays its employees a huge amount as annual bonus. | Even though each year they declare P.L. Bonus like 60 days, 75 days, none of the employee actually gets this much amount as bonus. They calculate it and then they declare that we have a ceiling and notional calculation at Rs.3500/- p.m. |
| All Railway staff can travel all over Indian Railways with their families including in air-conditioned coaches | For the first 5 years of service the Railway employee is given only one set of pass for himself and family to and fro any destination in India in a year. <i>This pass is for one single to and fro journey.</i> This is very much less than LTC (Leave Travel Concession) facility for other Government employees. <i>Railway employee is however not eligible for LTC.</i> From sixth year of service the number of passes is three per year. |
| Working conditions in Indian Railways are best. | An average Railway employee works in some of the worst working conditions in day & night, scorching sun or pouring rain- he is forced to work. He has no choice. Work for some of the categories like Track Maintainer and Technicians is extremely arduous in nature. |
| Working hours are flexible | Absolutely not for many categories of railway employees. Most employees are forced to work over 48 hours in a week. Some are even forced to work even 72 hours in what they call as EI roster. |

We briefly examine the hazardous conditions in Railways.

1. Increased work load owing to increasing number of trains in every Budget which leads to strenuous and often pressure situations. Human endurance is tested to the hilt.
2. On many occasions, the worker is alone subjected to insecurity and rigorous monotony.
3. Shift work, weekend work renders the individual totally dedicated only to the work environment. He has no relaxation which could help him replenish energies. He misses his family life greatly.
4. Increasing long distance transport has resulted in the employees remaining on wheels for many continuous hours.
5. The work place design is usually appropriate for the technological requirement but not for human activity. Little thought goes into it.
6. The climatic conditions are varied and extremely uncooperative for contributing to work. Further, exposure to continuous changing weather conditions predominantly hampers an employee's health. Unlike the army personnel, the Railway employee has to run or monitor a train and on a single person many a time rests the life of many. The Jawan is guarding and is vigilant but the Railwayman has to be vigilant while in continuous motion!
7. Accidents and risk to life is a virtual hazard which has to be guarded against 24x7 and 365 days.
8. Exposure to dangerous substances while loading and unloading and while working in Work Shops is a health hazard.
9. Risks of falling from vehicles and other platforms are heavy.
10. Working in the intensity of noise pollution which is continuous on almost all occasions and inhuman.

The conditions are complex. A detailed study has been made in underlining the exposure to dangerous chemicals and the increasing number of fatal and non fatal incidents resulting in a. Morbidity b. Low mortality and c. Complex psychic diseases. It could be seen from this study that unless revolutionary changes take place in this area, the conditions cannot improve overnight.

One can examine the case of a Loco Pilot to illustrate a point. The employee knows only one activity throughout his life-run the train. He is deprived of the necessary variety in life and in a career. When he retires, he can hardly carry out any other activity in the remaining part of his/her life. He leads the life of a recluse. Come to think of it, one death can be a sacrifice. But sacrificing everything in one life is worth many a sacrifice!

Department of Economic Affairs, Ministry of Finance, Government of India had published a 'position paper on the Railways Sector in India' during October 2009.

We have examined in great detail, the experience of Japan, Belgium, U.K and Argentina and suggested ways and means for Indian Railways vis-a-vis new investments etc. It could be seen that this paper has treated 'Railways' as a distinct '**sector**' in its own right and examined the dynamics of a work force under various plan regimes and forthcoming modernization impetus.

Indian Railways therefore needs to be enriched in its human capital by providing better working conditions, better training and of course, by means of a far better pay package than the other Government sectors which grossly fall under administrative units which are more structural in organization than being functional. Indian Railways is by definition, an engine for development and connectivity. It is wholly functional and thereby at the forefront of economic activity. If it ceases to function, so does the nation's economy. The difference has to be vast when one reckons the pay packages.

So Indian Railways requires to subscribe to the concept of reorganizing and for repositioning in the emerging scenario, giving a big boost to its human capital by way of adequate encouraging pay package which would be the imperative aspect in effective strategic management.

Finally, granting a special pay package for Indian Railways without comparing it with any other Government Organization is therefore the first step in ensuring at least 3% contribution to India's GDP growth. In essentials, the future if built on these lines might offer even more.

CHAPTER – II

APPROACH TO PAY SCALES

NATIONAL FEDERATION OF INDIAN RAILWAYMEN (NFIR)

is a constituent of Joint Consultative Machinery of National Council (JCM/NC). The rationale and basis on which JCM (Staff Side) proposed minimum wage of Rs.26000/- and open ended pay scales structure for Central Government Employees through its Memorandum since submitted to VIIth CPC on 30st June, 2014 is endorsed by this Federation.

The scales proposed in the Memorandum of JCM (Staff Side) have been duly taken into account for proposing replacement open ended pay scales to different cadres in the Railways through our Memorandum for consideration. However, the peculiarity of work situations, complex nature of duties, requirement of higher skills and increased responsibilities besides accountability have also been taken into consideration for proposing replacement pay scales to the staff of various departments/categories for the appreciation of VII CPC.

JCM (Staff Side) in its memorandum has explained the rationale and justification for prescribing minimum wage as Rs.26,000/-. The calculation for determination of minimum wage as derived by the JCM (Staff Side) is need based taking into consideration vital factors, intrinsic value of job contents, Dr Aykroyd formula and the Supreme Court judgement, (directing to include the expenses incurred on social obligations by the employees e.g. children education, medical requirements, festivals, marriages etc) to enable the Pay Commission to consider revised pay structure for the Central Government employees.

So far as Indian Railways is concerned, it being a vital transportation infrastructure playing crucial role in Nation's economy as well as in movement of millions of people and millions of tonnes of freight running across the track length of over 65,000 kms due to the dedication and devotion of rail work force who perform duties under unbearable and miserable living and working conditions like that of army, we place below the crucial factors justifying uniqueness of Railways and the necessity of recommending special pay package, allowances and incentives to various categories of railway employees. The key factors need to be considered for recommending higher pay structure and appropriate incentives i.e. allowances etc., to various categories of Railway employees are placed hereunder :

- Railways is a unique industry as explained in the "Preamble Chapter-I".
- The uniqueness of the employees of this industrial establishment can be measured by the fact that the railway employees are governed by the Hours of Employment Regulations (HOER), Payment of wages Act, Workmen's Compensation Act, Factories Act etc unlike other Departments/Ministries.
- Job profile in many categories have built in integration of performance of time line cum Safety, Execution cum Self Certification and extended duty hours necessitated by critical operations regime.
- The hazards induced by Job, Environment, working conditions and occupational health require special attention and humane considerations.
- The rigorous medical standards and the periodic update of knowledge & skills, for the employee to continue to perform to desired level in Operational, maintenance and Running areas needs to be taken into account as an exclusive conditions of work undertaken in Railways by its employees.
- Performance of assigned duties involves risk to his/her life in several categories of staff.
- Performance of duties at remote places, jungle areas not accessible to basic living needs
- Staff cannot leave their respective headquarters without prior permission from superior even on periodic rest day. He is duty bound to report to duty in exigency and emergency.

- Staff expected report back foregoing sanctioned leave in exigencies (running the system round the clock without dislocation, interruption and disruption needs to be admitted as “exigencies”).

There are several categories of railway employees like Loco Pilots, Train Guards, Station Masters, Yard Masters, TIs, Shunting Staff, Track Maintainers, Technical Supervisors, Technicians, ESMs, TCMs, Support Staff, Commercial, medical and other staff of Public Image categories who throughout their service in the railways perform night duties, sleepless night working till their retirement on superannuation/invalidation is an inherent part of Railways working, regular and frequent. During the course of performing day/night duties they face various occupational hazards and are prone to different types of pollutions viz Dust Pollution, Noise Pollution etc., which adversely affects their health.

Considering the uniqueness of Rail Industry, the complex and difficult working conditions uncomparable job contents and exclusive responsibilities, NFIR proposes improved pay structure for different categories of employees. These proposals are made keeping in mind the interests of railways and equally for motivating its workforce who are disappointed over inadequate attention/recognition to their services.

This memorandum contains **Twenty Two** Chapters covering all categories of employees with full details with fond hope that the Pay Commission would consider the merits in our proposals in fair and just manner.

We also attach a statement (as **Annexures**) indicating the comparative pay structures of IInd CPC to VI CPC for proper appreciation of the multiplying factors adopted by the Government for revision of pay structure.

For the purpose of record and consideration the new pay scales proposed by JCM – OPEN ENDED are placed below :-

| SL. No. | Pay scale No. | Present PB | PB No. | Present Grade Pay | Proposed minimum of the pay scale |
|---------|---------------|----------------|-------------------|-------------------|-----------------------------------|
| 1 | S-1 | 5200-20200 | PB 1 | 1800 | 26000 |
| 2 | S-2 | 5200-20200 | PB 1 | 2000 | 33000 |
| 3 | S-3 | 5200-20200 | PB 1 | 2800 | 46000 |
| 4 | S-4 | 9300-34800 | PB 2 | 4200 | 56000 |
| 5 | S-5 | 9300-34800 | PB 2 | 4800 | 74000 |
| 6 | S-6 | 9300-34800 | PB 2 | 5400 | 78000 |
| 7 | S-7 | 15600-39100 | PB 3 | 5400 | 88000 |
| 8 | S-8 | 15600-39100 | PB 3 | 6600 | 102000 |
| 9 | S-9 | 15600-39100 | PB 3 | 7600 | 120000 |
| 10 | S-10 | 37400-67000 | PB 4 | 8900 | 148000 |
| 11 | S-11 | 37400-67000 | PB 4 | 10000 | 162000 |
| 12 | S-12 | 75500-80000 | HAG | 0 | 193000 |
| 13 | S-13 | 80000(Fixed) | Apex scale | 0 | 213000 |
| 14 | S-14 | 90000 (Fixed) | Cabinet Secretary | 0 | 240000 |

NFIR's PROPOSAL FOR GRANT OF NEW PAY SCALES FOR RAILWAYS

| S.No. | Grade pay of 6th CPC | Minimum of the new pay scale |
|--------------|--|-------------------------------------|
| 1 | 1800 | 26000 (Open Ended) |
| 2 | 1900 | 33000 * |
| 3 | 2000 | |
| 4 | 2400 | 46000 ** |
| 5 | 2800 | |
| 6 | 4200 | 56000 |
| 7 | | 65000 *** |
| 8 | 4600 | 74000 **** |
| 9 | 4800 | |
| 10 | 5400 | 78000 |
| 11 | 5400 in PB-3 | 88000 |
| 11 | 6600 | 102000 |
| 12 | 7600 | 120000 |
| 13 | 8700 | 148000 |
| 14 | 8900 | |
| 15 | 10000 | 162000 |
| 16 | 12000 | 193000 |
| 17 | 75000-80000 | 202000 |
| 18 | 80000 fixed | 213000 |
| 19 | 90000 fixed | 240000 |

* In view of introduction of new technologies, the Helper-I is required to technically assist the technician for quality maintenance. It is therefore to recommend pay scale of Rs.33000 with revised designation as "Assistant Technician".

**Entry qualification is proposed as "Graduation" in the case of Clerical, Typists, Commercial, Ticket Examination, Train Clerk, Telephone Operator categories etc.,

Similarly for Technicians the entry qualification is proposed to be revised as "Matriculation + ITI + 6 months induction Training"

***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 also.

**** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with "Master Technician" designation.

Comparative Pay Scales of III PAY COMMISSION Vs IV PAY COMMISSION

| S.No | III PAY COMMISSION PAY SCALES | IV PAY COMMISSION PAY SCALE | INCREASE (X) TIMES |
|------|---|----------------------------------|--------------------|
| 1 | a) 196-3-220-EB-3-232 b) 200-3-212-4-232-EB-4-240(SG) | 750-12-870-EB-14- 940 | 3.8 |
| 2 | a) 200-3-212-4-232-EB-4-240 b) 200-3-206-4-234-EB-4-250 | 775-12-955-EB-14-1025 | 3.8 |
| 3 | a).210-4-250-EB-5-270 b) 210-4-226-EB-4-250-EB-5290 | 800-15-1010-EB-20-1150 | 3.8 |
| 4 | 225-5-260-6-EB-6-308 | 825-15-900-EB-20-1200 | 3.7 |
| 5 | 260-326-EB-8-350 | 950-20-1150-EB-25-1400 | 3.7 |
| 6 | a) 290-6-326-EB-8-350 b) 260-6-290-EB-6-326-8-366-EB-8-390-10-400 | 950-20-1150-EB-25-1500 | 3.4 |
| 7 | 260-8-300-EB-8-340-10-380-EB-10-430 | 975-25-1150-EB-30-1540 | 3.7 |
| 8 | 330-8-370-10-400-EB-10-480 | 1200-30-1440-EB-30-180 | 3.6 |
| 9 | a) 330-10-380-EB-12-500-EB-15-560 | 1200-30-1560-EB-40-2040 | 3.6 |
| 10 | a) 380-12-500-15-530 b) 380-12-500-EB-15-560 | 1320-30-1560-EB-40-2040 | 3.5 |
| 11 | a)380-12-440-EB-14-560-EB-20-640 b) 425-15-530-EB-15-560-20-600 | 1350-30-1440-40-1800-EB-50-2200 | 3.5 |
| 12 | a) 425-15-560-EB-20-640 b) 425-15-500-EB-15-560-20-700 c) 455-15-560-20-700 | 1400-40-1800-EB-50-2300 | 3.3 |
| 13 | a) 425-15-500-EB-15-560-20-640-EB-20-700-25-750 b) 425-15-500-EB-15-560-20-700-EB-25-800 c) 470-15-530-EB-20650-EB-25-750 | 1400-40-1600-50-2300-EB-60-2600 | 3.3 |
| 14 | a) 550-20-650-25750 b) 550-20-650-25-800 | 1600-50-2300-EB-60-2660 | 2.9 |
| 15 | a) 500-20-700-EB-25-900 b) 550-25-750-EB-30-900 | 1640-60-2600-EB-75-2900 | 3.1 |
| 16 | a) 650-30-74035-800-EB-40-960 b) 650-30-740-35-880-EB-40-1040 c) 700-30-760-35-900 d) 775-35-880-40-1000 | 2000-60-2300-EB-75-3200 | 2.8 |
| 17 | 650-30-740-35-810-EB-880-40-1000-EB-40-1200 | 2000-60-2300-EB-75-3200-100-3500 | 3 |
| 18 | a) 840-40-1040 b) 840-40-1000-EB-40-1200 | 2375-75-3200-EB-100-3500 | 2.8 |
| 19 | a) 650-30-740-35-880-EB-40-1040 b) 650-30-740-35-810-EB-35-880-40-1000-EB-40-1200 | 2000-60-2300-EB-3200-100-3500 | 3 |

ANNEXURE - II

Comparative Pay Scales of IV CPC PAY SCALES Vs V CPC PAY SCALES

| S. No | FOURTH PAY COMMISSION PAY SCALES | FIFTH PAY COMMISSION PAY SCALES | INCREASE X TIMES |
|-------|---|---------------------------------|-----------------------------|
| 1 | 750-12-870-14-940 | S-1 | 2550-55-2660-60-3200 3.4 |
| 2 | 775-12-871-14-1025 | S-2 | 2610-60-3150-65-3540 3.3 |
| 3 | 800-15-1010-20-1150 | S-3 | 2650-65-3300-70-4000 3.3 |
| 4 | 825-15-900-20-1200 | S-4 | 2750-70-3800-75-4400 3.3 |
| 5 | 950-20-1150-25-1400 950-20-1150-25-1500 | S-5 | 3050-75-3950-80-4590 3.2 |
| 6 | 975-25-1150-30-1540 975-25-1150-30-1660 | S-6 | 3200-85-4900 3.3 |
| 7 | 1200-30-1440-30-1800 1200-30-1560-40-2040 | S-7 | 4000-100-6000 3.3 |
| 8 | 1350-30-1440-40-1800-50-2200 1400-40-1800-50-2300 | S-8 | 4500-125-7000 3.3 |
| 9 | 1400-40-1600-50-2300-60-2600 1600-50-2300-60-2660 | S-9 | 5000-150-8000 3.5 |
| 10 | 1640-60-2600-75-2900 | S-10 | 5500-175-9000 3.35 |
| 11 | 2000-60-2120 | S-11 | 6500-200-6900 3.25 |
| 12 | 2000-60-2300-75-3200 2000-60-2300-75-3200-3500 | S-12 | 6500-200-10500 3.25 |
| 13 | 2375-75-3200-100-3500 2375-75-3200-100-3500-125-3750 | S-13 | 7450-225-11500 3.13 |
| 14 | 2500-4000 (proposed new pre-revised scale) | S-14 | 7500-250-12000 3 |
| 15 | 2200-75-2800-100-4000 2300-100-2800 | S-15 | 8000-275-13500 3.5 |
| 16 | 2630/- FIXED | S-16 | 9000/- FIXED 3.42 |
| 17 | 2630-75-2780 | S-17 | 9000-275-9550 3.42 |
| 18 | 3150-100-3350 | S-18 | 10325-325-10975 3.2 |
| 19 | 3000-125-3625 3000-100-3500-125-4500 3000-100-3500-125-5000 | S-19 | 10000-325-15200 3.3 |
| 20 | 3200-100-3700-125-4700 | S-20 | 10650-325-15850 3.32 |
| 21 | 3700-150-4450 3700-125-4700-150-5000 | S-21 | 12000-375-16500 3.24 |
| 22 | 3950-125-4700-150-5000 | S-22 | 12750-375-16500 3.22 |
| 23 | 3700-125-4950-150-5700 | S-23 | 12000-375-18000 3.24 |
| 24 | 4100-125-4850-150-5300 4500-150-5700 | S-24 | 14300-400-18300 3.4 |
| 25 | 4800-150-5700 | S-25 | 15100-400-18300 3.1 |
| 26 | 5100-150-5700 5100-150-6150 5100-150-5700-200-6300 | S-26 | 16400-450-20000 3.2 |
| 27 | 5100-150-6300-200-6700 | S-27 | 16400-450-20900 3.2 |
| 28 | 4500-150-5700-200-7300 | S-28 | 14300-450-22400 3.1 |
| 29 | 5900-200-6700 5900-200-7300 | S-29 | 18400-500-22400 3.1 |
| 30 | 7300-100-7600 | S-30 | 22400-525-24500 3 |
| 31 | 7300-200-7500-250-8000 | S-31 | 22400-600-26000 3 |
| 32 | 7600/- FIXED 7600-100-8000 | S-32 | 24050-650-26000 3.1 |
| 33 | 8000/- FIXED | S-33 | 26000/- FIXED 3.2 |
| 34 | 9000/- FIXED | S-34 | 30000/- FIXED 3.3 |

ANNEXURE - III

| COMPARIATIVE PAY SCALES OF V CPC PAY SCALES Vs VI CPC PAY SCALES | | | | | | | |
|---|------------------------|-----------------------------------|-----------------------------|------------------------------------|------------------------------------|----------------------------------|------------------------------|
| V CPC Pay Scale | | | | Sixth CPC Pay Structure | | | Increase (X) Time |
| Sl.No | Post/ Grade | Scale of Pay | Name of Pay Band | Corresponding Pay Bands | Corresponding Grade Pay | Entry Grade +band pay | |
| 1 | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| 2 | S-1 to 4 | Upgraded & Merged | | | | | |
| 3 | S-4 | 2750-70-3800-75-4400 | PB-1 | 5200-20200 | 1800 | 7000 | 2.54 |
| 4 | S-5 | 3050-75-3950-80-4590 | PB-1 | 5200-20200 | 1900 | 7730 | 2.53 |
| 5 | S-6 | 3200-85-4900 | PB-1 | 5200-20200 | 2000 | 8460 | 2.64 |
| 6 | S-7 | 4000-100-6000 | PB-1 | 5200-20200 | 2400 | 9910 | 2.47 |
| 7 | S-8 | 4500-125-7000 | PB-1 | 5200-20200 | 2800 | 11360 | 2.52 |
| 8 | S-9 | 5000-150-8000 | PB-2 | 9300-34800 | 4200 | 13500 | 2.7 |
| 9 | S-10 | 5500-175-9000 | PB-2 | 9300-34800 | 4200 | | |
| 10 | S-11 | 6500-200-6900 | PB-2 | 9300-34800 | 4200 | | |
| 11 | S-12 | 6500-200-10500 | PB-2 | 9300-34800 | 4600 | 17140 | 2.63 |
| 12 | S-13 | 7450-225-11500 | PB-2 | 9300-34800 | 4600 | | |
| 13 | S-14 | 7500-250-12000 | PB-2 | 9300-34800 | 4800 | 18150 | 2.42 |
| 14 | S-15 | 8000-275-13500 | PB-2 | 9300-34800 | 5400 | 21000 | 2.62 |
| 15 | New Scale | 8000-275-13500 (Group A Entry) | PB-3 | 15600-39100 | 5400 | | |
| 16 | S-16 | 9000 | PB-3 | 15600-39100 | 5400 | | |
| 17 | S-17 | 9000-275-9550 | PB-3 | 15600-39100 | 5400 | | |
| 18 | S-18 | 10325-325-10975 | PB-3 | 15600-39100 | 6600 | 25530 | 2.47 |
| 19 | S-19 | 10000-325-15200 | PB-3 | 15600-39100 | 6600 | | |
| 20 | S-20 | 10650-325-15850 | PB-3 | 15600-39100 | 6600 | | |
| 21 | S-21 | 12000-375-16500 | PB-3 | 15600-39100 | 7600 | 29500 | 2.45 |
| 22 | S-22 | 12750-375-16500 | PB-3 | 15600-39100 | 7600 | | |
| 23 | S-23 | 12000-375-18000 | PB-3 | 15600-39100 | 7600 | | |
| 24 | S-24 | 14300-400-18300 | PB-4 | 37400-67000 | 8700 | 46100 | 3.23 |
| 25 | S-25 | 15100-400-18300 | PB-4 | 37400-67000 | 8700 | | |
| 26 | S-26 | 16400-450-20000 | PB-4 | 37400-67000 | 8900 | 49100 | 2.99 |
| 27 | S-27 | 16400-450-20900 | PB-4 | 37400-67000 | 8900 | | |
| 28 | S-28 | 14300-450-22400 | PB-4 | 37400-67000 | 10000 | 53000 | 3.7 |
| 29 | S-29 | 18400-500-22400 | PB-4 | 37400-67000 | 10000 | | |
| 30 | S-30 | 22400-525-24500 | PB-4 | 37400-67000 | 12000 | 59100 | 2.63 |
| 31 | S-31 | 22400-600-26000 | HAG+ Scale | 75500- 80000 | Nil | | 3.13 |
| 32 | S-32 | 24050-650-26000 | HAG+ Scale | 75500- 80000 | Nil | | 3.13 |
| 33 | S-33 | 26000 (Fixed) | Apex Scale | 80000 (Fixed) | Nil | | 3.07 |
| 34 | S-34 | 30000 (Fixed) | Cab. Sec. | 90000 (Fixed) | Nil | | 3 |

CHAPTER – III

OPERATING DEPARTMENT

Operating Department is responsible for optimum utilization of all types of rolling stock including locomotives, coaches and wagons for Running mail, Express, Superfast, Shatabdi, Rajdhani, Passenger, Freight trains besides, military and other special trains round the clock. The well trained staff engaged in this department have to undertake the herculean task to manage and run successfully over 19000 trains carrying passengers and freight every day. By virtue of handling train movements, this department is also known as traffic department. Total strength of Operating Department staff in Indian Railways is 1,61,235 (approx).

To undertake the voluminous task, the Operating Department has staff in the following streams/cadres on the basis of job requirement:-

- Train Controllers,
- Station Masters,
- Traffic Inspector,
- Yard Masters, Movement Inspectors, Shunting Masters, Shunting Jamadars, TNCs
- Traffic Running Staff (Guards),
- Cabin men, Switchmen, Pointsmen, Asst. Pointsmen, Yard Porters, Gate Keepers, Traffic Safaiwalas etc.,

CONTROL OFFICE

It is the **nerve centre of train operations having network of communications** and duly connected with the Railway Stations, Yards, Carriage & Wagon Depots, Loco Sheds, Wayside & Junction Stations alongside the rail track. The Control Office regulates and controls movements of all trains viz local & through traffic etc., to achieve optimum use of the available rolling stock. Control Office plays key role in maintaining punctuality of all trains besides relaying and communicating various information to the travelling public and at the same time to the management at all levels. **It is very important unit of Operating Department** to manage movement of trains efficiently.

YARDS

Railway yards are the places where bunch of railway tracks are provided facilitating inflow and outflow of rail traffic besides undertaking shunting activities for placement of trains, formation of passenger rakes, wagon loads as per laid down marshalling systems. Yards also contain dispatch lines for movement of local and through trains. Yard Masters are posted at major yards and junction railway stations and function as in charge of respective areas of operations.

TRAINS BRANCH

The Trains Branch is located on almost all major Railway Stations. It has been assigned the most crucial role of maintaining data relating to :-

- Availability of loaded/empty freight wagons destinations-wise,
- Availability of passenger rakes, coaches,
- Number of engines on run at various places,
- Demands received from merchants/public for supply of wagons,
- Detention to rolling stock indicating type of detention.

Above information/data is used for advance planning of train operations, supply of empty wagons and clearance of wagon loads in the form of trains. The data is used for analysis of train operations, to find grey areas and rectification thereof, formulate strategy/policy for ensuring optimum usage of the train engines, passenger coaches and freight wagons. Since the information collected by the Trains Clerks (Staff of Trains Branch) is transmitted by the Control Office to the

lower, middle and higher management levels, the staff of Trains Branch are also seated in the Control Offices, to maintain close liaison.

TRAFFIC RUNNING STAFF (TRAIN GUARDS)

Train Guard is captain and in-charge of train. Main function of train guard is to ensure safe running of freight or passenger carrying trains to its destination. **(Discussed in Running Staff Chapter)**

STATIONS

Stations are actual field units located all along the railway track, duly connected to the Control Office with the communication facilities for maintaining and reporting all the operational activities. The railway tracks available in the jurisdiction of the station including yards, sidings, local and through lines, end cabins etc., are connected to the panel board available at the station for safe and uninterrupted movement of all traffic besides safe and smooth movement in the yards and other lines at the station.

STATION MASTER

The Station Master on duty is responsible for safe working of trains within station limits and over the block sections leading to adjoining stations by strict observance of rules and regulations as laid down in the General & Subsidiary rules look besides attending commercial work.

The Station Master has been assigned following duties in normal course :-

- To undertake movements and operation in different directions on railway tracks, available at the station.
- To undertake and coordinate movement of light engines, wagons, coaches and rakes in the railway yards attached to the station,
- Ensure train formation in minimum possible time,
- To ensure timely supply of empty wagons for loading.
- To place loaded/empty wagons in the siding attached to the station,
- To ensure that light engines, wagons, passenger and freight trains are not detained unduly at the station,
- To keep close liaison with the Control Office,
- To receive and dispatch trains as per schedule,
- To perform commercial duties and miscellaneous jobs at way-side stations where there is no Commercial Staff,
- To maintain public relations and to provide guidance and assistance to travelling public,
- Maintaining the rosters and the discipline of staff and counseling of staff for safe running of trains.
- In the event signal/points failure the train working becomes abnormal there by the duties of Station Master becomes very difficult as he has to go personally at the points to inspect that all the points are correctly set and locked for safe passage of trains.
- In the event of total interruption of communication, the working of trains becomes very complicated thereby chances of human failure get increased as such he has to work under tremendous pressure
- During any unusual occurrence the Station Master is one of the first persons to reach at the site for assistance and safe guarding of the evidence, calling of help from civil and railway authorities for ensuring timely action to save the precious lives of the passengers and staff & prevent loss of property.
- It may not be out of place to quote the relevant provision of HOER to define the work of Station Master:

Section 2 in the Railway Servants (Hours of Work and Period of Rest) Rules, 2005

(m) "sustained attention" as used in sub-section (b), section 130 implies mental effort.

Explanation:- A Pointsman waiting for the arrival of a train after setting points is required to give sustained attention. Similarly, a Station Master or an Assistant Station Master is generally required to pay sustained attention from the time he gives line clear to the Station in rear till the time the train arrives and again from the time the line clear is asked for to the time the Block Section ahead is cleared.

The Station Master is supported by the following staff for undertaking successfully above-mentioned voluminous jobs involving highest degree of safety :-

- Pointsman/Asst Pointsman,
- Cabinman/Leverman,
- Gateman/Yard Porter etc.,

NOTE

Recruitment in the category of Station Masters is undertaken along with Yard Masters and Traffic Inspector as a unified cadre.

YARD MASTER

In the yard, all movements and activities are undertaken under the close supervision of the Yard Master, in coordination with the Station Master. The Yard Master is responsible for :-

- Movement of Shunting Pilots,
- Attaching and detaching wagons & coaches,
- Formation of goods trains and passenger trains strictly as per pre-decided marshalling order that too within stipulated time.
- To remain in touch with the Station Master and the Control Office for uninterrupted movements,
- Placement of wagons on sidings for loading & unloading and passenger rakes on dispatch lines and on the platform for further movement of trains,
- To keep all Rolling Stock available in the Station/Yard.

TRAFFIC INSPECTOR

Traffic Inspector is required to perform following supervisory duties to ensure that the movement of all trains through the section is safe and uninterrupted. The job requirement of Traffic Inspector is as follows :-

- To conduct inspection of Stations, Cabins, Yards, LC Gates, Crew Booking Lobby, Running Room.
- To ensure that full complement of staff is available at Stations, Cabins, Yards, LC Gates etc., for uninterrupted movement of trains.
- To conduct foot plate, night and surprise inspections to oversee all operational activity centres for ensuring alertness, safety and to see that relevant Station Working Rules are observed by the staff concerned in letter and spirit while discharging duties.

RECRUITMENT

Recruitment to the category of SM/YM/TI category is made in the unified cadre, nature of duties being same, to the extent as follows :-

- Minimum educational qualification is Graduation, with Diploma in Rail Transport as desirable,
- 60% Direct Recruitment from open market (through RRB), in PB-I + GP 2800/-,
- 15% through LDCE promotion from the lower grade staff having graduation and working in the Operating/Commercial Department,
- 25% by selection from amongst employees of Operating Department,
- RRB conducts rigorous written examinations for recruitment of ASMs and Traffic Apprentices through open competition on one and the same date all over India.

- Departmental candidates are also subjected through rigorous written examination and the suitability is adjudged through record of past service.

APTITUDE TEST (PSYCHOLOGICAL TEST)

- The candidates selected by RRBs and through departmental selections are subjected to aptitude test of highest degree before deputed for rigorous training.

TRAINING

- The RRB & Departmental candidate selected as ASMs are sent for 110 days rigorous training on all operational, commercial working etc., at the nominated Training Centres,
- The Traffic Apprentices selected by RRBs are deputed for 110 days rigorous training of highest standard on all operational, commercial activities at the nominated Training Centres.
- The Traffic Apprentices are absorbed as Traffic Inspectors, Station Master, Yard Masters and Section Controllers. The category of Yard Master and Traffic Inspector has been amalgamated into the Station Master category.

Presently in the category of Station Masters, the recruitment is at two levels i.e.

- (i) In grade pay Rs.2800/- with minimum qualification graduation and physical fitness in A/2 medical classification & must qualify aptitude test (Physiological test).
- (ii) In grade pay Rs.4200/- with minimum qualification graduation and other two conditions as prescribed in para (i) above.
 - (a) The important point in the above recruitments is that the posts of Station Masters in GP Rs.2800/- are only 7% of the total strength of Station Masters category.
 - (b) 75% posts of GP Rs.4200/- is filled from those who are recruited in GP Rs.2800/- by seniority and suitability.

The recruitment against 7% of posts in grade pay Rs.2800/- with the same recruitment conditions is unnecessary.

As such it is suggested that the posts in GP Rs.2800/- be clubbed with in GP Rs.4200/- by maintaining the existing level of examination as conducted for GP Rs.4200/-.

MEDICAL STANDARD

The Station Master/Yard Master/Traffic Inspector is required to pass stiff medical test of Aye-Two standard.

COMPETENCY TO HOLD THE POST

- The staffs of the category of Station Master/Yard Master/Traffic Inspector are subjected through periodical training/refresher courses/safety camps, safety seminars/workshops to improve and update skills at regular intervals besides periodical medical examination to test physical and visual capability of the staff as the duties related to safety of public and staff.

UNIQUE WORK ENVIRONMENT

- Station Master is in-charge of Station.
- Stations are located at strategic points along railway tracks to suit operational convenience, after considering gradients, block section, placement of signals and their visibility.
- Bare access to civic amenities,
- Posting at stations in remote areas, away from townships,
- Perform round the clock duties,

- Away from family and other social obligation and many times face prolonged absence from family,
- Enormous amount of responsibilities in operation of Block Instruments & Panels for reception and dispatch of trains, commercial activities, ensuring station cleanliness, looking after Public Announcement System, Passenger grievances etc.,
- Liable for criminal prosecution in case of accidents,
- Physical presence with high level of alertness is essentially required to command and control operations.

HAZARDS FACED IN THE COURSE OF PERFORMANCE OF DUTY

- Exposed to all vagaries of extreme weather conditions,
- Always work against normal human biological clock,
- Face anti-social elements,
- Unceasing stress and strain,
- Has to take spot decision as situation demands,
- Rest Rooms are not provided at the stations,
- Adequate Leave Reserve/Rest Givers are not available, requiring to perform extended hours of duty even without break,
- Unregulated and irregular living style,

Number of hazards faced in the course of performance of duties results into

- The staff acquire diseases like higher/lower Blood Pressure,
- Diabetes, Ulcer, acidity,
- Leading to heart disease.

MOVEMENT INSPECTOR

In the Operating Department, there is another category of supervisors namely Movement Inspectors who play crucial role in movement and keeping stock of coaching & freight vehicles. Their duties and responsibilities are as follows :-

- Maintaining BG/MG Coaching/freight Stock
- Preparing Zonal Coaching/freight Stock requirement
- Preparing Divisional Coaching/freight Stock requirement
- Allotment of Coaches to Divisions including New & Re-allotment
- All India BG/MG Coaching/freight census as per Board's instructions – Also Zonal level as & when required
- Coach augmentation on permanent basis
- Coach augmentation on temporary basis
- Coaches detached under PPM
- Prepare Coach Utilization of Zonal level.
- Planning for Summer/Winter/Holiday/Mela Specials/Election Specials
- Preparing all types of stock position as required by Railway Board, Zonal offices etc.,
- Preparing Rake Link Booklet
- Preparing BG/MG coach/Wagon master data in COIS/FOIS
- Coaches ear-marked to Engg./Mech. dept for conversion into camping coach
- Coach wagon addition/deletion in master data through COIS/FOIS
- Inspections of station/rakes/footplate/goods shed/yard
- Monitoring of coaches daily basis
- Monitoring of ODC/Military special daily basis
- Preparing statement on higher & penalty charges of wagon/coach
- Planning and stock to be provided for FTR/Mela special/election special/holiday special/summer & winter special/premium trains

- Co-ordinate with Commercial/Mechanical/Engineering Department regarding coaching stock, its utilization,
- Special duty performing day/night during Parliament Session/Election & any abnormality.

PROPOSAL

Considering the job profile, role and responsibilities, physical and mental efforts involved and the hazards which adversely affect the health of the employees it is proposed that following pay scales may be recommended :-

PROPOSED PAY SCALES

| S.No. | Post/Designation | VI CPC Pay Scales | 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 |

Pursuant to the demand discussed by NFIR, the Railway Board had agreed to provide entry GP Rs.4200 to the Station Master category and accordingly, proposal was sent to the Ministry of Finance but however the same is not cleared by MoF.

SAFETY AND RISK ALLOWANCE

The risk factor involved in the duty of Station Master is higher as this category is safety & risk oriented, moving lakhs of passengers from one destination to other daily, the safety allowance @ 30% and Risk Allowance @ 10% be recommended.

Consolidated Pay/Allowances to In-Charge Station Masters

The Station Masters, in-charge are doing multifarious duties including operating & duties of commercial clerk, parcel clerk, goods clerk and preparing periodical various goods and coaching returns and filing on due date, preparing of bills for claiming salaries for payment to the employees posted at the station, performing administrative and communicating duties, maintaining various safety and administrative registers and ensuring cleanliness of station premises etc., apart from performing daily train passing duties. They deserve to be paid consolidated allowance as recommended by the High Power Committee (R & S) chaired by Shri D.P. Tripathi, IRTS (Retd.) in para 8.3 of chapter VIII (other matters) of the Report.

UNIFORM AND WASHING ALLOWANCE

The pattern of uniform prescribed to Station Masters do not confirm to their position and status. It is needless to emphasis on the point that it is the Station Master who projects the image of Indian Railways as Management, more so before the traveling public at the stations. In the present world of dress consciousness, one has to present himself/herself more importantly impressive in his dress and it is by this that the person at station – wields command over his subordinates, gains respect before the public, while executing his legitimate functions.

The present system of supplying the cloth and stitching charges needs review for arranging payment of Uniform & Washing Allowance.

Medical Facility/Allowance

Roadside staff and those working at remote places should be permitted to avail Medical facility from nearby Doctor and reimbursement be given as they cannot reach Railway Hospital.

SECTION CONTROLLER

Indian Railways wide network criss-crosses the country that really connects within and across the remotest parts from North, South, East and Western directions. Control Office is the brain command centre that is entrusted with the job to monitor and control the movement & running

of all trains. All the commands of basic planning of train working in Railway operations emanate from the Control Offices which play significant role at all levels. The importance/significance of the role of Control Office can be gauged by the fact that the Control Offices function in three tiers right from the Divisional level (field level) to the Headquarters level (Zonal level) and finally at Apex Level in the Railway Ministry (Railway Board). To maintain and coordinate the wide network, control organization has been functioning on all Indian Railways the same is managed by Section Controllers.

- **Section Controller** looks after the movement of the trains in a section from and to in a yard or at a major station till the train reaches either its destination or handed over to a contiguous control board or division or headquarter.
- The Section Controller has to plan on minute-to-minute basis and is busy all the time in metros like Mumbai, where action time is in seconds. The Section Controller has to take decision in seconds as to how the different trains are to be moved or received.
- On an average a Section Controller controls about 20 stations and handles around 60 trains in each direction in a double line section in a shift of six or eight hours duty roster.
- Controlling of trains in a section required minute-to-minute planning besides taking spot decisions in seconds in judicious and lawful manner always keeping in mind safety on the pattern of management of aircrafts in Airways by the Air Traffic Controllers. On a Division like Mumbai, a Controller is to control and monitor 300-400 trains including Suburban trains which is more complex than even the Air Traffic Control and is considered as mind boggling putting the staff under tremendous pressure.
- The Train Controllers are also associated with the Time Tabling, formation of loads, planning of supply of stocks at loading/unloading points/stations,
- Ensuring availability of locos and their crews,
- Creation of paths for freight trains, maintaining safety, punctuality besides ensuring optimum utilization of 8545 locomotives 239321 freight wagons and 61687 passenger coaches over 65000 route kilometers.
- The Controllers are directly connected with the task of revenue generation for Railways.
- Efficiency of the Control Office has direct impact not only on the punctuality, safety but also on the productivity of the Indian Railways.

For undertaking the job, the Controller of the section is expected to be aware of :-

- Geography of the section,
- Contours of section,
- Lay out of all the stations falling in the section,
- Circulars and working orders,
- Stock and power position of the section,
- Knowledge of station working Rules of each railway station on the section,
- Stock Report of the sidings,
- Booked crossings and precedence in the section and
- Interchange commitments.
- Keep abreast with technological advancements and update their knowledge. For example future introduction of Traffic Management Systems in Indian Railways

In this connection, following observations made by Justice Miabhoj Tribunal (Railway Labour Tribunal – 1969) in its report at para 6.159 are note-worthy :-

“Because of the above onerous duties, the Section Controller is in absolute control of all trains in the section. All officers connected with trains, high or low are bound to respect his decision in matters of such control”

- Traffic Controller, earlier designated as Dy.Chief Controller, presently designated as Chief Controller, consequent to implementation of the recommendations of VIth CPC, is next above to Section Controller in the hierarchy. The Chief Controller supervises the performance of Section Controller in ensuring clearance of stock of passenger trains, punctuality of trains, deployment of train crews etc. Chief Controller provides assistance to the Officers in the Operating Department in planning the movement of trains on the entire Division/Zone. Traffic Controller plays crucial role during night shifts and in the holidays in absence of Administrative Officers and provides required guidance besides supervising overall train operations in the Division/Zone.

Medical Standard : Cey-one

Unique duty (Barriers & Inconvenience, Hazards faced)

Responsibilities carried out by the Controllers cause

- High degree of stress & strain,
- Round the clock duties,
- Quick reflexes of modifying the planning & path of trains consequent to changed circumstances obtaining in the shift,
- Complex nature of duties during accidents and restoration of traffic,
- Perform night duties till reaching the age of superannuation,
- Prone to serious ailments like Hypertension, Diabetes, Cardiac disaster, piles etc.,
- Damaging family ties,
- Destruction of social life.

PROPOSAL

Considering the job profile, role and responsibilities entrusted and physical and mental stress and hazards related to job, environment and health, it is proposed that following pay scales may be recommended :-

PROPOSED PAY SCALES

| S.No. | Post/Designation | VI CPC Pay Scales | Proposed New Pay Scales of VIIth CPC |
|-------|--------------------|-------------------|--------------------------------------|
| 1. | SECTION CONTROLLER | PB-2 + GP 4200 | Rs.74000 |
| 2. | CHIEF CONTROLLER | PB-2 + GP 4600 | 78000 |

CABINMAN/LEVERMAN/POINTSMAN

The Cabinman/Leverman/Pointsman are the staff supporting the Station Master/Yard Master/Traffic Inspector in carrying out all operational activities to maintain inward/outward rail traffic.

JOB PROFILE

- Conduct train passing operations,
- Setting and locking points, lowering signals & putting the signals on normal position after passage of train
- Taking and exchanging of all right signals,
- To ensure complete arrival/departure of trains,
- To serve caution orders/memo to the Loco Pilots/Train Guards,
- To obtain acknowledgement of Guard,
- To work as Cabinman/Leverman/Pointsman or Guard depending on requirement,
- To attend vacuum/air pressure leakage or Alarm Chain Pulling at Stations,
- To execute shunting operations,

- To ensure attaching/detaching of wagons/coaches on trains,
- To help reversal of locomotives where needed,
- To release brake blocks,
- To fix up missing couples of couplings,
- Trimming of signal lamp wicks & Lighting of signal lamps, point indicators,
- To work as Fog Signal man during thick and foggy weather,
- To pilot trains in the event of signal failure,
- To ensure setting, clamping and locking of points.

Medical Standard : They have to maintain physical fitness in high medical standard i.e.

Aye-Two classification

While performing unique nature of duties the Cabinman/Leverman/Pointsman

- Lacks basic civic amenities,
- Performs round the clock duties in shifts,
- Normally away from family particularly at wayside stations,
- Bears high degree of responsibilities,
- Has to be absolute safety conscious,
- Has to work beyond duty hours in case of emergencies,
- Has to pass intensive training relating to job, before he is allowed to work as such.
- Exposed to all vagaries of weather conditions,
- Exposed to snake bites and attack of wild animals involving risk of life,
- Works single-handedly in night in isolated surroundings,

Round the clock duties and irregular life results in occupational diseases like Blood Pressure, Diabetes, Ulcer, Cardiac problems, Heart disease, acidity etc., result in medical invalidation or deaths of employees.

PROPOSAL

Considering the job profile, role and complex responsibilities, physical & mental stress and hazards faced in the course of performance of duties, emanating health problems, it is proposed that following pay scale may be recommended :-

PROPOSED PAY SCALES

| S.No. | Post/Designation | VI CPC Pay Scales | 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 |

SWITCHMAN

Switchman has to ensure safe reception and dispatch of trains. He is required to operate block instrument at cabins for granting line clear to the adjoining station.

Also Switchman has to set correct points, ensure locking of points and lowering of signals for all trains movements.

Employees working as Cabinman-II/Leverman/Pointsman Gr.II are called for Selection to the post of Switchman.

Medical classification – High medical classification of **Aye-Two standard** is prescribed.

Switchman may be recommended pay scale as given below :-

PROPOSED PAY SCALES

| S.No. | Post/Designation | VI CPC Pay Scales | Proposed New Pay Scales of VII CPC |
|-------|------------------|-------------------|------------------------------------|
| 1. | Switchman | PB-1 + GP 2800 | 46000 |

GATEMAN

Gateman is required to observe all prescribed norms/measures to ensure safe passage of trains simultaneously clearance of road traffic at the Level Crossing Gate. Gateman is a safety category Staff working in erstwhile Group 'D' post (i.e. Group 'C' as classified by the Government) in the respective departments are allowed to submit option for selection to the post of Gateman. Several Gatemen perform duties 12 hours a day. The gatemen have to face anti-social elements & vagaries of weather condition.

Prior to posting as Gateman, the selected employees have to undergo mandatory training. Gateman category may be recommended following pay scales:

PROPOSED PAY SCALES

| S.No. | Designation | VI CPC Pay Scales | Proposed New Pay Scales of VII CPC |
|-------|-------------|-------------------|------------------------------------|
| 1. | Gateman | PB-1 + GP 1800 | 33000 |

STATION PORTER/TRAFFIC KHALASI

Station porter/ Token porter /Call porter/Box Boy/Waterman are staff of erstwhile Group 'D' categories required to assist station master in carrying train operations safely. Their pay scales are recommended as follows:

PROPOSED PAY SCALES

| S.No. | Designation | VI CPC Pay Scales | Proposed New Pay Scales of VII CPC |
|-------|----------------|-------------------|------------------------------------|
| 1. | Station Porter | PB-1 + GP 1800 | 26000 |

TRAINS CLERK

Trains Clerk is one of the important categories responsible for maintaining operational data relating to;

- Empty wagons and loads,
- Loaded wagons & rakes,
- Availability of locomotives in the yard, station and at other activity centre,
- Stock of passenger coaches & rakes,
- To maintain coordination with the yards, stations and control office for communication of various information/data,
- To upkeep various statistical registers of operation and also to maintain train movements through Freight Operation Information System (FOIS).
- Compilation of data required for calculation of indices like NTKMs/PKMs, Wagon Turn Round etc.,
- Detention to trains along with reasons thereof.
- Maintenance of record such as placement of wagons and wagon loads for unloading/loading for the purpose of calculating demurrage.
- Preparation of stock reports at 08:00, 12:00, 16:00 & 24 hours and reporting to control office,
- Inputs for PCDO & MCDO.

Trains Clerks are required pass medical examination of Aye-Three standard and have channel of promotion to the post of Sr.Train Clerk, Hd Train Clerk, Chief Train Clerk & Section Controller, Guards etc.

Uniqueness of duties can be adjudged from the following facts:-

- Round the clock duties in shifts,
- Mistake committed in showing destination will result in incorrect movement of wagons,
- Reliever is essentially required in each shift, if not available, required to perform duties for extended hours,
- Required to work at isolated places and remote locations,

Consequent to performing complex nature of jobs, Trains Clerk is exposed to following hazards;

- Exposed to all vagaries of weather conditions,
- Prone to occupational diseases,
- Face many times mosquito bite causing diseases like Florosis, Jaundice etc,

PROPOSAL

Taking into account the job profile, role and responsibilities, physical and mental efforts and hazards related to job, environment and health, it is proposed that the following pay scales may be recommended.

PROPOSED PAY SCALES

| S.No. | Post/Designation | VI CPC Pay Scales | 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 |

*Entry Qualification of Graduation is proposed.

SHUNTING MASTER AND SHUNTING JAMADAR

These staff are responsible to carry out operations like formation, deformation and transfer of vehicle from one line to another and to station.

- Timely formation of trains as per pre-decided marshalling order,
- For correct departure of trains for optimum utilization of Rolling Stock and Path,
- Ensure smooth yard operations and decongestion in the yards,

Source :- Pointsman –I are eligible to appear in the selection.
 Medical Classification :- **Aye Three**

While the job requirement is absolutely safety conscious the Shunting Master / Jamadar perform duties round the clock in the field under open sky

Like other staff of operating department, the Shunting Master and Shunting Jamadar face all occupational hazards as the essence of time is job requirement i.e. to complete the tasks within the target for maintaining flow of inward and outward traffic.

Proposal

In view of the job profile, role and responsibilities and the expected output within the time allowed and hazards related to job environment, following pay scales may be recommended.

PROPOSED PAY SCALES

| S.No. | Post/Designation | VI CPC Pay Scales | 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 |

TRAFFIC SAFAIWALA/SAFAIWALI

In the Operating Department, the category of Safaiwala/Safaiwali exists. They are responsible for sweeping, Cleaning and dusting the station buildings, platforms, waiting halls and station premises etc., Their entry qualification from open market is matriculation or ITI or equivalent.

They are allotted GP 1800/- in PB-I. In this category, there is no career growth so much so that almost all Safaiwalas/Safaiwalis retire in the recruitment grade pay Rs.1800/-.

NFIR had raised this issue at the level of Railway Ministry in the PREM forum as well as in DC/JCM meetings. Although a Committee has been constituted to consider and recommend career growth for this category, there has been no progress resultantly, the Safaiwala/Safaiwali continues to suffer without promotion and status. Even the financial upgradation under MACP Scheme gives financial benefit of Rs.100/- as and when upgradation is granted while status remains the same. This is the most neglected category.

They are prone to diseases in the course of sweeping and cleaning work as they come into contact with dead insects, animals, human waste etc.,

In view of risky nature of duties and no promotion opportunities, the Federation requests the Commission to recommend following pay scales to the Traffic Safaiwala/Safaiwali in the Railways:

PROPOSED PAY SCALES

| 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 |

TRAFFIC ASSISTANTS, METRO RAILWAY, KOLKATA

An anomalous situation and disparity has been created by the Railway Board in the matter of allotment of pay scales to the Traffic Assistants working in the Metro Railway, Kolkata by placing them in pay scale Rs. 3200-4900 (Vth CPC) as against Rs.4500-7000 (Vth CPC). The nature of duties, educational qualification, recruitment process, medical fitness of Traffic Assistants is similar to those of ASM in the zonal Railways i.e. train passing duties. The discrimination perpetuated in respect of allotment of pay scale to the Traffic Assistants of Metro Railway needs to be removed.

In view of the above, following pay scales may be recommended for Traffic Assistants of Metro Railway, Kolkata, on par with Station Masters:

PROPOSED PAY SCALES

| Designation | New Proposed Scales |
|--------------|---------------------|
| Traffic Asst | 56000 |

CHAPTER – IV

RUNNING STAFF

(Comprising of Loco Running Staff, Traffic Running Staff, Loco Inspectors & Motormen of Metro Railway, Kolkatta)

The core category among Railway employees, responsible for running and movement of all trains i.e Goods, Passenger, Suburban Service, Mail, Express and Super fast trains including Rajdhani, Shatabdi and Duronto Express, is called Running staff. Total strength of Running Staff in Indian Railways is 1,02,790 (approx).

The Running Staff comprises of two categories as follows:

1. Loco Running Staff
2. Traffic Running Staff

Sub Chapter (A) :Loco Running Staff

Nature and content of job

Primary Job of the Loco Running staff is :

- To run trains punctually and safely, round the clock braving vagaries of nature,
- To ensure movement of freight from one place to another through freight trains,
- To undertake shunting operations in the yards and at stations,
- Detaching and Attaching of Wagons and Coaches,
- Formation and placement of Passenger Trains,
- Formation of Wagon Loads,
- To ensure optimum usage of Locomotives and Wagons and other rolling Stock to ensure increase in Wagon turn round,

For performing the above mentioned jobs, the Loco Running Staff is expected:-

- To use all Skills,
- To be proficient in operational and troubleshooting knowledge.
- To possess the ability to concentrate for long periods of times,
- To possess good judgment and decision making skills.
- At the same time, Loco Running Staff has to function above board,
- To maintain sustained attention all throughout and
- Has to be quick on responses and reaction in ensuring safe, smooth and uninterrupted flow of traffic.

The Loco Running Staff consists of following categories of Running Staff:

- Assistant Loco Pilot
- Shunter
- Loco Pilot
- Motorman

Supervisory

1. Chief Loco Inspectors
2. Crew Controllers/Power Controllers

Instructors (Ex. Cadre)

- Loco/EMU Instructors in Training Schools (Tenure period of 8 years) are drafted from Loco Pilots.

ASSISTANT LOCO PILOT

- On being selected through Railway Recruit Board as Assistant Loco Pilot, the candidate has to undergo rigorous training in General & Subsidiary Rules and locomotive training in different types of locos of both Diesel & Electric traction.
- On successful completion of training, the candidates are absorbed as Electrical/Diesel Assistant Loco Pilot and deputed for 3 trips of Road Learning in different directions of their working jurisdiction in order to acquaint with the gradient, knowledge of location of Signals, different stations, capacity of loop lines, yards and sidings, knowledge of various speed restrictions.
- While On duty must perform check of the Loco under gear fittings, ensure proper fittings of Safety equipments, to see/check Oil levels, Relays, Valves etc, Whistle to warn the Tress Passers and Vehicles in manned & unmanned Level Crossing gates, to assist in trouble shooting, to ensure that continuity of Vacuum / Air Pressure etc. is maintained etc.,
- Undergo mandatory refresher course to be kept abreast / updated with the advanced technologies in the locomotives and latest corrections/ amendments in Operation Rules.
- In case Loco Pilot becomes incapacitated en-route, it is the duty of the Assistant Loco Pilot (if he is duly qualified) to drive the train and clear the section safely.

LOCO PILOT (SHUNTING)

- Loco Pilot (Shunting) or Shunter is the next promotion avenue for Asst. Loco Pilots.

DUTIES AND RESPONSIBILITIES

- To ensure attaching/detaching of locomotives before departure/arrival of trains at originating / intermediate/ destination stations,
- Involved in formation / segregation of freight /passenger trains,
- Operates locomotives independently in the yards & loco sheds,
- Has to check locos thoroughly before offering locos for service on freight / passenger trains.

LOCO PILOTS (GOODS)

- After working as Loco Pilot (Shunting) cadre, he gets promoted as Loco Pilot (Goods).
- He has to be fully conversant with literature of about 15 to 20 types of Locomotives of both the tractions i.e. Diesel & Electric including its circuitry controlled by Micro Processor with Operational System and trouble shootings.
- After successful training of above subjects, he has to appear for written examination and secure minimum 60% marks. Finally an examination is conducted by the officers not below the rank of Sr.DEE (TRS-O)/Sr.DME who are competent to issue certificate and declare him qualified to work independently on line.
- Has to maintain high medical standard i.e. AYE-ONE when subjected to Periodical Medical Examination.
- He is supposed to acquire knowledge of Subsidiary and General Rules of all the Zonal Railways in which he is working.
- He has to undergo Periodical Refresher course in both Rules and Technical once in 3 years.
- He has to supervise his ALP and conduct Locomotive check before starting and while on run.
- Observe OHE, track, signals etc., whistle frequently to warn tress-passers and road vehicles and have to keep a sharp look out on run.
- He is also responsible for finding out the defects and their repairs doing the appropriate trouble shooting in stipulated time.
- In nut-shell, A Loco Pilot possesses the knowledge of efficient operation of locomotive with thorough acquaintance of its circuitry, latest sophisticated equipment fitted on the Locomotive, Signaling System, lay-out of yards, sidings and gradients, knowledge of Station Working Rules, Block Working Manual, trouble Shooting of different loco motives, knowledge of over head equipments and permanent way.

LOCO PILOT (PASSENGER) / MOTORMAN

LOCO PILOT (PASSENGER)

- This is the next promotional avenue from Loco Pilot (Goods)
- Has to shoulder the higher responsibility of working passenger carrying trains with more speed and frequent stoppings.

MOTORMAN

- The Suburban services are run with Electrical Multiple Units (EMU), Diesel EMU (DEMU) and Main Line EMUs (MEMU). The Running Staff who operate the above EMU are called as Motorman. They are placed in the same grade of Loco Pilot (Passenger) and in most of the Railways they come by avenue of promotion.
- Suburban services present a unique set of working conditions arising out of high density of traffic, large no of signal, level crossing gates, heavy tress passing incidents etc.
- More over Motorman is the only position in running category where Asst. Loco Pilot is not provided i.e. Single man operation, increase of coaches from 9 to 12 cars, additional stations, increased frequencies, increased number of signals, provision of Auxiliary working system /Train Protection Warning System) has added more responsibilities on Motormen.
- While the train is in motion he has to keep the Dead Man's handle pressed constantly, which requires continuous exertion of 3 to 3.5 kg/cm² of pressure by his right hand.
- Motorman has to work with higher degree of skills, diligence, promptness.
- Suburban services demand the highest level of continuous concentration and presence of mind all the time, quick responses and reflexive action etc.
- Since the frequency of suburban service is very high, the stress arising out of trouble shooting is much more intensive than conventional service.

LOCO PILOT (EXPRESS / MAIL)

- Loco Pilot (Express/Mail) is driving High Speed Trains & prestigious trains like Rajdhani, Shatabdi, Duronto Express & proposed Semi-Bullet Trains with maximum speed of 160 KMPH where in number of stops are limited.
- They have to be more alert, vigilant & should have sustained attention for observing correct signals pertaining to their lines for continuous journey of about 300 to 450 Kilometers and for a period of more than 7 to 8 hours Strenuous Duty, which involves Day/Night working.

For Example:- The roster of LP for Hampi Express which collided with Stationary Train suggests that the driver had run 23 Trains in 19 days of which 12 were full-night, 03 half night and 07 full-day duties. This means the Loco Pilot had undisturbed sleep in only 07 days in 03 weeks period.

POWER CONTROLLERS/CREW CONTROLLERS/

Traction loco controllers

- They form part of Running Staff and are drafted to perform the duties for a period of 3 years, after which they resume foot plate working as Pilot.
- Crew Controllers play a vital role in the management of crew. They have to control and manage the running staff by preparing rosters.
- Granting leave, Rest, arranging crew relief, controlling over time working, planning for training etc.

Traction Loco Controller (TLC/PRC)

- Is responsible for nomination of loco motives for train service (Mail/Pass/Goods) & also ensure the smooth journey of the train.
- Has to instruct the engine crew in case of detention enroute by giving advice on trouble shooting or arrange relief loco accordingly.
- Has to plan & nominate locos for schedule in consultation with loco sheds.

LOCO INSPECTORS

Discussed in **Sub - chapter 'C'**

CADRE STRUCTURE AND SOURCE OF CADRE

The Loco Running staffs are comprised of the following categories :-

| Level | Grades | Training |
|--|--|---|
| L 5 | LP –Mail/Express (Non Selection) | No additional Training from LP(P) to LP(M). From Motorman to LP (Mail): 48 days. |
| L 4 | LP-Passenger/Motorman (Viva – Voce Selection) | 48 days – Mandatory |
| L3 | LP – Goods (Written Selection), Minimum 2 years as Shunter (or) 60,000 kms as ALP | 78 days – Mandatory |
| L 2 | LP – Shunting (Non Selection) | Same module as LP(G) |
| Entry Level : L1, Open Market : 18-25yrs, From Cadre : 35 yrs. | Assistant Loco pilot 50% Dept. – Matriculation + 3 years experience as Skilled Grade III in Loco Sheds 50% Direct ITI – Open market | 103 days (Single Traction), 151 days (dual traction) |

INSTRUCTORS (Ex. Cadre)

Loco/EMU Instructors in Training Schools are drafted from Loco Pilots (Tenure period of 8 years). They are paid teaching allowance.

TRAINING

- Apart from training at the induction stage and before every stage of promotion, they are also subjected to periodical Refresher courses once in every three years and Conversion courses (due to change of traction).
- Periodical Safety Camps of 3 days duration once in every three years.
- Special Orientation training for working trains in Automatic Section.
- Simulator training in both AC & Diesel Locomotives.
- Special Training on special type of Locomotive like WDM2C, WDP2, WDP4, WDG4, WDG7, WAP4, WAP5, WAP7, WAG7, WAG9 etc.

MEDICAL STANDARDS

Loco Running Staff are prescribed with highest medical standards (**Aye-One**), till retirement. Apart from initial medical examination which includes General physical examination and vision test, Periodic and age specific Medical Examinations are conducted as per schedule below :

| Age | Frequency |
|-----------------------------|-----------------------|
| Upto 45 years | Once in every 4 years |
| 45 to 55 years | Once in every 2 years |
| 55 years to till retirement | Annually |

UNIQUE DUTY REGIME

- Stringent Medical Standards are supposed to be maintained by Running staff, all through their career right from their appointment till their superannuation.
- Running staff are subjected to compulsory Psychology/Aptitude test conducted by RDSO/Lucknow at the time of induction/promotion and also for working Rajdhani/Super fast trains.

- Running staff cannot leave charge until properly relieved.
- If any Loco pilot/Motorman is involved in an accident, though he is not responsible for the same, he shall be examined by Doctor through Special Medical examination (Accident Manual 2001 of Southern Railway 3.04 (5)).
- Whenever a person is run over or knocked down, rendering first aid and arranging for Medical aid or handling the dead body when life is extinct is another duty which is not faced by any other category. The most agonizing point is that after facing such traumatic experience of run over, the Loco Pilot/Motorman has to continue to work train upto nominated station with its attendant stress and strain.
- By his driving skill & good enginemanship, Loco Pilot/Motorman can minimise fuel consumption/save OHE current within stipulated quantity.
- Due to inherent nature of duty and rostering, a Loco Pilot/Motorman suffers from being away from the warmth of family and is deprived of simple joy of family support otherwise experienced by employees in other jobs. Misses social life also, since has to remain out of Head quarters for more than 72/96 hours during a duty stretch and eligible for 12/16 hours regular head quarters rest at Home station. (Even this rest is being curtailed to 10/12 hours in case of Motorman).
- Running Staff are not allowed to break for food, refreshment or answer nature calls during train running duty. Hence, no timely food.
- Running Staff has to **Sign 'ON' and 'OFF'** during 'Odd timing and Odd weather.
- No proper weekly rest causing them to consume personal leave for personal and social work. Also cannot enjoy National Holidays.
- Drastic penalty of removal/dismissal from service when passed a signal at danger.

HAZARDS AND ENVIRONMENTAL PROBLEMS

- Experiences the vagaries of weather – Dense Fog, Bone chilling temperature, cyclones or squally winds, scorching heat etc.,

The High Power Committee on HOER under the Chairmanship of Shri D.P.Tripathi had observed as under:

Air conditioning of Locomotive cab: to take care of the stress level by controlling the extreme temperature conditions and noise pollution. In fact, as per the checks got done by the Committee, the temperatures inside the loco cabs during summers were found to be quite unbearable being as high as 61°C on Diesel Locos and 51.8°C on Electric Locos. (Page No. 291 of the Report).

The main features of the TRAIN Project (Sub Project 3) of Swedish National Rail Administration report are as under:

- *Although the train drivers are satisfied with their jobs, the working hours and the physical work environment (mainly noise level, vibrations, inadequate maintenance and poor cab climate) were seen as a problem.*
- *The working hours intruded upon driver's social lives and led to problems of sleep and fatigue.*
- *Day time sleep following a night shift was associated with a clearly inferior level of recovery and a considerable lack of sleep.*
- *The effect of circadian rhythm on wakefulness and rest must be taken into consideration while planning driver's schedules.*
- *The schedules should be worked out so that these are as regular as possible and not too long (9 hours maximum). The need for an extra long rest period (minimum 24 hours) after a night time shift is also stressed upon.*
- *Irregular working hours was perceived as one of the most serious problems at work.*
- *Train drivers suffer from severe fatigue and sleepiness when working at night.*

The research findings summarized above clearly bring out that:

- (a) The sleep during the day does not completely compensate the loss of sleep at night.*

(b) Due to continuous night working, the uncompensated sleep keeps accumulating even though the Running Staff is provided adequate rest during day hours. This sleep debt can only be compensated by providing adequate full nights in bed.

(c) This accumulation builds up stress and strain which even though may not be clearly felt by the Running Staff at times, affects his reflexes, reaction time and increases sleepiness while on duty. This may result into safety violations in addition to having adverse effects on the health of running staff as well as his family and social life. (page no.123-124 of HPC (R&S) report on HOER report).

- Inhospitable environment.

'The train driver's and railway traffic controller's work has special features compared with other professional drivers and controllers. The subjective workload of train drivers is relatively high. While attention and information-processing requirements are increasing in many train driving tasks as a result of new technology, the driver's work is often subject to occasional periods of monotony..... Driving is focused on controlling speed and acceleration; but the driver also has to concentrate on the control of different dynamic forces, upcoming terrain, traffic signs and communication (Report on the study carried out by Brain Work Laboratories, Finland).(Page no.121 of HPC(R&S) report on HOER)

- While running the trains, LP has no option but to suppress natural calls causing serious health problems.

The High Power Committee on HOER under the Chairmanship of Shri D.P.Tripathi had observed as under:

The Loco Pilot's attention has to be always on the signals as well as on the obstacles on the track, condition/continuity of OHE, anything approaching from sides of the track, the loco controls, VCD, TPWS, the trailing load and he has to remain prepared to stop at the earliest in any emergency. The sections with Automatic Signalling on long continuous stretches with signal sighting required at intervals of less than a minute due to higher speeds further adds to the burden of continuous sustained attention on the Loco Pilot. The Committee members individually and collectively travelled on footplate in the automatic territory (both fitted/equipped with TPWS system and without TPWS system). The interaction with the Loco Pilots/ Engine Crew on these trains brought out that not only the continuous sustained attention on signals & Locomotive control display unit is causing stress and tiredness, the continuous standing/ sitting (on an uncomfortable seat) adds to the buildup of physical fatigue which gets aggravated due to the reason that the Loco Pilot/Engine Crew has to control even his urge to attend to nature's call on account of continuous running without stoppage.

Coupled with the requirement of such a sharp concentration level, there are many adverse conditions such as heavy noise, vibrations and extreme heat/cold environment inside the locomotive cab. The driver may also be working against his natural circadian rhythm. The amount of stress developed by all these on the Loco Pilot can only be imagined. (Page No. 84 to 85 of the Report).

• Exposure to high noise to the decibel level of more than 85 Db (WHO report).

The High Power Committee on HOER under the Chairmanship of Shri D.P.Tripathi had observed as under:

At present, the working conditions inside the locomotive cab are also fatigue inducing. The temperatures inside the cab go as high as 60 degree Centigrade in peak summers and close to 4-5 degree centigrade in peak winters with wind entering through the crevices in the doors/windows. The noise level inside the cab is also as high as 88.4 decibel as against the limit of 90 decibel laid down by Occupational Safety and Health Administration (OSHA) Regulations which says that, if anyone is exposed to this noise level for more than 08 hours per day, there is a risk of hearing loss for him. The instruments, operating levers and other equipments inside the cab are also not ergonomically designed. All these features aggravate the stress of working and enhance the fatigue levels. Besides, it gets further aggravated on

account of the type and variety of locomotives that a running staff is expected to handle with equal efficiency. Moreover, they are expected to be a master in trouble shooting of all these different types of locomotives. (Page No.53, 54 of the Report).

- Physical and Mental efforts & hazards

It is pertinent to point out here that the High Power Committee on HOER under the Chairmanship of Shri D.P.Tripathi had observed as under:

The stress level on the Loco Pilot has gone up many times due to Higher Speed, heavier Loads, Continuous sustained attention for viewing and acting upon aspects of approach signals (cast by reduction in Block section length and introduction of automatic signaling) and requirement of latest technical knowledge and technique for troubleshooting. Thus the strain/stress on the Loco Pilot shifted from that of physical nature to that of mental and this has led to a situation where the Loco Pilot has to remain continuously attentive in something or the other while on run. If nothing else, he has to operate the VCD every minute. (Page No. 73 of the Report).

A study on LOCO PILOTS indicated that psychological stresses in Loco Pilots are mainly on account of their job demands. As many as 57 per cent of them had moderate build up of stress and only 42 per cent had mild build up of stress. As against this, only 4% of the stationary staff had moderate build up of stress and as many as 96% of them had mild build up of stress. The major reasons for build-up of stress (i.e. stressors) were perceived as:

- (i) Postural discomfort and non-spacious work place (96%)
- (ii) Noisy work place (95%)
- (iii) Long duties with improper rest and dissatisfaction with place and service at the place of intermediary rest (88%)
- (iv) Fear and susceptibility to accident due to drowsiness caused by fatigue, tiredness and exhaustion due to job stress (83%)
- (v) Absence of toilet in job requiring long hours of working and responsibilities of thousands of lives (75%)
- (vi) Consequences of making mistake on duty very severe (71%)
- (vii) Stress due to long period of absence from home & city & unable to maintain balance between work and home (71%).
- (viii) Inadequate protection from extremes of temperature and rain (70%).

The doctors had further analysed the medical effects of these stressors which are:

- (a) Disrupted sexual functions (67%)
- (b) Muscle aches and pains (65%)
- (c) Sleep disturbances (60%)
- (d) Headache (44%)
- (e) Stomach problems (39%)
- (f) Irritability and anger (30%)
- (g) Frustration and anxiety (18%)

Thus, the Railway Loco Pilots of Indian Railways have the stress built up by work environment, duty hours and places of intermediary rest etc. which can be controlled / modified to relieve some quantum of the stress. (Page No. 62 to 64 of the Report)

IMPORTANT OBSERVATIONS

- Needless to emphasise that even the Railway Ministry has given special attention to occupational safety of Loco Pilots as is evident from the extract of Railway Board's letter No. E(P&A)I-2001/RT-2(KW) dated 02.01.2004: RBE 4/2004.

“Running duties demand continued attention and alertness. The element of stress combined with uncertain hours of work entailed in the performance of running duties over long

periods of time tend to have a deleterious psychosomatic effect on their health. There is a slowing down of reflexes with the passage of time making vulnerable to operational lapses.”

- The then Hon’ble Railway Minister Shri Dinesh Trivedi, who was an Air-Pilot by profession recognized that pilot a loco train was tougher than pilot an aero plane after his experience at a Railway simulator centre in Chennai(The Hindu Daily dt: 22/11/2011).
- The commissioner of Railway Safety in his report on side collision in the suburban section of Central Railway, Bombay division on 24.04.1981 observes,
“ Compared to Locomotive Driver, a Motorman’s degree of concentration on his look out duties is of higher order simply because he is all by himself in the Cab to pick out the aspects of the Signals ahead. That such mental acuity can be highly fatigue inducing has to be recognized and accepted”.
- A similar observation was made by the then ACRS who had conducted a Statutory Inquiry into the rear-end collision between two Locals near Matunga Station on 14-11-1979, elaborating on the circumstances that effectively imposed additional stresses and strains on Motorman.
- Para 9 and 10 of the Report of Joint Committee on Running Allowances-2008 has observed that “ Running staff is crucial and vital to the running of the Railway and that running staff productivity is critical to the Indian Railways, hence, it is necessary that their motivation level is maintained at the highest level”.
- Working conditions of Loco pilots are pathetic. Running rooms are in horrible conditions. LP’s living condition need to be improved to give them a sense of belonging. They can be provided with smart uniforms with bars, etc., to indicate their grade/category. Loco pilot should be given proper training, psycho test requirements, equipments and methodology should be reviewed. Entry level educational qualifications, training and refresher requirement should also be reviewed. (Views expressed by Hon’ble MR, government of India in the GMs conference on safety @ Rail Bhawan on 30.11.2011).
- The actual job of driving train generates a mental work load by virtue of the constant demands to concentrate and monitor, and on the driver’s readiness to handle unexpected operational conditions (e.g. technical disruption). Rail drivers are also subject to stress arising from factors not related to the actual driving, such as working hours and lack of sleep. They can suffer from both physical stress (e.g. Noise and vibrations) and psychosocial stress (e.g. fast working pace and concern about accidents). (European journal of Business and Management. **Vol.5, No.12, 2013**).

Improvement in entry qualification:

Attention of the VII CPC is invited on the report of High Level Safety Review Committee under the chairmanship of Dr. Anil Kakodkar, para 6.3 of chapter VI which states as under:

“The committee recommends that the departmental staff should be encouraged and extended resources to upgrade their professional qualifications and skills to be fit for promotion to higher level than bringing down their proficiency in standards as is the present practice. All the newly recruited Assistant Loco pilot should be Diploma holders instead of present Matriculate/ ITI holders”.

In this connection, NFIR has raised a subject (47/2012) in the PNM meeting with the Rly. Board, which is still under consideration. It is also brought that many graduates join as Assistant Loco Pilots from open market. Therefore NFIR placed the demand before VII CPC, to raise the entry qualification of Assistant loco pilots to that of Diploma and grant suitable replacement pay scale.

Injustice done to this category

The Category of Loco Running staff was given harsh treatment by allotting same Grade Pay (VI CPC) for Loco Pilots from Goods to Mail/Express. The concept of Grade Pay, by their own admission, was mechanism of fitment of pay, fitment benefit and a symbol of promotion, status and seniority. The integral part of the Pay Band and the Grade Pay at every stage was ignored by the 6th CPC.

The pay scale of Rs.6000-9800 (S 10A scale), which was granted to Loco Pilot (Mail/Express) by the Government of India as part of exercise to improve pay scales was nullified with the implementation of the recommendations of VI CPC and allotment of Rs. 4200/- Grade Pay for Loco Pilot (Mail/Express). NFIR's initiative to get this injustice remedied yielded no result, since higher grade pay of Rs. 4600 to Loco Pilot (Mail/Express) although proposed by Railway Ministry did not get the concurrence of Ministry of Finance. Hence the category of Loco Running staff deserve special attention at the hands of VII CPC and appropriate/distinct pay scales are required to be recommended for different grades of Running staff.

Sub Chapter (B) :TRAFFIC RUNNING STAFF (GUARDS)

DEFINITION: GUARD means the railway servant in charge of a train and includes a brakes man or any other railway servant who, for the time being be performing the duties of a GUARD (GR 1.01 item 28).

NATURE AND CONTENT OF JOB:

- Every train shall be provided with one or more Guards except under special instructions or in emergency. (GR 4.25)
- The above definition and role, stressing the importance of Guard in connection with train working are ingredients of General Rules 1976. These General Rules, the "Bible of Indian Railways Train Operations" which guide train operations to its perfection and envisages safety and security with precision is statutory and not violable by anyone. The word 'Guard' is one among very few categories referred by the name in GRS. This proves the inescapable role of Guards and their importance in train operations.
- Every train whether passenger or goods has to spend 90% of its journey in midsections, that is, the area not controlled by stations. During the 90% of its journey time the Guard is responsible for the train, stock, passengers and its safe running, security and protection
- Take appropriate action and comply with General Rules during accidents, emergency and calamity to save life and property.
- The Guard has to report, advice and provide accurate information to his officers and traffic controllers in real time about any abnormal conditions that endanger safety of the train.
- The duties of Guards are spread over the entire operation from the train is ordered and its completion of journey. Guard being the in-charge of the train holds many responsibilities as stipulated in General rules and its Subsidiary Rules.
- Compliance and knowledge of General rules, Subsidiary Rules and Accident Rules.
- Knowledge and usage of Fixed Signals and various Authorities.
- Knowledge and Possession of Hand Signals and Detonating/Flare Signals vide GR 3.58, 3.59 & 3.67.
- Knowledge of working of Trains & Systems under GR 4.01 to 4.19 & 4.23 to 4.30

DUTIES OF GUARDS BEFORE STARTING OF TRAINS: (GR 4.34 TO 4.37 & 4.39)

- The Guard while taking over charge of a train shall satisfy himself that the train is properly coupled and marshalled, before starting.
- Train is provided with prescribed Brake Power.

- Communication appliances between Guard and Loco Pilot is in proper working order.
- Train is provided with Brake Van equipments, watering of coaches, luggage portion is properly loaded and sealed, and generally as far as he can ascertain, the train is in a state of efficiency for travelling.

DUTIES OF GUARDS ON RUN: (GR 4.43 to 4.48)

- Guard to keep a good look out
- Guard to assist Loco Pilot when train held up at First Stop Signal
- Attracting attention of Loco Pilot & Assistance and application of Hand Brakes when ever required.
- Ensuring Stopping & Starting of trains
- Knowledge and usage of Bell Codes & Whistle Codes
- Guards of Passengers carrying trains shall give attention to the needs of the passenger while entraining & detraining.

DUTIES OF GUARDS ON ARRIVAL: (GR 4.56 to 4.60)

- Guard to ensure train arrived complete, clear of all fouling marks & all signals are put back to ON.
- Moving of train carrying passengers after it has been stopped at a station
- Preparation of Combined Train Report & Late Train Report
- Guard not to leave his train till handed over properly.
- Guard has also to stand behind BrakeVan for ensuring protection in rear when the train is stopped.

OTHER DUTIES OF THE GUARD :

- Knowledge of working of Material/Department trains (GR 4.62)
- Control & Supervising of Shunting at stations, mid sections and stabling yards, involving Goods trains and passenger carrying trains
- Knowledge of Shunting at Gradients
- Responsibility of stabling of trains/detached vehicles & securing of train at gradients.

RESPONSIBILITY OF GUARDS DURING ACCIDENTS & UNUSUAL OCCURRENCES :
(GR 6.02 to 6.10)

- Extraordinary initiatives to meet the situation in case of accidents or failure of equipments & communications i.e. abnormal working.
- Protection of trains held up in mid section, First Stop Signal & trains Unusually delayed
- Sending advice of accidents, Relief & Breakdown
- Report of conditions likely to affect running trains to Section Controllers
- Working of parted and divided trains
- Disaster management efforts when casualties occur due to Run over, Injured on train, Death of passenger/railways servants in the train and cattle run over.
- Informing & assisting during incidents like Theft, Robbery, Sabotage
- Fire on trains – To act with presence of mind to prevent major catastrophe. Guard must take efforts to save lives, isolate the burning coaches, put out the fire and protection of vehicles from escaping.

CADRE STRUCTURE & SOURCING :

The Traffic Running Staff is comprised of following Categories:

- 1) Goods Guard
- 2) Sr. Goods Guard
- 3) Passenger Guard
- 4) Sr. Passenger Guard

5) Mail & Express Guard

MODE OF RECRUITMENT :

- Recruitment is done in the entry grade of Goods Guards.
- Direct Recruitment of Graduates through RRB – 25%
 - Departmental Graduates through LDCE – 15%
 - Serving employees from Traffic, Commercial & Operating Dept. – 60%

TRAINING :

After successfully qualifying through RRB, LDCE & departmental examination, they will be sent for training in General rules and Subsidiary Rules, Accident Rules, commercial rules and specialised training like customer care and disaster management at Zonal Training Centre.

- Initial Training - 45 Days
- Refresher Course - 12 Days every three years
- Orientation Course - 3 days, to be renewed once in 6 months after testing of knowledge in Automatic Signalling System.
- Safety Camp - 3 days every three years
- Disaster Management - 3 days

MEDICAL EXAMINATION :

Required to pass Medical Examination in AYE – TWO
Periodicity of Medical Examination

- Once in 4 years upto the age of 45 years.
- Once in 2 years after 45 upto 55 years
- Once in every year after 55 years

UNIQUE DUTY REGIME

Same as Loco Pilot

HAZARDS AND ENVIRONMENTAL PROBLEMS :

- Almost similar to Loco Pilots
- Even after 160 years of Indian Railways existence, Goods Brake Van is without lights and other basic amenities/facilities.
- Exposed to extreme elements of nature during entire working
- Exposure to Air pollution & Dust leading to Respiratory diseases,
- Fatalities in rear collisions and other accidents.

GUARD COUNSELLOR

Post of Guard counselor with distinct pay scale needs to be provided for counseling Guards regarding Safety Rules, Changes in working system, Disaster management etc.,

Injustice done to the category

Guards Category was given harsh treatment by allotting only TWO Pay Bands and Grades Pay for FIVE different designations. The concept of Grade Pay, enunciated by VI CPC, was mechanism of fitment of pay, fitment benefit and a symbol of promotion, status and seniority. The integral part of the Pay Band and the Grade Pay at every stage was ignored by the 6th CPC and hence this category deserves better treatment at the hands of VII CPC.

ALLOWANCES (COMMON TO LOCO & TRAFFIC RUNNING STAFF)

Running Allowance

As regards the issue pertaining to payment of Kilometrage Allowances and ALK, NFIR wishes to state that this issue is best left to the Railway Administration, since from time memorial,

the kilometrage entitlements / rates are decided through bi-lateral discussions between Railway Board and Federations.

Additional Allowance (for Onerous Duties)

The VI CENTRAL PAY COMMISSION recommended vide Para 7.36.50 of its report which was accepted by the Government of India that Rs.1000/- per month be paid as additional allowance to Loco Pilot (Mail) and Rs.500/- Loco Pilot (Passenger) & Mail Guards respectively. The recommendation of the VI CENTRAL PAY COMMISSION report is as follows. "On account of more onerous nature of work as well as process of selection involved Loco Pilot for Passenger trains shall be given an additional allowance of Rs.500 per month and Loco Pilot Mail and Express will be given this allowance at the rate of Rs.1000 per month. Dearness allowance shall be payable on this allowance."

The Assistant Loco Pilots are attached to passenger carrying train along with Loco Pilot (Passenger) and Loco Pilot (Mail) for the same length of run and time. They are also facing the above said onerous nature of work as faced by the Loco Pilots. Denying this allowance to the Assistant Loco Pilot is unjust and discriminatory. In the case of Loco Pilot (Goods) & Goods Guards, their duties are arduous and onerous. The Goods train having a trailing load of usually more than 6500 tonnes and length of the train 3 times larger than passenger carrying trains. Handling of such heavy loaded trains at higher speed is also much onerous and arduous. The post of Loco Pilot (Goods) is also having process of selection involved. Therefore, the two criteria considered by the VI CENTRAL PAY COMMISSION to allow onerous duty allowance to Loco Pilot (Mail) and (Passenger) is also existing in the case of Loco Pilot (Goods). The Loco Pilot (Shunting) works without the assistance of ALP and alone in the cab. That itself makes the duties of Loco Pilot (Shunting) more arduous and onerous in nature.

In view of the facts and for the reasons stated, it is submitted that the Additional allowance (for Onerous Duties) may be granted to all cadres of Traffic & Loco Running Staff and this may be calculated for retirement benefits too, apart from grant of distinct pay scales.

The Pay Commission's attention is also invited to the minutes of the meeting held between Railway Board and NFIR on 19.05.2014 (circulated on 13.06.2014 vide letter no.2014/E(LR)/NM1-3), in which the NFIR's request for referring the issue of "Reckoning of Additional Allowance as Pay for all purposes including computation of Retirement Benefits-Running Staff" (NFIR PNM-08/2011) was agreed to be referred to 7th CPC with recommendation and a scientific & favourable approach and decision in this regard is requested.

Uniform Allowance

There is widespread dissatisfaction among Running Staff about quality of cloth and inadequacy of stitching allowance. The system of procuring uniform cloth miserably failed to ensure quality. The High Power Committee also recommended to ensure self esteem of Running Staff by the way of ensuring good quality and smart uniform to Loco Pilots and Assistant Loco Pilots (page no.296 of the report). So Uniform allowance be given for all grades of Running Staff, annually, besides of stitching charges (at least for four pairs of premium quality cloth). This will reduce the burden of Administration, will be cost effective and also eliminate existing cumbersome procedure.

Washing Allowance

Running Staff of all grades have to be considered for grant of Washing Allowance, for the up-keep of supplied uniforms.

Ex-gratia payment to the Running Staff killed on duty

Ex- gratia payment to the Running staff should be enhanced from Rs.10 lakhs to Rs.25 lakhs minimum, since risk factors of running staff are maximum in comparison to others. It is also to be noted that in case of accidents, the running staff become the first casualty.

PROPOSED PAY SCALES FOR LOCO RUNNING STAFF:

Considering Job profile, Role and Responsibilities, Physical and mental efforts, Hazards related to Job, Environment and health, the following Pay Scales are proposed:

| 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.

PROPOSED PAY SCALES FOR TRAFFIC RUNNING STAFF

Considering Job profile, Role and Responsibilities, Physical and mental efforts, hazards related to Job, Environment and health following Pay Scales are proposed, duly revising their designation as **Train Manager**.

| 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 | | |
| Sr. Passenger Guard | PB-2+4200 | 65000* | 1500 |
| 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 greater responsibilities.

Sub Chapter(C): Chief Loco Inspector **Pay Band, Pay & Grade Pay: PB – 2, Rs.9300 – 34800 & Rs.4600**

- 1. Chief Loco Inspector:** The post of Chief Loco Inspector is probably the only Group-C selection post in Indian Railways, where, there is no direct recruitment. In other words, only experienced and talented are being considered through departmental selection to this most important front line post which involves round the clock counseling and monitoring

of Loco Running staff (Loco Pilot, Shunting Loco Pilot, Asst. Loco Pilot) of Indian Railways for safe train operation.

2. Selection for the Post: After consulting with the recognized federations, Railway Board had issued guide lines vide letter no. E(P&A)II/83/RS-10 (iv) dated 25.11.1992 that posts will be filled up through selection and volunteers will be drawn from the following categories:

- i) Mail Express Loco Pilot
- ii) Passenger Loco Pilot
- iii) Goods Loco Pilot

3. Duties of Loco Inspector: Loco Inspectors are required to perform, inter alia, duties directly connected with the training and monitoring of Loco running staff on foot plate of locomotive cab of the moving trains. (The duty list was drawn vide Railway Board letter dated 25.11.1992).

4. Pay Structure of Loco Inspectors vis-à-vis Loco Pilot: In order to attract the best talent from the feeder category (loco pilots), a fair deal has been given to Loco Inspectors, so far as the salary component is considered and the post of Loco Inspector has been kept always above the feeder post* i.e. Loco Pilot as stated below:-

| CPC | Pay scale of Feeder Post* (Loco Pilot Goods) | Pay scale of Loco Inspector | % of Pay variation between feeder* & 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 % |

* Feeder Post – Loco Pilot

** Promotional Post – Chief Loco Inspector

But, the scale at entry level between Loco Inspector and Loco Pilot (Goods) in 6th CPC has mere difference of Rs.400 in Grade Pay.

| | | | |
|---------------------|----------------------------|----------------------------|--------|
| 6 th CPC | Rs.9300-34800 + Rs.4200 GP | Rs.9300-34800 + Rs.4600 GP | 2.96 % |
|---------------------|----------------------------|----------------------------|--------|

There was 100% pay variation between Loco Pilots and Loco Inspectors in 2nd CPC and the same has gradually been reduced nearer to “nil” in 6th CPC which has resulted in demotivation and frustration among Loco Inspectors. The fundamental rule / right that senior supervisors shall draw higher pay and scale than their subordinates / juniors has been sidelined which became the base for numerous litigations in various Tribunals, Hon’ble courts and also at Hon’ble Supreme court.

5. Pay fixation for Loco Inspectors: The fixation of pay for Loco Inspectors is done by adding 30 % pay element to their existing basic pay as Loco Pilot and placing them at the appropriate stage in the pay scale of Loco Inspector. **This fixation ensured that the basic pay of Loco Inspector was always higher than his erstwhile junior Loco Pilots. (Authority: Railway Board letter dated 25.11.1992).**

6. Unfair approach: The fair deal given to Loco Inspectors initially by keeping above the feeder post (Driver/Loco Pilot), has been brought down gradually by the successive pay commissions and in particular after the 6th CPC, the pay of Loco Inspector is lower than that of Loco Pilots (feeder post).

| | Aug'08 Salary | | Mar'14 Salary | |
|------------------|-------------------|-----------|------------------|-----------|
| | Before 6th CPC | | After 6th CPC | |
| | Loco Pilot | Loco Insp | Loco Pilot | Loco Insp |
| Basic | 7900 | 10150 | 21340 | 23580 |
| DP | 5135 | 5075 | - | - |
| Grade Pay | - | - | 4200 | 4600 |
| DA | 7240 | 7156 | 33202 | 28180 |
| HRA | 2311 | 2284 | 6640 | 5636 |
| CCA | 240 | 240 | - | - |
| TA | 100 | 400 | 3200 | 3200 |
| Addl. Allowance | - | - | 2000 | - |
| Total | 22926 | 25305 | 70582 | 65196 |
| LI's Pay | (+) 2379 | | (-) 5386 | |
| %age Diff | (+) 10.37% | | (-) 8.26% | |

From the Comparative statement, it could be seen that a Loco Inspector (Loco Pilot) was drawing 10.37% more salary than a Loco Pilot, who have joined initially as Assistant Loco pilot on the same date. With the implementation of 6th CPC Pay band and Grade Pay, the salary of Loco Inspector has been brought down by 8.26% when compared with Loco Pilot.

Incidentally it is mentioned that a Loco Pilot gets promoted to Loco Inspector through selection. In the present scenario, a superior official has lost the benefit of wages, having joined as such, due to the so called promotion. This needs to be rectified by providing motivational package to this category.

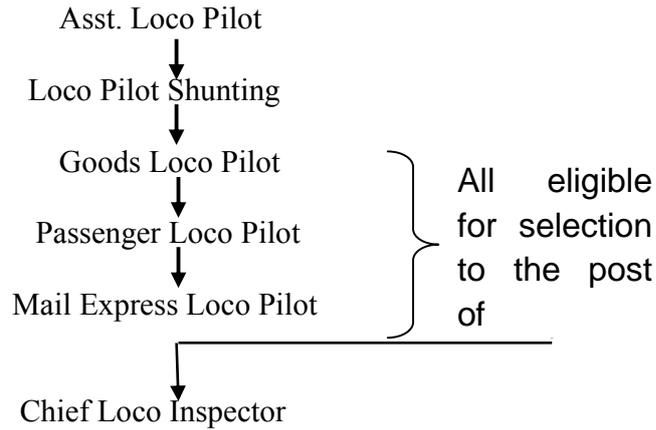
- Another negative situation had cropped up as a result of implementation of VI CPC Pay band and Grade Pay in the case of Loco Inspector category. Those Loco Pilots who were promoted as Loco Inspectors prior to 1-1-2006 are drawing over Rs.20000 less than their juniors, who had joined as Loco Inspector, subsequent to implementation of VI CPC Pay band & Grade Pay i.e., 1-1-2006.

In order to mitigate the injustice caused to pre 1-1-2006 Loco Inspectors, who are seniors, a committee of Additional Members was constituted by the Railway Ministry to examine and give its report. The Committee vide Para 4.3 of their report recommended that “A notional basic pay as on 01.01.06 should be worked out for Loco Inspectors promoted prior to 01.01.06 in the pre 6th CPC scales and re-fixation of pay in 6th CPC as laid down for Loco Pilots and final fixation of pay should be done by adding 30% pay element to the pay”

For the reasons best known to the Railway Board and not known to us, the recommendations of the Committee are yet to be implemented. This negative approach compelled staff to seek legal remedy.

Suggestion (i) : Loco Inspectors shall be treated as Loco Running staff for all purposes in hierarchy of Loco Running category above Loco Pilot (Mail) after selection and multiplication factor of 2.118 of 6th CPC for pay fixation and similar factor as may be decided by 7th CPC for running staff, be considered for remedying injustice.

Justification: 1. As per IREM para 136 - 140 the hierarchy of Running staff is as under:



It clearly justifies that Loco Inspector is part of Loco Running staff and all benefits admissible to Loco Running Staff are to be made applicable to Loco Inspectors.

2. The prime duty of the Loco Inspector is directly connected with the training and monitoring of the loco running staff on foot place of the locomotive cab of the running trains. (Authority: Railway Board letter dated 25.11.1992)

On an average after 20 – 25 years running experience one can become Loco Inspector and even after becoming Loco Inspector, his primary duty is “foot plating on running train cab”. It is evident from the above that Loco Inspector’s duty is almost along with Loco Pilots on foot plate and for which Loco Inspectors are being paid running allowance similar to Loco Pilots.

Therefore the above points clearly justify Loco Inspectors are part of Loco Running staff. The benefits which are being given to Loco Pilots (Mail/Express) with add-on element shall also be extended to Loco Inspectors. This will remedy the problems and end court cases.

(ii) Pay Scales for Loco Inspector and Senior/Chief Loco Inspector as available in 5th CPC: Prior to 6th CPC, there were two scales for the category of Loco Inspectors. Rs.6500-10500 (5th CPC) is entry scale given immediately after becoming Loco Inspector from the post of Loco Pilot after passing through selection. Later, after 2 years, he will be promoted as Senior/Chief Loco Inspector in scale Rs.7450-11500 (5th CPC). But in 6th CPC, these two scales were merged and only one grade pay of Rs.4600 has been given.

Now it is requested to restore back to the concept of two pay scales structure so that, fruits of promotional posts would be enjoyed and clear recognition and status can be given to senior.

PROPOSED PAY SCALES FOR LOCO INSPECTORS

Considering Job profile, Role and Responsibilities, Physical and mental efforts, the following Pay Scales are proposed :

| 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 |

Sub Chapter (D) : MOTORMAN, METRO RAILWAY KOLKATTA

Duties & Responsibilities:

1. Has to pass 89 signals within a span OF 98 minutes.
2. Very short distance between two successive station, least is 550 meter.
3. Within 90 seconds, has to achieve a speed OF 55KMPH and stop to zero i.e., acceleration / deceleration rate is 1.3m/s^2 , that means quick start and stop. so the risk allowance should be at rs 1000 as in the case of sufer fast/ mail express.
4. Platform lengths are too small, so precise controlling is required. Train length is 163 metres and platform length is 170 metres in most of the cases.
5. Have to observe the following:
 - A. Voltmeter
 - B. Main reservoir MR
 - C. Brake Pipe Pressure BP
 - D. Brake cylinder pressure BC
 - E. Auxiliary reservoir AR
 - F. Driver display unit DDU
 - G. Driver machine interface DMI
 - H. 24 LED panel
 - I. Main operating panel MOP
 - J. Track Bed and 3rd Rail
 - K. GSMR set
 - L. Door indication lamp
 - M. MCB'S related to train operation etc.
 - N. Cable Lying in the Tunnel
 - O. Heavy rush of passengers does not come close to the edge of platform and endanger their life during the practice
6. Works in such an environment which is dual in nature, 60% of it is underground with an artificial environment with lack of oxygen from surface, sound pollution level is around 90 decibel ,air pollution level is much more than surface with dust particle like ferredo & Ferro alloy etc., which are very much injurious to breathing system.
7. As per reputed psychiatrist, the job of motormen in metro Railway is far more different from any surface transport system as continuous movement inside dark tunnel increases anxiety, decreases mental peace and irritates the mind.
8. Motormen have to carry around 6 lakhs of passenger in 274 train with a punctuality level of 97.5% to 99% where traffic recovery time is only 1 min. and 2 min. Extract sectional running time is counted as loss of punctuality (LOP).
9. In each journey of working, the mode of operation changes twice in the name of driving motorman & in the name of conducting motorman which is peculiar as well as arduous in nature in Indian Railway.
10. Have to perform the duties of a guard in metro railway.
Also have to perform the following duties within 20 seconds at each station.
 - (A) Open the door of platform side at each & every station.
 - (B) To observe safe entrainment and detrainment of passenger at each and every station.
 - (C) Operate station announcement system for current station & station in advance.
 - (D) Have to observe and ensure that during door operation no human body parts or foreign materials infringe the doors.
 - (E) Have to observe the aspect of signals to give prescribe bell codes.
 - (F) In case of door trouble we have to attend the faulty door and if necessary have to lock the door mechanically.

(G) To attend & set the P.A system.

(H) During alarm pull he has to set the bells by attending the passengers to the coaches.

11. During any disaster, if emergency evacuation is necessary in the tunnel, then he has to play efficient role, he has to ensure that no person is left in the affected rake as well as in the tunnel and also in the highly dangerous third rail zone.

12. In case of A/C rakes during any trouble regarding malfunction of A/C, no A/C escorting staff is available and this is also attended by motorman en-route.

Proposed Pay Scales for Motorman of Metro Railway/Kolkata in VII CPC:

Considering Job profile, Role and Responsibilities, Physical and mental efforts, hazards related to Job, Environment and health following Pay Scales are proposed:

| Sl. No. | Designation | Proposed 7th CPC Pay Scale | Additional Allowance |
|----------------|--------------------|--|-----------------------------|
| 1 | Motorman | 65000* | 1500 |

*As an exceptional case, an additional scale of pay is proposed to the category of Motorman, due to the arduous nature of work, risk involved etc.,

ALLOWANCES

- Uniform & Washing allowance to be paid to this category.
- Tunnel allowance or extra hazard allowance, for working in hazardous condition has to be given.

CHAPTER – V

TECHNICIANS & TECHNICAL SUPERVISORS IN RAILWAYS

(a) CARRIAGE & WAGON (C&W) WING

The C&W wing of the Mechanical Department plays vital role in attending to the repairs, day to day maintenance of Wagons and Coaches for making them fit for train service. With the introduction of newly designed coaches and heavy capacity wagons of new technology, the C&W staff from the level of SSE/JE to Helper (C&W) are expected to absorb the new technology and devote for maintenance of Rolling Stock without en-route failures. The nature of duties of these staff is very complex, hazardous as they are expected to attend to the goods as well coaching formations in the open yards as well as washing and pit lines.

C&W Technicians are responsible for attending to each and every fitting of Rolling Stock in the Marshalling and other Goods yards. The C&W Technicians assisted by Helpers are required to crawl in between two rails to attend to the goods formation of 50 to 55 wagons for detecting and rectifying the under-gear defects. The entire C&W Gang attends to the Goods Train formation from one end to the other, satisfy itself that the formation is made fit in all respects and thereafter the SSE/JE, whosoever is competent, issues brake power certificate for working the train. These jobs are undertaken in the midst of dust, under hot sun, heavy rains, chilling cold, unmindful of the harm that may cause to their bodies due to the insects/snake/scorpion bites. Throughout their duty hours, these staff will be attending to the train formations one after the other for ensuring that they are made fit to move. These staff are instrumental for generating earnings to the Railways being the maintenance staff of C&W Wing.

C&W Helpers, in fact, perform the duties of C&W Technicians in the course of train examination, under-gear attention, under difficult conditions. The Grade Pay 1800 in PB-1 (VIth CPC) is quite inadequate on comparison with duties and responsibilities of these helpers.

The Senior Technicians and Technicians Gr-I, II & III work as a team with perfect coordination under the command of SSE/JE (C&W) for attending to each and every aspect of Rolling Stock perfectly without any flaw.

In the Coaching Yards as well as primary maintenance lines, the C&W staff under the guidance of SSE/JE are entering into the pits and minutely examining the under-gear fittings of each and every coach and attending to the defects and ensuring perfection to facilitate JE/SSE to issue fit certificate. In the pit lines they duck and/crawl from 1st to 24th Coach in un-congenial conditions for attending to all types of repairs facilitating coaching formation to be utilized for services. The C&W staff is expected to attend every fitting inside the coach including the toilets for ensuring that all fittings as well push cocks, door latches, water connections, pipeline in the coaches function perfectly. All these activities, they are required to complete within the targeted time for ensuring that the formations are utilized for train departure as per scheduled departure.

All the jobs being undertaken by the C&W Staff are very complex and not comparable with the artisans of other Ministries.

It is, however, unfortunate to place on record that the 6th CPC has treated the Railway Technicians and Helpers at par with the artisans working in other Ministries.

SSE/JE (C&W)

These Supervisors are directly accountable for safe and efficient maintenance of coaches and wagons. Assisted by the C&W Technicians and Helpers, these Supervisors are required to personally conduct rolling in examination of incoming trains by taking position at particular spot for noticing defects or flaws in each Coach. While supervising the work being done by the Technicians' team, SSE/JE are required to independently inspect for satisfying himself that

maintenance job is done perfectly, watering of all coaches besides cleanliness and maintenance of linen, bed cover, bed rolls etc., is ensured. The supervisors are also required to coordinate with the Electrical and Operating Department officials for the purpose of making the formation fit mechanically and electrically. Similarly, while attending the repairs and maintenance of goods formations, the SSE/JE will duck as well as crawl along with his team to examine all the fittings of each wagon and also monitor the work being done by C&W Technicians and Helpers. The supervisors are also required to examine the condition of doors of each wagon, attend repairs and ensure that wagon doors are closed and or opened without any hassles for ensuring safety during run. In short, it may be construed that the SSE/JE and his entire team is required to minutely examine each wagon or coach, attend to all defects and make them fit for service. These duties are totally unique and not comparable with any other Supervisor/Technician of other ministry.

Inadequate Pay structure and Grade Pay of the 6th CPC has resulted in demotivation of C&W Supervisors and staff.

(b) DIESEL LOCOMOTIVE WING

A Diesel Loco Shed holding 100 locos usually maintains Rs.1200 crores worth of assets, spends annually a maintenance and lubricant budget of Rs.16 crores and is closely linked with an annual fuel budget of over Rs.500 crores. Owing to the high level of investment and the high cost repercussion of out of service coupled with the complexity of the equipment, maintenance activities are no longer simple servicing and breakdown repairs. The maintenance management organization in the shed has to provide a comprehensive, well organized and administered engineering services.

The staff employed in these sheds are required to undertake repairs and ensure quality maintenance of Locos for services. Number of holding of Locos in each shed is on the increase due to increase in the number of train services consequently work load on staff has been increasing regularly. In addition the employees of loco shed are also required to maintain the sophisticated equipments installed in various types of locos, necessitating upgradation and improvement of their skills. The staff are also responsible for reliable working of Locomotives from the date of one schedule to another. It is worth mentioning that punctuality and safety of trains, largely depends on the repairs and maintenance of locomotives in the sheds.

To undertake various activities in the Loco Sheds which are major activity centres of Mechanical Department, following categories of staff are deployed to achieve output and to meet with the targets;

- Helpers
- Technicians grade-III, II & I (Formerly called Artisan)
- Senior Technician (former designation: “master craftsman”)
- Supervisors
- Scientific Staff

Helpers (Diesel Loco Shed)

In the Diesel and Electric Loco Sheds, the Railway Management had inducted Matriculates/ITI holders initially as Khalasis (Lowest pay scale). The V CPC had however recommended that such Khalasis be upgraded to pay scale of Rs.3050-4590. The Railway Ministry had partially implemented V CPC recommendation by granting upgradation of 50% Khalasis to pay scale Rs.3050-4590 w.e.f. September, 1998 instead from 01/01/1996. This aberration continued without rectification.

The VI CPC had recommended Grade Pay Rs.1800 (PB-I) at lowest level with entry qualification as Matriculation or ITI. Thus there is no Group ‘D’ post in Railways. The VI CPC had unfortunately ignored the nature of duties, skills requirement and responsibilities of technical staff

in Railways and treated them as part of common category of artisan staff which had resulted grave injustice to technician categories in Railways. (para 7.36.71 of VI CPC Report).

TECHNICIANS OF DIESEL LOCO SHEDS

During the past one decade new technological locomotives have been inducted requiring technicians to update knowledge in technology of computerized locomotives.

The technicians should acquire knowledge of each Diesel Loco and its working components. They should possess knowledge of various precision instruments and tools such as micrometer, vernier caliper, dial gauge, hydraulic Torque wrenches, wheel gauge and special tools etc., They are required to possess knowledge of overhauling Diesel components, such as turbo, fuel injection pump, water pump, lube oil pump, traction motor blower, cylinder head compressor etc., They should develop capacity to take sizes during schedule examination of piston, cylinder lines etc., for trouble shooting, they should have knowledge to locate defects and rectify. They are also required to acquire knowledge of various preventive maintenance schedules of different design locos. They are expected to have knowledge of conducting water load box tests on locomotives, knowledge of various systems such as lubricating oil, fuel oil, coolant water and Air Brake systems of various types of locos.

The out put of staff is time based, thus the nature of jobs demands the working of staff with greater concentration and accuracy. Any abnormality or failure of a locomotive would cause financial loss in lakhs as well crores of rupees besides detention of trains, loss of punctuality and turn round. Thus the role of technicians is a challenging task, with involvement of complex responsibilities.

WORKING ENVIRONMENT IN DIESEL LOCO SHEDS

Continuous smoke pollution leading to respiratory diseases.

Sound pollution from engine undergoing testing, initial and final running checks and load box testing – causes hearing problems

Dust – released from loco components during blowing with compressed air causes allergies and lung diseases.

Bio-organic pollution – the under gear of the locomotives gets polluted by the flesh, blood and debris of dead animal etc., due to run over as well as other accidents resulting health problems mainly infections.

Duties of SSEs (Diesel)

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 charged 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 electric 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 line to loco drivers in case of any defects in loco to prevent the loco failures.

Responsibilities of SSEs (Diesel)

1. General performance & 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 conformity with the approved maintenance instructions,
8. Adequate technical expertise to devise corrective & 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 of SSE (Diesel)

1. Responsible for any failure of the loco attended by them till next schedule attention.

Duties of JEs (Diesel)

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 of JEs (Diesel)

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 carried out the outsourced activity assigned as per stipulated procedure.

Proposal

Considering uniqueness of the job profile, role and responsibilities shouldered, physical and mental stress, hazards relating to job and health, NFIR proposes the pay structure as mentioned vide **Annexure.**

(c) ELECTRICAL WING

The Technical Supervisors working in the Electrical Wing play vital role in the areas like electrification of railway track (OHE), repair & maintenance of electric Locomotives including sophisticated micro-processor controlled Locomotives, Air Conditioned Coaches, electric repair & maintenance of rolling stock, sub-stations located at different locations for uninterrupted power supply. The jobs performed by the technical staff of Electrical Department have their own share in contributing towards smooth operation and maintenance of Passenger and Freight traffic.

For undertaking various activities the technical staff of Electrical wing mainly has following areas of work:-

- Maintenance of Traction Distribution (TRD),
- Maintenance of Electric Loco as well as Air Conditioning of coaches,
- Maintenance of Electrical Multiple Units (EMU Car Sheds)
- Maintenance of Electrical Workshops,
- Maintenance of General Services (Power & Train Lighting)
- Maintenance of lighting, servicing of Railway Quarters, Service Buildings etc.,

Electrical Helpers, perform the duties of Technicians/Electrical in the installation and maintenance of Over Head Equipment (OHE), in Power Supply Installations (PSI), Remote Control, Production, repair & maintenance of AC Loco/AC Coaches in Production Units/Workshops/Maintenance Depots/Sheds, EMU Car Sheds under difficult conditions. The 6th CPC Grade Pay of 1800 in PB-1 is quite inadequate when compared with duties and responsibilities of these helpers.

The Senior Technicians and Technicians Gr-I, II & III work as a team with perfect coordination under the command of SSE/JE (Elect) for attending to each and every aspect relating to Electrical in the Rolling Stock perfectly without any flaw.

In the Coaching Yards as well as primary maintenance lines and also in mid-section, the Electrical staff under the guidance of SSE/JE are required to work on OHE, at PSI and at Remote Control sub-sections. They are also required to undertake repair & maintenance of each and every Loco, AC Coach, and every car of EMU rakes and attend to the defects and ensuring perfection to facilitate JE/SSE to issue fit certificate. On the OHE and at TRD they are required to ride the Electric poles and roof top of the Loco & Coaches and crawl from 1st to 24th Coach in un-congenial conditions for attending to various types of repairs facilitating Locos and Coaching Stock made fit to be utilized for services. The Electric staff are expected to see every fitting inside the coach including the functioning of AC and lighting arrangements for ensuring that all fittings in the coaches function perfectly. All these activities, they are required to complete within the targeted time for ensuring that the formations are utilized for scheduled departure of trains.

All the jobs being undertaken by the Electric Staff are very complex and not comparable with the artisans or supervisors of other Ministries.

SSE/JE (Elect) are also required to perform various technical, non-technical and managerial functions as mentioned below in brief:

- Ensuring out turn as per schedules with least percentage of in-effectives,
- Ensuring availability of various items with timely procurement of materials through Stores Department,
- Plan and allocation of work,
- To attend to accident/derailment sites and to perform break-down duties in section/sub-section,
- Manpower planning and judicious deployment of staff keeping in view priority,
- Impart on-job training to Technicians and Helpers on the new technology on sophisticated and modern equipment,
- To take care of all technological advancement relating to Electrical Department in regard to Locomotives, Air Conditioned coaches and other rolling stock,
- Preparation of annual M&P and Works Programmes,
- Conduct DAR enquiries,
- Upkeep and maintenance of files/records of staff and issuance of Privilege Passes/PTOs to staff. Stores maintenance is also the additional responsibility of SSE/JE.

(d) SIGNAL & TELECOMMUNICATION WING

The Signal & Telecommunication (S&T) Department is an integral part of fast, efficient, safe and punctual running of railway train services. The Department is run by the Supervisors, Technicians, Maintainers and Helpers to undertake various responsibilities to run the system successfully under the overall command of S&T administrators.

Helpers, in the S&T wing perform the duties of Technicians, particularly in installation and maintenance of all Signal and Telecommunication equipment & assets on Indian Railways under difficult conditions to ensure safe, optimum and punctual running of all train movements and running passenger & freight trains. The Grade Pay 1800 in PB-1 is quite inadequate on comparison with duties and responsibilities of these helpers.

The Senior Technicians and Technicians Gr-I, II & III work as a team with perfect coordination under the command of SSE/JE (Signal or Telecom) for attending to each and every aspect relating to Signal and Telecommunication like installation & maintenance of Automatic Signalling System, route relay interlocking, provision of LED based signals, Solid State interlocking, Data Logger, Axle Counter, Track Circuit & various types of Block instruments in signalling, Optic Fibre Communication System, underground cabling, CCTV, Satellite/VHF Communication, PA System, Rail-net, UTS, PRS, FOIS, COIS etc. at various work stations perfectly without any flaw.

The job expected from the Senior Technician/MCM and other Technicians working in the Signal & Telecommunication requires efficient maintenance and periodical testing of all types of signalling equipment, carry out works and alterations to the existing installations, to attend to signal failures and to ensure safe passage to trains on the tracks, Yards as well as locations and in the Relay Rooms.

Like Technicians of Mechanical & Electrical Departments, Technicians in S&T Department particularly Signalling Staff work in open sky under extreme weather conditions without caring for their health round the clock in shifts to ensure safe, efficient and punctual movement/running of train services.

All the jobs being undertaken by the S&T Staff are very complex and not comparable with the artisans of other Ministries.

NOTE : In the case of ESM category there are two levels of direct recruitment :-

- (i) **ESM (PB – I + GP 1900)**
 - 50% direct recruitment from open market with educational qualification of Matriculation or equivalent with ITI certificate in Electrician/Electrical Fitter/Wireman Trade and one year's experience.
- (ii) **ESM (PB – I + GP 2400)**
 - 33 ⅓ of the posts of ESM Gr.II are filled by direct recruitment from open market with educational qualification of pass 1st Year B.Sc (Physics) or 10 + 2 stage in Higher Secondary in Science i.e. Maths or Physics or equivalent.

The role of ESM has become more crucial with the induction of upgraded technology in the Railways. This category deserves the replacement GP Rs.2800/- with entry qualification of B.Sc or Diploma in Electronics/ Electrical Engineering or Instrumentation.

With this induction of highly qualified candidates at the lowest level of GP Rs.2800/-, there is no need to have another level of direct recruitment in GP Rs.1900/-.

SSE/JE (Signal or Telecommunication) are required to perform various technical, non-technical and managerial functions as mentioned below in brief:

- Ensuring out turn with least or no percentage of signal failures,
- Plan and allocation of work,
- Ensuring availability of various items with timely procurement of materials through Stores,
- To attend to accident/derailment sites and to perform break-down duties in section/sub-section,
- Manpower planning and judicious deployment of staff keeping in view priority,
- Impart on-job training to Technicians and Helpers on the new jobs on sophisticated and modern equipment,
- To take care of all technological advancement relating to S&T Department in regard to Signal or Telecommunication and related to train movements and trains operations,
- Preparation of annual M&P and Works Programmes,
- Conduct DAR enquiries,
- Upkeep and maintenance of files/records of staff, issuance of Privilege Passes/PTOs to staff and maintenance of Stores & material.

(e) CIVIL ENGINEERING WING

The Civil Engineering Department is main department related to the working of Indian Railways and is a very important organ and the backbone of the fast, efficient, safe and punctual running of train services on I.R. The Department is supported by the Supervisors, Technicians, Helpers, Track Maintainers, etc to perform various responsibilities to run the system successfully.

Track Maintainers, in the Civil Engineering Department perform the arduous nature of duties of laying down railway track, its repair and maintenance in the open sky under hard and tough working conditions. This important safety category was not dealt with in a fair manner by the 6th CPC, consequently these staff were placed in entry Grade Pay 1800 in PB-1 without adequate avenue of further progression. NFIR brought the issue to the notice of Railway Minister, consequently a Joint Committee comprising of Executive Directors of Railway Board, representatives from NFIR & AIRF was constituted to examine and submit report suggesting Career Progression and special Package. The Committee has submitted its report, consequently the Track Maintainers have been provided with GP2800, 2400, 1900 & 1800 in the ratio of 6, 12, 22 & 60 respectively against the recommended percentage of 10, 20, 20 & 50. NFIR has been pursuing with the Railway Ministry for implementation of the recommendations of the Joint Committee in toto.

Besides Track Maintainers, there are Helpers in the Civil Engineering Department who support Technicians/Welders etc., to perform the jobs on P.Way tracks and on Track Machines used for maintenance of railway tracks for safe, efficient and punctual running of train services.

Likewise the Technicians also work in the Works Wing to carryout construction, repair & maintenance of all Railway buildings located in the surroundings of Railway Stations and nearby. All the jobs being undertaken by the Civil Engineering Staff are very complex and not comparable with the artisans of other Ministries.

SSE/JE (P.Way & Works) supervise the jobs/works related to maintenance and carry out inspection of track to ensure that the railway tracks are in safe condition for traffic and execution of all works incidental to track maintenance including track relaying work, track renewals, accountal and periodical verification of Stores & tools under his charge, maintenance of land boundaries between stations and at important stations. He inspects level crossing gates and is required to monitor the working of Gatekeeper atleast once a month. Ensuring patrolling of railway tracks under open sky in extreme weather conditions including the night patrolling to ensure safe, efficient and punctual running of train services. Ensuring availability of various items with timely procurement of materials through Stores, Plan and allocation of work, attend to accident/derailment

sites and to perform break-down as well ART duties in section/sub-section, Manpower planning and judicious deployment of staff keeping in view priority, impart on-job training to Technicians and Helpers on the new jobs on sophisticated and modern equipment, to take care of all technological advancement relating to Civil Engineering Department and also relating to train movements and trains operations, preparation of annual M&P and Works Programmes, conduct DAR enquiries, upkeep and maintenance of files/records of staff, material, stores and issuance of Privilege Passes/PTOs to staff .

NFIR feels sad to mention that over a period of time, the status and pay scale of Technical Supervisors had been relegated resulting frustration and demotivation among these Supervisors. We also further submit that the technocrats recruited from open market as SSEs in GP 4600 in Pay Band-2 do not have avenue within Group 'C' cadre as the highest GP in Group 'C' cadre is Rs. 4600 only. Federation has regularly been pleading with the Railway Ministry that the Pay Band and Grade Pay of JEs and SSEs who perform highly responsible duties in the core activities of Indian Railways should be improved. Federation has also placed its case before HPC (R&S) to recommend abolition of 'Excluded' classification under HOER in respect of Technical Supervisors in view of complex nature of duties. While this issue continued unresolved, the Railway Ministry's proposal for allotment of GP 4800/- as replacement to GP 4600/- is yet to be accepted by Finance Ministry, thus the agreed issue remains unresolved.

From the above facts, it could be seen that the role & responsibilities of Technicians and Technical Supervisors in Railways are unique, complex, incomparable with any other Ministry.

NFIR therefore proposes new pay scales to the categories of Technical Supervisors, Technicians & Helpers, as shown in annexure.

(f) STUNTED CAREER OF SUBORDINATE ENGINEERS

- Those recruited as SSE in GP Rs. 4600 have no channel of promotion within Group 'C' as of now.
- Injustice has been meted out to the Technical supervisory category since decades. Despite in depth study, analysis and advice to bring these categories to the stage / scale of pay they deserve, the same has not been addressed. On the other hand their scales of pay have been dwindled on the inverse ratio as exemplified.
- During the years 1969-1972 Justice N.M. Miabhoy, Chairman of Railway Labour Tribunal had held as follow:

"As regards the demand of the Federation to grant a special pay of Rs. 100/- per month to Foreman B, it is decided that, instead of such special pay, Foreman B should be given the higher grade of Rs. 450-575.
- It is also held that the demand of the Federation in regard to grant of a special pay of Rs. 150/- per month to Foreman A is granted."

The Federation also apprises that Technical Supervisors in Group 'C' was higher than Group 'B' Gazetted post. This pay scale has been degraded gradually by Pay Commissions though volume of work load and responsibility increased manifold.

- Subordinate Engineers on Indian Railways are recruited in PB-2/4200 GP. Even after 30-35 years arduous service day and night shouldering huge direct responsibility of crores of rupees worth stores, heavy establishment of hundreds of staff and ensuring safe and smooth running of trains, they retire in the Group 'C' Grade pay 4600 with one promotion, whereas

in CPWD and other State Governments the career growth of subordinate Engineers has been very fast as briefed in a comparative table given below:-

A comparative table is given below for proper appreciation.

| S.No | Dept/State | Post | Initial Pay Scales/GP | Time Scale of X Engineer | PB/GP IN 6 CPC |
|------|-------------------|--------------|-----------------------|--------------------------|----------------|
| 1 | Punjab Government | Jr. Engineer | PB-2/4800 | On 20 years service | PB-3 & 6600 |
| 2 | UP/ Uttaranchal | Jr. Engineer | PB-2/4200 | On 24 years service | PB-3 & 6600 |
| 3 | Bihar/Jharkand | Jr. Engineer | PB-2/4200 | On 24 years service | PB-3 & 6600 |
| 4 | CPWD | Jr. Engineer | PB-2/4200 | On 30 years service | PB-3 & 6600 |
| 5 | Railways | Jr. Engineer | PB-2/4200 | Not Assured | Not Assured |

- It is worth mentioning that while the recruitment qualification of personnel in Indian Railways and State Governments is one and the same, yet the career of the Railway Technical supervisors is lagging much behind of their counter parts in CPWD as well in State Government departments, leading to frustration and resentment.
- In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores only 4274 Group-B posts are available to 5,72,191 Group-C employees i.e., just 0.74% posts. After abolition & upgradation of Group-D to Group-C the %age ratio of Group-B posts with reference to Group 'C' will further dips to very meager i.e., just 0.47%. It is much higher in all other departments except in the Railways. It is high time that the posts of Senior Technical Supervisors (SSEs, CDMS, CMS & Sr.Engineer/IT) are placed in Group 'B' Gazetted.

Percentage of Group 'A' and Group 'B' with that of Group 'C' in other central government departments when compared to Railways is as follows:

| Sl.No. | Organization | Group-A | Group-B | Group-C |
|--------|----------------------------------|---------|---------|---------|
| 1 | Central Govt (All India average) | 2.8% | 5.3% | 91.9% |
| 2. | Railways | 0.6% | 0.5% | 98.9% |

- It is thus necessary that the scale of pay of SSEs is further improved and their wages are fixed commensurating with the complex duties and responsibilities as they are unique and cannot be compared with the similarly placed categories in other ministries/departments.
- NFIR makes special plea to 7th CPC to render justice to this category of Supervisors.

PROPOSED PAY SCALES ANNEXURE

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 * (Tech) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

MASTERCRAFTMANSHIP SKILLS

NFIR wishes to invite kind attention of the 7th CPC that due to advancement in Technology, rapidly bringing modernization in the Indian Railways, mainly in the field of Signalling, Electrical, Repair Sheds, Workshops, Civil Engineering, Mechanical Departments etc. the IR requires work force with improved skills and craft competency.

NFIR, therefore proposes introduction of new elevated pay scale of Rs.74000 (Open Ended), with designation as **Master Technician**, to facilitate the incumbents possessing master skills to get promoted. This type of motivation would enhance devotion level of staff.

SPECIAL NOTE

IN-CHARGE SENIOR SUPERVISORY OFFICIALS IN WORKSHOPS, LOCO SHEDS AND DEPOTS, STATIONS, CONTROL ORGANISATIONS ETC.,

In the Railways, the Senior Supervisory Officials in the Technical as well Operating establishments etc., are required to play very vital role in maintaining safety standards, improving efficiency levels and ensuring increased productivity. These Sr. Supervisory Officials are also required to maintain Stores/Materials worth crores of rupees. They are also responsible to take initiatives for protecting railway land from encroachment.

These Sr. Supervisory Officials, were granted the Pay Scales of Rs. 840-1040 and Rs. 840-1200 (IIIrd 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 staff got eroded. This situation is adversely affecting the work culture leading to deterioration in quality and productivity.

With the introduction of new technologies in various fields particularly in Mechanical, Electrical, Civil Engineering and S&T Departments, the responsibilities are further enhanced on Sr. Supervisory officials who are required to guide, educate and motivate the technicians to keep abreast the changes in the technology for giving quality performance through their high level of skills. The role of these incharge Sr. Supervisory Officials is also to make advance planning on material management, targeted production, judicious resource utilization, industrial relations, besides motivating the staff under them to improve their skills and also function as field level leadership for running the establishments/depots etc., efficiently and at the same time report to their higher-ups regularly on performance levels. They face unexpected and untoward situations in their day-to-day working.

It may be appreciated that considering the vast experience and heavy responsibilities besides accountability of these Supervisors-in-charge, their pay scale was kept higher than Group 'B' Gazetted/Class-I Officer by the IV CPC. While the pay scales of Group 'B' Gazetted/Class-I Officer were Rs.2000-3500/2200-4000, the Senior Technical Supervisor was granted 4th CPC Pay Scale of Rs.2375-3500.

However, as a result of implementation of VIth CPC pay band/grade pay, the pay scale of incharge Supervisory Officials of Shop Floors, Loco Sheds, C&W Depots, S&T, Electrical, P.Way, Major Stations , Control Organizations etc., (Rs. 7450-11500) had been brought down to the level of their Juniors who were in the pre-revised Pay Scale of Rs. 6500-10500. The apex pay scale of Rs.7450-11500 (V CPC) had been merged with 6500-10500 and GP 4600 (PB-2) was allotted causing demoralization among senior supervisory officials who have been made part of their juniors in the pay scale of Rs.6500-10500 (V CPC).

In order to administer the Shop Floors, Depots, Loco Sheds, Stations, Control Organizations etc., with high degree of efficiency and discipline, it would be necessary to empower incharge 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 Rs.1,02,000 is proposed for consideration.

SPECIAL NOTE

TECHNICIANS OF INDIAN RAILWAYS

With the vast change in the technology in all spheres of working system of Indian Railways, the role of Technicians of Technical Departments has become more crucial for running the 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.

The 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 facing inclement weather conditions besides hazardous working conditions”. The Technician is expected to discharge duties with greater concentration and high degree of alertness for ensuring that the system functions round the clock uninterruptedly without break down. The technicians are not only required to perform duties for ensuring safety but also have to take care of their own safety as well as their colleague workers, to escape from run over tragedies and injuries in the course of performing duties under open sky in remote and jungle areas.

Though the minimum entry qualification prescribed for recruitment of Technician is “Matriculation” or “ITI”, 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 Railway Technicians are not “mere Artisans”, working elsewhere. The 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. The technicians perform their duties in the midst of dust, noises, pollution unlike the artisans working in other Central Government Departments/Ministries.

In view of highly skilful nature of jobs expected for running the services, combined with various adverse factors as explained above, the entry pay scale of technician needs to be improved and accordingly open ended pay scale of Rs. **46000** is proposed for consideration.

CHAPTER – VI

MECHANICAL DEPARTMENT

The Mechanical Department on Indian Railways plays a very important role as it is responsible to ensure timely availability of locomotives, coaches and wagons fit to be operational to run trains at the desired speed levels on one hand and adaptable to safety parameters on the other. Thus the mechanical department manufactures new rolling stock as per required standards in Railways and carries out maintenance of existing stock as per prescribed schedules and attend to repairs of sick locomotives, coaches & wagons in quickest possible time so as to use these assets for meeting the demand of customers resulting in earning of revenue. The total strength of staff in this department is 3,08,828 (approx).

Thus the Mechanical department is responsible for ensuring quality in performance and optimum output in the core activities, in specific

- Production, Overhauling and Repair &
- Maintenance.

For carrying out the above mentioned major activities, the following wings of mechanical department function;

- Production units
- Workshops
- Carriage & Wagon workshops/Depots &
- Loco Sheds (Diesel and Diesel Electrical)
- Chemical & Metallurgical (C&M)

(a) Production Units (PUs)

The production units on the Indian Railways have been entrusted mainly the task of manufacturing coaches, wagons and Diesel/Electric locomotives. Separate production units have also been established to manufacture Wheels, Axles as well spare parts.

Indian Railways presently has following production units at various locations in the country;

- Integral Coach Factory, Perambur, Chennai,
- Rail Coach Factory, Kapurthala,
- Rail Coach Factory, Rae Bareli,
- Rail Wheel Plant, Bela/Chhapra,
- Rail Wheel Factory at Bengaluru,
- Diesel Locomotive Works, Varanasi,
- Chittaranjan Locomotive Works, Chittaranjan,
- Diesel Component Works, Patiala,
- Coil Spring manufacturing unit, Gwalior.

A few more production units approved by the Government in the last few years are likely to be commissioned in the coming years.

The production units are expected to achieve production targets annually. These production units are headed by the officer of the level of General Manager under the direct control of Railway Board.

In recent times, there have been a number of technological changes in the assembly / manufacture and maintenance of Locomotives, Coaches and Wagons. With the advent of technological changes the systems underwent rapid changes thus requiring the higher level of skills, to work beyond the rostered hours to meet the schedules in addition to subjecting to stress and strain. The technological advances that are brought in are indicated herein:

- Steam engine turned to 5000 HP Locos.
- Introduction of LHB coaches,
- Introduction of 9000 HP-AC Locos
- State of art stainless steel coaches capable of running with the speed upto 160 Kmph
- Double Decker coaches etc.

(b) Workshops

The workshops on the Indian Railways system play very crucial role in maintaining periodical overhauling and repairs of rolling stock i.e. Locomotives (Diesel / Electric), Coaches and Wagons. Several workshops have been modernized with all major technological changes for meeting the requirement.

With the enhancement of technical inputs with highly sophisticated machines, the employees working in workshops are required to improve their skills for ensuring quality performance of rolling stock through periodical over-hauling.

(c) Carriage and Wagon Branch

This branch besides carrying out repairs on day-to-day basis for safe running of trains contributes for working trains without intermittent check to avoid detention. The staff working in the depots are required to cope up with the increase in number of train services, enhanced speeds with technological changes coupled with higher loading. This is causing increase in the responsibilities on the staff working for extended hours of duty in addition to updating their skills continuously. They perform duties under open sky facing inclement weather conditions in the railway yards in shift duties round the clock.

(d) Loco Sheds (Diesel)

The staff employed in these sheds are required to undertake repairs and ensure quality maintenance of Locos for services. Number of holding of Locos in each shed is on the increase due to increase in the number of train services consequently work load on staff has been increasing regularly. In addition the employees of loco shed are also required to maintain the sophisticated equipments installed in various types of locos, necessitating upgradation and improvement of their skills. The staff are also responsible for reliable working of Locomotives from the date of one schedule to another. It is worth mentioning that punctuality and safety of trains, largely depend upon the quality of repairs and maintenance of locomotives in the sheds.

To undertake various activities in the Loco Sheds which are major activity centres of Mechanical Department, following categories of staff are deployed to achieve output and to meet with the targets;

- Helpers
- Technicians grade-III, II & I (Formerly called Artisan)
- Senior Technician (former designation: “master craftsman”)
- Supervisors
- Scientific Staff

(A) Helpers

In the Diesel and Electric Loco Sheds, the Railway Management had inducted Matriculates/ITI holders initially as Khalasis (Lowest pay scale). The V CPC had however recommended that such Khalasis be upgraded to pay scale of Rs.3050-4590. The Railway Ministry had partially implemented V CPC recommendation by granting upgradation of 50% Khalasis to pay scale Rs.3050-4590 w.e.f. September, 1998 instead from 01/01/1996. This aberration continued without rectification.

The VI CPC had recommended Grade Pay Rs.1800 (PB-I) at lowest level with entry qualification as Matriculation or ITI. Thus there is no Group 'D' post in Railways. The VI CPC had unfortunately ignored the nature of duties, skills requirement and responsibilities of technical staff in Railways and treated them as part of common category of artisan staff which had resulted grave injustice to technician categories in Railways. (para 7.36.71 of VI CPC Report).

(B) Technicians Grade-III, II & I

The category of Technician is the backbone of all Technical Departments on the Indian Railways in so far as repair, maintenance, operation and running of rolling stock and other assets. The services of Technicians are widely used in the working of Workshops, Production Units, Loco Sheds and Carriage & Wagon Depots, trip sheds, etc., to keep rail wheel moving.

The important aspect about this category is that the Technicians carry out their jobs assigned independently and at times they perform the job of self-certifying their activities. They are also expected to escort Rolling Stock in view of high speed and increased density of load, in order to keep the sophisticated Rolling Stock in good fettle. Nature of job of Technicians demand strenuous application of physical and mental efforts. Their job always contains full element of risk during the course of performing duties and many time suffer/face minor and major accidents causing injuries and sometimes death. The pay structure in respect of Technicians category runs into four grade pay based on the recommendations of 6th CPC which does not commensurate with the job requirements and the responsibilities shouldered.

TECHNICIANS OF DIESEL LOCO SHEDS

During the past one decade new technological locomotives have been inducted requiring technicians to update knowledge in technology of micro processor based computerized locomotives.

The technicians should acquire knowledge of each Diesel Loco and its working components. They should possess knowledge of various precision instruments and tools such as micrometer, vernier caliper, dial gauge, hydraulic Torque wrenches, wheel gauge and special tools etc., They are required to possess knowledge of overhauling Diesel components, such as turbo, fuel injection pump, water pump, lube oil pump, traction motor blower, cylinder head compressor etc., They should develop capacity to take sizes during schedule examination of piston, cylinder lines etc., for trouble shooting, they should have knowledge to locate defects and rectify. They are also required to acquire knowledge of various preventive maintenance schedules of different design locos. They are expected to have knowledge of conducting water load box tests on locomotives, knowledge of various systems such as lubricating oil, fuel oil, coolant water and Air Brake systems of various types of locos.

The out put of staff is time based, thus the nature of jobs demands the working of staff with greater concentration and accuracy. Any abnormality or failure of a locomotive would cause financial loss in crores of rupees besides detention of trains, loss of punctuality and turn round. Thus the role of technicians is a challenging task, with involvement of complex responsibilities.

WORKING ENVIRONMENT IN DIESEL LOCO SHEDS

Continuous smoke pollution leading to respiratory diseases.

Sound pollution from engine undergoing testing, initial and final running checks and load box testing – causes hearing problems.

Dust – released from loco components during blowing with compressed air causes allergies and lung diseases.

Bio-organic pollution – the under gear of the locomotives gets polluted by the flesh, blood and debris of dead animal etc., due to run over as well as other accidents resulting health problems mainly infections.

(C) Supervisors

- All the technical departments on Indian Railways including Mechanical Department have supervisors to supervise, monitor and ensure quality repairs and maintenance work done by Technicians & Helpers.
- They are the chain between the lower level management and the staff, therefore, they have to discharge very crucial responsibilities and directly linked to safe operation and performance on Railways.
- In Mechanical Department the role of supervisors is immense to maintain and upkeep the rolling stock and assets of the Department an important organ of movement and running of trains.
- Duties of supervisory staff of Mechanical Department are enormous and they have to be available round the clock in the roster of 24 hours a day for timely operation of trains.
- They are the custodians of materials valuing millions of rupees and are personally responsible for utilization and accountal. They are in charges of establishment matters also.

DUTIES AND RESPONSIBILITIES OF SSEs

1. Man management including his sub-ordinate supervisors as manager
2. Manpower planning
3. Material Planning, demanding, follow up and certification
4. Co-ordination with concerned other Supervisory in charges to synchronize the work
5. Monitoring schedules, data management, and timely interaction with higher officials for implementation of administrative strategies.
6. Accountability of his jurisdiction for proper implementation of procedures and methods devised by the administration from time to time
7. Investigating failures/troubles and reasons and proposing required corrective and preventive measures, implementation and feed back.
8. Study, understanding and getting self proficiency and extending training to sub-ordinate supervisors and staff in connection with new technological inputs and modifications
9. Working as a technical guide of his jurisdiction to the concerned officers
10. Ensuring, judging and implementing and providing a feedback to the administration of the status of the safety and situation and loop back.
11. Imparting on-job training, monitoring and counseling of staff and supervisors working under his control
12. Ensuring over all reliability of work, safety and report/suggest deviations/deficiencies to achieve efficiency of the system.
13. Providing/reporting/suggesting the improvements/changes required in case of repeated failures/work.

Duties and Responsibilities of JEs:

1. Manpower management under his control and distribution of jobs to technicians.
 2. Supervising, co-ordination and assisting to correct the problems/troubles noticed during schedules and communicating with his in charge supervisor and officers
 3. Ensuring the reliability of work rendered by the technicians and ensuring the timely completion of the scheduled work and reporting any deviation/delay in anticipation during execution.
 4. Ensuring the implementation of instructions from his in-charge supervisor and officer relating to the reliability of work, safety of work and feed back.
- Pay structure of the supervisors of Mechanical Department (along with other Technical departments) has never been encouraging in the past. The category of staff working as Supervisors have neither been given proper designation based on their qualification nor the attractive pay structure with the result there is total frustration in the cadre of supervisors in all the Technical Departments. These staff desert Railway Job on first opportunity.
 - Supervisors are expected to allocate the work relating to planning which requires high caliber and skills,
 - Supervisors have to ensure availability of tools and stores to get accomplished various jobs assigned,
 - Supervisor has to coordinate maintenance of Plant and Machinery,
 - Supervisors are also expected to maintain quality on the output to provide complaint free, safe and punctual running of train services.

Proposal

Considering uniqueness of the job profile, role and responsibilities shouldered, physical and mental stress, hazards relating to job and health, NFIR proposes following pay scales to be considered by the VII CPC for SSE/JE/Technicians and Helpers in the 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 |
| 5 | Technician II | PB-1 + 2400 | (to be re-designated as Sr.Tech) |
| 6 | Technician III | PB-1 + 1900 | 46000 * |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

Note:- Railway employees recruited as SSE in GP Rs. 4600 have no channel of promotion within Group 'C' as of now.

Injustice has been meted to the mechanical supervisory category since decades. Despite in depth study, analysis and advice to bring these categories to the stage / scale of pay they deserve, the same has not been conceded. On the other hand their scales of pay have been dwindled on the inverse ratio as exemplified.

During the years 1969-1972 Justice N.M. Miabhoy Chairman of Railway Labour Tribunal had held as follows:-

“ As regards the demand of the Federation to grant a special pay of Rs. 100/- per month to Foreman B, it is decided that, instead of such special pay, Foreman B should be given the higher grade of Rs. 450-575 “

It was also held by Justice N.M. Miabhoy that “the demand of the Federation in regard to grant of a special pay of Rs. 150/- per month to Foreman A was granted.”

It is to highlight that these categories were earlier awarded the Scales of Pay of Rs. 840-1040 even though they were categorized as Group C’ Non-gazetted posts while that of Group B gazetted scale at that time was only Rs. 650- 1200.

We are sad to mention that the Award given by Justice N.M. Miabhoy Tribunal, accepted by Parliament and implemented by Ministry of Railways was totally demolished by the subsequent Pay Commissions resulting in placement of SSE in GP Rs.4600/- alongwith other staff.

It would therefore be necessary that the scale of pay of SSE is improved substantially.

MASTERCRAFTMANSHIP SKILLS

NFIR wishes to invite kind attention of the 7th CPC that due to advancement in Technology, rapidly bringing modernization in the Indian Railways, mainly in the field of Signalling, Electrical, Repair Sheds, Workshops, Civil Engineering, Mechanical Departments etc. the IR requires work force with improved skills and craft competency.

NFIR, therefore proposes introduction of new elevated pay scale of Rs.74000(Open Ended), with designation as **Master Technician**, to facilitate the incumbents possessing master skills to get promoted. This type of motivation would enhance devotion level of staff.

(D) Scientific and other Technical Staff

**(Scientific staff viz. Chemical & Metallurgical staff , Jig & Tool, Drawing Staff.
Chemical & Metallurgical Staff)**

C&M Staff

- The C&M staff have been employed in the Production Units and in the major workshops and loco sheds,
- They are required to work in the Technical Laboratory equipped with all relevant equipments installed therein,
- C&M staff are required to carry out chemical and metallurgical tests,
- Responsible for maintaining quality control on various items required to be manufactured in the Production Units and in the Workshops,
- Requires special knowledge & know how to use modern and sophisticated chemical & metallurgical techniques,
- Job contents are directly related to the output of the Production Units, Workshops and sheds
- There has been considerable focus and pressure on C&M staff with the introduction of ISO-9001 and its further upgradation to ISO-14001, 18001, for further improvement in the quality control, which results in increase of mental pressure and workload of the staff of this category.
- Presently C&M laboratories have been functioning as Technical Advisor in meeting with day-to-day requirements and is part of Production.
- Technical revolution in the field of Material Science with latest technical equipment are widely used in getting early material test certificates,
- In most of the Production Shops, the C&M staff are deputed for 100% testing of vital components related to safety and communicate to remove defects.

- The C&M staff works round the clock in three shifts.

The C&M staff presently work under the administrative control of Mechanical Department in the zones and in Production Units.

While the supervisors in various categories in the Technical Departments whose requisite qualification is B.Tech were allotted pay scale of Rs.6500-10500 by the V CPC who have since been placed in the corresponding Grade Pay of Rs. 4600/- PB-2, the Chemical & Metallurgical staff having prescribed qualification of B.Tech / M.Sc (Chemistry) have been ignored, consequently they were placed in the G.P. of Rs. 4200/-.

NFIR had pointed out this unjustified allotment of Rs.4200/- as entry GP to Chemical & Metallurgical Staff in the PNM meeting and contended that qualification based pay scale recommended by 5th CPC should be allotted to this category w.e.f. 01/01/1996 as was done in the similarly placed cases. The Railway Ministry unfortunately, is procrastinating the matter perpetuating injustice to this C&M staff. The pay commission may kindly take note of this aspect for remedying the injustice to this qualified staff.

PAY SCALES PROPOSED

| 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 | |

STUNTED CAREER OF SUBORDINATE ENGINEERS

Subordinate Engineers of Indian Railways are recruited in PB-2/4200 GP. After 30-35 years arduous service day and night shouldering huge direct responsibility of crores of rupees worth stores, heavy establishment of hundreds of staff and ensuring safe and smooth running of trains retire in the Group C² Grade of PB-2/GP: 4600, whereas in CPWD and state governments the subordinate engineers progress very fast. A comparative table is given below for proper appreciation.

| S.No. | Dept/State | Post | Initial Pay Scales/GP | Time Scale of X Engineer | PB/GP IN 6 CPC |
|-------|-----------------|--------------|-----------------------|--------------------------|----------------|
| 1 | Punjab Govt | Jr. Engineer | PB-2/4800 | On 20 years service | PB-3 & 6600 |
| 2 | UP/ Uttaranchal | Jr. Engineer | PB-2/4200 | On 24 years service | PB-3 & 6600 |
| 3 | Bihar/Jharkand | Jr.Engineer | PB-2/4200 | On 24 years service | PB-3 & 6600 |
| 4 | CPWD | Jr. Engineer | PB-2/4200 | On 30 years service | PB-3 & 6600 |
| 5 | Railways | Jr. Engineer | PB-2/4200 | Not Assured | Not Assured |

It may be worth noting that while the scale of recruitment of diploma / graduation qualified personnel in Indian Railways and State Governments is on par, yet the career of the railway men ends at a scale which others reach almost near about mid point of their career. Thus subordinate engineers in railways perpetually lag behind their similarly qualified counterparts.

In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores only 4274 Group-B posts are available for 5,72,191 Group-C employees i.e., just 0.74% posts. After abolition & upgradation of Group-D to Group-C the %age of Group-B posts will further dip to very meager i.e., just 0.47%. It is much higher in all other departments except in the Railways. It is high time that all posts of Senior Technical Supervisors (SSEs, CDMS, CMS & Sr.Engineer/IT) –be classified in Group-B (Gazetted) and the JE in the grade pay of Rs.4200/- be granted Group-B (non-gazetted) – as per orders of DOPT and at par with other Departments.

Percentage of Group ‘A’ and Group ‘B’ with that of Group ‘C’ in other Central Government Departments when compared to Railways are as follows:

| S.No. | Organization | Group-A | Group-B | Group-C |
|-------|----------------------------------|---------|---------|---------|
| 1 | Central Govt (All India average) | 2.8% | 5.3% | 91.9% |
| 2. | Railways | 0.6% | 0.5% | 98.9% |

It is thus necessary that the scale of pay of SSEs is further improved and their wages are fixed at par with the volume/quality and status of work they handle.

NFIR makes special plea to 7th CPC to render justice to the subordinate engineers of Indian Railways.

CHAPTER - VII

ELECTRICAL DEPARTMENT

While train operations of Indian Railways depend upon Rolling Stock, its availability, repairs and maintenance, its efficiency equally depends upon gauge conversion, doubling of routes/sections, electrification etc. Out of over 65,436 route kilometers, over 20,884 kilometers of tracks have been electrified. The Electrical Department has gained further importance due to induction of Air Conditioned Coaches and sophisticated micro-processor controlled Locomotives having modern & latest state of the art IGBT technology, requiring repair and maintenance of these rolling stock with special skills at the risk of human life while performing duties. Sub-stations located at various fixed locations for providing uninterrupted power supply are also maintained by the staff of this Department facing similar conditions at the work places/points/locations. The total strength of staff in Electrical Department is 1,62,532.

Although the manufacturing of Electric Locomotives and A/C Coaches is done by the Production Units, their Periodical Overhaul (POH) etc is done by the Workshops and the day-to-day maintenance of Electric Locos and A/C coaches is done by field staff in Electric Loco Sheds, Depots and coach maintenance yards. The train lighting activities are also performed by electrical staff. The electricity supply to stations, depots, sheds, workshops, railway colonies, administration offices is also part of the duties of Electrical Department. The maintenance aspects are under the control of Electrical Department.

In addition to above, there are categories of staff deployed to attend and maintain Power lines, OHE etc. These staff also work round the clock in the shifts to attend to any fault/emergency even at very short notice and also perform duties in hard conditions and are equally exposed to all kinds of risks/casualties even death during the course of performing duties.

The staff of Electrical Department are prone to electrocution on several occasions and acquire diseases like dermatitis, T.B. etc. which adversely affect the normal life of the employees.

Electrical Department is also responsible to ensure uninterrupted supply of power to Signalling System and its equipment, at Railway Stations and service buildings, in the yards, maintenance of motors/pumps, hoists, lifts, power generators and extending electric supply to Railway Colonies, Railway Quarters with proper insulation so that fire hazards are eliminated.

Electrical Department broadly consists of following wings:

1. Traction Distribution (TRD),
2. AC Loco/Air Conditioned Coaches,
3. Electrical Multiple Units (EMU Car sheds),
4. Electrical Workshops,
5. General Services (Power & Train Lighting).

(1) **TRACTION DISTRIBUTION:**

This wing of Electrical Department has following segments:

- a. Over Head Equipment (OHE)
- b. Power Supply Installation (PSI)
- c. Remote Control (RC).

a) **Over Head Equipment (OHE):**

The OHE is required to undergo dynamic oscillations due to constant contact and movement of the fast moving pantograph coupled with wind pressure. The staff are required to maintain OHE

in perfect working condition through proper checks on its geometry and all parameters based on the designs.

The Railway staff working in the OHE segment work at 25KV at the height of 8 – 10 feet, face highest risk while performing day-to-day duties. They are required to possess the competency certificate. Despite all safety measures/precautions, there are deaths of employees due to electrocution. The OHE staff while following the laid down guidelines contained in AC Traction Manual Vol-II (Part-I), are required to work under the open sky every day in day-time as well in the night-time under extreme weather conditions i.e. hot, cold or torrential rains. As per conditions laid down in the ACTM Manual, following schedules are required to be carried out regularly:-

- i) Foot patrolling,
- ii) Trolley inspections,
- iii) Current collection test,
- iv) Special checks,
- v) Annual Maintenance and OHE Inspection Car check,
- vi) Periodical Overhauling ,
- vii) Re-tensioning of OHE unregulated.

The OHE gains further significance because of the fact that it is extensive with very large number of insulator fittings and other parts, as any failure may result into dislocation of train services till the defects/breakdown is rectified.

b) Power Supply Installations (PSI):

The Power Supply Installations have to ensure un-interrupted power supply to OHE. The Staff working on these installations have to be always alert in maintaining uniform supply. The PSI Staff perform duties round the clock and keep track on important aspects of supply of proper Voltage, Current. They are also required to reset the relay indications when tripping of circuit break takes place. The new technological advancements made recently as listed below result greater concentration for quality performance by Electrical staff :

- i) The Oil Circuit breakers in Traction Sub-Station (TSS), Sub-Sectioning Post (SSP) and Sectioning Post have been replaced with Vacuum and SF₆ (Gas) breakers,
- ii) Automatic change over Switches have been introduced replacing the Manual Change Switch in stations where Auxiliary Transformers are available i.e. change over from EB to Upline AT or Upline AT to DN Line AT etc.,
- iii) If particular Junction Point/section where more trains are received/dispatched, obviously, more current will be drawn from the State Electrical Board. The sudden high consumption of power shoots up the Maximum Demand (MD) and the Railway have to pay huge sums of money and hence the staff are required to monitor the activities with high degree of alertness to ensure that such situations are averted.

C) Remote Control (RC)

The Staff of Electrical Department in this section required to maintain schedule to record earth resistance value and to maintain earth in the stipulated period which involves remote controlling system. This is vital for PSI and therefore, its proper maintenance is obvious.

On electrified sections, batteries and battery chargers are installed at the locations defined as under:-

- i) Traction/Sub-station – 110 V, 200 AH Lead Acid Cells for Control Panel protection and indication circuits,
- ii) Switch Station – 110 V. 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 Centres, Traction/Sub-Station and Switch Stations.

(2) **AC LOCO/AIR CONDITION COACHES:**

The following are the production and activity centres:-

- a) AC Loco/AC Coaches Production Units,
- b) AC Loco/AC Coaches Workshops,
- c) AC Loco/AC Coaches Maintenance Depots/Sheds,
- d) EMU CAR sheds (Traction Rolling Stock)

AC Loco/AC Coaches Production Units:

A number of technological advancements have taken place in the field of manufacturing of AC Loco and AC Coaches during the last 10 years. These have been adopted for implementation on the Indian Railways. I.R. has been able to manufacture Loco of 9000 HP with sophisticated micro-processing control and are currently manufactured by the Chittaranjan Locomotive Works (CLW).

Maintenance of AC Locos:

With the introduction of new type of Locos like Inverter Loco equipped with new advanced technology the hauling capacity increased (as well as computerization of circuit indication system), consequently the staff have to develop skills on knowhow for maintenance of the Locos. With this change a Loco can carry 56 wagons at a stretch and if attached to a passenger carrying train, it can haul 24 to 26 passenger coaches. The AC Loco depots carry out all the schedules of maintenance and testing such as Trip on weekly, monthly, quarterly, six monthly, yearly, two yearly & three yearly. With the introduction of advanced technology, new Type of Locos with increased hauling capacity, the Staff and Supervisors are required to acquire and update their technical knowledge constantly for ensuring quality maintenance.

(3) **Electrical Multiple Units (EMU CAR SHEDS):**

The staff of EMU Car Shed are entrusted with maintenance and periodical schedules of EMU Coaches, Tower Wagons/OHE Inspection Car, MEMU Rakes/ Coaches, MRTS Coaches & Service Coaches based on the design received from RDSO and equally based on the instructions received from time to time from the Railway Ministry. The staff undertaking the above activities require high degree of skills and Technical knowledge to accomplish provide finish day to day maintenance qualitatively.

The technological advances in EMU Cars are “Energy Speed Monitoring Device, Air suspension bogie” etc.

(4) **Electrical Workshops:**

Electrical Workshops have two activity centres viz: Air Conditioning wing and Train Lighting wing. Major repairs and periodical overhauling are carried out with the new technological changes. The Electrical shops have also started now to repair and maintain high speed AC Coaches, LHB Coaches, Inverter Type Coaches.

The Locomotives are sent to Electrical Workshops for POH after completing 6 lakh Kms run or every 6 years whichever is earlier and AC coaches annually. During POH, the rolling stock is stripped to the bone and each component is inspected. If repairable, repairs are done or replaced with new component, if beyond repairs. Small assemblies are made and tested. Thereafter complete Loco/Carriage are assembled and finally tested on the load box to assess the performance. During repair, stage inspection and final inspection is carried out departmentally and finally by the User Department. After POH, the Loco or Coach is declared fit for running until next POH.

The Staff of Electrical Department have been trained and have also been provided with the knowhow of the new systems. Refresher Courses/Periodical training also need to be imparted to the staff to maintain quality of repair and maintenance.

(5) GENERAL SERVICE (POWER & TRAIN LIGHTING)

The staff working in the General Services Wing of Electrical Department works in three sub-divisions:-

- a) Train Lighting (TL),
- b) Air Conditioning (AC),
- c) Power,

(a) Train Lighting Staff have been looking after Train lighting duties in the Coaches to ensure working of Lights and Fans in the running trains. They are required to ensure proper functioning of Dynamo Belt and Alternator and other electrical fittings/equipment. Their duties have increased many times due to modernization of Coaches, introduction of new LHB Coaches and Coaches of other designs etc. Train Lighting Staff are also nominated for ensuring functioning of generators in the high speed trains like Rajdhani, Shatabdi and Superfast trains.

Improved technology has resulted in improvement in Coach Lighting from 24 V to 120 Volts.

Points for use of Lap-top and Battery Charging of Mobile phones at selected places in the Coaches are also to be maintained by the Train Lighting staff.

(b) Air-Conditioning wing

The number of Air-conditioned coaches has been increasing at the rate of minimum of 15% per annum due to higher demand from the travelling public. To cater to the demand, I.R. have introduced advanced Air Conditioned Coaches. Inverter Coaches and Roof Mounted package units are introduced in AC Coaches on trains.

Technological changes:

Modified Electronic Thermostat, Dry Cell Battery, WRA, ERRU, FL/CFL Electronic Ballast and Electronic Panel Board are the technological changes that have taken place at present.

Duties of AC Escorting Staff

- Has to report one hour before departure,
- Has to check the coach and switch on 'AC' 10 minutes before departure,
- Has to remain for 30 minutes after arrival to complete the readings switch 'off' AC and wait for the handing over of bed rolls,
- Has to remain 'Alert' on duty which may be 42 hrs at the maximum,
- Has to ensure the working of Air Conditioner, watch the temperature and other parameters and also to attend the queries/complaints of passenger on run. Has to trouble shoot on run,
- While stopping, her to ensure the under gear condition of coaches and also see that water is filled up at watering stations.

Hazards Nature of Job

- Continuous night duties accompanied by day working in the same trip,
- Has no earmarked berth to sit and usually sits near toilets bearing foul smell,
- Has to remain in AC coaches at arrival stations (outstation) with 'AC' in switched 'off' condition inside the hot/cold confined space,
- Has to remain away from the warmth of family for days together.

(c) Power

The staff working in Power wing is required to play vital role in discharging their duties. These staff work round the clock and they are required to supply electricity to the Administrative Offices, Workshops, Railway Colonies and other areas.

The Power staff are also required to maintain AC plants, Generators including High Power Generators and distribution, repair and maintenance of Pump Generator sets belonging to other Units/Offices/Depots and have up-to-date knowledge in the areas of their working.

JOB DESCRIPTION

The Supervisory staff of Electrical Department have following nature of jobs:-

- Performing technical duties
- Non-technical duties
- Managerial functions.

Technical Duties:

- To ensure timely completion of work,
- Ensuring out turn,
- Reducing percentage of ineffectives,
- Ensuring placement of indents,
- Timely procurement of material and its supply,
- Planning and allocation of work,
- Attending to accident/derailment sites and to perform Break-down duties in section/sub-section,
- Man power planning and advise requirement to superiors,
- Judicious deployment of staff keeping in view priority,
- Impart on-job training to staff on new jobs,
- Arrange staff in each shift

Non-technical duties

- Upkeep and maintenance of files/records of staff and material,
- Maintenance of records pertaining to Privilege Passes/PTOs to staff,
- Conduct DAR enquiries,
- Arrange payment of salaries to staff.

Managerial duties

- Ensure good industrial relations,
- Preparation of annual M&P and Works Programme,
- Planning capacity and augmentation of machinery,

Technological advancement:

The Supervisor ensures application of technical skills & knowledge to examine and certify locomotive, coaches and updates technological advancements in the areas of working pertaining to advanced technological introduced in the Indian Railway system from time to time particularly in the following fields:-

- High Speed Locomotive of 9000 HP,
- High breed LHB Coaches,
- Double Decker Coaches,
- AC/EMU for Multi Model Transport System (MMTS),
- Aerodynamically designed High Horse Power DMU/DPC,
- Fire Proof Coaches,
- Second Class Deluxe 3-Seater Chair Cars,
- Electric Multiple Unit with stainless steel pipes & double Ferrule fittings,
- AC/DC Electric Multiple Units (3-Phase)
- Air Spring Suspension for EMU and DEMUs,
- Three phase Electric Locomotive (with re-generative braking system to save power),
- Remote Diagnosis System in Electrical Locomotives.

JUNIOR ENGINEER

- His main job is to distribute work based on planning of the Supervisor and
- get the job executed to the desired standard,
- ensure availability of materials & tools at the site of the work,
- any shortage/deficiency about material/tools is to be reported to the Supervisor immediately,
- Maintenance of attendance of staff under him,
- Inspection of work done by Technicians and
- Is responsible for any failure.

TECHNICIANS (Gr III, II & I)

- Carryout jobs entrusted by Supervisors (SSE/JE) as per laid down standards/designs,
- Assembly & testing

SENIOR TECHNICIAN

- Senior Technician possesses best knowledge on sophisticated equipments and is expected to perform with high degree of accuracy.

HELPERS:

- Helpers are deployed to transport material from Stores to other Shops,
- They provide assistance to Technicians in performing their duties,
- Clean the components at the workplace,
- Carry out maintenance jobs as entrusted by JE/SSE.

HAZARDS

- Staff have to work and maintain OHE & Power Houses where 25 KV High Voltage Electricity is transmitted. They are prone to suffer from impedance and electromagnetic induction,
- Staff perform in the open sky in all seasons, 24 hours a day during which they are exposed to Sun's radiation, mosquito menace and face other seasonal diseases.
- The staff are expected to work at heights even during rainy season wherein they are prone to getting shocked, fall down and face electrocution.
- While attending Coach batteries, they are kneeling and checking & repacking the heavy batteries filled by Electrolyte consisting of Sulphuric acid and other ingredients,
- Staff attending coach lights & fans sometime stand in odd position and fall sustaining injury,
- While charging the lead acid batteries, sulphuric acid the smoke/small emitted is injurious to health, making electrolyte by mixing water & sulphuric acid and filling it in batteries is a serious hazardous job,
- Checking, cleaning & repacking the Insulator and removing slack on 25 KV High Voltage OHE is very hazardous job.

Pay Scale Proposal for Technicians & Technical Supervisors of Electrical Department

Considering the unique job profile, role and responsibilities, risks and hazards faced by the staff of Electrical Department, following new pay scales may be recommended:-

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
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CHAPTER – VIII

CIVIL ENGINEERING DEPARTMENT

The Civil Engineering Department is the backbone of Indian Railways because of its important nature of duties of laying, maintenance and strengthening of tracks on which trains are moved. The importance of this Department receives attention at all levels as the output generated by the staff helps in safe running of train services. Total strength of Civil Engineering staff in Indian Railways is 3,08,307 (approx).

The Civil Engineering Department on Indian Railways comprises of following wings:

- Permanent Way,
- Works,
- Bridges
- Drawing Office &
- Track Machine Wing

PERMANENT WAY

The staff working in the Permanent Way wing is responsible for laying railway track, its maintenance for ensuring safe and satisfactory movement and running of passenger and freight trains. P. Way staff have to maintain over 65000 Kms of route kilometer and over one lakh track kilometers, the third largest in the World.

There is also Track Machine Organization in the Civil Engineering Department which is responsible for maintaining tracks by using Tamping Machines, BCMs etc.,

WORKS

Works wing of Civil Engineering Department undertakes masonry work on the Permanent Way, bridges, washing line platforms. The staff working in Works wing are also responsible for construction, repair and maintenance of service buildings, Railway Quarters, Railway Colonies & Roads, Pipelines, water supply, sewerage etc.

BRIDGE

The staff working in Bridge wing are responsible for putting up of steel structures on bridges, their maintenance and are also responsible for all steel works concerning high level water tanks, microwave towers, turn tables, weigh bridges, tunnels, steel structures in shops, sheds and stations' Foot-Over-Bridges and Road-Over-Bridges.

DRAWING OFFICE

The Drawing Office staff play crucial role in the performance of Civil Engineering department. The Drawing Cadre staff are responsible for preparing drawings & designing plans for critical works listed below:-

- Planning for new tracks,
- Designing & planning earth works,
- Designing drawings related to new tracks,
- Drawings for drains, Bridges across the railway tracks to facilitate field staff in implementation,
- Planning and drawing of Station Buildings and attached structures,
- Planning & designing railway yards, sidings, dead ends etc.,
- Drawing Plans related to construction of new Railway Quarters & Colonies with other infrastructure,

(1) **PERMANENT WAY (P.Way) STAFF**

The P.Way staff in the Indian Railways play a very vital role in ensuring safe and efficient movement & running of railway trains. Each category of staff working in P. Way wing has been entrusted specific duties.

- (i) Greater component of skilled functioning, including maintenance of track parameter like gauge, cross level, alignment, curve parameters, emergency repair of rail fractures, operation of small track machine like Hydraulic jacks, off track tamper, drilling and cutting machines etc.,
- (ii) Ultrasonic flaw detection wing involved minute detection of flaw in track thereby contributing to safety of train operations. The posts in USFD organization are filled from among JE/SSE (P.Way) as well P. Way staff.

Categories of staff in P.Way are as follows:-

- Track Maintainer (formerly known as Trackman/Gangman) Grade IV, III, II & I in Grade Pay Rs. 1800, 1900, 2400 & 2800 respectively,
- Gateman, Trolley man, Key man, Watch man are part of Permanent Way cadre and designated as Track Maintainer.
- J.E & SSE/P. Way - Welders, Painters and Carpenters also form part of P.Way wing.

Track Maintainer : Medical Classification Bey one.

Recruitment Qualification : Matriculation or ITI

- Expected to report for duty to the Gang Tool Box in the early hours of the day irrespective of weather conditions may be extreme hot, cold or torrential rains and proceed to place of work on railway track by trekking along the track,
- Carry equipment & tools weighing about 25 Kg. They have to carry other equipment on shared basis for entire gang weighing nearly 58 Kg to conduct following operations:-
 - Examining of Track,
 - Examining of Rail Sleeper and fastenings,
 - Squaring of Sleepers,
 - Replacement of broken sleepers and old rails,
 - Slewing of track to correct alignment,
 - Gauging of track,
 - Packing of sleepers,
 - Repacking of large sleepers on curve, gradients etc,
 - Boxing of Ballast
 - To ensure regular maintenance work like through packing, shallow screening renewal of fastenings without/with lift when the rail temperature is between +10° and - 30° degree Celsius.
 - Expected to possess knowledge on Safety matters and rules regarding safety of tracks vis-a-vis trains.

Ninety six percent (96%) Track Maintainers were retiring in GP Rs. 1800 until the year 2013 without any promotion due to non-provision of channel of promotion and adequate pay structure. NFIR took up the issue at the level of Railway Minister, Chairman and the Members of Railway Board urging for ensuring career growth of Track Maintainers and special package. Consequently a Joint Committee was constituted. The Joint Committee had examined various issues relating to service conditions and submitted report to the Railway Ministry. With the partial implementation of Joint Committee's report, there has been some improvement to the career growth of Track Maintainers.

OCCUPATIONAL HAZARDS

- * Working under the open sky without shed under hot Sun, severe cold, also without caring for torrential rains,
- * Exposed to vagaries of nature on all the days and in all seasons,
- * Working on the P.Way track in remote places where no amenities are available,
- * Subjected to high mental stress and undergo hard physical labour continuously,
- * Jobs are totally arduous in nature,
- * Night Soil cleaning on the track, removal of dead bodies, removal of fallen trees to protect track.

HEALTH HAZARDS

- Heavy manual job results in rapid physical fatigue,
- Living in mid-sections and remote stations,
- Non-availability of basic necessities of life,
- Night Patrolling, Security Patrolling, Cold/Hot weather patrolling,
- Trekking by foot from residence to Tool Box and from Tool Box to Work place on track,
- Covering a distance of 6 to 10 Kms by foot daily for performing duties.
- Frequent cases of run over causing death while performing duties.

NIGHT PATROLLING

Track Maintainers perform duties of night patrolling also. During night patrolling, a Track Maintainer has to carry equipments/tools weighing 20 Kgs with detonators and has to walk for a distance of around 8 Kilometers as per allotted beats in between two rails on ballast in all weather conditions. During night patrolling the Track Maintainers face snake bites, scorpion bites, attack of wild animals. In night patrolling the Track Maintainer has to perform duties listed below:

- Special attention to railway track,
- Check welded portions of long rails,
- Removing obstacles on the track like fallen trees, specially during windy conditions,
- In the event of rail/weld fracture/failure, information is passed on to the nearest station by the Track Maintainer as soon as possible to avert derailment/accident and that trains are allowed to pass after temporary repairs through caution order
- He has to be vigilant and skillful to detect defective rail sleepers and safety of other fittings,
- Watches water levels in upstream site during monsoon seasons specially with regard to safety of bank and ballast besides railway track,
- Visibility at unmanned level crossings by pruning/removal of trees/ branches obstructing clear vision,
- That spherical washers are on LH side of Heel Block and Point Rail side of Nose Rail assembly,
- Will check whether all bolts and nuts are tight in the layout point,
- Protection arrangements to stop approaching trains, if buckling/tendency to buckling/fracture is noticed.

Track Maintainer performing night patrolling duties remains busy in the night time. There is no seat, no resting point, no shelter for him. These staff are exposed to vagaries of weather all times while working in the open sky. Such staff are prone to bites by insects, scorpions, snakes and other reptiles while performing totally arduous jobs.

Night Patrolling staff (Track Maintainer) are more prone to run over causing death. The job is of skillful, heavy manual and physical labour, they live in mid-section and at remote stations,

foregoing all basic necessities of life. They also acquire dust pollution, noise pollution etc which adversely affect health condition of the Track Maintainers.

GATE KEEPERS

The posts of Gate Keepers are filled by drafting Track Maintainers working under the control of SSE/P.Way.

Medical classification A3

Gate Keeper is expected to man the Level Crossing Gates in the mid-section and ensure free flow of train services without interruption. He should be on the alertness and be prepared to take immediate action, should danger be apprehended. The Level Crossings are located at remote places. The Gate Keepers have to proceed from their residence to the place of work to perform duties. They cannot have the facility of regular food, drinking water and medical assistance due to being positioned at remote places.

The duty hours at majority of gates have been classified as 12 hours a day. Gate Keepers have no transport facilities to return home after performing duties. Gate Keepers have to inter-act with Station Masters over phone about movement of trains for performing gate operations. They have to exchange private numbers with the station masters for passage of trains in the section. After closing the gate and lowering the signals for approaching trains, the Gate Keepers control the road traffic till complete passage of train. There have been occasions when the Gate Keepers have been attacked by road users when the gate is closed for smooth passage of train services. The Gate Keepers are expected to remove the vegetations and foreign bodies lying on the track. They face anti-social elements in the course of performance of duties. Gate Keepers are paid a sum of Rs.450/- p.m. as special allowance towards performing the arduous and onerous nature of duties which is grossly insufficient.

Gate Keepers ensure that :-

- Flange way is clear,
- Availability of road warning and track whistle boards. If missing have to report to Supervisor/JE/SSE,
- Bushes/tree branches obstructing visibility are removed,
- Railway tracks are protected,
- Road surface is well watered and rammed,
- Train passage is smooth and intact. In case of train passing, shall attract the attention of the Loco Pilot.

KEYMAN (Recently designated as Track Maintainer-II)

Medical Classification : Bee one

Duties & responsibilities of Key-men

- Key-man has to walk foot by foot approximately 12 Kms distance per day according to the beat allotted, to watch condition of the entire length of track and look for defects such as loose fish bolts etc.,
- Also inspects the Bridges against any deformities in the track, obstructions on track and encroachments in railway premises,
- During extreme summer/winter special attention is to be paid to the welded tracks,
- Ensures safe passage of trains by clearing track of trespassing (men & animal), dead bodies, fallen trees etc.,

- In the event of rail/weld failure etc., he has to run nearly 1200 meters on either side to protect track and has to attend the failure and pass train after temporary repairs (self-certification).
- Be vigilant and smart enough to detect defective rails, sleepers and various other fittings.
- Has to grease a minimum of 80 no's of ERC clips in a day,
- Has to watch water levels in upstream site in rainy seasons specially with regard to safety of bank and ballast,
- Ensures visibility of unmanned level crossings by pruning/removal of tree branches obstructing clear vision,
- Carry equipment such as Detonators, flangeway clearance Gauge, Keying hammer, Spanner, Spare Fittings, Wire Brush, Grease etc.,

During the course of performing duties, Key-men have to face following occupational hazards:-

- Extremely mobile job, no seat/resting point, no shelter,
- Exposed to vagaries of weather, all the time has to work under open sky,
- Prone to bites by insects, scorpions, snakes and other reptiles,
- While inspecting track has to walk on uneven surface
- Dignity of labour vitiated by exposure to body excreta of passengers using Toilets in the running trains. Also hit by disposal of wastes.

Gang Mate (P.Way) (Recently redesignated as Track Maintainer-I)

Every Gangmate (P. Way) has to see that the length of track under his charge is kept safe for the passage of trains. For getting completed various types of repairs, maintenance, night patrolling etc. of the railway track, Gangmate is provided with 25 to 40 Track Maintainers. At any kilometrage point, if urgent attention is required to be paid, Gang Mate is expected to complete the same without waiting for the orders from the JE/SSE. He is directly responsible for safe maintenance and protection of railway track. He has to maintain the muster roll/attendance of the Track Maintainers and other staff working under him. The Gangmate has to see that prescribed system of track maintenance is adhered to and the task allotted as per oral instructions or entry made in the Gang Chart/Diary are explained to staff for carrying out work efficiently under his supervision. The details of work done has to be entered in the Gang Chart/Diary. The Gangmate is responsible for the safe custody of the tools kept in the Tool Box of the Gang and the sectional Keyman. During rainy season, the Gangmate has to organize patrolling of the Track length under his jurisdiction. Any untoward incident or encroachment or unauthorized structure near railway track or on railway land has to be reported by the Gangmate to his supervisors. The Gangmate is expected to perform the duties of Keyman who avails periodic rest or leave etc.,

Gangmate has to be well versed with correct knowledge of rules relating to:-

- Protecting the line in an emergency and during other works affecting the tracks,
- Methods of fixing and safety range of detonators,
- Safety first rules,
- Action to be taken when a train is noticed to have parted,
- Action to be taken where sabotage is suspected and patrolling in emergencies like accidents, breaches due to flood etc.,
- In emergencies, Gangmate has to arrange relief for Keyman, Gateman, Patrolman due to over-work or sickness when they are unable to perform their duties,
- Immediate action is to be taken when line is unsafe or in the event of accident. If Gangmate considers that the line is likely to be rendered unsafe or that any train is likely to be endangered in consequence of any defect in the permanent way or abnormal rail or flood or due to any other occurrence, he shall take immediate steps to secure the safety of train by using the prescribed signals to proceed with caution or to stop as necessary to avert accident.

TROLLEYMEN (Presently designated as Track Maintainer-IV)

Trolley men are essential staff required to support the Supervisors & Officers in the Technical Departments on I.R. including Civil Engineering Department. They are attached to the respective Supervisor/Officer and perform duties as follows:-

- Pushing trolley on the Rail track by walking foot by foot on rails,
- Work in adverse climatic conditions,
- Sustain injuries if slipped while pushing trolleys specially during winter and rainy seasons and acquire serious injuries,
- Skilfully measuring Gauge, rail levels at crossings under the overall supervision of JE/SSE,
- Assist JE/SSE during inspection of bridges, curves, level crossings, Tunnels, Expansion joints etc.

During the course of performance of their duties, Trolley men carry heavy weight items as mentioned below:-

- Trolley weighing more than 500 Kg (on shared basis),
- Spanner, Gauge, Level Gauge checking equipment, Points & Crossings, Signal Checking equipment, various registers/books,
- Take care of Trolleys off the track after sighting a train without loss of seconds and again after passage of train, place trolley again on track. This action is repeated number of times.

STORE WATCHMAN (TRACK MAINTAINER)

- Is answerable to SSE/P.Way,
- His main duties are to safeguard the P. Way material worth crores of rupees kept in the Store Room of SSE and in open yard (unsecured & unattended)
- Has no promotional opportunities
- Normally retire in the same Grade Pay in which recruited.

SCALES PROPOSED TO P.WAY STAFF

Considering the job profile containing all safety duties, crucial roles to be played and the responsibilities to be shouldered, alongwith physical stress and mental strain, hazards faced, environmental conditions having adverse impact during the working period, besides working in the open sky, NFIR requests the Pay Commission to recommend pay scales as suggested below:-

| 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 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 6 | Helper Gr.II | PB-1 | 1800 | 26000 |
| 7 | Technician-III | PB-1 | 1900 | 46000* (Tech) |
| 8 | Technician-II | PB-I | 2400 | 56000 (To be designated as Sr.Tech) |
| 9 | Technician-I | PB-I | 2800 | |
| 10 | Master Technician | PB-I | 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.

JUNIOR ENGINEER (P.WAY)/SSE (P.WAY)

Recruitment Qualification (JE) : Three (3) years Diploma in Civil Engineering.

SSE * : Degree in Civil Engineering

(* 20% of vacancies are being filled by direct recruitment of Engineering Graduates through RRBs - imparted 9 months rigorous on job training.)

Existing Pay Structure JE : PB-2 + GP Rs. 4200
SSE : PB-2 + GP 4600

NOTE: SSEs directly appointed in GP Rs.4600 have no channel of promotion within Group `C`.

TRACK MACHINE ORGANISATION

Track Machine Organization has been functioning on the Indian Railways for over thirty (30) years. A number of Machines have been introduced for tamping the track and ensuring maintenance through Machine.

Nature of Job:

- The staff along with Machine report to Station Master and seek allotment of 'Block' and awaits clearance from the Control Office to begin work on the identified spot,
- Staff works at remote places under Open sky at least for a period of three weeks continuously in a month under all weather conditions,
- The staff working on Track Machine drive machine in addition to its operation and maintenance and move to different parts of the Railways accompanying the machines. They perform highly skillful jobs. Supervision is complex.

Medical Classification : **Aye-three**
Junior Engineer : 50% vacancies through RRB by direct Recruitment.

Qualification : Three years diploma in Electrical, Mechanical & Electronics Engineering

Senior Section Engineer Qualification : B.E. in Mechanical/Electrical/Electronics/Communication.

(20% vacancies are filled by Direct Recruitment through RRBs)

Duties and responsibilities of JE/SSE:

- Responsible for placing the machine into Block Line,
- Shall have thorough knowledge of the rules and regulations and procedure concerning his work and duties as laid in Track Machine Manual, IRPWM, G & S Rules, Engineering Code etc.,
- Plan in advance availability of spares with adequate staff,
- Work to the required standard in the prescribed time period of block duly avoiding dislocation to train services,
- Advance planning of schedule of POH/IOH of machines,
- To attend to failures/breakdown during machine's working.

Hazards:

- Job requires physical hard labour and mental stress to ensure safety not only to the staff but also safe passage of trains,
- Presence of mind to evaluate minutely the usage of block. Efficient supervision required.
- JE/SSE have to ensure that the Machine is in good working condition for carrying out various operations,
- To drive the machine to the work spot and back to Rest place duly observing all signals and caution orders, i.e. performing the job of a Loco Pilot.

TRACK MACHINE FITTERS/MECHANICS

- Track Machine Operator is responsible for proper and timely maintenance of track machine during operation and rest period,
- It requires special knowledge of the Machines which are mostly imported,
- These staff are ITI trained and placed on the pattern of Technicians,
- Before being positioned, they are subjected to 12months industrial training.

HAZARDS:

- During the course of performance of duties they come across heavy dust particles arising out of ballast cleaning machines,
- Also face critical decibel level of noise,
- Work shelter-less under the open sky in all weather conditions,
- No sheds provided for berthing the machines.

Track Machine Helpers

- Assist the Technicians in performing duties on the machines,
- Remain mostly on line with the Track Machine.

UNDUE DUTY REGIME

- Remain away from family and children for a minimum period of three weeks in a month,
- Live in Camping Coaches at outstations or spend free time in Waiting Halls of the Stations.

CADRE STRUCTURE:

Track Machine Maintainers (Technicians) working in GP 1900 + PB-I are eligible for being placed in PB-1 + GP 2400 as follows :-

- 25% ITI trained by Direct Recruitment through RRB,
 - 50% by promotion from serving employees in lower Grade Pay,
 - remaining 25% from serving employees who are Matriculate and have three years on job experience
- Channel of promotion is as under :-
- PB-1 + GP Rs. 2400
 - PB-1 + GP Rs. 2800 (by promotion)
 - PB-2 + GP Rs. 4200 (by promotion)

Track Machine Khalasis (now designated as Helper) have been placed in PB-1 + GP Rs. 1800. Based on the recommendations of Vth CPC (para 54.23) Track Machine Khalasis having Matriculation or ITI trained should have been placed in 3050-4590/PB-1+GP 1900. However, they have not been allotted the pay scale while similarly placed Helpers in Diesel/Electric Loco Sheds were allotted pay scale of Rs.3050-4590 in September, 1998. The VII CPC may kindly consider this aspect for remedying the injustice meted out to these staff.

PROPOSED PAY SCALE FOR 7TH CPC

In view of job profile, role & responsibilities abnormal physical and mental efforts and hazards faced affecting adversely health of the Track Machine Staff, NFIR proposes following pay structure as shown in the **Annexure**.

WORKS WING

Works wing of Civil Engineering Department plays vital role on Indian Railways. They are required for perform duties in remote areas for carrying out survey, demarcation, embankment, cutting etc. devoid of education to their children entertainment and social life. Their duties and responsibilities are discussed in the following paragraphs.

Equipment used

The staff working in Works wing use dumpy level, Theodolite and other such precision instruments.

Duties and responsibilities:

- To conduct initial survey of various civil projects,
- Inspection and maintenance of service buildings & structures in and around the Railway Stations and its surroundings,
- Repair and maintenance of Railway Quarters, Colonies approach road, coach maintenance washing platforms,
- To ensure water supply in all railway buildings, quarters & colonies,
- To maintain drainage and sewage systems,
- To ensure periodical verification of Railway Stores, Tools & Plants,
- To ensure removal of unauthorized encroachments,
- To ensure safety of railway land by erecting boundary walls,
- Responsible for accurate setting out and execution of all new works,
- To organize labour and exercise frequent checks on the quality and quantity of works,
- To maintain service records of staff and deal all establishment matters,
- To undertake all masonry work on P. Way & Bridges.
- To maintain land plans, measurement books and various documents relating to Railway land.

PROPOSED PAY SCALE FOR 7TH CPC

In view of job profile, role & responsibilities abnormal physical and mental efforts and hazards faced affecting adversely health of the Staff, NFIR proposes following pay structure as shown in the **Annexure**.

BRIDGE WING

Bridge wing of Civil Engineering Department plays vital role in connecting railway tracks. The staff working in Bridge organization are is responsible for undertaking following jobs:-

- Construction of Steel structure of Bridges maintenance or bridges,
- Coverage of Roof sheds/platform covering,
- Installation of High Level Water Tank,
- Erection of Microwave Towers, Weigh Bridges,
- Laying of structures in the Workshops,
- Construction of Foot Over Bridges (FOBs) and Road over Bridges (ROBs),
- To undertake riveting, erecting, painting, welding and high level of bridge masonry portion with high level of risk and huge responsibility.

HAZARDS:

Above works are undertaken by the staff of Bridge wing throughout their respective jurisdiction, including places located in remote areas and jungles having considerable degree of risk.

There are places where access is not easy. The staff after getting down at the nearest Railway station have to normally go by “walking” or any other available means to the sites. They perform duties on Bridges and river banks also.

Besides JE/SSE, the Bridge wing has staff in other categories as well who are Technicians and Helpers possessing technical knowledge.

PROPOSED PAY SCALE FOR 7TH CPC

In view of job profile, role & responsibilities abnormal physical and mental efforts and hazards faced affecting adversely health of the Staff, NFIR proposes following pay structure as shown in the **Annexure**.

DRAWING STAFF

Drawing & designing activity plays a very important role in planning and execution any type of work of project in any technical department. The Drawing staff employed in Civil Engineering plays crucial role in formulating any plan for the project right from the initial stage of survey, designing, estimating costs, and the execution.

The minimum educational qualification prescribed for Drawing Staff in the category of JE is Diploma in Civil Engineering. The duties and responsibilities are :-

- To prepare and design all types of structures of Civil Engineering,
- Presently, drawings are generated on AUTO-CAD with utmost safety with the expertise of field
- Preparation of estimates of different types of works, P.Way Works/Projects, Bridges etc.
- Carry out technical checks recorded by the field SSEs of Works and P.Way in the measurement books of contractual works,
- Responsible for preparing and maintaining land plan of the section,
- Preparation of schedule of rates, procuring market rates,
- Documentation of drawings,
- Doing surveys in the fields and assisting Divisional/Headquarters Officers in tendering processes, getting sanction of CRS for different works.

Proposal:

In view of the job profile, role & responsibilities entrusted, physical and mental efforts put in, hazards faced in the performance of jobs, environment and health, NFIR proposes pay structure for Design & Drawing staff as shown in the **Annexure**.

Annexure

PROPOSED PAY SCALES FOR STAFF OF TRACK MACHINE ORGANISATION, WORKS WING, BRIDGE WING & DRAWING STAFF

| 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 |
| 5 | Technician II | PB-1 + 2400 | (to be re-designated as Sr.Tech) |
| 6 | Technician III | PB-1 + 1900 | 46000 * (Tech) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

MASTER CRAFTMANSHIP SKILLS

NFIR wishes to invite kind attention of the 7th CPC that due to advancement in Technology, rapidly bringing modernization in the Indian Railways, mainly in the field of Signalling, Electrical, Repair Sheds, Workshops, Civil Engineering, Mechanical Departments etc. the IR requires work force with improved skills and craft competency.

NFIR, therefore proposes introduction of new elevated pay scale of Rs. 74000(Open Ended), with designation as **Master Technician**, to facilitate the incumbents possessing master skills to get promoted. This type of motivation would enhance devotion level of staff.

NFIR

CHAPTER – IX

SIGNAL & TELECOMMUNICATION DEPARTMENT

The Signal & Telecommunication (S&T) department plays very crucial and pivotal role in safe and efficient running of train services on Indian Railways system. The total strength of the staff in S&T Department in Indian Railways is 65000 (approx).

The S&T department is responsible for installation and maintenance of all signal and telecommunication assets on the Railways. This department ensures safe and optimal, effective traffic operations. The Department has already taken various important steps in introducing advanced technologies and highly sophisticated equipment. In the recent past, the Department has proceeded ahead in improving the systems as listed below :

- Automatic Signalling System,
- LED based signals,
- Solid State Interlocking,
- Data Logger,
- Axle Counter,
- Track Circuit and various types of Block instruments in signalling,
- Optic Fibre Communication System,
- Underground cabling,
- Electronic Exchanges,
- Voice Logger,
- Closed Circuit Television at Railway Stations,
- Satellite Communication,
- VHF Communication,
- Public Address System,
- Railnet, Unreserved Ticketing System,
- Passenger Reservation System,
- Freight Operations Information System (FOIS),
- Centralised Operations Information System (COIS),
- Mobile Train Radio Communication and Video Conferencing in Telecommunication field,
- Closed Circuit Cameras at platforms of important Stations etc.,

The number of activities undertaken by S&T Department has increased the responsibilities of staff manifold.

SIGNALLING

Job description:

- Efficient maintenance and periodical testing of all types of signalling equipment in accordance with the instructions contained in Signal Engineering Manual.
- Carry out works and alterations to existing installations, in addition to their routine job,
- Issue disconnection and fit memos while repair, replacement or adjustment of any signalling equipment and also advise Station Masters on duty in writing and obtain their acknowledgement before the work is commenced and after the same has been completed.
- Inspection and maintenance of solid state interlocking, Digital Axle Counter, Block Proving Axle Counter, Anti Collision Device, Automatic Train Protection System,

Automatic Train Protection Warning System (wherever installed) for safety of train operation etc.,

- Co-ordination with Operating, Engineering, Stores & Electrical Departments etc., for various inter-related functions/activities.

Duties performed by Helper

- Jobs performed by the Helper in Signalling Wing of S&T Department is entirely different from the Helpers working in other Technical Departments.
- Helper has to accompany Technician and carry the Tool Kit of the Technician consisting of minimum 32 items weighing over 20 Kg along with Can of Distilled Water also weighing 10 Kg, Lube/Axle Oil/Petroleum Jelly/Grease Container weighing 5 Kgs each.
- Helper needs to assist the Technician in every kind of job performed in the course of maintenance of signalling gadgets to upkeep them in fettle,
- Walk upto 2-3 kms from Stations to Distant signal / Double Distant signals and 10 Kms nearly from Stations to intermediate Block signalling on either side of the station premises/limits as the installations lay scattered all along the track side besides attending to failures/replacements/alteration works as entrusted by the Supervisors from time to time.
- Helper has to be present to carry out emergency/accident/failure duties besides working on National Holidays/General Holidays even while on Periodical Rest day, when called for, foregoing all domestic and social commitments.

Signal Maintainer Gr III/II/I & Senior Technicians

Duties & responsibilities:

- Efficient maintenance and testing of all equipments under their charge, keep them properly adjusted and in good working condition to ensure safety as per Codes/Manuals/Circulars/Instructions,
- Carry out works and alterations to the existing installations as per instructions of Supervisors,
- Bring to the notice of Supervisors any emergency or particular situation beyond their competence,
- Attend to failures promptly and to ensure safe passage to trains,
- Immediately on receipt of any failure information from ASM, have to record in the failure register, issue disconnection notice and rush to site to see that failure is rectified, tested & certified and appliance locked and sealed,
- While undertaking repairs, date and time of rectification and nature of fault removed needs to be recorded in the register provided for the purpose,
- Submit fortnightly report of the maintenance rounds to the Supervisors,
- Shall record his movements in the Movement Board kept in ASM/SM's office before leaving his Headquarters,
- Expected to be conversant with rules, regulations and instructions concerning his work as mentioned in G&SR, SEM, Safety First Book, Block Working Manuals etc and keep updated with the Correction Slips issued from time to time,
- Shall always keep his tools and equipment with him when on duty and all such tools and equipment shall be kept in fit condition for immediate use.
- Shall obtain requirement of materials for repairs and maintenance giving full particulars of station, location and the gears to be replaced. Released material has to be returned immediately.

Nature and content of job

- Responsible for safe operation of train services,
- Be in readiness at all time even though not on duty, to attend failures, round the clock,
- Work in remote areas facing inclement weather conditions.

- Exposed to all types of inclement weather conditions, may be extreme hot sun, torrential rains, extreme cold in the course of performance of job,
- Have also to expose to all types of chemical effluents especially while taking up maintenance of secondary cells, application of Grease/Petroleum Jelly to the Gadgets/cells etc.,
- Have to ensure upkeep/cleanliness of gadget/premises especially at major terminals/Junction Stations where human/other waste is scattered on the installations/premises.

Hazardous working condition

- Attending the installations for maintenance/failure in the remote mid-section where there is no human presence in the vicinity and no transportation facility is available and where a few sections fall in the forest reserves, staff are forced to commute to & fro only along railway tracks, risking life from all corners,
- Has to keep himself alert while working in between tracks, always look for coming/passing trains on either side while lubrication/working on points or on Track circuits/signals etc.
- The S&T staff are thus prone to severe stress and strain.

Critical nature of job

Signalling arrangements at stations include a permanent Civil Structure for a Relay Room wherein the entire signalling circuitry and interlocking of various appliance is done. The Relay Room is considered as Heart of the inter-locked station/section, always kept sealed and double locked for safety. A 4-road Station constitutes 8-10 relay racks housing 350-400 relays and 8,000-10,000 wires running all along the relays and the racks for their interlocking and finally to the control panel for their operation. Inter-connections of wires and the inter-locking are depicted on A3 sized paper blue prints called circuit diagrams and runs into 45-50 sheets. Failure of any sort in Relay Room, the Technician is required to analyze and take necessary steps including tracing the circuit diagrams for their probable cause involving change in wiring and replacement of relays/contacts. The work is so critical that any error if committed will lead to malfunctioning, make things hay-where and will lead to major disaster.

Various sources of power supplies are required for working of appliances and their interlocking e.g. 12V DC, 24V DC Internal & External, 110 V AC, 110V DC etc. are some of the power supplies. These different types of power supplies amalgamate in the Relay Room and in the External Circuits each of the supplies running along relays and their contacts, so interconnected and rigidly bunched to work each of the appliance and to be handled with due care for proper functioning.

Health Hazards:

- Has to expose to all weather conditions like extreme hot, cold, torrential rains, foggy weather, dust areas etc in the course of performance of duty,
- Exposed to all chemical effluents during the course of maintenance of Secondary cells, application of Grease/Petroleum Jelly to Gadgets/Cells etc.
- Have to ensure upkeep/cleanliness of gadget/premises specially at major terminals/Junction Stations where human/other waste is scattered on the installations/premises. Problem becomes acute where slum dwellers reside nearer to the Railway Station/tracks.

CURRENT CADRE SOURCING

NOTE : In the case of ESM category there are two levels of direct recruitment :-
 (iii) **ESM (PB – I + GP 1900)**

- 50% direct recruitment from open market with educational qualification of Matriculation or equivalent with ITI certificate in Electrician/Electrical Fitter/Wireman Trade and one year's experience as casual ESM.
- (iv) **ESM (PB – I + GP 2400)**
- 33 ⅓ of the posts of ESM Gr.II is filled by direct recruitment from open market with educational qualification of pass 1st Year B.Sc (Physics) or 10 + 2 stage in Higher Secondary in Science i.e. Maths or Physics or equivalent and should have worked as Casual ESM in S&T Department.

The role of ESM has become more crucial with the induction of upgraded technology in the Railways. This category deserves the replacement GP Rs.2800/- with revised entry qualification of B.Sc or Diploma in Instrumentation or Electrical Engineering. The second level recruitment presently exists in GP 2400 needs to be dispensed with.

TRAINING & PERIODICAL MEDICAL EXAMINATION

- Mandatory Refresher courses once in every 4 years has to be attended to by the Technicians
- Required to face Periodical Medical Examination for establishing fitness or otherwise.
-

INCREASED WORKLOAD

- Though norms for provision of Maintainers (Signal) were prescribed by Railway Board, the said norms have not been implemented resulting heavy additional burden on staff who are compelled to perform duties over hours,
- New assets of latest technology are being created but corresponding number of posts, required as per norms are not sanctioned.
- Due to hazardousness nature of job expected to be performed Maintainers (Signal), the newly joined staff desert the jobs as the exiting pay structure is unattractive for talented candidates.

ADDITIONAL RESPONSIBILITIES DUE TO TECHNOLOGICAL CHANGES:

- Since Technicians undertake all jobs in the field, they are acquiring and equipping themselves with the latest Technological advancements/changes brought into the system from time to time,
- Are forced to maintain and upkeep such latest technically advanced installations by shouldering additional responsibilities even when no training is imparted by the I.R.

Supervisors' JE & SSE

Duties & responsibilities

- Shall readily have copies of all the Rules/Manuals/Books and update the same all latest correction slips and ensure that staff working under JE/SSE are supplied with the provisions of various rules
- All shall possess following books while on duty:

| | | | |
|----|----------------------------|----|----------------------|
| 1. | General & Subsidiary Rules | 6 | Accident Manual |
| 2. | Signal Engineering Manual | 7 | Block Working Manual |
| 3. | Schedule of Dimensions | 8. | AC Traction Manual |
| 4. | Working Time Table | 9. | Maintenance Manual |
| 5. | Telecom Manual | | |

- While accompanying Inspections of Higher Officials, the following shall also be in possession of JEs/SSEs in addition to the above Manuals/Books:-

| | |
|-----|-------------------------------------|
| 10. | Interlocking Yard Diagrams. |
| 11. | Plans of Sanction & proposed works. |
| 12. | All relevant Tools |

- Be conversant with the rules relating to duties and pass all the prescribed examinations, if any,
- Inspection and efficient maintenance of all signalling equipments,
- Execution of works incidental to the maintenance of equipments,
- Execution of works in connection with additions and alterations to existing installations and new installations as per approved plans,
- Testing, Overhauling and carrying out alterations to locking including periodical cable meggerring, replacement of appliances etc.,
- Carrying out works in an emergency on their own initiative and responsibility,
- Submit Inspection and Testing certificate, inspected by him indicating their condition, repairs done, giving brief remarks to assistance required, if any.
- Shall carryout foot-plate inspections of all signals both during day & night and submit report of each inspection to the superior authorities,
- Ensure that Technicians are regular and adhere to maintenance schedules as specified in the codes/manuals,
- Attend failures, make analysis and submit report to the concerned Office periodically,
- Shall be responsible for issue of proper tools and equipment to Technicians under his charge and to see that they are kept in working condition,
- As a preventive maintenance, shall ensure that all the, installations withstand the seasonal changes viz; pre-summer/pre-monsoon etc., and shall take all precautions for taking remedial action.

Co-ordinated working:

- Shall keep liaison/coordination with other Departments viz Engineering (P.Way/Works), Electrical (Maintenance/OHE), etc depute staff in upkeeping the appliances, necessitating their interference.
- Shall carry out regular Joint Footplate Inspections with all concerned Departments viz: Engineering (P.Way), Electrical (Maintenance/OHE), TI & LI,

Additional duties

- Responsible to see that the Office Records, Registers, Stores Ledger & Accounts are maintained correctly besides submitting periodical reports,
- When estimate is sanctioned, shall submit indents and ensure that all the materials required are made available,
- Necessary steps for safe passage of trains are ensured during execution of works duly avoiding detentions,
- Recording of Measurement Book, Record measurements for each item bearing 100% responsibility,
- Shall submit periodical progress report every month citing probable date of completion,
- Before the new work is brought into service, shall see that the inter-locking diagrams, circuit diagrams etc. are made available and issue completion report after completion of work.
- Custodian of Stores and materials (worth crores of rupees).

Working conditions and environment:

Health Hazards:

- Is exposed to different climatic conditions viz: facing Hot Sun, Rains, Cold/Mist and foggy weather, dusty areas etc in the course of performance of job,

- Premises specially at major terminus/Junction stations is pathetic since the all human/other waste is scattered on the installations/premises,
- The problem is more severe where slum dwellers reside nearer to the Railway tracks/stations,

Risk factors:

- Most disastrous is “attending to the installations for inspections/failures in the mid-section mostly remove having no visibility of human life in the vicinity,
- In the sections falling in the forest reserves, staff/supervisors are forced to commute to & fro only along tracks for inspection, maintenance and certification,
- Has to be vigilant and protect the staff working under him while working on/in between tracks, always looking out for trains on either side of the tracks

Training/PME:

- Has to attend mandatory Refresher course once in 4 years and pass the requisite examination,
- Also undergoes Periodical Medical Examination to remain fit in the required Medical Standard.

Increased Work load:

- Though there are norms for provision of staff for allocation/maintenance/inspection of signalling gadgets, these norms are not implemented. The sanctions are not reviewed applying such norms and the employees in S&T are over-burdened with heavy work load,
- Poor response to recruitment from Open market and newly joined recruits leaving the job due to typical nature of job is adding to the woes of incumbents
- The employees are thus prone to **severe stress and strain.**

Additional responsibilities due to technological changes:

In order to see that the Railway work does not suffer, JE/SSEs are acquiring themselves the latest technology and the technological advancements/changes brought to improve and upgrade the system from time to time,

Output of job

- Minimize failures to improve punctuality,
- Ensures safe train operations to avoid any accident hazards.

Due to increased responsibilities of maintaining highly sophisticated equipments, responsibility for issuing disconnection and connection on running lines etc. additional remuneration as recommended by the High Power Committee (R&S) to the Technical Supervisors, may be examined by VII CPC.

TELECOMMUNICATION

Description of job

- Periodical testing and effective maintenance of all types of Telecommunication equipment like Control Communication, PAE System, CCTV, Touch Screen and VHF sets,
- Attend to failures promptly by first available means,
- To patrol various types of control circuits in block sections,
- To maintain Telephone Exchanges, various networks and Passenger amenities,
- Maintenance of Optical Fibre Communication and associated equipment to provide Control Communication used widely on I.R.,
- Maintain Rail-net and broadband,
- Provide support for effective Train Traffic Control for maintaining punctuality and to see that the system works free from any debug,
- To ensure that operations on FOIS/COIS/TMS/CMS/MMIS are carried out successfully without any interruption,

- To ensure smooth operation of PRS/UTS,
- To ensure that most of the latest equipment are available in the ARTs/ARMES for quick crisis management and restoration of services to normal level.

Output of job

- Provide all types of communication arrangements in Railways,
- Serve passengers by providing amenities like Touch Screen, UTS, PRS and IVRS,
- Ensure safety of railway premises by providing CCTV,
- Ensure that failures are attended to quickly even during night time and work round the clock.

Critical nature of job

Staff are not permitted to leave Headquarter without proper prior permission from the authorities in the Unit/Division

CADRE STRUCTURE

Junior Engineer : Recruited with the qualification of three years Diploma with one year training.

Senior Section Engineer : 20% vacancies are filled through DR.
By RRB from amongst Engineering Graduates having 04 years degree.

Medical Classification : AYE- TWO (being Safety Category post, medical Standard of highest order is applicable).

Technicians : Grade III, II & I and Senior Technician are Recruited with qualification of Matriculation/ITI.

Helper : Recruited with qualification of Matric or ITI.

MICROWAVE

The work of Microwave is being replaced with the Optical Fibre communication but staff working in Microwave units are working in many Zonal Railways. These staff should be granted pay structure etc., at par with Telecommunication Cadre.

S&T Workshops:

Signal & Telecommunication Workshops strive to produce equipment for the modernization of signalling system, to eliminate the possibility of human error – one of the major causes of accidents in train operations.

In this context, achieving high reliability and maintainability of Signalling equipment, is very important and is the sole objective of the working of Signal Workshops working on the I.R. system. It is imperative to produce signalling equipments which required minimum maintenance, are quite safe with very high quality, without ignoring cost component. The S&T Workshops are also required to extend continuous support for fulfilling the maintenance needs of signal safety installations on the Open Line. Main activities carried out in the S&T Workshops are as follows:-

- Manufacturing of new products with technological advancements,
- Overhauling of S&T equipments installed over Open Lines,
- Ensure supply of required items to open line Depots.
-

PROPOSAL:

Considering the complex nature of jobs related to high degree of safety performed by the Staff of S&T organization, their hard working conditions, hazards faced by them, NFIR proposes following pay scales to be recommended:-

| 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 * (Tech/WM/TCM/ESM) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

Proposal for miscellaneous categories of S&T Department

| 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 | |
| 5 | Cipher Operator | PB-2+ GP 4200 | Rs. 74000 |

***Entry qualification be revised as Graduation.**

MASTER CRAFTMANSHIP SKILLS

NFIR wishes to invite kind attention of the 7th CPC that due to advancement in Technology, rapidly bringing modernization in the Indian Railways, mainly in the field of Signalling, Electrical, Repair Sheds, Workshops, Civil Engineering, Mechanical Departments etc. the IR requires work force with improved skills and craft competency.

NFIR, therefore proposes introduction of new elevated pay scale of Rs.74000(Open Ended),with designation as **Master Technician**, to facilitate the incumbents possessing master skills to get promoted. This type of motivation would enhance devotion level of staff.

CHAPTER - X

COMMERCIAL DEPARTMENT

The Commercial Department is the most vital public interface organization involved in the generation and earnings to Railways. Majority of the staff working in the Commercial Department is front line category having direct contact with the public in the course of performing duties. The image of Indian Railways largely relates to the services being provided by commercial staff of different categories to the customers. The total strength of Commercial Department in Indian Railways is 93,250.

Commercial Department consists of five wings as mentioned below.

1. Commercial category (freight, parcels, tickets)
 2. Ticket Checking category
 3. Enquiry cum Reservation (PRS Centre) cadre
 4. Inspectorial category
 5. Catering branch
1. Commercial Category (Booking and dealing of goods/parcels/tickets etc.,

Commercial Clerk, Sr. Commercial Clerk : Recruitment with minimum entry prescribed qualification of Matriculation for the post of Commercial Clerk with three months training in Zonal Railway training institute. However, those RRB recruits join as Commercial Clerk, GP 2000-PB-I are Graduated and some post Graduates also joined in the lowest Grade Pay.

Medical Classification : CEE ONE

Chief Commercial Supervisor : 25% posts filled with minimum qualification of graduation through Railway Recruitment Board/limited departmental competitive examination. They are imparted mandatory training which is of great importance in the context of technological upgradation in role and responsibilities. The Commercial employees have to update and upgrade their skills with adequate knowledge in dealing with e-ticketing and 'e' concept with public interface.

Commercial Clerk has to book/deliver, goods/parcel and also issue passenger tickets.

The Commercial Clerk should be well versed with the knowledge in the field of ticketing since they have continuous interface with the customer and travelling public. The Commercial Clerks are performing multi-farious duties. Apart from Commercial working, they are also performing quasi banking duties like acceptance and remittance of cash, payment of cash through vouchers, preparation of balance sheets, accounting work etc. Due to modernization, the Commercial Clerks now are required to issue tickets through UTS (Unreserved Ticketing System) / Card Tickets (SPT) / ARTS Tickets. Even PRS tickets are also being issued by Commercial Clerks for meeting public demand. On account of revision of tariffs from time to time, the Commercial Clerks have to update their basic knowledge of all tariffs. Their duties are such that they are unable to avail social life as several Commercial Staff are working in the wayside Stations and not able to arrange proper education to their children. Many stations are located on the way side, mid section/Ghat section where adequate facilities do not exist.

The Indian Railways have now joined the ELITE Group by moving/handling more than 1000 Metric Tonne (over one million) freight and over 2.5 crore people travel by trains every day. This significant achievement has been due to efficient working of staff of various departments including Commercial Staff.

a) **Goods** : Booking, receipt and delivery of wagon loads and train loads of different commodities like rice, cement, petroleum products, steel, industrial products, chemicals, fertilizers, coal, salt, timber, forest products, agricultural products etc., is the duty of Commercial Clerk (Goods). This requires thorough knowledge of various tariffs and Government Rules. Route of trains, axle load restrictions, preferential tariffs, minimum and maximum weight conditions, traffic schedules, packing conditions, risk rates, conditions of wagons etc. are required to be taken for compliance/adherence in the course of performing duties. Commercial Clerk should also be thorough in commodities covered under sales tax, wharfage/demurrage rules, free time incentive schedules and discounted offers, commodities etc., while dealing with customer.

The Railway receipt is issued for wagonloads as well as train loads and involves commodities worth lakhs of rupees. This is a legal document and is accepted by Banks and Financial Institutions for discounting mortgaging etc.

The booking of high goods and issuance of railway receipts is done by the Commercial Clerk on his own risk without being supervised by any others.

A Commercial Clerk also has to liaison with traders, Government officials like Customs Officials, Police Officials, sales Tax and Central Excise Officials, Forest Officials etc. He acts on behalf of the Railway Administration while booking and issuing railway receipts irrespective of the value of goods.

At stations, where there is no train crossings and block workings, the Commercial Clerks are the in-charge of station involving additional duties like supervising the other staff, preparation of salary bills and disbursements. He is liaising with other departments, upkeeping station, dealing with public etc., and in other words he is a Station Master, he is Commercial Staff as well as In-Charge of the Station.

Time and again due to leasing out of SLR space in the trains the duties of Commercial Clerks have become more complex since they have to study the terms and conditions of Lease rules changing from time to time. Any mistake in their duties will lead to loss of revenue to Railways besides other complications.

The complexity of the job performed by them and the responsibilities attached thereto entitles them in determining much high appropriate pay scales than the present one.

b) **Role of Parcels handling staff** : Should possess knowledge of passenger tariff, military tariff, red tariff, day-to-day orders relating to booking and clearing of parcels, luggage and perishables booking, birds and seedlings booking etc. after adhering to different types of packing conditions, restrictions, proper marking and dispatch.

Inward parcels and their delivery, inventory of parcels, chasing of due / missing parcels, chasing over-carried parcels, booking of high value goods, insured parcels, dangerous goods, offensive articles, corpses, booking and movement of treasure/currency, dealing with damaged pilfered goods, open delivery, assessment delivery, auctioning of perishables, unclaimed luggage and parcels are also the duties of Commercial Clerk. Also, partial delivery, delivery of parcels and I / Bond, deposit delivery, maintenance of Cloak Room, lost property office, damage and deficiency report, loss of parcels, delivery without RR, are being handled by Commercial Clerk.

The above activities require thorough knowledge of all rules besides different rules of both the states and Central Government and their changes, Liaison with Customs and Central Excise, Sales-Tax authorities etc., is also part of the duties of parcels handling Commercial staff.

c) **Issuing of reserved and unreserved tickets by Commercial staff:** Reservation / Cancellation of tickets, issuing of EFT & BPT, issuing of CJT, RTT, Booking of trains, coaches, collection of WDRF, exchange of warrants and concession (30 different types) vouchers, exchange of Railway Travel Coupons for MLAs and Journalists, refunds of Pay orders, encashment of Co-operating Society's pay orders, receipt of TTE's collection amount, booking of retiring rooms issuance of miscellaneous receipts, like license fee of Coolie Porters, taxies, Option collection, medical examination fee, cost of pass, ID, electrical water charges, saleable publications of railways, remittance of cash and vouchers, proper accounting, preparation of balance sheets and return, clearance of outstanding etc. All miscellaneous collection is remitted to the Booking office and all emergency payment of the Division is done at the booking office.

HAZARDS :

- Continuous interacting with Computer, Electronic equipments
- Continuous sitting posture leading to spinal cord spondilites / Neck Pain etc.
- Affecting eye vision.

d) **Erstwhile Group D Staff :** They are required to assist for handling all the above freights, loading, unloading and sealing the wagons, delivering the parcels etc. Now they are designated as Station Parcel Porters/Yard Posters/Commercial Porters. Their entry qualification (minimum) is Matriculation or ITI Plus training.

2. TICKET CHECKING :

| | |
|--------------------------------------|---|
| Medical Classification | : BEE TWO |
| Prescribed Recruitment Qualification | : Matriculation with mandatory training (However all the recruits are either Graduates or Post Graduates) |

The staff in the Ticket Checking category are as follows :

- a) Ticket Examiner
- b) Senior Ticket Examiner
- c) Deputy Chief Ticket Examine
- d) Chief Ticket Examiner

JOB DESCRIPTION :

The Ticket Checking Staff assumes special importance because this category is a Public Interface Category, directly dealing with travelling public. Being public image category the Ticket Checking Staff are the true Ambassadors of Indian Railways System and can enhance the image of the Railways through courteous and polite behaviour while dealing with public. They are the important link between the Railways and Customers and on them depends the very reputation of Railways.

Ticket Checking Staff have to perform their duties at different places viz., Gate, Coach, Squad Checking and information centers. Since human needs are unlimited, the needs of different types of passengers cannot be foreseen. The Ticket Checking staff are duty bound to satisfy the travelling public with tactfulness, alertness and politeness and has to take care of various types of passengers like Deaf and Dumb, Blind, Patients, Physically handicapped, Senior Citizens and illiterate Passengers and cater to their needs without showing any laxity on their part.

The Ticket Checking Staff have also to do duties like guiding the passenger to their berth / seat, prevent unauthorized persons from entering the Coach, assist Passengers in getting food, refreshments when demanded, attending complaints from passengers like non-working of Fans, Taps, Toilets, Lights and action to be taken to get them attended to. If medical attention is required,

the staff should provide the same by contacting Doctor passengers or next station staff. Apart from these duties, the Ticket Checking Staff are morally obliged to extend any helping hand to the passengers, in exigencies. The Ticket Checking Staff are expected to play crucial role in the event of train detention, accident, theft or any unusual occurrence in serving the needs of passengers.

With updating the knowledge and skill the ticket checking staff has to deal all types of ticketing, reservation, RAC etc., The tickets booked even through cell phones and showing their tickets on cell phones, the Ticket Examiner has to verify the multifarious photo identification cards with travelling public in all cases. Detecting discrepancies like travelling by holding ticket purchased in the name of another passenger, travelling without proper identity card, carrying luggage over and above the eligible weight etc. is also part of duties of Ticket Examiner. They are required to be conversant with the handling of Fire Extinguisher and should be watchful of items like RDZ Bomb explosive materials etc.

HAZARDS :

- Continuous / Extensive travelling
- Away from the family
- Irregular food habits
- Exposure to all extreme climatic conditions
- Continuous Night Duties.
- Threats from anti-social elements.

2. ENQUIRY CUM RESERVATION STAFF (ECRCs) :

The staff in the ECRC category are as follows :

- a) Enquiry cum Reservation Clerk - Grade II
- b) Enquiry cum Reservation Clerk - Grade I
- c) Enquiry cum Reservation Supervisor

Medical Classification - CEE ONE

Entry Qualification - Graduation with mandatory training

JOB DESCRIPTION :

ECRC cadre is one of the important frontline wings of Commercial Department directly dealing with the public and passengers. They have to perform their duties with utmost devotion and accountability. Whenever any minor failure in the Computer system occurs, they have to convince the public and work efficiently to the customers' satisfaction by involving directly at the PRS centres. As the designation itself denotes, "Enquiry-cum-Reservation Clerk" it involves multiple role.

ECRC's duty involves high degree of concentration throughout the duty shift from the time the PRS is logged in, till the last minute of closure of the counter. When the fare structure gets revised, the ECRCs have to absorb the changes and other aspects in order to deal with the public without giving room for complaint. ECRCs are supposed to have accurate knowledge of the rules regarding passenger reservations and ensure good image of the Railways in the eyes of the travelling public.

The ECRCs have to adapt themselves with the changing technological advancements, improve skills to cater efficient service to the public. With the introduction of credit card booking, Tatkal booking etc. high degree of alertness is expected from ECRCs in their day-to-day functioning.

HAZARDS :

Continuous shift duties
Exposure to dust, fumes etc.

4. COMMERCIAL INSPECTORS :

Recruitment Qualification : Degree with training

The Commercial Inspectors are attending the job in connection with Commercial Claims, rates, Complaints, Marketing and sales Promotion, Inspection of Booking and Parcel Offices, Goods Offices, Commercial Terminals etc., Commercial Inspectors are coordinating in various types of work in the Commercial Department. They are the main link of the Administration to field staff. The Commercial Inspectors are also responsible for the better utilization of space in Railways for advertisements thus augmenting the earnings.

They are also expected update themselves with the technological developments, computerization of all the activities, e-ticketing, cell phone booking, also dealing with equipments like SPT, ARTS, etc. They should possess thorough knowledge in all the claims, refund of tickets, etc. They monitor the effects of leasing out of SLR Space in the Trains.

5. CATERING :

Pursuant to implementation of new Catering Policy-2010, the responsibility to monitor the Catering services in the running trains and at Station platforms which hitherto handled by Indian Railways Catering & Tourism Corporation (IRCTC) a PSU under the Ministry of Railways, has since been taken over by the Commercial Department of Railways. However, the Railways is yet to have full control as the infrastructure for the said purpose is yet to be established.

However, the Departmental Catering staff have been discharging their duties in shifts round the clock on selected trains and locations in all weather conditions. The arduous and unique nature of duties, have to be taken into consideration while fixing pay scales in respect of these staff.

PROPOSAL :

Considering the complex, arduous, difficult, unique nature of jobs performed by the staff of Commercial Department working in various segments at stations and on trains during run, NFIR proposes following pay scales for the categories:-

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 | PB-1 + GP 2400 | (Catering Manager) |
| 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.IV | PB-1 + 1900 | 33000 |
| Canteen Staff Gr.III | PB-1 + 2000 | 46000 |
| Canteen Staff Gr.II | PB-1 + 2400 | |
| Canteen Staff Gr.I | PB-2 + 4200 | 56000 |

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 Supervisor | PB-2+GP4200 | 74000 |
| Chief Enquiry & Reservation Supervisor | PB-2+GP4600 | 78000 |

Commission Bearers/Vendors

Commission Bearers/vendors will have to be treated as permanent Railway employees in erstwhile Group D duly granting them the minimum pay. NFIR PNM item No.18/2013 may be perused where implementation of Apex Court decision was sought whereby the service of Commission Bearers/Vendors who had been absorbed in Railways was to be counted for pensionary benefits.

The VII CPC should consider treating all commission bearers/vendors as permanent Railway employees.

PUBLIC RELATIONS:

The Public Relations inspector is primarily responsible for acting as the main communicator between the rail user and the Railway Administration. The bridge he builds between the public and the Administration takes upon itself, the responsibility of generating amicable relationship.

More often than not, the PR staff work overtime and even on holidays depending on the situation. Staff are required to exercise utmost restraint and will have to handle different cross sections of people hailing from different backgrounds.

Pay Scale proposal - (Publicity/Advt Inspector/Sr & Chief Publicity/Advt Inspectors, Superintendent, Photographer/Projectionists, Sr. Photographer, Chief Photographer):

| 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 |

The Publicity Inspectors should be compensated for duties performed on holidays and at odd hours

Since the staff need to acquaint with several facets of Railway working for explaining any aspect to the layman, training facilities in soft skills and communication skills needs to be imparted in a professional manner. Further, future relationship management would depend entirely on e-working and interacting effectively on the website.

Avenues will have to be provided for career progression and entry into Group 'B' Gazetted and above.

CHAPTER - XI

MEDICAL DEPARTMENT

Primary responsibility of Medical Department on Indian Railways is to provide adequate health care to railway employees (serving & retired) and their families. There are Railway Hospitals equipped with modern and super-specialty machines & Doctors at Zonal and Divisional levels. Health Units and Dispensaries have also been established. The total strength of staff in the Medical Department in Railways is 42,079 (approx.).

Medical Department is no way less than the safety organization as the role of this department is to continuously engage itself for making the work force fit to perform duties. In other words this department is a supporting organization for generating revenue to the Indian Railways.

Medical Department of Indian Railways is also responsible to inspect and ensure that eatables sold at Railway Stations and in running trains are hygienic and fit for human consumption. In addition, Medical Department is also expected to take care of sanitation/ cleanliness at Railway platforms, Railway colonies and other locations used for Railways' activities.

Railway Medical Officers have also been entrusted the job to examine candidates at the time of recruitment for their fitness in all respects as well conduct periodical medical examination of serving railway employees belonging to Running, Technical and other categories to determine their physical fitness for continuance in the Railway service in the particular job. Railway Hospitals also maintain Blood Banks, Eye Banks. Railway Hospitals also extend medical care to the injured persons in the train accidents.

The Medical Department is also engaged in organizing campaigns on HIV/AIDS, health check up etc., The details of categories, their role and responsibilities etc are discussed briefly hereunder:-

NURSING STAFF

Nursing is one of the noblest and oldest professions. In the olden days, Nursing was confined only to the care of the sick. With the advancement of medicine and medical science, the scope of Nursing has been enlarged to preventive, promotive, curative and rehabilitation aspects of human life.

The duties in respect of 'Nursing' category at various stages vary with higher responsibilities such as, Staff Nurse, Nursing Sister, Matron/Chief Matron and Assistant Nursing Officer.

Educational Qualification

The recruitment qualification to the post of Staff Nurse is 10 + 2 + 3 years course in General Nursing and 6 months in Midwifery from a School of Nursing or B.Sc. Nursing from a College of nursing for not less than 4 years.

Duties and Responsibilities of Staff Nurse and Nursing Sister

The job profile includes following major activities:-

- In charge of Wards,
- Admission and discharge of patients,
- Responsible for patients care,
- Required to arrange medicines for patients,
- Prepare and up-date patients care charts showing events regarding Diet, physical parameters viz: Blood Pressure, Blood Pathology, Samples etc.

- Administer oral and intravenous drugs as per physician's instructions,
- Administer nebulisation, steam inhalation and oxygen,
- Ensure bed positioning is done for the patients depending on disease,
- Attend to family welfare, immunization, medical camps,
- Inventory management of drugs, medications for the ward.

In Surgical ward and in ICU, following important duties have been assigned to Staff Nurse/Nursing Sister:-

- Monitor Vital signs of patients: such as Temperature, Blood Pressure, Pulse and Respiration system,
- Prepare patient mentally and physically for surgery,
 - Obtaining, assessing and sharing appropriate data about the patient pre-operatively to withstand the effect of anesthesia and surgery,
 - To take pre-operative and post-operative care of patients,
 - Obtain history of current health problems and factors that may influence surgery,
 - Determination of patient's level of understanding of operative procedures to ascertain whether signature on permit represents informed consent,
 - Advising patient about the activities required to be instituted after surgery,
 - Inform the patient to expect some discomfort after surgery,
- To ensure that all laboratory investigations are taken for the patients,
- To maintain fluids and electrolyte needs, recording intake and output accurately and to maintain electrolyte,
- Monitor vital signs, arterial BP, Central Venous Pressure, Oxygen Saturation Peripheral Pulse, Warmness and coldness of periphery, blood sugar with proper use of concerned monitoring equipment,
- Monitoring and adjusting Ventilator according to patient's condition,
- Administering medicine, fluids and TPN through infusion and syringe pump,
- Insertion of urinary catheter and care,
- Aseptic wound management by sterile dressing,
- Pain and fever management,
- Give cardio pulmonary resuscitation (CPR) as and when required
- Assist Surgeon for various surgeries,
- Ensure adequate supply of medicine, liniments, dressings and OT linen,
- Packing surgical instruments and equipment and reporting their defects to Chief Matron for getting repaired,
- Ensure proper handling of specimens and maintain register,
- Carbonization and disinfection of OT before and after surgery,
- Weekly fumigation of OT and in emergency after infected cases,
- Replacement of instruments, cannels after sterilization,
- Maintain the equipment such as endoscopes, laparoscopes, cyst scopes, arthroscopes etc and implants in proper working condition,
- Maintain sponge account and instrument account before and after surgery and cross checking the same,
- Keep ready the saline and warm saline for surgery
- Maintain decor and discipline of the OT.

DRESSERS/OT ASSISTANT

Dressers/Operation Theatre Assistant, during the course of surgery assist the doctors:

- By cleaning the wounds and providing plaster to the patient and first aid treatment etc.
- Keep the patients ready for surgery by doing shavings, cleaning and sterilizing the area of operation.
- In the case of food poisoning they have to give stomach wash

- They also should attend the cases of bone fracture by bandaging the wounded patients.

NATURE OF WORK OF OT ASSISTANT

1. Preparing patients before operation.
2. Applying Plaster of Paris to fractured cases,
3. Dressing wounds correctly,
4. Assisting the doctor during ward rounds daily as per schedule,
5. In emergency cases patients are taken to the operation theatre.
6. Maintenance of ARME Van which contains a mini theatre and operation tools to be kept ready to be used anytime in emergency.
7. Serving Patients like Red Cross Society foregoing food, rest and all other community functions.
8. Washing of operation theatre daily with antiseptic lotion and cleaning of theatre, theatre walls and instruments and machines,
9. Sterilizing of linen by autoclaving,
10. Setting up apparatus and other accessories for the surgery.

In view the nature of work, pay scales have been proposed accordingly.

EXTENSION EDUCATOR

The Extension Educators are engaged in the field of promoting Family Welfare Programmes. Their educational qualification is M.A. in Sociology. Their duties and responsibilities include giving lectures to employees/officers in all Zonal/Divisional Training Centres and maintain liaison and coordination with Central/State/N.G.O. agencies in the implementation of National Family Welfare Programmes. They are stagnated in the existing pay scales and the staff strength is also limited. They could not get better promotional avenues. In view of the above, better pay scales to be provided to them:

FIELD WORKER/COMPILATION CLERK

The Field Worker has to visit house to house and contact families of railway employees and educate and familiarize the family welfare programme. They are overburdened with multi-farious duties. Injustice has been done to this category by not granting improved pay scale in the V CPC, which has not been rectified and hence higher pay scale are to be provided to this category.

DIETICIAN

They are responsible to ensure supply of proper diet to the inpatients duly ensuring quality as per the prescriptions of doctors. Their educational qualification is Degree in Science with Diploma in Dieting.

AMBULANCE DRIVER

Though the Ambulance Drivers are provided with Artizan cadre pay scale, their responsibility in taking care of the patient in the course of driving and taking to other hospital for further treatment is very important since he has to provide and render first aid to the injured on the spot and providing stretcher etc. therefore, we propose the following pay scales to them.

LABORATORY STAFF/LAB TECHNICIAN/PATHOLOGIST

The role of Laboratory staff is vital as far as the correct diagnosis of the disease is concerned. Their educational qualification for recruitment is Matric with Science and Diploma in Lab. Technology. They are playing a vital role using sophisticated machines and equipments to deal with various viruses, germs which are causing tuberculosis, diphtheria, hepatitis, AIDS and other diseases. They have to study and perform clinical analysis of blood samples, bacteriological examination and biotechnical microscopic examination of blood, urine, stool, serum etc. In addition, they have to maintain records of the test undertaken for reference for proper medical

treatment of the patient. The present pay scales provided to them are not commensurate with their higher qualification.

Recruitment from Open Market is also made to Chemist/Lab. Supdt with a qualification of B.Sc. degree with Diploma in Laboratory technology.

Therefore, we suggest that they should be provided with better higher pay scales as applicable to Indian Institute of Medical Science, AIIMS, etc., In general, proper treatment depends upon the diagnosis based on the pathological investigations conducted with modern, scientific sophisticated instruments like auto-analyzer, automatic cell counter and modernized lab instruments.

MATRON/CHIEF MATRON

Apart from performing nursing duties, their supervisory duties include:

- Working of Nurses, Dressers, Attendants, Safaiwala / Safaiwali,
- Cleanliness of Wards,
- Material management of equipment and medicines,
- Assist MD/CMS/Sr. MS/MS in smooth conduct of refresher courses, Continuous Medical Education to Nursing Staff and other para-medical staff including lowest GP1800 staff working in the Hospitals/dispensaries.

Special task

The nursing staff has to perform one of the important duties of the Doctor in the ward till Doctor reaches ward and save Doctor's time and take some such decisions for the treatment of patients which help in saving of life of patients.

Unique duty regime

- On occasions have to serve extended duty hours,
- Due to emergencies duty span extends to more than one ward

Extraordinary duties

At times when reliever does not report for duty, Staff Nurse/Nursing Sister cannot leave ward and has to continue her duty. On occasions due to shortage of staff, she has to assist other wards' sister in 2-3 wards.

Hazards

Vapours of dangerous drugs and chemicals cause deterioration to health. Contagious and communicable diseases from the sick patients during interaction with them thus result in hypertension, anxiety and cardiac problems.

MIDWIFE AND AUXILIARY NURSE CUM MID WIFE

Mid-wife and Auxiliary Nurse cum Mid Wives are required to look after duties relating to delivery/confinement. They assist patients in Female Ward and Labour Room.

(NFIR has written to Railway Ministry for allotment of Vth PC improved pay scale of Rs. 5000-8000 to ANMs/Mid-wives. However no positive decision is forthcoming).

PHARMACIST

Pharmacist is a very important category in the Medical Department in running a Hospital/Health Unit/Dispensary. The profession of pharmacy is regulated by the Pharmacy Act 1948, a Central Act. Section 42 of the Act lays down that no person other than a registered pharmacist can dispense medicines on the prescription of a registered medical practitioner. Pharmacist not only dispenses medicines but also makes sure that right drug of right quality, in

right dosage form, through the right route of administration, is given to the right patient at right time. These are the objectives of a Pharmacist.

In other words, they have to:

- Cure disease;
- Eliminate or reduce symptoms;
- Arrest or slow a disease process;
- Prevent disease;
- Ensure proper storage & intake of timely medications;
- Ensure precautions to be taken by patients;

Technological enhancements have improved the capabilities for patient monitoring to ensure **Rational Drug Therapy**. There is a greater need for patient's medication use to be managed & monitored by a qualified person "Registered Pharmacist" to enforce standards of pharmaceutical care provided by Hospital Pharmacists. The duties and responsibilities of Pharmacists working in other Ministries of the Central Government are not similar to the duties & responsibilities shouldered by the Pharmacists in the Railway Hospitals, Health Units and Dispensaries. Pharmacist working in a Railway Hospital,/Health Unit/Dispensary is required to perform duties broadly placed below :-

Preparation of lotions, ointments and application of surgical dressings,

- Attend to emergencies in absence of Medical Officer and render First Aid,
- Accountal of drugs, medicines, consumables and perishable stores in the registers and ledgers,
- Send the unserviceable or surplus stores
- Assist Doctor in preparation of annual/emergent indents of drugs, dressing, instruments, medical & surgical appliances and medical stores of hospitals/health units,
- Keep record of all outdoor cases, injury case sheets,
- Maintain up-to-date list of approved supplier for supply of medical stores,
- Preparation of tenders for medical stores,
- Preparation of summary of quotations received, indicate the quotation in the proper order,
- Maintains specifications for various medical equipment,
- Keep track of supplies,
- Attend to complaints received from suppliers ,
- Repairs and maintenance of all medical equipment in Hospital/Health Unit/Dispensary,
- Deals with the policy matters relating to supply of medical stores and Accident Relief Medical Equipment (ARME) and Portable Medical Kit for Accident (POMKA),
- Actively participate in Disaster Management like Train accident, floods, natural calamities directly related to Railway safety,
- Provide First Aid training to Front Line Staff, Workshop Staff etc.,
- Send drug samples for analysis under drug quality control to ensure that quality medicines are supplied,
- Attend multifarious duties in the Health Unit/Dispensary.
- Keeps record of employees reporting for sick/fit, undertakes all clerical work,
- Prepares annual procurement indents, emergent indents of drugs/surgical and other medical equipment,
- Registration of medical cards,
- Over-burdened with duties of dispensing 250-300 prescriptions in a day against the yard stick of 100 a day fixed by the Railway Ministry.

All the above duties are performed by the Pharmacist in a regular manner in Zonal or Divisional Hospital or in Health Unit / Dispensary.

Unique duty regime: Involves the safety of the railway beneficiaries

- In smaller set ups, responsibility extends to other areas normally to be undertaken by the Railway Doctor, as they are HEALTH CARE PROFESSIONALS
- Increasing numbers of RELHS membership is causing heavy stress and strain mainly on the Pharmacists.

Hazards:

- Holding the charge of 10 – 40 crores & more
- Exposed to heavy stress and strain due to being overloaded with work mainly in smaller set ups like Health Unit/Dispensary, due to multi fold responsibility,
- Have been working round the clock in shifts throughout the life,
- Responsible for maintaining minutely drug;/medicine validity & interactions to prevent wrong usage of medicines particularly life saving drugs by means of clinical pharmacy.

Academic and Technical Qualification:

- i) 10+2 Pass or equivalent with Science as main subject,
- ii) Two (02) years Diploma in Pharmacy from a recognized institute,
- iii) Three months practical training with any recognized Government Hospital (Minimum 500 hours of practical training is required),
- iv) Must be registered with the State Pharmacy Council allowing practice of Pharmacy.

SPENDING OVER 14 YEARS OF LIFE IN ACQUIRING ACADEMIC AND TECHNICAL QUALIFICATION BEFORE TAKING UP JOB

Many candidates possessing higher Educational Qualification such as: B. Pharm and M. Pharm have started joining as Pharmacist in Railway Hospitals, but have been deeply frustrated due to grant entry Grade Pay 2800/- PB-I. Such candidates desert jobs in Railway Hospitals after joining due to lower pay structure.

- *Though the pharmacist has been categorized as Technical category by the All India Council for Technical Education (AICTE), Pharmacy Council of India (PCI) and Ministry of Health & Family Welfare, Health care professionals from WHO, Government of India but has not been treated as such by the Railways either in working conditions or in service conditions.*

The category has not been treated fairly either by the VIth CPC or by the Government and Railway Ministry.

The Pharmacist category does not have adequate channel of promotion although they are Technical category.

HEALTH AND MALARIA INSPECTOR CATEGORY

Health & Malaria Inspectors are primarily responsible for

- a) Environmental sanitation
- b) Water quality monitoring for ensuring potability
- c) Food hygiene and food quality monitoring
- d) Public health activities i.e., prevention & control.

Their nature of work is governed by the following standards:

- Environmental Protection ACT 1986.

- Food Safety and Standards Act,2006, Rules and Regulations,2011.
 - Indian Railway Medical Manual-2000
 - Indian Railways New Catering Policy-2010 for monitoring Food Quality and Hygiene over Indian Railways.
 - Various guideline of Health related, National and/or International.
- The Health Inspectors are also responsible for the safe disposal of garbage from the Railway Stations and Colonies under their direct control in accordance with the solid waste management rules and regulations issued from time to time.

Nature and content of job

- Recruitment in the cadre is made directly to the Supervisory posts due to 10+2+3+1 education pattern,
- Duties of the staff of this category are round the clock with additional responsibility for outdoor working in the field inclusive of executive and supervisory in nature.
- Health & Malaria Inspectors function as field executive, unit in-charge supervisory officials with an office seal and designation stamp and are responsible to undertake all correspondence independently on Health, sanitation and on personal matters of the staff working in the unit under their charge,
- The Health and Malaria Inspectors are the only Inspectors recruited directly in the Medical department right from the initial grade itself and continue working as Inspectors,
- Responsible for preventive check aspect of Health and Environmental Sanitation, therefore, are members of Colony Care Committees and Station Improvement Groups (SIG),
- All food establishments where food and drinks sold to the public located at Railway Stations and Railway Colonies and also Pantry cars on running trains, are to be checked and samples taken by Health & Malaria Inspectors who also function as Food Inspector under quality control scheme of railways and also acts as Food Safety Officer under the Food Safety and Standards Act on being nominated. Their duties are stupendous since 9000 passenger carrying trains are running everyday and over 2.40 crore people are travelling per day on Indian Railways System. Has to launch prosecution and contest in the court of law under Food Safety and Standard Act 2006, while functioning as food safety officer.
- Control of Safaiwalas working under them and to see that the conservancy staff posted under him do their work properly and responsible to follow all railway personnel rules and regulations
- Health Inspector has to supervise environmental sanitation, viz., disposal of sewage and refuse, septic tank cleaning, disposal of affluent of sanitary installations and removal of dead bodies of animals.
- Health Inspectors at stations have to monitor Washing, Cleaning of Railway Track, Railway stations covered with filth human excreta (Night Soil), Sweeping of platform & Railway Establishment, collection of disposal of Garbage, Collection and disposal of animal of carcasses etc.
- Responsibility of inspecting Passenger Amenities like Bed Roll cleanliness, Pest Control & Rodent control measures on trains and ensure that stations are properly executed.
- Manage and supervise the activities of Insecticide spray for control of Mosquito, fly, cockroaches', etc for control of house fly,
- Health inspector has to inspect filter house, markets, stalls and shops for different commodities, slaughter house, cattle shed and milk booths, in local areas of Railway Administration and will condemn the perishable food items at the spot if found unfit for human consumption at his discretion.
- They have to monitor the quality of the water supplied by testing for residual chlorine and collecting samples for bacteriological & chemical analysis for potable water and to initiate the remedial actions.
- Health Inspector has to Carry out all administrative duties of his office and working as unit in-charge supervisory further maintaining the staff working under him with smooth industrial

relations i.e. maintaining Office Records, Stores, T&P items, Local Purchase, Sanctioning of Leave and updating the leave accounts, Pass/PTOs, Supply of Uniforms and allotment of Quarter to his staff, prepare Indents, contractual works etc.

- Due to outsourcing policy of cleaning activities in railways the Health Inspectors are functioning with a vital and key role acting as executive officials of all the cleaning contracts.
 - a. Railway stations mechanized cleaning contracts.
 - b. Railway tracks rag picking contracts
 - c. Pest and Rodent control contracts
 - d. Garbage collection and disposal contracts
 - e. Railway colony cleaning contracts

In all the above, contracts Health Inspectors are playing a major and key role in contract estimates preparations, tender document preparation and tenders floating, awarding the contracts, monitoring the performance and execution of the contracts with imposition of penalties for failures and payment bills certification to the contracts.

- Health inspectors required to learn contract act and rules, labour laws, arbitration act and rules in these outsourcing works.
- Health Inspector has to conduct various official meetings like Colony Care Committee meetings, Hindi meetings, Station Improvement Group (SIG), cleanliness of Staff quarter related meetings and Zonal/Divisional users consultative Committee Meetings (DRUCC/ZRUCC) etc
- The Health Inspectors are classified as Supervisory staff, so they are not governed under HOER and they have to perform duties round the clock, including National/General Holidays.

Vide Railway Board's vide letter No.2005/H-1/8-1/3 dated 29.12.2006 guidelines were issued for Station Health Inspector, some points are given for ready reference.

- All 'A-1' class station, Health Inspectors should be available round the clock.
- All 'A' class stations, one or more Health Inspectors should be available.
- All 'B' class Railway stations one Health Inspector should be available,
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Duty uniqueness

- Health Inspector has to face various inspections carried out by other departments like Stock Verifiers, Vigilance, Accounts and audit check.
- Health Education and implementation of various National Programmes such as eradication of various diseases such as Polio, AIDS/HIV, Malaria, Dengue and other critical & infectious diseases.
- Preventive measures of epidemic diseases like Cholera, Plague or any suspicious increase in the mortality or sickness in his jurisdiction and take active steps for control of communicable diseases in the community.
- Actively participate in all Health programmes, Multi Purpose Health Drives, School health programmes, Family Welfare programmes, Mass Health Campaign programmes like Pulse Polio Immunization etc.,
- Be responsible for Health Education of community.
- Carry out census of the colony and maintain Birth & Death register.
- Look after the sanitary arrangements for fair and festivals in his jurisdiction.
- Carry out anti mosquito, anti fly and other pest control measures. He will be responsible for keeping stray dog population under control.

- **Current structure and sourcing of cadre**

- **Present Recruitment Qualifications-** B.Sc., Chemistry plus One year course training certificate/ Diploma in sanitation, Hygiene and Public Health.
- **Recruitment Grade** (Health & Malaria Inspector Gr.II) - PB2 Rs. 9300-34800/4200 GP(35%)
- **Promotion Grade** (Health & Malaria Inspector Gr.I) - PB-II Rs. 9300-34800/ 4600 GP.(65%)
- **Next Promotion Grade** (Selection) - PB-II Rs. 9300-34800/ 4800 GP (Assistant Health Officer Gr. B Gaz.) (Only 1% of total cadre in IR).
- Food Safety officers are placed in the same GP of Rs. 4200/- and are drafted under Seniority cum Suitability and are deputed to work as FSOs duly transferring HI post.

No further promotions and no career growth or prospects for the Railway Health Inspectors in their service at present.

At present, the cadre is sourced by 75% from open market (Direct Recruitment) and 25% departmental promotion from those having prescribed qualification.

- **Job hazards**

- Supervise the health hazardous work like underground drainage cleaning, garbage & sewage disposal, dumping ground work and supervising pesticidal spray and other chemicals.
- Vapour of dangerous drugs and chemicals leads to health deterioration.
- Contagious and communicable disease from the sick patients pose health hazards.

DEMANDS

1. As prescribed by Rules and Regulations there under the Food Safety and Standard Act- 2006, the minimum educational qualification for food safety officers for all future appointments is prescribed as **M. Sc., Chemistry**. Since the Health Inspectors have to function as Food Safety Officers under the aforesaid Act, the present qualification of B.Sc Chemistry + One Year course training certificate/diploma in sanitation, Hygiene and public health needs to be enhanced to M. Sc. Chemistry or a prescribed qualification under FSSA rules 2011 + one year course training certificate/Diploma in sanitation, Hygiene and public health.
- **Separate Public Health wing in Indian Railways** as a unified single authority.
 - All the cleanliness and sanitation services, activities on Indian Railways i.e. Railway Stations, Railway Trains, Railway Tracks, Railway Colonies and Other Railway Cleanliness activities may be organized into a single unified responsible authority over the Indian railways, to avoid multi authoritarian control and to avoid multi department functioning.
 - The maintenance of cleanliness and sanitation, Safe Drinking Water Quality Monitoring, Food Quality Hygiene Monitoring may be declared as core area of Passenger Amenities over Indian Railways. In this connection, recommendations of some of the committees are furnished here under:
 - a). The three member CMD level committee appointed by Railway Board recommended creating separate wing to oversee the cleanliness and sanitation activities over Indian Railways.
 - b) CAG performance Audit report no.6 of 2007 on cleanliness and sanitation of Railways recommended to bring all the sanitation monitoring activities under a single unified authority.
 - c) CAG performance Audit report no.21 of 2012-13/performance audit of environment Management in Indian Railways (Chapter – IV Waste Management) recommended for a single cell as responsible authority for waste disposal and related activities.
 - d) The Parliamentary standing committees on Railways are also insisting for single responsible authority to improve the core activities of Passenger amenities like cleanliness, sanitation, water supply, food supply quality hygiene in Indian Railways.

Points for appreciation of Pay Commission

Cleanliness, hygiene and sanitation maintenance, safe drinking water quality, safe food quality are forming part of the primary health care, is a component of Right to Health and also important aspect of public health safeguarding activity as declared by WHO

Hence, the entire strength of Health Inspector Cadres i.e. Health Inspectors, Asst. Health Officers and Safaiwala cadre and the Food safety wing of Health Inspector over Railways should be brought into the newly proposed Public Health wing over Indian Railways.

- The responsibilities of Health Inspectors must be recognized as **technical & supervisory** and the Initial Recruitment scale of Pay of Health Inspectors improved with further promotions to higher level as Gazetted officer & group-A officer with UPSC confirmation. The designation of Health and Malaria Inspector is proposed to be revised as **Public Health Inspector**, which is most appropriate as per present day demand.

Allowances Proposed

- **Outdoor duty risk allowance** of Rs.8000/- per month to be provided to Health Inspector category considering their nature of duties.

Incentive for acquiring higher qualifications

- Three increments to be granted for acquiring higher educational qualifications i.e. Diploma in Public Health, Diploma in Health Education, Medico Social work, Master in Public Health, any other PG qualification or PG Diploma, PHD, M.Phil etc., which are useful for the working of Health Inspectors in Technical as well as administrative and legal, medico social work health promotion works.

Injustice done to this category

- The pay scales recommended by Vth CPC and implemented in respect of Health & Malaria Inspectors were undone by the recommended pay scales of the VIth CPC and hence this category deserves special attention from the VIIth CPC.

SAFAIWALA (SANITATION DEPARTMENT)

Safaiwala/safaiwali/S.Wala & S.Wali Jamadar working under Chief Health Inspector.

• Nature and content of job

- These category of staff treated as grade treated employees in government service in the country.
- Safaiwala should work under the supervisory of Health Inspectors briefly.
- Their nature of job is occupational hazardous, offensive and injurious to health and also social stigma related.
- The nature of job involves cleaning of latrines and bath rooms repeatedly. Washing and cleaning of railway tracks covered with dirty filth, garbage and human excreta, clearing of sewage sumps and drains, clearing and cleaning of dirt, dust, muck, litter, rubbish and shabby places, collection, safe disposal of decomposed garbage emitting offensive and foul smell, clearing of decomposed car-cases, sweeping and cleaning railway platforms, railway offices and railway colonies.
- Insecticidal and pest control poisonous chemicals are handled regularly by the safaiwalas.
- Dangerous and corrosive chemicals like acids, phenyl, bleaching powder, lime powder, caustic soda are used by the safaiwala in their day to day work in which they are prone and susceptible to occupational hazards.
- **“A kind of social stigma is faced by the safaiwalas in the country by sacrificing their self respect and human dignity”**

Demands :- For the development of safaiwala category in Railways.

1. The Staff of Safaiwala Category should be redesignated as **“SANITARY ASSISTANT”** or **“AROGYA RAKSHAK”**
2. Recommendations of the `Ansari Committee” in respect of career progression may be implemented in letter and spirit.
3. The hazardous risk duty allowance of Rs.5000/- per month be given to safaiwalas working at railway stations and railway colonies (for safaiwalas working in railway hospitals, separate allowance be given as “Patient Care Allowance”)
4. Two grades higher than any other erstwhile Group ‘D’ staff be provided to safaiwala category.
5. The medical fitness category for Safaiwala be changed from C 1 to B 1.
6. The safaiwala work be recognized as skilled work in railways.
7. After ten years of service as safaiwala, he/she be allowed to change of category as their nature of working is occupationally hazardous besides social stigma related (policy of **National Commission for Safai Karmacharis, New Delhi**).
8. The 10th class passed sanitary mistries/jamadars be provided promotion as sanitary supervisor and the sanitary jamadars/mucdams/mistries be re-designated as Asst. Sanitary Supervisors and appropriate pay scales provided to them.

RADIOGRAPHER (Radiology Technologist)

Like other categories of para-medical staff, Radiographer has also been performing important functions in any hospital and plays vital role in diagnostic and therapeutic procedures.

The diagnostic procedures involve wide range of invasive and non-invasive procedures important to a Physician, Surgeon, Pediatrician, Gynecologist and also super specialists such as Ortho, Neurosurgery, Gastro, Cardio and Oncology specialists as well. Without a Radiographer these specialists cannot move a step ahead.

DUTIES & RESPONSIBILITIES:

- Solely responsible for Radiation dose to the patient, attendant, staff etc. As per guidelines of Atomic Energy Regularity Board (AERB) only qualified radiation personnel can handle radiation equipment,
- Radiology Technologist is responsible for taking Diagnostic Radiographs (X-Rays) independently of the patients as per the instructions of the concerned Doctor/ Specialist Doctor,
- Responsible for processing/developing of the radiographs and present it to Radiologist for recording the opinion on X-ray.
- To maintain records of all old X-Rays, special investigations including CT Scan and MRI in safe custody to be produced at the time of subsequent visits of patients to Hospital.
- To take ski-grams (X-RAYS) of patients in various positions and angles to demonstrate various body anatomies as desired by the Doctors and sometimes prepare reports independently in absence of Radiologist/Medical Officer in case of emergency.
- Assess annual requirement of X-Ray films of various sizes, chemicals, intensifying cassettes, x-ray film hangers and other consumable items and to place indents to the Hospital authorities for procurement.
- To perform any other duty as assigned by the Radiologist/Medical Officer in charge of Radiology Department.

TECHNOLOGICAL ADVANCEMENTS:

- **Candidates, with the improvement in IT, having qualification of B. Sc in Imaging Technology are being recruited in Government Hospitals including Railway Hospitals.**
- **Radio Diagnostic Technologist needs to have sufficient knowledge about patient care, emergencies during drug reaction, anaphylactic shock and should be able to give first aid to patients during any untoward situation in the Radiology Room.**

RECRUITMENT:

Qualification and Experience:

“10+2 with Physics and Chemistry and Diploma in Radiography/X-Ray Technician/Radio-diagnosis Technology (Two years course) from recognized Institute. Science Graduates with Diploma in Radiography/X-Ray Technician/Radio-diagnosis Technology (2 years course) preferred.” - (recruited through Railway Recruitment Boards from open market as “Radiographer”).

In Railway Hospitals recruitment done in PB-1+GP 2800 whereas in Government Hospitals particularly under Ministry of Defence the candidates are recruited in PB-2+GP4200. Hence parity in pay structure needed.

Medical Standard: Bee-one

Unique duty regime:

Radiographers constitute a category of Radiation workers and are governed by:-

- Radiation Protection Rules 1971,
- Atomic Energy Act 1962 and
- AERB Code SC-Med/2.

They are required to perform 35.5 hours duty in a week and should not be called upon to perform any type of work in the hospital beyond this period.

Hazards:

- **Radiation risk to the Radiation workers is inherent and continuous inspite of taking all available precautions,**
- **No radiation protection machinery,**
- **Yardstick framed by Indian Radiological Association is not being followed**
- **Work 24 hours in shifts**

Radiation Hazards:

It is mandatory that all the radiation workers are medically examined periodically (Rule 19 of Radiation Protection Rules 1971) for assessing infliction and fall out of hazardous ionizing radiation, the record of such medical examination is to be kept for the life time of the concerned radiation worker by the employer (Rule 21 & 23 of Radiation Protection Rules 1971). Unfortunately, this periodical medical examination is seldom being done.

Health Hazards:

- In view of inherent risk of infliction of these hazardous ionizing radiations which may cause shortening of life span besides other lethal ailments such as Cancer and Coronary Heart Disease; they deserve to 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,
- Induces impotency

MEDICAL LABORATORY STAFF

Nature of duties and job contents:

Laboratory staff is integral part of any Hospital so far as medical examination and treatment of patient is concerned. Lab Technologists not only assist Doctor (Pathologist) but also are required to shoulder total responsibility of laboratory management system (administrative & technical). During the process they perform:

- Hematological, Biochemical,
- Microbiological, Immunological,
- Serological, Histopathological,
- Cytological, Clinical pathological,
- Immunoheamatological and

Carry out emergent and urgent investigations of all varieties of clinical specimen.

Duties performed by this important organ of Medical Department helps treating Doctor in diagnosis of disease of patient, ensures proper treatment, promotion of health and also for prevention of diseases.

Laboratory personnel also perform variety of tests, essentially required for diagnosis of diseases through pathology, assessing prognosis, monitoring of therapy & medicine's dose adjustment.

Unique duty regime:

The investigations or the work performed by Medical Laboratory staff is life saving. Thus accuracy, precision & reliability are essence of jobs. Any slip/error can adversely affect the outcome costing life of the patient. The work therefore, requires extreme mental alertness, mental aptitude, concentration, dedication & precision.

Lab staff work in the Hospital throughout the week (24 X 7) to run the hospital for safety of life of the patients.

The job of Laboratory staff is, therefore, mentally & physically tiring, exhaustive & full of stress involving following hazards

Health Hazards:

- Prone to exposure of vapours of dangerous chemicals and poisonous gases leading to health deterioration
- Since accuracy and reliability of Lab staff are mandatory for right treatment and right prescription of medicines, the staff are required to take utmost care in reaching to conclusions

ECG/TMT/Holter Technicians

The ECG/TMT/Holter Technicians play very important role in the clinical and medical investigations of patients in Hospitals including Railway Hospitals. The jobs of ECG/TMT/Holter Technicians is highly professional and are involved in saving lives of patients in the Railway Hospitals/Health Units/Dispensaries. Normally, all the three jobs are inter-linked and are performed by ECG Technicians only.

Duties & responsibilities:

- To record technically, clinically acceptable ECGs of patients indicating true state of function of heart,
- To identify abnormal ECGs,

- Should know background knowledge of human Anatomy in general and Physiology of heart in particular,
- To identify acute emergencies such as Acute Myocardial Infarction (Heart attack), Ventricular Tachycardia etc.,
- To perform Stress test (TMT) to know the state of heart when put to strenuous situations,
- To assist Doctor/Medical Officer in providing all life saving measures,
- To conduct Cardiopulmonary resuscitation (CPR),
- To conduct Holter monitoring (24 hrs ECG Monitoring) of patients performing normal daily activities
- To fix sophisticated recorder on the patient as per guidelines,
- To analyze, interpret and editing of 24 hrs ECG monitoring through high speed computer to obtain significant symptoms of patients and to draw final reports,
- To fix Event recorder equipment for more than 48 hrs ECG monitoring,
- To observe patients for any intermittent or transient symptoms such as dizziness, palpitations or short of breath and extend recording activating the recorder every time,
- To advise patients for all precautions and to note down significant events,
- To operate Ambulatory Blood Pressure Monitoring device for knowing fluctuations in the BP,
- To operate Echo Cardiogram to determine functional abnormalities of patients with Coronary Artery Diseases, Rheumatic Heart disease and Congenital Heart Disease,
- To perform on two-dimensional, motion mod Echo Cardiogram, pulse wave Doppler, continuous wave Doppler and color Doppler imaging,
- To do carotid Doppler and tissue Doppler study
- To assist trans esophageal Echo Cardiogram in Echo lab and Cardiac theatres,
- To assist Dobutamine stress echo and contrast Echo,
- To perform signal averaging ECG's for the patients with rhythm abnormalities and for patients undergoing Electro Physiological studies,
- To assist Cardiologist in analyzing Pacemaker programming and during implantation and also involved in Electrophysiological studies,
- To maintain all equipments like ECG machine, Treadmill, Holter, Event Recorder, Ambulatory BP recorder, Echo machine defibrillators etc.,
- To place indents for consumables like batteries, ECG Treadmill paper, disposable electrodes etc.,
- To indent cardiogram equipments and entering into AMC for operations, repairs and maintenance of machines,
- To maintain records, registers for ECG, TMT, HOLTER, ECHO and to give appointments,
- To maintain Logbooks, AMC and T&P registers

Educational Qualifications:

B. Sc degree from a recognized University,

Technical Qualification:

Diploma in Electrocardiogram from a recognized Government Institute and three (03) years working experience in a hospital,

Pay Structure:

Pay Band-1 (5200-20200) + GP Rs. 2400

(In other Central & State Government Hospitals

PB-2+GP4200 has been allotted with same educational & technical Qualifications) – requires parity to avoid de-motivation and frustration.

Designation :

Needs revision to “Cardiac Technologist” – widely used in Big Hospitals.

Category :

Isolated with no avenue of promotion, no career growth/status

HAZARDS :

Prone to acquire contagious and communicable diseases from sick patients during interaction result in hypertension, anxiety and cardiac problems.

Technological Advancements:

- Have to adapt to the technological changes,
- Learn to use modern and sophisticated equipment to fulfill the job requirements,

Candidates with Qualifications of B. Tech Degree in Electronics/Electrical or B. Sc. in Electrical Engineering with one year experience in handling Cardiology equipment join but desert the job due to totally unattractive pay package and no career advancement in Railway Hospitals.

PHYSIOTHERAPIST

Physiotherapy today is an independent Health Science and also an independent profession. Therapists are competent enough to independently diagnose, plan and impart physiotherapeutic treatment like other specialized branches of health care. It is recognized world-over including the World Health Organization and has been treated as Health profession rather than the status of Para-medical science. Railway Hospitals also have Physiotherapist to take health care of railway employees in this specialized field.

Duties & responsibilities:

- To assess independently the patients and decide prescribing, readjusting patient's physiotherapeutic treatment,
- To treat railway employees suffering from arthritis and undergoing painful conditions with the aim that they return to work places early,
- To rehabilitate, improve the functional abilities to improve loss of earnings of railway employees injured on duty for their early return to work,
- To carryout independent physiotherapy treatment in super specialty areas like Orthopedics, Neurology, Paediatrics, Plastic & reconstructive surgery, critically ill patients in medical & surgical ICUs and rehabilitation of patients undergoing cardiac surgery dermatological disorder like Coronary Artery Bypass Graft, Valve replacement, Correction of congenital heart defects,
- To make neuromuscular and orthopedic evaluation of patients to decide fitness for job following illness, assessment and charting of residual disability and handicap in injured patients for subsequent fitness to work,
- To deal with equipments of international standards and giving justification for procurement of equipments and to use them to maximum capacity
- To carry out necessary maintenance and condemnation of equipment which are unsafe for use treatment,
- Involved in organizing pre and post camp follow up works after making assessment of individual patient.

Educational Qualification (presently prescribed)

10+2 with Science and Diploma or Degree in Physiotherapy of 3 years duration with 6 months' internship. Recruitment is made through Railway Recruitment Boards.

NOTE: There is no recognized University conducting Diploma Course in the Country, the qualification has been laid down erroneously by the Railway Ministry. No such qualification has been prescribed by any other hospital under Central or State Government.

Pay Structure:

PB-2+GP4200

At present candidates having Bachelor's and Masters' Degrees are joining in Railway Hospitals but desert the job due to low pay package and no career prospects.

Health Hazards:

- Continuous exposure to electromagnetic waves and electric fields result adversely affect health in the later part of life,
- Work of Physiotherapists involves strenuous work during patients' handling, in mobilization & manipulations, shifting and lifting of heavy patients suffering from chronic illness resulting into stress injuries to back, neck and other muscular skeletal problems,
- Vulnerable to skin problems,
- TB, HIV, Hepatitis B patients are treated for respiratory and weakness and stiffness of the joints as Physiotherapists work with patients for 30 minutes or more at times on an average and frequently in the day.

OCCUPATIONAL THERAPIST**Duties and responsibilities:**

- Responsible for treatment of indoor and outdoor patients,
- Use short wave diathermy, infra-red rays & ultra-violet rays for treatment,
- Provide ultrasonic treatment,
- Extend hydrotherapy treatment,
- Undertake prescribed electro diagnostic procedures including qualitative and quantitative tests of nerve injuries, electromyography, strength curve etc.
- Assess reaction and response to the treatment,
- Responsible for upkeep and maintenance of all equipment and stores.

Health Hazards:

- Continuous exposure to electromagnetic radiations from SWD, MWD with radiations from UVR, IRR, LASER etc causes deterioration to health in long term,
- During treatment of sickly patients acquire communicable diseases which adversely the health in long term.

INJUSTICE DONE TO THE CATEGORY OF PHYSIOTHERAPIST/OCCUPATIONAL THERAPIST

This category should have been given the entry pay Scale of Rs.6500-10500 / Rs. 7450-11500 by the V CPC on the basis of qualification based pay scale principle.

Denial of this Scale has resulted in continuance of lower entry Grade Pay of Rs. 4200/- in PB-2 in Rs. 9300-34800. But in all the other categories where the prescribed qualification is Engineering Degree, the staff have been granted the Pay Scale of Rs. 6500-10500 which has been replaced with the Grade Pay of Rs. 4600.

On Indian Railways over 90% of the Physiotherapists are holders of Degree in Physiotherapy. There is need to revise the IRMM appropriately. But unfortunately the Railway Board have taken our demand very casually leading to injustice and frustration among the Physiotherapists.

The National Institute of Homeopathy, an autonomous institute under the Government of India has been recruiting Physiotherapists with the entry qualification of Degree in Physiotherapy awarded by recognised Indian Universities and they are allotted Pay Band of Rs. 15600-39900 with GP Rs. 5400/-.

Attention of the VII CPC is invited to the fact that the Government of India, Ministry of Defence vide their Gazette Notification dated 9.12.2002 had recruited Occupational Therapist in Group A Scale and Status with the Scale of Pay of Rs. 8000-13500 (V CPC Pay Scale).

The nature of duties of Physiotherapists and Occupational Therapists are one and the same. In fact there could have been a common designation of Physiotherapists by merger of these. However, in Railways the category of Physiotherapist as well as Occupational Therapist exists separately.

Different states like Bihar has awarded Group B status to the Physiotherapists. While Nagaland has classified them as Class II (Group 'B' Gazetted) cadre, the Govt. of Meghalaya has awarded the pay scale of Rs. 11300-22000 to the category of Physiotherapists.

It is further reported that 10% of the total 93 Physiotherapists in Railways possess Post Graduation qualification. Unfortunately there is no career growth to these qualified staff.

In view of the above justification, higher replacement pay scales are proposed to this category, for consideration of the VII CPC.

HAEMO DIALYSIS TECHNICIANS

In modern days of health care, the exercise of blood transfusion through the process of dialysis is a common phenomenon. This exercise is however, undertaken by most of super specialty hospitals. The procedure is also undertaken in most of major Railway Hospitals with the active role of specialist Doctors with the support of Haemo dialysis Technicians.

Duties & responsibilities:

- The job of Haemo dialysis Technicians is highly technical,
- The job involves management of seriously ill patients,
- The patients are subjected through life saving procedure,
- The job is carried out through sophisticated machines,
- The procedure takes about 5 hours to complete requiring full alertness of the Technician,
- The technician is required to check clinical findings such as B.P., Pulse, Temperature, Weight etc before and after dialysis,
- Technician is required to prepare machine, priming the dialyzer tubing's and checking of all functions of machines,
- To attend to acute complications that may arise during dialysis,
- To control blood clotting time to avoid blood loss during dialysis,
- To assist the Doctors during catheter insertion,
- To give blood transfusion, human albumin, Nephrotherale, Ketosterile and vital injection during and after Haemo dialysis,
- Cleaning and sterilizing the dialyzers and tubings for reusing purpose,
- Supervising the water treatment, De-ionizer and reverse osmosis plants,
- To maintain all records of dialysis cases,
- To maintain records of all consumables,
- Responsible for proper cleanliness and upkeep of dialysis machine.
-

Educational Qualification:

B.Sc. plus Diploma in Haemodialysis from a recognized (reputed) hospital.

Pay Structure: PB-2 + GP 4200

ISOLATED CATEGORY WITH NO AVENUE OF PROMOTION.

Surprisingly, there was no mention of the category by VIth CPC in its report.

CARDIOPULMONARY PUMP TECHNICIAN

This category of staff is available in AIIMS, New Delhi, Safdarjang Hospital, New Delhi & Sanjay Gandhi Institute of Medical Sciences, Lucknow and has been designated as “Perfusionist”. On Indian Railway, the category is named as Cardio Pulmonary Pump Technician and is available in Southern Railway Central Hospital, Perambur, Chennai – a cardiac treatment and research centre for Indian Railways.

Duties and responsibilities:

- The role of Cardio Pulmonary Pump Technician is very crucial and provides support in cardiac surgery
- Manages the heart lung machine while the surgery on the heart is being performed
- A life saving machine,
- Earlier qualified Doctors and Anesthesiologists were managing the perfusion due to non-availability of relevant courses,
- Monitor altered circulatory process closely taking appropriate corrective action when abnormal situation arises
- Keep both the surgeon and the anesthesiologist fully informed
- To maintain total blood circulatory system,
- Extra-corporeal circulation/Cardiopulmonary support,
- Counter-pulsation,
- Circulatory support-Ventricular assistance,
- Extra-corporeal membrane oxygenation (ECMO),
- Blood conservation technique/auto transfusions,
- Myocardial preservation,
- Anticoagulation and hematologic monitoring/Analysis,
- Physiological monitoring/Analysis,
- Blood gas and blood chemistry monitoring/analysis,
- Physiological monitoring/analysis,
- Induction of Hypothermia/Hyperthermia with reversal,
- Hemodilution,
- Administration of medications, blood components and anesthetic agents via the extra-corporeal circuit.
- Isolated limb/organ perfusion,
- Electrophysiological analysis,
- Keep records of all cases,
- To maintain equipments’ services and
- To keep stock of consumables etc.

Educational Qualification:

Degree in Science from a recognized University plus three years experience as Cardio Pulmonary Pump Technician in reputed/recognized institution/hospital or should have independently performed not less than 100 perfusions.

Pay Structure: PB-1+GP2400

ISOLATED Category having no channel of promotion.

Recruitment through Railway Recruitment Boards.

Designation needs revision as PERFUSIONIST

SKILLED ELECTRONIC TECHNICIANS

The Skilled Electronic Technicians have been working since 1994 in Southern Railway Headquarters Hospital, Perambur, Chennai which is the only super speciality Railway Hospital for treatment of typical Cardiac cases of railway employees and also works as Research Centre. Skilled Electronic Technicians working in the Hospital have been handling sophisticated medical electronic equipments besides installation and assist Doctors/Medical Officers in carrying their day-to-day working.

Duties & Responsibilities:

- To maintain number of life saving medical electronic equipment such as Multi Channel Monitors, Ventilators, Centralized Nursing Station, IABP, Defibrillators, Thoracoscopy, Bronchoscope etc and are being handled by Skilled Electronic Technicians, necessarily required for patient's physiological monitoring, before, during and after surgery,
- Ensure that Intra Aortic Balloon Pump and Ventilators, highly sophisticated microprocessor controlled and highly sensitive in saving patient's life work uninterrupted,
- To ensure that all electronic equipment in ICU functions in perfect working condition,
- To attend to trouble shooting from time to time,
- To attend to installation of new electronic equipment and impart training to the staff about operation of equipment and monitor the health of bio-medical equipments.
- To assist the Anesthetist and Surgeon in setting parameters of the equipment to get optimal benefits from equipments,

HAZARDS:

- Exposed to high risk of getting infected due to IABP machine,
- Coming into contact of Invasive Blood Pressure Monitor and Ventilators also causes adverse side-effect to human body.

Educational Qualification:

- B. Sc. with Diploma in Electronics or Bio-medical Engineering

Pay Structure:

- PB-1+2800

Designation needs revision as Bio-Medical Technician or Bio-Medical Engineer

CARDIAC CATHLAB TECHNICIANS

The category of Cardiac Cath-lab Technician plays role important role in the Railway Hospitals and helps in performing important functions during cardiac catheterization, angioplasty etc. The staff of this category is available on Southern, Eastern and Western Railways.

Duties & responsibilities:

- Perform routine duties to operate Cardiac Catheterization equipment to perform Angiogram, Angioplasty, Peripheral arterial and venous interventions,
- Associated with procedure of providing Pacemaker, Cardiac Electro Physiology, accessory Cathlab equipment such as Hemoxymer, FFR machine, Angiographic pressure injector etc.
- During cardiac catheterization monitor vital signs of patient such as ECG, Oxymeter, Hemodynamic and also external patient reaction to keep the Physician apprised of any abnormality,
- To educate the patient to prepare for procedure, extensive patient care during and post procedure,

- Attend emergency call duties round the clock such as Temporary Cardiac Pacing, Pericardial Tamponade and primary angioplasty etc.,
- To get timely AMC of machines,

HAZARDS:

- Besides working round the clock, they are exposed to ionizing radiation can cause life threatening diseases like Cancer, Leukemia, Genetic effects, infertility, Hypothyroidism etc.,

Educational Qualification: Science Graduate with 2 years diploma in Cardiac Cathlab with three years experience.

Pay Structure: PB-2+GP 4200 (Isolated category – No career growth).

DRESSER & OT ASSISTANT

As the name suggests, Dresser & OT Assistant plays very important role in the functioning of Railway Hospitals. These posts are filled from amongst the Hospital Attendants who have completed 3 years regular service and possess the educational qualification of matriculation. The posts are filled through the process of written examination. Present structure is as follows:-

| | |
|-------------|-------------|
| Dresser-III | PB-1+GP1900 |
| Dresser-II | PB-1+GP2400 |
| Dresser-I | PB-1+GP2800 |

The level up to PB-1 GP 2800 is insufficient and needs to be enhanced to PB-2+GP4200.

DUTIES & RESPONSIBILITIES:

- Attend to dressings of all types of wounds and injuries,
- Sterilize all instruments,
- Autoclave all dressing materials,
- Prepare patients for operations,
- Keep all equipment and instruments in proper order and good working condition,
- Prepare and apply splints, plasters & undertake cutting and rolling of bandages,
- Assist doctors and nurses during operations,
- Responsible for safe custody and proper maintenance of linen, surgical instruments and other equipment in Operation Theater,
- To carry out duties entrusted by Surgeon/ /Matron/Sister in charge of OT.

HAZARDS

Exposed to infections while dressing infected patients.

HOSPITAL ATTENDANTS (MALE & FEMALE)

- Hospital Attendants (Male & Female) play key role in keeping the hospital wards in neat and tidy conditions. They are the backbone of Hospital Management and are deployed to work in each and every section/ward of the hospital, assist the para-medical staff, employed in Emergency, OT, Drug Stores, X-Ray, Pathology Lab etc and to assist Doctors/Medical Officers in performing their day-to-day duties.
- They are performing duties throughout the Hospital, unfortunately, do not have adequate channel of promotion to higher grades in Group 'C'. NFIR has taken up the case of promotion of Hospital Attendants to the post of Dressers, irrespective of educational qualification they possess, unfortunately, Railway Ministry has not agreed to the proposal of the Federation.

DIETICIAN

The category of Dietician is important and very popular among all Central Government Hospitals under Ministry of Health & Family Welfare including Railway Hospitals. The duties of Dietician are important in Medicare of patients in pre & post hospitalization and during hospitalization. The role can be well understood from the principle of “Prevention is better than cure”. Dietician plays key role in counseling the patients particularly those suffering from Diabetes, Hypertension, Renal & cardiac diseases etc. Their valuable advice to outpatients results in non-hospitalization or reduced period of stay at hospitals. Diet therapy constitutes the main part of treatment for patients suffering from gastrointestinal disorder, liver disorder and gall bladder stones. Critically ill patients are on parental nutrition. Internal feeds are prepared by the Dieticians using their specialization, knowledge and expertise.

Duties and responsibilities:

- Undertake Nutritional assessment of referred patients,
- Prepare and plan standard diet for indoor patients,
- Therapeutic modification of diets,
- Provide diet counseling to indoor and outdoor patients,
- Menu planning and attending to complaints of patients regarding diet,
- To supervise preparation of food for patients,
- To supervise sanitation and hygiene of kitchen, store and dietary department of the Hospital,
- To send occasionally food samples for analysis for quality control,
- To supervise distribution of food,
- Man power planning management and training to kitchen staff of the hospital,
- To procure equipment for kitchen,
- To ensure repair, maintenance and condemnation of kitchen equipments,
- To supervise indoor wards to assess the need of patients,
- Internal feeds are prepared by dieticians for the benefit of patients,
- Conducting specialized clinics like Diabetes, Hypertension, Renal, Cardiac and Pediatric Clinics etc.,
- Running Nutrition clinic for pregnant and lactating mothers.
- Imparting Nutrition Education to Medical & Paramedical Personnel.
- A dietician single-handedly can manage 150-500 beds of indoor patients in addition to a number of outdoor patients.

Educational Qualification:

B.Sc. with Chemistry/Home Science + PG Diploma in Dietetics plus 03 months internship.

Or

M.Sc. (Home Science) with Food & Nutrition from recognized Institute.

Pay Structure: PB-2 + GP 4200

Revision of designation as **Nutrition Adviser** is proposed.

Hazards:

During the course of counselling the indoor/outdoor patients about diet and inter-action, the dietician is exposed to contagious, communicable diseases, carries infection from patients suffering from TB, Respiratory infection, Hepatitis, skin diseases etc.

Post Graduate Allowance

Special advance increment may be granted to this category, for acquiring higher qualification because of Demand and Specialization in the field of Nutrition & Dietetics today like – Sports Nutrition, Diabetes, Ph.D. in Food & Nutrition/Clinical Nutrition/Food Science/Nutrition and Dietetics.

Diet and Nutrition Therapy is immensely helping in the treatment of diseases like Hypertension, Dyslipidemia, Diabetes and Hyper Uremia and **saves considerable amount in terms of several lakhs of Rupees towards the cost of medicine and the allied treatment**, but the dieticians are deprived of matching pay scales and hence deserve better treatment on this pay commission.

DENTAL HYGIENIST

Dental Hygienist is primarily responsible for the maintenance of oral health and prevention of oral diseases. He plays important role in prevention, treatment and control of periodontal disease commonly known as Pyorrhea.

Qualification for direct recruitment to the post of Dental Hygienist has been prescribed as given below :-

- i. Degree in Science (Biology) from a recognised university or equivalent,
- ii. Diploma/Certificate Course (2 years) in Dental Hygiene from an institute recognised by 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 India Railway 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 incharge.

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 upgradation of status, promotional avenues and revision of pay scale of Dental Hygienists at entry level from existing pay scale of Rs.9300-34800 (GP 4200/- PB-2) to the pay scale Rs.15600-39100 (GP 5400/- PB-3).

Like other categories of Para-medical staff, Dental Hygienist is also prone to infected because the patients come for treatment may suffer from AIDS, Hepatitis B or C, respiratory infection, Skin Diseases, Syphilis etc.

ARTIFICIAL LIMB CENTRE (ALC)

Prosthetics & Orthotics Science is an age-old medical study linked with clinical practice and engineering application. It had a noble start in India in post-independence era, first of its kind in the Ministry of Defence when first Artificial Limb Centre was set up at Pune for the use of disabled Defence personnel injured during wartime. The Centre is run by professionally trained personnel for clinical practice with diagnostic tools and total medical rehabilitation for the persons with disability for providing them various corrective, supportive, assistive and preventive devices and to make them ambulatory. Best endeavour of these professional 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 & neurologically afflicted patients.

Artificial Limbs Centre (ALC) of Northern Railway is gaining paramount importance in clinical services for the physically challenged railway employees and passengers involved in train accidents. This is the only Centre available on Indian Railways providing services not only for the railway staff of Northern Railway but also to the railway employees of other zonal railways. ALC is manned by the following staff:-

- Manager-cum- Prosehetist & Orthotist (PB-2+GP4200)
- Sr Prosehetist & Orthotist (PB-1+GP2800)
- Prosthetist & Orthotists (PB-1+GP2400)
- Fitter (PB-1+GP1900)

Existing Educational Qualification: 10+2 or Intermediate with Diploma in Prosthetic & Orthotic from recognized Institute with 2 years experience or Degree in Prosthetic & Orthotic from recognized University.

Majority of staff in the ALC possess Degree in Prosthetic & Orthotic. VICPC had unfortunately not recommended adequate pay structure to this category staff.

Northern Railway after examining the case and comparing the demand of staff with the similarly placed staff in AIIMS, Delhi, ALC, Pune & AIPMPR/Pondichery has sent following proposal to the Railway Board, the same is pending.

| CATEGORY | PB+GP | Edu. Qualification | Remarks |
|---|-----------|--|---|
| Prosthetist/Orthotist | PB-2+4200 | Intermediate or 10+2 with diploma in Prosthetic & Orthotic from recognized institute with 2 years experience or Degree in Prosthetic & Orthotic from recognized University | 50% posts to be filled through Direct Recruitment & 50% through promotion from the feeding cadre of existing staff working in lower GP 2800/2400/1900 till these posts are vacated and to be phased out subsequently. |
| Chief Prosthetist/Orthotist | PB-2+4600 | -do- | By promotion through seniority from existing staff working in GP 4200. |
| Manager Prosthetist/Orthotist (Group 'B') | PB-2+5400 | -do- | By selection from staff working in GP 4600. |

PROPOSED PAY SCALES FOR CONSIDERATION OF 7TH CPC

Nursing Staff:

| Designation | Existing VIth CPC Pay Scales | 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 |

Note: This category may be provided with upgraded pay scales with posts in Sr.Scale, JA Grade and Selection Grade(NFSG).

It is also to be noted that the Railway Ministry has agreed in principle for making provision of Sr.Scale and above for this cadre. The Pay Commission is requested to kindly recommend for improved cadre structure, as this being a public interface category.

Mid-wife/Auxiliary Nurse-cum-Mid Wife:

| Designation | Existing VIth CPC Pay Scales | Proposed New Pay Scale |
|---------------------------------------|------------------------------|------------------------|
| Mid-wife/Auxiliary Nurse-cum-Mid Wife | PB-1+GP2800 | 46,000 |

Pharmacist

| Designation | Existing VIth CPC Pay Scales | 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 to B.Pharma.

Health & Malaria Inspector

| Designation | VIth CPC Pay Scales | Proposed New Pay Scale |
|-------------|---------------------|------------------------|
| HMI | PB-2+ 4200 | 74000 |
| Sr.HMI | PB-2+4600 | 78000 |

Note: This category may be provided with upgraded pay scales with posts in Sr.Scale, JA Grade and Selection Grade (NFSG). Detailed justification has been placed in this chapter.

Radiographers

| Designation | Existing VIth CPC Pay Scales | Proposed New Pay Scale |
|--------------------|------------------------------|------------------------|
| Radiographer | PB-1+GP2800 | 56,000 |
| Chief Radiographer | PB-2+GP4200 | 74000 |

Laboratory Staff

| Designation | Existing VIth CPC Pay Scales | 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 Pay Scales | 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 Pay Scales | 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 Pay Scales | Proposed New Pay Scale |
|-----------------|------------------------------|-----------------------------|
| Physiotherapist | PB-2+GP4200 | 74000 * |
| - | New Scale Proposed | 78000 (Sr. Physiotherapist) |

* Entry qualification be prescribed as Degree in Physiotherapy. It may be noted that there is no Diploma Qualification in any recognized university but unfortunately IRMM has not been suitably amended.

At present a small number of Gr. 'B' Gaz posts are provided. There is need to provide Sr.Scale posts, JA Grade and above for this category.

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**.

Note: This category be provided Gazetted posts upto JA Grade.

O.T. Assistant/Dresser

| Designation | Existing Vith CPC Pay Scales | 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 Pay Scales | Proposed New Pay Scale |
|------------------|------------------------------|-----------------------------|
| Dental Hygienist | PB-2+4200 | 74000 |
| - | New Scale Proposed | 78000 (Sr.Dental Hygienist) |

Hospital Attendant

| Designation | Existing Vith CPC Pay Scales | 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 Pay Scales | 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 Pay Scales | 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 With 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 |

CHAPTER – XII

ACCOUNTS DEPARTMENT

The Accounts Department is responsible for Accountal of revenue and expenditure and has an additional responsibility of field inspections and inspecting the other departments of Indian Railways. The Accounts Department has a two-fold role - Accounts Function and Finance function. This gets distributed among internal checking and Internal Audit, Offering Finance Concurrence after examining Financial Justification and Budgeting both Expenditure and Earnings.

The total staff strength is 28,579 (approximate)

It consists of severe field work in conducting inspections, Work Studies, Internal Audit, Stock Verification, Station inspections and assisting the officers in any kind of field inspections as prescribed by the Railway Board.

PROFILE OF ACTIVITIES INCLUDE

- ✓ Internal check of all the claims from various executives passing of the bills, preparation of abstract of bills, drawal of the cheques, preparing for budgetary reviews, accounting of station earnings, conducting post audit.
- ✓ Auditing, checking, comparing the accounts, maintenance of different types of ledgers, supply data and figures for generating various management information reports as per codal provisions, arranging for getting feedback from different departments in the course of processing various proposals.
- ✓ Settlement of terminal benefits and arranging payment of pension, gratuity etc., vetting of estimates, checking of proposals from other departments including creation of posts, change of classification on account of job analysis.
- ✓ Under taking field checks on the station earnings, conducting periodic inspection of the initial records at the station to ensure the correct realization of money and proper accountal and prompt remittance of the same into the railway treasury.
- ✓ Conduct of verification of stores and sales based on the approved annual programme by FA&CAO.
- ✓ Supervises the stock verifiers in their duty of checking the correct weight and measurement of the materials.
- ✓ Conducts routine physical verification of stocks held under the custody of various railway departments.
- ✓ Conducting auction sales at different places, witnessing sale delivery of material at various units of depots. Conduct surprise/special verification in addition to the periodic verification.
- ✓ Computerization in accounts department.

The Accounts staff is at the final stage of all transactions since after his scrutiny, the payment made to a third party is almost irreversible. The Vigilance Department seldom lets go of an Accounts staff in any case of alleged fraud though initiated at the Executive level for this very reason. Evidently, the Accounts staff is required to possess thorough knowledge of the functions of every department other than even his own and is inherently a very vigilant and watchful person.

Apparently, all Accounts personnel (other than AC) can grow up in the department only after passing the necessary examinations. The JAA which is the direct recruitment level cannot survive in his post-even might lose his job if he does not qualify in the App.2 IREM examination. The supervisory cadre has to clear an all India App.III IREM examination while the Accounts Stock verifier has to clear the APP.IV IREM examination.

Future Role

Indian Railways is in for huge investments in infrastructure, opening the doors for new plans in effective land management whereby the 43000 hectares are supposed to be thrown up for effective commercial utilization. Heavy throughput facilities augmenting efficient wagon turn around, dedicated freight corridors, high speed trains and heavy modernization are on the cards.

1. IFRS-International Financial Reporting Standards would call for basic Accounting Reforms and the existing staff will have to undergo a massive training programme to professionally equip them in this direction. Shifting to IFRS was imperative by the year 2011 itself but has been delayed for obvious reasons-the Railway Board is weary of coming out of its step motherly treatment of the Accounts Department.
2. This also requires massive asset revaluation which would extract 3 times the analytical and field work from the present staff resulting in huge pressure and a situation where-in existing skills and future training inputs will have to be efficiently integrated.
3. This also requires the fresh assessment of land and its appreciated value. This needs efficient Accounts personnel to work in tandem with the Engineering Department. Even this needs additional staff at every level.
4. Apparently, an ideal situation would be to train the staff professionally in Financial Management (the upcoming IRIFM is meant only for officers), Costing techniques, International Law, IFRS and allied subjects without losing sight of existing conventional accounting principles on which the fundamentals rest. This is a highly demanding task.
5. Computerization has solved some problems and cropped up some. Computerized statements are generated but in areas of maintaining Suspense ledgers or SRs and leave accounts, manual maintenance is not dispensed with resulting in duplication. This is necessitated for the simple reason that Audit is yet to apply the concept of Soft Audit in Indian Railways. Surrendering staff in the Accounts Department in the name of computerization is a questionable practice against this background.
6. Traffic Accounts is in for major changes since the 'on line' refunds and on line voucher accountability and balance sheet formats are on the fast track. This brings the office of Cash and Pay into picture. It would be ideal under the circumstances to merge Cash and Pay into Accounts, train them appropriately alongside the existing Accounts personnel and utilize them for effective internal check and system. C&P personnel can also act as effective DBAs where programs related to on line voucher and cash receipts are customized.
7. With e-procurements, e-payments and e-tendering, the system of checks and balances will need a fresh look and this requires expertise and coordinated expertise.
8. Increasing number of trains increases the volume of transactions and corresponding internal check of vouchers, balance sheets and other statements and reviews. Many trains have been introduced during the last decade with simultaneous increase in work load whereas the Accounts staff have efficiently handled the volume and have adapted to the changing circumstances.

Functions of each cadre in brief:

| Cadre | Present functions | Future perspective |
|--------------|---|--|
| AC | The Accounts Clerk initiates the work in the office of the FA&CAO. He assigns registration for Bills, performs initial internal check and performs huge data entry jobs. | Since this is the starting stage in the Accounts department which provides intensive practical training for shouldering higher responsibilities which are varied today, the incentive for building a career in the department needs to be more |
| JAA | The JAA is the direct recruitment stage in the office of the FA&CAO. Only graduates are eligible for RRB selection while passing App. 2A is essential for confirmation as JAA. If | This key area where the quality of work needs to be made more dynamic owing to the direct recruitment stage. Further, the quality of education has undergone a sea change and youngsters need more incentive for joining a professional department. Item No.2.1 of the |

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| | <p>the employee does not qualify in two attempts, he/she is sent back without further appeal. JAAs are required to know all facets of working inside a section and should be ready to take up any kind of work. JAAs are also required to be well versed with typing, data entry and computer skills. Qualifying a skill test in this area is now mandatory. Areas where bill passing is concerned, accountability and responsibility are usually fixed.</p> | <p>questionnaire has thrown light on the requirement of quality service to the public. Considering the two dimensions-passing of APP.II A and the requisite for an educational qualification, this cadre places the Accounts department distinctly away from other departments.</p> |
| AA | <p>The AA, unlike the OS of various departments initiates important notes including financial appraisals which are studied by the SSO(A). Besides internal checking, internal audit and finance functions are performed in the first layer.</p> | <p>Maintaining of accounts and generating reports is central to this cadre-reviewing various ledgers, Suspense-Stores, Traffic, Labour-conducting field inspections etc. Internal check of station accounts-Goods and Coaching, Budgeting, Admitting bills and other claims, accounting traffic earnings with appropriate post audit functions is intrinsic to the duties of AA while generating various financial statements related to Budget, Books and suspense. Several areas in Traffic accounts and Stores are concentric on this cadre in the Accounts department. Besides, the exercise of computerization rests on technical inputs from this cadre.</p> |
| SSO(A) | <p>The SSO(A) is an app. III qualified person (all India based examination which is akin to the SAS examination of I&A. The SSO(A) is responsible for analyzing the Rly. Board policy circulars, applying the latest updated rules and framework. Several Construction Projects are required to be financially scrutinized and put up to the Finance Officer who takes further decisions based on these analytical studies. Besides, the SSO(A) has to sign the Briefing Notes for TCPs and witnesses tender opening exercises. Vetting of indents, coming out with concurrence for proposals rests heavily on this cadre. Reports of field and general inspections are also prepared by the SSO(A)s. The SSO(A) is made responsible for the entire section's working and his reports are placed for final scrutiny by the HOD.</p> | <p>The VI CPC had recommended in chapter 7.56 that the apex grade in pre revised scale of 7450 to 11,500 be upgraded to 7500 which is actually the Group 'B' in pre-revised scales. Since 5400 falls under this category, granting 5400 would be ideal under the circumstances. <i>(pp.604-The post of section officer would, therefore, also needs to be upgraded. The post will consequently be placed in the next higher grade carrying grade pay of 4800 in payband PB 2 of Rs.9300-34800 that corresponds to the pre revised pay scale of Rs.7500-12000. This upgradation will place the posts of section officer and assistant accounts/audit officer in an identical scale...this will be extended to other organized accounts like Railways etc.)</i> This was deprived to Railway Accounts since the pre revised scale of 7500-12000 was Gazetted Group B while SSO(A)s were fixed in GP of 4800 in Group C. Enhancement of skills is required in this cadre and training them professionally to enable effective accounting reforms to suit the changing circumstances and to switch over to IFRS-International Financial Reporting standards turns vital today.</p> |
| Sr.TIA | <p>These are APP III qualified supervisors who are the backbone of Traffic Accounts. The exercise of station inspections and generating reports rests with them. Raising debits</p> | <p>S.TIAs have an annual programme to which they adhere and their working conditions are extremely hazardous. They are constantly travelling and are away from their families. It is suggested that as an incentive to strengthen this cadre, additional</p> |

| | | |
|--------|---|--|
| | and under charges, applying latest provisions from circulars etc. is intrinsic to their working. | increment be granted to them. The savings reported by them owing to their debits and the technical inputs given by them go a long way in reinforcing the existing systems besides adding to several system improvements. |
| Sr.ISA | This cadre is a shrinking cadre since at present there are no takers owing to the hazardous working conditions and the constant vigil of the Vigilance Branch. Nevertheless, their duties are to inspect stores at all units and generate stock sheets. | Their new role would be highly appreciated when the asset revaluation would be taken up in IR in a big way. This cadre needs skill enhancement in several areas of material management besides Cost analysis and scrap disposal methods. |
| ASVs | ASVs require to pass APP IV IREM. They involve in assisting the Sr.ISAs and actually initiate the work of stock verification. Occasionally, they are also required to conduct independent stock verification. | This cadre is required to be upgraded in the future for reasons cited above besides training them suitably. Currently, the feeder cadre for this post is from JAA, AA and the C&P. The only incentive is Rs.1000.00 granted as special pay if an AA becomes an ASV. Even this incentive is not provided for the other two cadres from which employees take up the job of ASV. Evidently, there is a huge inconsistency which needs remedy. |

Currently, erstwhile Group D staff draws a GP of 1800 and are known as Peons. They are designated as J.Peons after three years without any promotional benefit. Owing to seniority, they might become Daftries and draw GP 1900. Finally, they might be Record Lifters and retire. There needs to be a time scale fixed in this cadre and ideally, there needs to be a three year time period for automatic promotion since they draw the least of the pay.

Cost Accountants are SSO(A)s who draw an incentive at the time of passing ICWAI by way of drawing a lump sum amount. These are treated on par with SSO(A)s. The only difference is that they are posted in Work Shops where certain costing methods are used in IR.

However, the emerging scenario in IR would require special posts of 'Cost Accountants' as professional accountants and they could be directly recruited.

PROPOSED PAY SCALES: In view of the nature of job, responsibilities and changed circumstances, the following pay scales are proposed along with appropriate entry qualification:-

| 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.

FINGER PRINT EXAMINERS

Finger print examiners check the thumb impression on the pay bills and other documents, as well as service records in order to detect the fraudulent payments. They also give their opinion on the original print for the purpose of verification. They are sparsely placed in only certain Railway Zones and the total number is approximately 12.

At present checking thumb impression on pay bills is minimum. However, it is necessary to check the finger prints on the documents and service registers in order to prevent fraudulent and impersonation in recruitment. Photographs can be replaced and manipulate whereas the finger prints are fool proof to prevent impersonation.

Finger print examiners are drawn from accounts staff who have qualified Appendix-II examination and posses a certificate from All India Board for Finger Print experts, Ministry of Home Affairs, Kolkata.

PROPOSAL

Following pay scales are proposed for recommendation:

| 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

This department is under the Administrative control of the FA&CAO and is broadly divided into two categories:

Cash: Receipt shroffing and lodging into treasuries, of all traffic-Goods and Coaching, Miscellaneous and other cash remitted from any source, remittance thereof into banks by the respective cash offices, to the credit of Railway account and obtaining acknowledgements.

Pay: Accounting of all vouchers and cheques received from the Accounts office for payment to Railway employees, outside parties, and disbursement of duty authorized payments on behalf of Railways against proper and adequate acquittance and exercising complete accountal thereof.

Evidently, this department is the permanent custodian of cash. The general belief among many is that owing to increasing bank payments and NEFT transactions, the role of the 'Cash and Pay' is redundant. It is not true.

1. Remittances in stations against tickets-UTS and PRS and even Blank Paper tickets are in cash and this is huge.
2. The volume of transactions on Goods side is heavy and heavy cash cannot be dispensed with here.
3. The mode of payment/receipt may vary but one cannot do away with the accounting part. It could be seen that the cashier is accountable for the proper maintenance of the cash book and allied accounts. Remittances and disbursements have to be reconciled on a daily basis. The volume of transactions and cash in transit is huge.
4. It is a matter of record that 80% of cashiers work 15-18 days regularly without taking weekly rest.
5. The vouchers against which cash remittances are made at Stations are the prerogative of the cashiers since the Traffic Accounts Office solely depends on these and the acknowledgement thereof. Internal check of Traffic transactions entirely depends on this since disallowances, short remittances, irregular remittances etc. Is a regular

phenomenon across difficult circumstances prevailing in 7500 stations across the Indian Railways.

6. Part A of the Traffic Book (station remittances and earnings) is closed only after the initial work of the Cash & Pay department. The Coaching and Goods Balance sheets are finalized in the Traffic Accounts only after the closure signal from the C&P.
7. In one word, Accounting and Budgeting of earnings would be incomplete without the efficient work of the C&P.
8. Audit of paid vouchers depends on C&P. Any fraud detected at any stage has a final say in C&P since this is the place where the final disbursement/remittance is recorded.

Considering the future role of cashiers where online transactions from stations would be the norm, this Branch will perhaps be redefining its role with a prospective computerised checking system in tandem with the Accounts office where on the expenditure side, the employees of C&P might join the Central Books section and on the earnings side, these might join the Traffic Accounts. Their vast experience and conventional accounting wisdom in exercising adequate checks and balances will be of profound use while initiating computerised checks and the seniors in this department can act as DBAs(Data Base Administrators) who would confirm a transaction after the requisite check inside a check box which would then pass on to the Accounts officials for further checking. The role will be modified but not dispensed with.

The Branch of the C&P has two dimensions-Ministerial and Non Ministerial. The reason for this is that the Commercial Department of Indian Railways has a distinct role on the one side and the Accounts department has another.

The C&P staff had received the following scales in the 2nd CPC as compared to the Accounts staff:

| JAA | AA | SO(A)/TIA/ISA | SSO(A)/Sr.TIA/Sr.ISA |
|---------|------------|--------------------|----------------------|
| 130-300 | 210-380 | 270-435 | 435-575 |
| Cashier | Sr.Cashier | IOC/ADC | Divl.Cashier |
| 150-240 | 210-320 | 250-380 335-435 | 450-575 |

3rd CPC

| JAA | AA | SO(A)/TIA/ISA | SSO(A)/Sr.TIA/ Sr.ISA | |
|---------|------------|--------------------|--------------------------|--------------|
| 330-560 | 425-700 | 500-900 | 775-1000 | |
| Cashier | Sr.Cashier | Sr.Cashier Grade I | IOC/ADC | Divl.Cashier |
| 330-560 | 425-640 | 455-700 | 550-750 | 700-900 |

4th CPC

| JAA | AA | SO(A)/TIA/ISA | SSO(A)/Sr.TIA/ Sr.ISA | |
|-----------|------------|--------------------|--------------------------|--------------|
| 1200-2040 | 1400-2600 | 1640-2900 | 2000-3200 | |
| Cashier | Sr.Cashier | Sr.Cashier Grade I | IOC/ADC | Divl.Cashier |
| 1200-2040 | 1400-2300 | 1600-2660 | 1600-2660 | 2000-3200 |

5th CPC

| | | | | |
|-----------|------------|--------------------|--------------------------|--------------|
| JAA | AA | SO(A)/TIA/ISA | SSO(A)/Sr.TIA/ Sr.ISA | |
| 4500-7000 | 5000-8000 | 5500-9000 | 6500-10500 | |
| Cashier | Sr.Cashier | Sr.Cashier Grade I | IOC/ADC | Divl.Cashier |
| 4000-6000 | 5000-8000 | 5500-9000 | 5500-9000 | 6500-10500 |

Revised scales were granted for the Accounts Department w.e.f 19.02.2003 whereby the JAA moved to 4500, AA to 5500, SO(A) to 6500 and Sr.SO(A) to 7450.

Even the ASVs were also given a better package but the allied cadres of C&P staff were ignored. It could be seen that the parity existing between Accounts and C&P staff from 2nd CPC onwards was disturbed while the VI CPC did not take a positive view. The following Grade Pays were recommended:

6th CPC

| JAA | AA | SSO(A)/Sr.TIA/Sr.ISA |
|---------|----------------------------------|----------------------|
| 2800 GP | 4200 | 4800 |
| Cashier | Sr.CashierSr.CashierGr.I/IOC/ADC | Divl Cashier |
| 2400 GP | 4200 GP | 4600 GP |

In order to address this injustice, it would be ideal to draw parity with the Accounts Department while considering merger of this cadre with Accounts. It is worth mentioning here that many Zones are yet to switch over to 100% Bank payments though it is reiterated here that cash transactions alone is not the only functional area in C&P.

The duties are detailed below:

| Designation | Nature of duties |
|--|---|
| Jr. Cashier Jr.Clerk (Ministerial) Jr.Shroff | CR note entry, DRCs, Challans for DDS, depositing DDs and their collection and accountal-In the Pay office-preparation of Forwarding advice, PMR Cash book, sorting NRR and connecting cheques. |
| Sr.Clerk(Ministerial) | Similar work as assigned to the Jr.clerks. Sr.Clerks conduct more internal check |
| Sr.Cashier /ADC/Hd. Shroff/IOC OS(Ministerial) | Since the posts are working posts, the duties of Jr.Clerk & Sr. Clerk are entrusted to operate the posts. All checks exercised by the Jr. and Sr. Clerk are counter checked in this layer since dealing with cash is a sensitive and fraud prone area. The reports are sent to the next layer of checking. Evidently, no cadre can be ignored since the eye of Accounts, and Vigilance. Besides, Audit also conducts an annual random check of the Pay office. |
| Sr.DC(P)/DC(Cash) Ch.OS(Ministerial) | Over all supervision of the office, and certifying the discrepancies if any are to be ensured in <i>the irregularity register and obtain the certificate from the competent authority. He must be more vigilant in furnishing the facts in CR Note. and obtain the counter signature of the competent authority as per the procedure and to make keen observation in NR- register and monitoring them by taking the assistance of CTCW & to minimize the cash in transit.</i> The duties of DC(Pay) is to supervise the work entrusted to Cashiers are properly discharged. He has to sign the MCR's and cash book and to observe the daily NEFT transactions and returning of rejected items are returned to accounts office daily & has to maintain the office as whole |

PROPOSED PAY SCALES: In view of the nature of job, responsibilities and changed circumstances, the following pay scales are proposed, duly improving the entry level qualification to Graduation :-

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

SUB CHAPTER: INFORMATION TECHNOLOGY

The department of Information Technology was originally the EDP Centre-Electronic Data Processing Centre. The centre was performing the major task of computerization of various facets of Railway working. The Accounting process involving Demands for Grants etc., allocation of expenditure and preparation of Pay Sheets was taken up efficiently. The IV CPC identified the EDP staff as a distinct category. The Seshagiri Committee constituted by the IV CPC stressed the need for uniformity and standardization of grades.

During the year 2004, Railway Board formed a separate Information Technology Cadre. The far reaching decision emanated from Railway Board letter No.2002/ACII/37/8 dated 17.11.2004 which sought *to transform the EDP Cadre into Resource Centres and Nodal agency for service providers for all the IT related activities of the Indian Railways.*

With persistent efforts of NFIR, the EDP centres were converted into IT department w.e.f 01.04.2005.

The staff were divided into three streams-1. Data Entry Stream 2. Console Stream 3. Assistant Programmer Stream wherein the Data Entry Stream was identified as the feeder grade for the entire department's functioning.

Notably, the first two streams had the opportunity to move up to the third while the third had no avenues for promotion to Group B.

Currently, programs like PRIME and AFRES on the establishment side, MMIS on the Stores side, FOIS on the Freight accounting side and finally the MIS (which acts a complete check on all reports generated from various transactions) have been developed. The IT department is a troubleshooter for all networking and end user problems across the Indian Railways. Further, the present programming involves web enabled programming at all levels. *The most striking feature of the IT department is that they are expected to work in close association and interaction with every other department of IR which is actually a daunting task since each department has its own distinct nature of functioning. The function involves acquiring adequate domain knowledge from the user department and simultaneously training the user in applying the envisaged program. This is done throughout the programming and application process. The third dimension today is the role play as effective database managers.*

Existing designations at Zonal level are only two:

Junior Engineer with GP 4200
Senior Engineer with GP 4600

Their functions are divided between data entry, Console stream and Computer system management, Database maintenance/Administration, Computer network management, application coordination , training coordination , Software library, Technical reference etc.

Future Role

The IT Vision document 2010 states that the Indian Railways was somewhere between data and information processing stage. According to the document, *if the IT Vision had to be a reality, staff should also undergo high end training in Networking, Database Administration, Data Warehousing, Backup and Recovery Management particularly in troubleshooting in order to enable the systems work round the clock.*

It is worth mentioning here that IT is on the precipice of transforming the entire Railway Working and Accounting system on a web enabled all over India basis. All Ministries in India have a system in place for cyber security and Indian Railways should not be an exception. The IT department would need a distinctly managed cyber security wing which should be functioning professionally and this aspect would need a skill based recruitment whereby B.Tech from a reputed institute would be a prerogative. The promotional avenues for the existing staff should also be adequately provided while exploring this vital area in IT.

HAZARDS

Staff of IT are like doctors operating on the table since even a minor error can lead to a complete collapse of the entire system. Watching, reviewing, preventive maintenance and providing for troubles related to power supply, crashing, bugging etc. Further, the strain and complexities in the nature of work are intense. Continuous viewing of the monitor and occasionally standing throughout the working hours are extreme hazards to health.

Emerging staffing pattern:

Unlike other departments, the structure of IT organization would be subjected to change as several changes are assimilated into Railways. Currently, the importance of data entry would be declining (the data entry operator grade has already been abolished). Rly Board letter No. 2002/AC-II(CC)/37/8ptI dated 07/2006 reads in point 12 as ‘...*the reorganized cadre starts from grade Rs.5000-8000 (V CPC). The matter of granting Group B scale can be taken up appropriately with the next CPC.*

There is a case for considering better commencement scales since this department will have to attract latest talent from the open market and absence of adequate progressive financial stability would draw them away to MNCs.

Railway Board, vide their letter No.ERB-1/2011/25/4 dated 14.07.2014 have envisaged a restructuring/reorganizing staffing pattern of Railway Board computer centre while advising the Zonal Railways to restructure staffing pattern accordingly.

In the light of what has been explained above, the following proposals are made along with entry level qualification to be commensurate with the changing demands and requirement of technical knowhow:

| Cadre | Existing GP in VI CPC | Proposed GP in VII CPC |
|-----------------|------------------------------|-------------------------------|
| Junior Engineer | GP 4200 | 74000 |
| Senior Engineer | GP 4600 | 78000 |

This would attract more skilled and qualified individuals from the open market. The subsequent avenues should be in Group B.

Nevertheless, the VII CPC would have to consider the DOPT's letter referred to above for reviewing the IT department's pay structure since notably, the Railway Board had decided to convert EDP into IT just after the recommendations of the VI CPC were published. Had it been before the deliberations, the VI CPC might have examined the issue differently.

NEFER

CHAPTER – XIII

MINISTERIAL, INSPECTORIAL STAFF & OTHER CATEGORIES OF STAFF

To operate and manage the Indian Railways which is the largest transportation infrastructure, having a workforce of over 13 lakhs (as per statistics of 31/03/2013), nearly 43,000 employees have been deployed to work in the Administration wing to undertake various administrative functions and for handling establishment matters of the Organization. These functions are being undertaken by the respective Departments consisting of various sections/ sub-sections.

Ministerial Staff

Ministerial Staff in various Departments on Indian Railways at field, Divisional, Workshops and Zonal Levels are handling the matters pertaining to their respective departments wherein the nature of duties are procurement of material, preparation of data relating to productivity with the utilization of Rolling Stock, Man Power Planning, Redeployment of Workforce, Organizing Training & Retraining Programmes for field staff, dealing with Stores matters, updating records and processing proposals for decision making at different tiers of administrative systems. The nature of jobs performed by ministerial staff in different departments are connected with technicalities & efficiency parameters of the concerned department. These staff also perform duties pertaining to revenue generation, prevention of losses, accurate accounting, vetting, budgeting and usage of resources well within the budget provision. These staff play key role in ensuring implementation of policies as also framing procedures, avenues of promotion of staff, procuring selections, promotions etc.,

Job contents (in brief)

- The ministerial staff are expected to be conversant with the structure organisational and the responsibilities in each department activities carried out by the departments besides rules/regulations and the extant instructions issued from time to time by the Railway Ministry, Finance Ministry, Department of Personnel & Training (DoP&T), and any other Ministry/Department, to make use of the same in dealing the specific cases/subjects.
- The ministerial staff are required to deal with legal cases arising out of court cases on various subjects.
- They have to update themselves with general railway rules in addition to the Codes and Manuals pertaining to all departments in addition to the department in which they have been working.
- Since computerization has been playing major role in all activities of the office/administrative working in these days, Ministerial Staff working in all the Departments of Administration including Personnel Department, are required to acquire deep working knowledge on computers to meet with the job expectations and give quality output.

Recruitment:

Office Clerk

Educational Qualification: Matriculation or its equivalent with not less than 50% marks in aggregate.

Pay Structure PB-1+GP1900

Recruitment in the ministerial cadre is undertaken as follows:-

- | | |
|---------|---|
| 50% | by direct recruitment through Railway Recruitment Boards, |
| 33-1/3% | by promotion from amongst eligible staff working in GP1800, |

16-2/3% by promotion through selection on merit from amongst employees working in GP1800 having Matriculation or equivalent qualification with 2 years regular service. Selection consisting of competitive examination e.g. Written test and record of service.

Senior Clerk:

Qualification: Graduation from any recognized University.

Pay structure : PB-1+GP2800

33-1/3% posts in the category are required to be filled as under:-

20% direct recruitment of **Graduates** through Railway Recruitment Boards, candidates must possess typing proficiency of 30 WPM in English/25 WPM in Hindi.

13-1/3% through Limited Departmental Competitive Examination (LDCE) from amongst serving railway employees, who are Clerks.

Considering the essentiality of this category of staff for running the very complex system of Indian Railways smoothly, NFIR proposes following replacement pay scales.

| Designation | 6th 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.

PERSONNEL INSPECTORS/SWI

In Railways, the Personnel Inspectors / Staff & Welfare Inspectors/ HOER Inspectors play very crucial role particularly in handling key issues relating to various welfare measures and working hours of railway employees.

Method of filling up of posts of PI/SWI

- Posts of PI/SWI are filled by holding selection comprising of written test and scrutiny of record of service.
- The staff working in the category of Senior Clerk in Personnel Department is eligible to appear in the selection.

Pay Structure: Initial induction is done in PB-2+GP4200.

Duties and responsibilities :

- Personnel Inspectors conduct various types of enquiries relating to compassionate appointment claims,
- Conduct studies entrusted from time to time and also conduct analysis to facilitate the management to take decision on the issues relating to working hours of any category of staff.
- The role of Personnel Inspectors is important more particularly in providing assistance to the serving railway employees through Central/Divisional Staff Benefit Fund.

- They are involved in performance of not only administrative functions but also perform executive duties whenever assigned during recruitment examinations decided by RRCs/RRBs.
- PIs are required to assist the bereaved families in ensuring that they are provided with the financial assistance,
- Help retiring/retired employees on the matter of Pension, Health facilities,
- To help bereaved families (railway employees dying on duty/in harness) to get their rightful claims.
- In addition to these, they are required to attend to all the units within their territorial jurisdiction and assist the staff working in the redressal of their genuine grievances.
- Due to peculiar nature of jobs, Personnel Inspectors are expected to attend Office at a short notice and even on Holidays/Sundays.

NFIR proposes following pay scales be recommended by the Pay Commission:-

| Designation | 6th CPC Pay Structure | Proposed |
|--------------------|---|-----------------|
| PI/SWI | PB -2 + GP 4200 | 74000 |
| SPI/SWI | PB - 2 + GP 4600 | 78000 |

TYPISTS

Duties & responsibilities:

The Typists used to be recruited by the Railways earlier for the purpose of typing various letters/documents & reports/financial and other types of statements, manuscripts for the use of Supervisors and higher officers in day to day working.

Present status:

At present, there is no recruitment in the category of Typists. As a measure of rationalization consequent to introduction of computers in the offices, staff working as Typists were given the option by the Railway Ministry for merger with the Ministerial cadre. On some Zones, the merger has taken place but in some Zones, the Typists category still continues. Existing typists are being phased out by abolishing vacant lower grade posts. The left out Typists on the Zones/Divisions have not been dealt with fairly by the 6th CPC so far as allotment of Pay Band/Grade Pay is concerned and were placed in lower Grade Pay.

Keeping in view the duties of large output extracted from Typists in compilation of various reports/statements and to extend fair treatment, NFIR proposes following pay scales for this category of staff:

| Designation | 6th 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.

STENOGRAPHERS

On Indian Railways, the stenographers play a significant role by assisting the managers of all levels to whom they are deputed to assist and to support him/her to discharge allotted functions effectively. They are considered the backbone of the Officers and administration.

Duties and responsibilities

- Besides taking down dictations and their transcription as a matter of routine, Stenographer on the Zone/Division and in the field office is required to provide assistance to the Officers in handling all confidential/secret correspondence, annual confidential reports of Officers/staff, completion of tendering processes duly maintaining secrecy.
- Stenographers are also required to provide secretarial assistance to the managers by organizing meetings and Seminars, preparing briefs/reports as directed.
- They also deal with the confidential matters including confidential reports, confidential/secret letters, Discipline & Appeal cases and cases arising out of CBI/Vigilance investigations.
- On I.R., Stenographers attached to the Officers at Divisional or Zonal level perform duties and functions which are in fact dis-similar to those Stenographers working in the Railway Board Secretariat or Central Secretariat.

The Railway Stenographers are duty bound to remain on duty so long as the concerned officer is performing duties either in office or elsewhere.

The Railway Stenographers are required to accompany the officers when they visit for inspections of field units, extend support in preparation of study reports/activities. These Stenographers shall take dictation at the spot on different subjects which are of technical nature and transcribe it in the long form and place before the officer for further action.

- With the introduction of P.Cs and improved telecommunication and other means of communication, duties and responsibilities of Stenographers have increased manifold in making available timely information for the use of Officer.

Unique duty regime:

The job contents of Railway Stenographer are more complex and peculiar as compared to the Stenographers working in other Central Government Secretariat, Railway Board Secretariat and other departments of Central Government.

Special Points

- The VIth Central Pay Commission in para 1.2.18, 1.2.19, 1.2.20, 3.1.9, 3.1.10, 3.1.11, 7.36.95 & 7.36.96 have very clearly recommended parity between the Stenographers of field Offices with the Stenographers working in Central Secretariat/Railway Board Secretariat considering the stenographer as 'common' category.
- The NFIR in its demand contained in Departmental Council/JCM item No. 11/2011 had urged the Railway Ministry to grant parity between the Stenographers working in the Zones/Divisions and in other field offices with the stenographers of the Railway Board in the pay scales and allowances, but however the same has not been implemented, despite agreeing in principle.
- The Apex Court vide its order dated 08/03/2013 in SLP No. 19892/2013 and order dated 28/01/2014 in the Review Petition (Civil) No. 3202 of 2013 filed by the Railway Ministry (Union of India) against the demand of Stenographers of Zones/Divisions/Field Offices for grant of parity in the pay scales and allowances, rejected the SLP and the Review Petitions. The Railway Ministry, however, is reluctant in granting parity to the stenographers working in the Railway Zones/Divisions/Field Offices.

In view of job profile, role and responsibilities and the special points mentioned above, stenographers working in the Railway Zones/Divisions/Field Offices are required to be granted parity at least with those working in Railway Board Secretariat/Central Secretariat :-

The pay structure provided to Stenographers in the Railway Board's Secretariat is as follows:-

| Designation | 6th CPC Pay Structure |
|----------------------|---|
| Stenographer Gr. II | PB-1 + GP 2400 |
| Pvt Secretary Gr.I | PB-2 + GP 4600 |
| Private Secretary-II | PB-2 + GP 4800 |
| Private Secretary-I | PB-3 + GP 5400 (Non-functional) |
| PPS | PB-3 + GP 6600 |
| Sr.PPS | PB-3 + GP 7600 |
| PSO | PB-4 + GP 8900 |

The above pay structure is yet to be provided to Stenographers working on Indian Railway who have been provided following pay structure by the Railway Board :-

| Designation | 6th CPC Pay Structure |
|-------------------------|---|
| Stenographer Gr. II | PB-1 + GP 2400 |
| Stenographer Gr.I | PB-2 + GP 4200 |
| Private Secretary Gr.II | PB-2 + GP 4600 |
| Private Secretary Gr.I | PB - 2 + GP 4800 |
| Private Secretary | PB - 2 + GP 5400 |

The disparity has been created despite congruence in duties, responsibilities, qualifications and recruitment process disparity in pay scales by putting Stenographers in CSS/Railway Board in higher pay band/grade pay as compared to Railway Stenographers at each level vis-à-vis different remuneration for similar work which is totally unfair and unjustified, leading to demotivation and frustration among Railway Stenographers. For granting total parity, Pay Commission may consider improving educational qualification of Railway Stenographers and may keep the same at par with the Stenographers of Railway Board/Central Secretariat.

In order to grant parity in the pay structure of Stenographers working in Railways, it is proposed that the following pay structure be granted.

| Designation | 6th 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 |

LEGAL CADRE IN RAILWAYS

The Indian Railways while undertaking various activities in ensuring safe and efficient running of railway trains have to abide by various laws, legislations and Acts. The handling of legal matters requires availability of experts to handle various arduous situations. To handle legal matters on the Railways, Chief Law Assistants have been working.

Chief Law Assistant is single Grade Pay structure Cadre placing the existing staff only in PB-2 (9300-34800) + GP4600 with no avenue of promotion.

Duties and responsibilities

- To attend courts (viz Distt. Courts, Consumer Forums, MACT, Labour Courts, CAT, High Courts, Supreme Court, many a times out of Headquarters).
- To keep liaison with Railway Advocates for previous, current and future cases pending in large number in the Divisions/Zones.
- To ensure that counter replies/defence statements on behalf of Railways are filed on time in close coordination with executive/consumer departments and to see that the case/s are not decided ex parte.
- To inter-act with Central Agency Section of Supreme Court and to arrange briefing meetings with the Senior Councils in the High Courts and ASGs in the Apex Court.
- They provide inputs related to legal aspects in the activities related to staff matters and grievances.
- Vetting of draft written statements/affidavit/writ petitions/appeals etc.
- Verification of legal instruments,
- Rendering legal opinion,
- Liaisoning between railway advocates and departmental officials / officers
- Presenting cases before Tribunals and other judicial bodies.

Educational Qualification

“Two bachelor degrees”

- (i) any academic degree say B. Com/B.A./B.Sc. etc and
- (ii) Professional degree in law, and

Experience:

- Three (03) years of experience of the bar as an advocate or 5 years of Railway Service in case of a Railway Servant or
- a Railway Magistrate having the aforesaid qualifications”.

It implies that a person to be eligible for the post of CLA is required to obtain two bachelor degrees, firstly any academic graduation degree like B. Com/B.A./B.Sc. etc and secondly professional bachelor degree in law meaning thereby six years of education after 12th standard. Further, the CLA is required to have 5 years of experience of the bar as an Advocate. Thus, a minimum spending 9 to 11 years, after qualifying Twelfth standard.

PROPOSAL

- (i) Considering the job profile, role and responsibility, physical and mental efforts related to job environment and health, it is proposed that following pay scales be recommended.

| Designation | 6th CPC Pay Structure | Proposed |
|--|---|-----------------|
| Chief Law Asstt (Designation to be revised as Jr. Law Officer/NG) | PB – 2 + GP 4600 | 78000 |

Note: This category may be allotted higher additional pay scales besides proper cadre structure.

- (ii) CLAs have to work with a very busy schedule without having any promotional avenue and monetary benefits of special allowances like Non-practicing Allowance (NPA) etc., given to Doctors, despite being highly qualified and professionally efficient. The Railway Board may be directed to implement Manchanda Committee’s report as follows:-

The posts of DGM/ADGM (Law) in JA Grade/Selection Grade should be filled from among the cadre of Chief Law Assistants for ensuring quality presentation of the cases before the Courts.

For motivating the Legal Cadre to perform with greater devotion, the Pay Commission may consider recommending cadre structure to Group 'B' Gaz, Senior Scale, JA Grade and above to be filled by the staff in the cadre of Chief Law Assistants. As litigation is growing because of changed circumstances, greater awareness, need has arisen to strengthen the Legal Cadre at Divisional and Zonal levels. Federation therefore, requests the Hon'ble Pay Commission to consider for provision of Gazetted posts in the Legal Cadre on Divisional and Zonal level.

The posts of CLAs should be merged with Group-'B' post of Law Officer after following the due selection process and should be designated as Law Officer as recommended by the High level Committee under para 12.2 or alternatively 80% posts of CLAs may be placed in Group 'B' Gazetted in each railway.

One post of Law Officer in Group-'B' should be created in each Division, Workshop and Stores Depot and one post of Law Officer each in the Personnel, Commercial, Claims, Engineering, Construction and General Administration departments with adequate number of posts of Sr. Scale and JA Grade and Selection Grade at headquarters level and adequate support staff.

A minimum of three posts of CLAs should be made available in each division meant for Personnel, Commercial and Engineering departments and one post of CLA each in Workshop and Stores Depot should be created.

OFFICIAL LANGUAGE STAFF

Under the provisions of the Constitution of India, Hindi is the Official Language of the Country in the day to day working within the Central Government and State Governments. The primary duty of the Official Language Staff is to implement the policies of the Government of India, for propagation and usage of Hindi in the working of the ministries and the Railway Ministry, the Official Language (OL) Department on Indian Railways has been functioning in all Zonal Headquarters, Production Units and the Divisional Offices. The staff working in the Department is known as Rajbhasha Staff.

Duties and responsibilities of Junior/Senior Translator

- To ensure that official language policies of the Government, received/communicated through Railway Ministry are implemented in letter and spirit,
- To arrange training programmes in respect of railway employees having knowledge/standard in Hindi,
- To arrange special examinations and to arrange increments to staff.

RECRUITMENT

The induction in 'Official Language Department' is done through direct recruitment (100%) from open market in **PB-2+GP 4200 as Junior Translator** with following educational qualification :

Master's Degree of a recognized University or equivalent in Hindi or English with English or Hindi as a compulsory subject or as medium of examination at degree level,

Or

Master's degree of a recognized University or equivalent in any subject other than Hindi or English, with Hindi or English medium subject or as a medium of examination at degree level,

Or

Master's degree of a recognized University or equivalent in any subject other than Hindi or English, with Hindi and English as a compulsory or elective subjects of either or the

two as medium of examination and other as a compulsory or elective subject at degree level.

Junior Translator on promotion has to be elevated as Sr. Translator in PB – 2 + GP 4600.

PROPOSAL

| Designation | Existing VIth CPC Pay Structure | New Proposed Scale |
|----------------|---------------------------------|--------------------|
| Jr. Translator | PB – 2 + GP 4200 | 74000 |
| Sr. Translator | PB – 2 + GP 4600 | 78000 |

STASTICAL BRANCH

The Statistical branch functions under Accounts department. The work in Statistical Branch is being managed by the ministerial staff and Statistical Inspectors.

The Ministerial staff in the Statistical Branch is available in PB-1+GP1900 and PB-1+GP2800 as Clerk and Sr Clerk.

Recruitment to the post of Clerk and Sr Clerk is conducted by RRB and departmental candidates as mentioned in the preceding chapters relating to Ministerial Staff.

Induction for the post of Statistical Inspector:

Serving railway employees having qualification of Graduation are eligible to appear in the selection for the post of Statistical Inspector in PB-2+GP4200.

Duties and responsibilities:

- Statistical Inspectors are required to inspect DSL/Electric Sheds, C&W Depots Stations, Yards for compilation of monthly and yearly statement of various data.
- The data compiled by the Statistical Inspectors is used for all purposes by the management at all levels.

Considering the responsibilities, role and the duties performed particularly in the yards, sheds besides administrative offices, to complete the work in target time etc, NFIR proposes following pay scales:-

| Designation | Existing VIth 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)

Railway Schools are the under welfare measure. The staffs take care of the educational needs of the wards of Railwaymen. This gives great relief to Railway employees about the educational needs of their children.

The Teachers take immense effort in producing better result on performing the duty with fullest involvement.

The following pay scales are proposed for consideration.

| Designation | 6th 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 |

Teaching Aid Allowance & Milk Allowance

Railway School Teachers are not provided with any allowances even though they are eligible for teaching aid allowance & milk allowance. Hence the above may be considered by the 7th CPC.

Railway School Teachers are treated as vacation staff and so we are not eligible for Transport Allowances in the month of May. Railway School Teachers perform examination invigilation duty, paper valuation duty, result analysis and emergency duties like election duty in the month of May. Hence we may not be treated as vacation staff, instead the Railway Administration can arrange training programmes for high performance in the international education training centres.

CANTEEN STAFF

The scales of pay of Canteen Staff in Indian Railways have been standardized by Railway Board pursuant to the directives of Supreme Court. Nature of duties and responsibilities of canteen staff working in statutory and non-statutory canteen are identical.

STATUTORY CANTEEN

Run by the respective railways in order to provide meals snacks and tea to railway workers on subsidized rate at their work place. These canteens are mandatory under Factories Act 1948. Good quality material is used for preparations under hygienic conditions.

NON-STATUTORY CANTEEN

They are managed by the railway in places where concentration of staff is there like headquarters office, divisional offices etc.,

General duties are assigned to these staff as follows:-

Cleaner:

They have to clean utensils for preparation of food, snack and tea. He serve the food to customer and cleans the utensils. In absence of vendors he has to vend the snacks.

VENDORS

They assist the cook in the preparation of food by cutting of vegetable etc. They transport the snacks and tea to the shop floor and sales these items to the workers at work spot and deposit the sale amount to the Manager immediately.

COOKS

Prepare Tiffin Tea and Lunch.

MANAGERS

Supervise the duties of staff in canteen and custodian of Stores including Tools and Plants. Forecast the requirement of provisions and arranges for procurement. Maintains accounts of transactions and remit the cash into the bank. Looks after the welfare, establishment matters.

The Medical standard is Cee-one for Canteen staff.

Keeping in view the duties performed by the Canteen staff, NFIR proposes following pay scales :

NON-STATUTORY/ STATUTORY CANTEEN STAFF

| Designation | Existing 6th 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 |

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CHAPTER - XIV

STORES DEPARTMENT

The Stores Department plays key role for the efficiency of Railways by planning and supplying materials and Stores uninterruptedly to different establishments of all departments. The activity of Printing Presses and Garment Factory (supplying Uniform to the Railway employees) is also controlled by this Department. The total strength of the staff in Stores Department in Railways is 26,661(approx).

The Zonal Railways and Production Units run 262 stocking depots, stocking over 1.8 lakh materials components of various descriptions for meeting the requirement of each unit, Loco Shed, Station, Depot, Workshop etc.,

The Stores Department as part of materials management system also creates revenues through disposal of surplus and obsolete items industrial wastes and unserviceable stores.

- 1) **Materials Management:** can be defined as the function, which is responsible for the co-ordination of planning, sourcing, purchasing, moving, storing, and controlling the materials in an optimum manner so as to provide pre- decided service to the customer at a minimum cost.
2. **Objectives of material management:**
 - i) Providing the materials for maintenance of assets,
 - ii) Sale of scrap,
 - (iii) Inventory Control and expenditure Control.
3. **Functions of Material Management:**
 - i. Ascertaining the needs of the various departments in the matter of Stores and materials.
 - ii. Preparing the correct estimate of the quantities to be purchased/manufactured in workshops
 - iii. To purchase the required materials at minimum possible prices by following the prescribed purchase polices and encouraging healthy competition.
 - iv. To ensure that continuity of supply of materials to the users is maintained by avoiding out of stock situation.
 - v. To supply the materials of consistent quality i.e., of quality which meets users specification.
 - vi. Properly monitoring of receipt, inspection, stocking and distribution of stores to the various consuming points as and when required.
 - vii. Identifying and arranging disposals of scrap within the shortest possible time to the best advantage of railways.
 - viii. Developing ancillary industries and indigenous sources of supply to replace imports.
 - ix. Maintaining a constant touch with the market to ensure steady flow of materials.
 - x. To ensure effective inventory turns over ratio by following the necessary methods.
 - xi. To ensure that the availability of serviceable and quality materials to user department at all times by taking the necessary preservation methods.
 - xii. To assist technical departments in bringing out a new product, which will reduce the expenditure.
 - xiii. To develop new sources - seminars and exhibitions are to be conducted for publicity of items.
 - xiv. Vendor Development system to be followed.
 - xv. Taking policy decisions, wherever required to follow the above aspects.

4. The Printing Presses on Indian Railways print and distribute the money value items like Tickets, Blank Pass Books Times Table etc. They also periodically publish upto date circulars dealing with Establishment Matters and instructions dealing with safe operation of trains.

5. The Stores Department staff i.e. Depot Material Superintends, Ministerial Staff, erstwhile Group 'D' staff etc., are playing significant role in the process of procurement, maintenance of stocks proper accountals, prompt supplies on the basis of indents placed by consumers of different departments. The staff of Stores organization are also performing duties relating to disposal of scrap for generating earnings. In the year 2012-13 the Stores Department had realized Rs.3534.40 crores from disposal of unserviceable stores.

HAZARDS

1. Physical efforts in loading and unloading.
2. Safety and Security of Materials.

The following pay scales are recommended for consideration of the 7th CPC

| 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 | |
| PAINTER | | | |
| 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 ** |
| CARPENTER | | | |
| CarpenterTech I/ Tinsmith | 9300 - 34800 | 2800 | 56000 |
| Carpenter Tech II | 5200-20200 | 2400 | |
| Carpenter Tech III | 5200-20200 | 1900 | 46000** |
| TECHNICIANS | | | |
| Fitter Tech III | 5200-20200 | 1900 | 46000** |
| DRCD Tech II | 5200-20200 | 2400 | |
| MISC CATEGORIES | | | |
| M/Checker | 5200-20200 | 1800 | 26000 |
| Gestetner/ M/Operator | 5200-20200 | 1900 | 33000 |
| Jamadar | 5200-20200 | 1800 | 33000 |
| Helper | 5200-20200 | 1800 | 33000 (Asst Tech) New Scale Proposed |
| 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.

(Unit Purchase Cell (UPC) of Stores Department may be granted pay scales at par with Ministerial Staff of other Departments).

MASTER CRAFTMANSHIP SKILLS

NFIR wishes to invite kind attention of the 7th CPC that due to advancement in Technology, rapidly bringing modernization in the Indian Railways, mainly in the field of Signalling, Electrical, Repair Sheds, Workshops, Civil Engineering, Mechanical & Stores Departments etc. the IR requires work force with improved skills and craft competency.

NFIR therefore, proposes introduction of new elevated pay scale of Rs.74000(Open Ended),with designation as **Master Technician**, to facilitate the incumbents possessing master skills to get promoted. This type of motivation would enhance devotion level of staff.

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CHAPTER – XV

PENSION

RESTORATION OF LIBERALISED PENSION SCHEME IN RAILWAYS

Indian Railways is one of the largest Railway systems in the World and is fully owned and operated by the Ministry of Railways (Railway Board), Government of India. It plays a significant role in driving economic growth of the country, offering highly affordable, environment-friendly transportation of passengers and freight specially bulk commodities across the country and also for rapid movement of Army, para-military forces and their connected artillery and military hardware to the Nation's borders. The role of Indian Railways thus cannot be underestimated, under any circumstances.

Ministry of Railways (Railway Board) introduced Pension Scheme exclusively for Railway employees who entered Railway service on 16th November 1957. These rules were subsequently modified as Railway Services (Pension) Rules 1993 and Railway Services (Extraordinary) Pension Rules 1993. It is also worth-mentioning that the Hon'ble Supreme Court in the case of DS Nakara and Others V/s Union of India (AIR-1983-SC-130) gave following verdict:-

“Pension is neither a bounty nor a grace bestowed by the sweet will of the employer but is a payment for the past services rendered. It was construed as a right step towards socio-economic justice and a concrete assurance to the effect that the employee in his old age is not left in the lurch.”

2. The Government of India had introduced Contributory Pension Scheme, with effect from January, 2004. However the Personnel in Armed Forces, Personnel working in Para-Military establishments have been exempted from NPS. The State Governments of West Bengal, Kerala and Tripura through their executive instructions consciously decided to continue with the liberalized pension scheme to their employees and not to adopt New Pension Scheme.

3. **Justification for scrapping the New Pension Scheme:-**

3.1 **Unique Railway working:**

3.1.1 Federation wishes to invite attention to the fact that the working of Indian Railways is totally different and distinct as compared to other Departments of the Central Government. Even during the colonial period, the Railways was conceived and operated as an auxiliary wing of the Army, primarily because of its nature of work rendered round the clock, 365 days in a year facing extremely tough working conditions in all seasons may be extreme hot, cold or torrential rains and its well-defined role in rapid movement of troops across the Indian sub-continent, more particularly on the borders when the Railway employees are exposed to the peculiar situations. It is also worth-mentioning that though the Indian Army fights war once in two/three decades, Railway employees are required to face war-like conditions/situations in their day to day work - may be due to derailment, accidents breaches, bandhs, civil disobedience movements besides providing back up support for Army by ensuring speedy rail movement.

In support of the above contention, NFIR wishes to place following excerpts from the Report of “The Railway Safety Review Committee, 1998” (Part-I) headed by Retired Judge of the Supreme Court (Justice HR Khanna) where the Committee had observed as under:-

“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 colonizers 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.”

3.1.2 Indian Railways is quite unique in its working and distinctive in character. A lot of challenges are required to be faced to make the railway system safe, reliable, efficient and capable of fulfilling the needs of not only of common public through transportation of passengers and other products like Iron ore, minerals, food-grains etc. but also ensuring safety of the country by reaching the border areas. During the course of performance of duties a number of Railway employees lose their lives and also sustains injuries like Military and para-military forces. The report submitted by the High Level Safety Review Committee, comprising of Technocrats and Specialists in the field led by eminent scientist Dr Anil Kakodkar had highlighted following figures in respect of railway employees vis-à-vis passengers/general public killed and injured **during the year 2007/08 to 2011:-**

| | Killed | Injured |
|-----------------------------|---------------|----------------|
| (a) Railway employees | 1600 | 8700 |
| (b) Passenger/Public | 1019 | 2110 |
| (c) Unmanned Level crossing | 723 | 690 |

The above position is sufficient to prove that the working of Railway staff cannot be treated as less arduous than the Military and Para-military personnel and there is need that Railway employees are exempted from the application of New Pension Scheme, presently called National Pension System and thus the Railway employees should be continued to be governed by the Liberalized Pension Scheme called as Railway Services (Pension) Rules, 1993 and or Railway Services (Extraordinary Pension) Rules, 1993.

3.2 **Uniqueness of Indian Railways and the crucial role of railway employees for providing efficient services:-**

There are only two things which moves uninterruptedly, one is ‘Wall Clock’ and the other is Indian Railways. There are certain factors which epitomizes Indian Railways as Unique such as

- hazards induced by job environments, working conditions and capital health which are totally uncommon. These conditions prevail only in Armed Forces,
- Rigorous medical standards, periodic updating of skills, workforce to prepare itself to match with changed technological upgradation-Unique to Railways.
- Railway employees job profile have built in integration of performance-cum-safety, execution-cum-self certification besides extended duty hours demanded by critical operational regime,
- Like Armed Forces, the Railway employees are expected to remain at their Headquarters/Stations even while availing periodic rest and they should report to duty in emergency and in the event of any untoward eventuality. Without prior permission they cannot leave Headquarters even during Rest Day. This system is not prevailing in any other Central Government Organization,
- Even when they avail leave, they are expected to give the ‘address on leave’ facilitating the Railway management to summon them to take up duty at a short notice. This is akin to that of Armed Forces.

- Railway employees are expected to rise to the occasion in the event of any crisis like accidents, floods, sabotage etc even while on leave and assist the system.
The above provisions are in-built in various Rules laid down by the Railways.

3.3 Uniqueness in the duties:

- The uniqueness in performing the duties of railway employees which are unmatched & second to none, is that the employee has to continue on duty and to wait for his reliever to take charge and he is not expected to leave the post although duty hours are complete unless and until his reliever reports and takes charge, e.g. Train Controller, Station Master, Electric Signal Maintainer, Technical staff, Loco Pilots, Guards etc. Thus their nature of duties are akin to that of defence personnel.

3.4 Exposed to Risks :-

- While performing duties whether running the trains, maintaining Tracks/S&T assets, attending to under-gears of the rolling stock the staff sneak in between two rails for ensuring train formations fit to run.
- Continuously work under open Sky, in remote/jungle areas facing inclement weather conditions, susceptible to air pollution and high decibel noise which are unique so far as hazardous working conditions faced by vast majority of railway employees similar to the conditions faced by army personnel during war time,
- Vast majority of Railway employees work at remote places, jungle areas and road side stations where amenities do not exist – this is similar to that of Defence forces,
- Nature of Railwaymen's working is against cultural harmony, biological clock i.e. round the clock working in shifts, continuously night duties resulting into irregular living like that of military/para-military personnel.
- Railway employees are exposed to anti-social elements in the course of performing duties which is also unique to the Railway System similar to the situations faced by para-military staff,
- Railway employees are liable for criminal prosecution in case of accidents as their duties are connected with the movement of trains round the clock with high safety standards while ensuring punctuality – a peculiar situation which is not faced by the staff of any other Ministry/Department of Central Government,
- The duties of Railway employees are strenuous as Indian Railways is an operational transportation network. Continuous stress and strain in the course of performing duties has been resulting in health hazards like Hyper-tension, diabetes, Ulcer, Cardiac problems leading to premature deaths, medical invalidation at a scale larger than Armed/para-military forces. It is reported that the number of deaths while on duty or in service or on leave/sick is nearly 10000 per annum. This alarming number of deaths is due to various difficult working conditions.
- Rail work force are expected to possess quick reflexes like that of armed forces for ensuring best services to the customers and Nation.

4. Indian Railways' Resources

Indian Railways has its own budget. Dedicated and devoted services of Railway employees is a real contributing factor for running this important transportation system. The earnings generated by the Indian Railways due to continued efficient services of all the categories of employees have not only resulted in substantial earnings but also made I.R., to meet the expenditure towards staff wages, allowances, pension liabilities etc., thus capable to absorb these commitments from its own resources.

5. Healthy Industrial relations

The country as well as the Indian Railways should feel proud of its work force which has been working relentlessly for providing satisfactory services to the Customer. Healthy Industrial Relations have been built by pursuing mutual trust and co-operation among the staff of all categories as well as the management during the last four decades. Not a single man-day has been lost on employees' account during the period of forty years in the Railways due to disciplined work culture inbuilt among the employees.

The New Pension Scheme has unfortunately resulted into disappointment and frustration among railway employees. This needs to be removed for ensuring equal justice to all employees irrespective of their date of appointment whether they are pre 01/01/2004 or post 01/01/2004. Withdrawal of New Pension Scheme in Railways would generate good industrial relations and contribute for improved efficiency and best operating ratio.

We have already pleaded with the Railway Ministry and discussed with the Railway Minister also seeking his intervention. Consequently, Railway Minister had sent communication in March, 2014 to the Union Finance Minister urging the Government to review for exempting Railways from New Pension Scheme (National Pension Scheme).

NFIR, therefore, makes submission to the Hon'ble Pay Commission to kindly consider the valid points brought out in this Chapter and recommend for withdrawal of New Pension Scheme in Railways, facilitating restoration of Liberalized Pension Scheme which was in vogue till 31st December, 2003.

CHAPTER - XVI

ALLOWANCES

1) Dearness Allowance (DA)

NFIR requests the Pay Commission that the existing formula of computation of DA and its payment w.e.f. 1st January & 1st July of every year may be continued.

2) House Rent Allowance (HRA)

NFIR suggests the 7th CPC to recommend to the Government to act on the suggestion made by 3rd CPC and may suggest following rates for payment of House Rent Allowance :-

| | |
|--|-------|
| ‘X’ Class Cities | – 60% |
| ‘Y’ Class towns | – 40% |
| ‘Z’ Class classified/unclassified places | – 20% |

3) Compensatory City Allowance (CCA)

Federation does not agree with the views of the 6th CPC subsuming CCA in Transport Allowance as the same is not practically feasible considering the fact the relative expenses have to be incurred not only in bigger cities but in all other cities as well. In this connection, NFIR further wishes to state that prior to 6th CPC recommendations, CCA was a component in determination of Over Time Allowance. NFIR, therefore, suggests to the 7th CPC to recommend the following rates :

| Pay Range | ‘A’ Classified City | ‘B’ & ‘C’ Classified Cities |
|-------------------------|---|---|
| Pay upt 50,000 | 10% of Pay | 5% of Pay |
| Pay of more than 50,000 | 6% of pay subject to a minimum of Rs.5000 | 3% of pay subject to a minimum of Rs.2500 |

4) National Holiday Allowance

The National Holidays are granted to facilitate the employees to celebrate in association with their family members, relatives and friends. Festivals in India are celebrated with grandeur and gaiety since these reflect the culture of the Nation over 5000 years. However many of the railway employees are deprived of the opportunity to enjoy the celebrations as their services are indispensable for providing services round the clock in public interest. Thus when they forego the benefit of holiday, it is necessary to compensate them adequately to boost their morale and to make good the loss of pleasure by their absence with their family on the nominated holidays.

We, therefore, request the VII CPC to recommend revision of the rates of National Holiday Allowance to three times of the wages (which is inclusive of Pay + DA + DP).

5) Travelling Allowance

NFIR proposes that the rates of Travelling Allowance may be considered by the 7th CPC for revision by at least three times. The revised rates of Travelling Allowance may be revised automatically by 50% in case DA reaches 50% of the pay with provision of further revision by 50% when DA reaches 100% of the pay to maintain balance with the prevailing market rates.

6) Over Time Allowance (OTA)

We propose that Over Time Allowance as exists now should continue to be paid and calculated on the basis of actual pay, DA and Transport Allowance. The rate of OT Allowance should be revised as and when the DA is increased and there shall be no ceiling on the amount of Over Time Allowance payable to staff.

7) Night Duty Allowance (NDA)

NFIR urges upon the 7th Central Pay Commission to recommend the payment of Night Duty Allowance for all staff performing night duty from 18:00 to 6:00 hrs. The rate of NDA should be computed on the basis of revised pay and be reviewed annually in order to include the DA admissible.

8) Fixed Medical Allowance : Presently, Rs.300/- is being paid as Fixed Medical Allowance which is grossly inadequate. This allowance needs to be revised to not less than Rs.2000/- per month + Dearness relief thereon without restrictions.

9) Washing Allowance : The front line staff of Station Master, Booking Clerk, ECRC and other Staff like Loco Pilot, Guard, Technical Supervisors, Technicians etc., are supplied uniform and they should appear with Uniform on duty, neat and clean. This will show the identity of the staff of Railways. But it is unfortunate that they are all not paid Washing Allowance, which they deserve to be paid.

We therefore suggest that Rs.1000 per month may be paid as Washing Allowance.

Similarly Washing Allowance paid to Track Maintainer may also be revised to Rs.1000 per month.

10) Hospital Patient Care Allowance/Patient Care Allowance

Hospital Patient Care Allowance/Patient Care Allowance (HPCA/PCA) should be paid to all employees working in the Railway Hospitals/Health Units/Dispensaries, including Officials working in the Offices of the Hospitals/Health Units etc., as they deal with the patients directly or indirectly in one way or the other.

11) Risk Allowance : The staff belonging to the following categories are being engaged in duties involving greater hazards or whose health is liable to be adversely affected progressively over a long period of time because of the particular avocation. There are two types of risk (i.e.) Contingent risks and Continuous risk where the risk is inherent and continuous in the occupation itself with adverse effects on health.

1. Sweeper cum Safaiwala
2. Trolleymen,
3. Pointment/shuntmen
4. Mosquitomen
5. Porters
6. Skid Porters
7. Staff engaged in Train lighting shop in Battery Section,
8. Basic Electroplater
9. Basic Diesel Fitter
10. Blacksmith
11. Shunting Porter
12. Welder
13. Working in 11 KV and Staff handling in 440 W and above equipments
14. Batterymen
15. Bogie Lift Section
16. Painter
17. Forge & Smith Shop
18. Bridge Erecting Staff

12) Continuous Hazardous/Arduous Duty Allowance : Employees who are deputed to attend hazardous and Arduous nature of work and unhygienic work involving threat to the limb and life. For e.g. Track Maintainers, keymen, Night Patrolmen who always on the track and attending the

duties are very much prone for accidents. Averagely every year more than 180 Track Maintainers were killed during course of duty hours. All happened due to working on the track constantly under stress. The following are to be granted with hazardous / arduous allowance.

1. Track Maintainer
2. Night Patrol Men
3. Keymen
4. Pointsmen
5. Shuntmen
6. Staff handling 440 Volts & above equipments
7. Skid Porters
8. Shunting Masters
9. Shunting Jamadars
10. Shunting Porters
11. Trolley Men
12. TRD Linemen
13. Porters
14. Patrolling Staff
15. Overhead Crane Drivers
16. Gate Keepers
17. Bridge Field Staff
18. Riveters
20. Sarangs
21. Helpers
22. Blacksmith
23. Bariwala
24. Batterymen (those directly involved in charging of battery)
25. Welders
26. Token Porters
27. Sand Blasters
28. Sanitary Mistries
29. Painters
30. Mosquito Men
31. Lampmen
32. Fitters
33. Electro Platters
34. Cook Mates
35. Cooks

13) Hazardous Duty Allowance to Diesel Shed / Electric Loco Shed Staff :

Diesel Shed staff are heavy prone to pollutions. All the duty hours they are supposed to deal with oil and grease.

a) **Oil Pollution :** The engine runs with HSD oil and lubricating oil which contains sulphur and elements which detrimental to the skin. Continuous handling with HSD oil affects the skin and eye irritation resulting various occupational diseases and this will adversely affect the total health.

b) **Sound Pollution :** Exposure to high noise to the decibel level of 180. Since the Loco is always in cranked condition for various type of check, schedules etc. The huge sound not only affects the ear it causes other mental agony and etc.

c) **Smoke Pollution :** The Diesel Engine emit exhaust smoke continuously which contains carbon monoxide, sulphur and heavy fumes etc. which are continuously inhaled by staff. This adversely affects the health of the staff causing all the problems of heart and lungs diseases.

d) **Heat Radiation Pollution** : After each heavy schedule, the Diesel Engine is taken to load box for conducting load test to check the performance of the Engine, During load box the engineer generates, tremendous heat and sound. Daily on an average 3 to 4 Diesel Locomotives are being tested in load box. The generation of heat is as high as 600 degree Centigrade and above as well as unbearable sound. Staff who are conducting the load test are subjected to tremendous heat radiation from the Engine affecting the general health condition of the staff.

In view of this condition, staff of Diesel Sheds face adverse situations, affecting their health. The percentage of sick and premature deaths is also noticed in several Loco Sheds. Similar conditions are by and large prevailing in Electric Loco Sheds also.

Therefore 10% of Basic Pay may be granted.

14) Risk Allowance to Track Maintainers

Track Maintainers are working not only on the tracks but also patrolling the railway tracks during all seasons facing inclement weather conditions. They conduct night patrolling, monsoon patrolling, cold/hot weather patrolling thus in almost all seasons they patrol the railway tracks. They face snake bites, attacks by wild animals in the course of performing duties. While performing their duties they have to be very careful to watch front and rear portion of the tracks to save themselves from run over by speeding trains.

Dr Anil Kakodkar, Chairman High Level Safety Review Committee in his report has mentioned that over 50% of total deaths of railway employees in the course of performing duties are of Track Maintainers. This shows that the death rate of track maintainers due to run over by trains is highest in terms of percentage. Unfortunately, these staff are not paid risk allowance.

NFIR, therefore, requests the Pay Commission to consider recommending Risk Allowance at the rate of Rs 1000/- p.m. to each Track Maintainer.

15) Special Allowance to Controllers

The traffic controllers are working without any break with high degree of concentration. Their duty is to monitor continuously round the clock the train movements, endure optimum utilizing of rolling stocks, assessing traffic situation, forecasting etc. They do not have a single minute respite during the duty period. Their job description is mentioned below briefly :-

- Super Intensity and continuous involvement in all phases of activities of movements.
- Incessant communication with multifarious inputs and instructions.

Therefore we request the Pay Commission to recommend special allowance equivalent to 20% of pay plus DA.

16) Special Allowance to Gate Keepers

Presently Gatekeepers are paid special allowance at Rs.450/- p.m. This may be revised to three times.

17) Stores Maintenance Allowance to Incharge Supervisors

The Jr. Engineer & Sr. Section Engineer of Permanent Way are performing the duties of Track Maintenance and maintaining Stores of several crores of rupees. They also maintain staff establishments and Railway boundaries. They are expected to work round the clock in any emergency when they have been called for. They are classified as excluded category. They may be granted Stores Maintenance Allowance equivalent to 10% of Pay + DA.

18) Special Allowance to Trolley men

Workmen designated as Trolley men in Civil Engineering and Signal & Telecommunications Department are required to push trolley on the rails which carries a group of supervisors for inspection of track, signals, level crossings and such other units en route.

Two men who push the trolley carrying few men with equipment on the track each running on one rail .. this is a herculean task requiring both straining each of their nerve. On the one hand they are required to be quite attentive in pushing the trolley as they have to run on a single rail watching constantly and on the other they have to be physically and mentally in sound position in the course of performing job. Any slip in their run results grievous injury to them.

While the IV CPC had awarded them monthly Special Allowance of Rs. 20/-, the same was dis-continued with the implementation of V CPC pay scales.

As explained herein since the job is quite strenuous and workmen are subjected to strain every nerve these workmen deserve grant of Special Allowance. It is also pertinent to mention that the risk faced by the trackmen is 'continuous'.

NFIR, therefore, requests the VII CPC to recommend for payment of Special Allowance not less than Rs. 1000/- per month to the Trolley men of Civil Engineering and Signal & Telecommunications Department.

19) Shoe Allowance to Track Maintainers, ESM, TCM etc.,

The Track Maintainers are presently paid shoe allowance. The Track Maintainers report to duty in the morning and required to walk the entire section everyday on the ballast carrying tools of 25 Kgs weight. Their duty is arduous in nature. They are exposed to heavy rains, severe cold and tough summer condition. The present payment of shoe allowance of Rs.900 per year is inadequate considering the cost in the market. This allowance may be revised to not less than Rs.2500/- per annum.

Similarly, the staff of S&T Department - ESM, TCM etc have to work on the railway tracks to attend to repairs and maintenance of signals, line circuits and have to walk on the ballast of the track, being part of their job requirement.

We therefore request the Pay Commission to recommend shoe allowance of Rs.2500/- per annum to the category of ESM, TCM etc., also.

20) Revision of Special Allowance to the Accounts Staff for Passing Appendix II and III Examination

Presently an amount of Rs.1000/- p.m. is paid to those qualified Accounts Assistants, when they are posted as Stock Verifiers, considering the difficult nature of duties and working conditions. Although JAAs clear the Appendix Examination and are consequently posted as Stock Verifier, they are denied the Special Allowance which is incorrect. We therefore propose that those qualified JAAs when posted as Stock Verifier, Special Allowance be granted 3 times of Rs.1000/- per month, equal to that of those AAs performing Stock Verifier duties. When the NFIR had pointed out this discriminatory treatment in the PNM meeting with Railway Board citing Advance Correction Slip, there was no response.

While ensuring equal treatment for both the categories of JAA/AA we request that the existing Special Allowance of Rs.1000 may be revised to Rs.3000 per month.

21) Special Allowance to Ticket Checking Staff

The workload of Ticket Examiners has increased considerably in the last one decade.

The Ticket Checking Staff have to update their knowledge with the new technologies like e-ticketing, cell phone booking etc. Apart from verification of travel authorities, the Ticket Examiner has to verify the original photo identity cards of passengers. They also need to be trained for verifying the genuineness of the passengers with the identity card. Due to facing adverse conditions like frequent bomb blasts, fire in the coaches, Travelling Ticket Examiners are prone to risk. They are also exposed to threats and attacks by anti social elements in the running train and there are instances of Ticket Examiners pushed out of the running trains. The Ticket Checking staff are also required to acquire knowledge of operation of fire extinguisher.

The Travelling Ticket Examiners has been forced to man upto five coaches as against 2-3 coaches earlier.

Throughout their career they perform duties on the train away from headquarters with night duties foregoing social life and family comforts for most of the time.

In view of the working conditions as explained above, NFIR proposes that a sum of Rs.3000 per month may be paid to the Ticket Examiners as a special allowance. This allowance needs to be increased by 50% whenever DA reaches 50%.

22) Cash Dealing Allowance

The front line staff i.e. Booking Clerk, ECRCs and Station Masters are dealing the cash transaction with high denomination such as thousand and five hundred rupee currencies. In the major stations the booking clerk and ECRCs at the time of closing the counters are dealing with total collections of several lakhs. The more risk is involved in the fake currencies. The Booking Clerk when they work as a cashier collecting all the cash, is required to count the currencies worth about 30 to 50 lakhs every day. We therefore suggest that Rs.2000 per month may be granted as cash dealing allowance to these staff.

23) Risk/Special Allowance for Permanent Way staff of Suburban System

At Mumbai, Kolkatta & Other Metro Cities, the frequency of train services are very high. The Track Maintainer and other P.Way staff work with special skill and intensive concentration without any moment of relaxation. Their job involves high degree of risk to their life, since they are under the constant danger of being run over by trains, since they are working in multiple line sections. Due to this complicated nature of job, they develop medical complications thereby leading to reduced lifespan. Therefore, we suggest that 10% of Basic Pay may be granted as a risk / special allowance for suburban track maintainer and other P.Way staff working in Suburban areas.

24) Shift Duty Allowance

The Railway staff like Controllers, Station Master, Traffic staff of Pointsman, Cabinman, Shunting Master, Shunting Jamadars, Train Clerk, Gate Keeper etc., Booking Clerks, Ticket Checking Staff, Sr. Section Engineers, Jr. Engineers, Technicians of C&W, EMU and Locos etc are working on shift duties on a rotation basis. Their nature of duties are such that they have to perform Night Duties, continuous duties etc. which adversely affect their health conditions. Moreover, while coming for duty and after completion of duty, they have to travel nearly one to one and half hour for reaching their workspot/residence. Since this time period is not counted for duty purposes, we suggest that such staff may be granted Rs.2000 per month as Shift Duty Allowance.

25) Ghat Section Allowance

The staff who are deployed in Ghat Sections for the day to day maintenance of the track, bridges, signals, stations etc., are facing much hardships due to falling of boulders and adverse conditions. They face the risk from wild animals, scorpion and snake bites etc. With all the problems they have to perform duties. We suggest Rs. 2000/- per month may be granted as Ghat Section Allowance to all these staff.

26) Special Duty Allowance to Staff working in Hill Areas/Inhospitable/Disturbed Areas/ Remote Station/ Remote Area

Indian Railways has tracks of 65456 route kms / 1,15,000 track kms with more than 7172 railway stations. More than 37% of the stations are not accessible by road or any other transport mode and over 62% of route kms of track is inaccessible by any other transport mode. But the I.R. performs round the clock, on all days, throughout the year, for ensuring punctuality and safety.

Hill areas, Ghat sections etc., have no access to the work places, no human habitation in and around of 10 to 15 kms. Besides there is no water, no food, no shelter and equally there is potential threat from wild animals. The staff working in these areas are away from their families. In addition there are many areas in several states which are largely affected due to extremists activities.

In view of the above NFIR proposes that the employees working in disturbed, Inhospitable and Hills Areas may be compensated with the following allowances :-

- a) Disturbed area allowance @ Rs.1000 per month.
- b) Inhospitable allowance @ Rs.1000 per month.

Similarly, the staff performing duties at the Remote Stations/places/areas are facing severe hardships foregoing basic requirements of life and amenities. Consequently education of their children is dislocated. Therefore they deserve to be granted Remote Station/ Area Allowance @ Rs.1000 per month.

27) Trekking Allowance to Track Maintainers

The duties and responsibilities of Track Maintainers are very hazardous as they are required to carry tools weighing about 25kg and trek on the railway tracks in between two rails, for inspecting the track condition and attending to the defects then and there for safe passage of trains.

In this process, the track maintainers are trekking over 12 km to and fro from the time of commencement of duty till they reach the Gang Tool Box after sun set. The Track Maintainers are required to perform these duties every day under hot sun and difficult working conditions. They safeguard the tracks during rains, floods and cold/hot weather conditions. Presently they are not paid any allowance when they are performing these hard duties throughout their service.

This category deserves special treatment in the form of payment of “Trekking Allowance”. NFIR, therefore, proposes that the Track Maintainer category may be granted Trekking Allowance of not less than Rs 1,000/- p.m.

28) Heavy Traffic Allowance to Station Masters and other Operating Staff

On sections of heavy density traffic on main lines, the Station Masters and Operating Staff handle 100 to 200 trains per day of 24 hours. However, on certain sections the number of trains dealt varies between 25 to 50.

In view of heavy stressful nature of duties of Station Masters and Operating Staff on heavy sections, there is justification to grant additional allowance for these staff. Pay Commission may kindly consider recommending Heavy Traffic Allowance @ Rs.5000 p.m. to the Station Masters, Traffic Inspectors and Rs.3000 p.m. for the other Operating Staff.

29) Non-practicing Allowance to CLAs & Pharmacists

CLAs

Since the practicing Lawyers of course with prescribed age limit apply for post of Chief Law Assistants (one of the condition for direct recruitment from open market) and may appear in the Courts due to non-presence of nominated railway advocates, the LAs/CLAs are, therefore, entitled for non-practicing allowance. Besides this CLAs are also deployed for drafting plaints/written statements, examining counter replies, notices and judgements delivered by the Lower Courts, Tribunals, High Courts & the Apex Court. In the Railway Claims Tribunals, CLAs present the cases before the Tribunal, but they have not been granted non-practicing Allowance similar to the doctors in the Railways.

NFIR proposes that CLAs may be granted a minimum of 10% of pay as Non-Practicing Allowance to maintain professional parity.

Pharmacists

According to the Pharmacy Act 1948, no person other than a Registered Pharmacist can practise 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 the present scenario, Pharmacists in Railway Service are not allowed to practice pharmacy privately though they have lot of scope for practise, neither they are compensated in this regard.

Keeping this in mind, 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 amounting to at least 10% of the basic pay.

30) Library Allowance for Chief Law Assistants

For conducting court cases, CLAs are expected to acquire and update themselves with the latest case laws of Apex Court, High Courts & Tribunals. Presently nothing has been sanctioned to the category of CLA. A sum of Rs.1000/- p.m. may be recommended by the Pay Commission for CLA as Library Allowance.

31) Additional monthly incentive for personnel posted in North Eastern Region

NFIR requests the Seventh Central Pay Commission to recommend special duty allowance at the rate of 37 ½ of pay.

32)Other Allowances/Advances

Federation suggests the 7th CPC to recommend upward revision of the following allowances/advances by 3 times in view of the proposal for revision of pay structure :

| S.No | Name of the Allowance / Advance | Old Rate w.e.f. 01.09.2008 Rs. | Existing Rate w.e.f. 01.01.2011 Rs. | Revised Rate w.e.f. 01.01.2014 Rs. |
|-------------|---|---|--|---|
| 1. | Children Education Allowance | 1000 | 1250 | 1500 |
| 2. | Hostel Subsidy Allowance | 3000 | 3750 | 4500 |
| 3. | Child Care Allowance (for disabled) | 1000 | 1250 | 1500 |
| 4. | Washing Allowance | 60 | 75 | 90 |
| 5. | Travelling Allowance (TA) | 210 340 400 460 520 | 263 425 500 575 650 | 316 510 600 690 780 |
| 6. | National Holiday Allowance (NHA) | 170 212 280 | 213 265 350 | 256 318 420 |
| 7. | Breakdown Allowance (BDA) | 80 120 160 200 | 100 150 200 250 | 120 180 240 300 |
| 8. | Special Allowance for Engineering Gateman | 300 | 375 | 450 |
| 9. | Conveyance Allowance | 370 480 640 750 850 1120 1680 2070 2430 3000 | 463 600 800 938 1063 1400 2100 2525 3038 3750 | 556 720 960 1126 1276 1680 2520 2980 3646 4500 |
| 10. | Cycle Maintenance Allowance | 60 | 75 | 90 |
| 11. | Night Patrolling Allowance | 6 | 8 | 10 |
| 12. | Road Mileage Allowance | 8 16 | 10 20 | 12 24 |
| 13. | Tribal Area Allowance | 240 | 300 | 360 |
| 14. | Hill Area Allowance | 480 600 | 600 750 | 720 900 |
| 15. | Bad Climate Allowance | 400 | 500 | 600 |
| 16. | Nursing Uniform Allowance | 6000 | 7500 | 9000 |
| 17. | Nursing Allowance | 3200 | 4000 | 4800 |
| 18. | Washing Allowance (Nursing Staff) | 300 | 375 | 450 |
| 19. | Project Allowance (Construction / Survey) | 1500 1000 | 1875 1250 | 2250 1500 |
| 20. | Compensatory Allowance (Construction/Survey) | 1500 1000 | 1875 1250 | 2250 1500 |
| 21. | Composite Transfer Grant CTG | 18 9 4.60 | 22.50 11.25 5.75 | 27.00 13.50 6.90 |
| 22. | Uniform Allowance, Kit Maintenance Allowance & Washing Allowance (RPF/SRPF Group A Officers only) | 14000 300 60 | 17500 375 75 | 21000 450 90 |
| 23. | PG Allowance & Annual Allowance (for Doctors alone) | 1000 600 | 1250 750 | 1500 900 |
| 24. | Health and Malaria Inspectors (Additional duty) | 400 | 500 | 600 |

| | | | | |
|------|---|------|------|------|
| 25. | Commercial Staff in charge of flag stations | 80 | 100 | 120 |
| 26. | Teachers Library work | | | |
| i. | ATP – Primary School | 200 | 250 | 300 |
| ii. | Middle School | 300 | 375 | 450 |
| iii. | High/Hr. Sec. School | 400 | 500 | 600 |
| 27. | Announcers ECRCs/Comml. Clerks/TCs | 120 | 150 | 180 |
| 28. | Train Supdt./TS (Rajdhani Exp.) | 600 | 750 | 900 |
| 29. | Steward (Dy. TS) (Rajdhani Exp.) | 240 | 300 | 360 |
| 30. | CTIs/TTEs Flying Squad | 200 | 250 | 300 |
| 31. | Cook/Cook mate | 80 | 100 | 120 |
| 32. | Senior Scale | 400 | 500 | 600 |
| | JA Grade | 600 | 750 | 900 |
| | SA Grade (Hindi Officers) | 1200 | 1500 | 1800 |
| 33. | Festival Advance | 3000 | 3750 | 4500 |
| 34. | Bicycle Advance | 3000 | 3750 | 4500 |
| 35. | Warm Clothing Advance | 3000 | 3750 | 4500 |
| 36. | Flood Advance | 3000 | 3750 | 4500 |
| 37. | Natural Calamity Advance | 5000 | 6250 | 7500 |

CHAPTER – XVII

COMMON ISSUES CONCERNING ALL CENTRAL GOVERNMENT EMPLOYEES

NFIR requests the Pay Commission to consider the proposals made through JCM (Staff Side) memorandum submitted to the Commission on 30th June 2014 in respect of the following common issues and recommend accordingly:-

| Chapter of JCM Memorandum | Contents |
|---------------------------|--|
| Chapter IV | Principles of wage determination |
| Chapter V | Minimum Wage |
| Chapter XV | Allowances and Advances |
| 15.1 | Dearness Allowance |
| 15.2 | House Rent Allowance |
| 15.3 | Compensatory City Allowance |
| 15.4 | Transport Allowance |
| 15.5 | Deputation Duty Allowance |
| 15.7 | Children Education Allowance |
| 15.8 | Over Time Allowance |
| 15.9 | Night Duty Allowance |
| 15.10 | Patient Care/Hospital Patient Care Allowance |
| 15.11 | Additional Monetary Incentives for North East Region |
| 15.12 | Other Allowances/Advances |
| Chapter VI | Facilities |
| 16.1 | Housing Facilities |
| 16.2 | House Building Advance |
| 16.4 | Career Progression Grant five promotions in the service/career |
| 16.5 | Training |
| 16.6 | Leave entitlement holidays and working hours |
| 16.8 | Group Insurance Scheme |
| 16.9 | Assure Career Progression/Modified Assured Career Progression |
| Chapter XVII | |
| 17.1 | Income Tax on salary, |
| 17.2 | Liabilities of a person who dies in harness |
| 17.3 | Women Employees |
| 17.4 | Downsizing/Outstanding/Contractorisation |
| 17.5 | Regularization of Casual/Contingent/Daily Rated Worker |
| 17.8 | Secretariat and Field Offices, |
| 17.9 | Need for an Effective Grievance Redressal Procedure |
| 17.10 | Equal pay for Equal work |
| 17.13 | Special Increments |
| 17.14 | Special amenities for Women Employees |
| 17.16 | Insurance Coverage |

PART II of JCM (Staff Side) Memorandum on Pension and other benefits

| | |
|--------------|---|
| Chapter III | Pension entitlement : emoluments for pension |
| Chapter IV | Parity between past and future pensioners |
| Chapter V | Family Pension |
| Chapter VI | Gratuity and commutation of pension |
| Chapter VIII | Miscellaneous |
| 8.1 | Pension and Dearness Relief and Fixed Medical Allowance to be net of Income Tax |
| 8.2 | Housing |
| 8.4 | Death relief to pensioners, family pensioners |
| 8.5 | Family Security Fund |
| 8.6 | Pension Adalat |
| 8.8 | Improvement of ex-gratia to CPF/SRPF © retirees and their families |
| 8.9 | Reduction of service period for granting ex-gratia and admissibility of ex-gratia to widow/divorced/unmarried daughters |
| 8.11 | Lingering litigation on Pension matters – need for implementation of all Courts Judgments |
| 8.13 | Pension Act, 1871 (Act 23 of 1871) – improvements needed |

CHAPTER - XVIII

FACILITIES/AMENITIES TO WOMEN EMPLOYEES IN RAILWAYS

In the Railways the women employees' number is on gradual rise since they are not hesitant to join services which they were not in yester years. Women now in Railways are functioning as Station Masters, Loco Pilots, Asst. Loco Pilots, Junior Engineers, Technicians besides in Commercial Department and in ministerial cadres. These are the categories which even men are afflicted with discomfort in the discharge of the assigned functions since most of these categories of staff function round the clock. The women are burdened to work in shifts and night duties are a common phenomena. So women employees in such categories are required to be provided with facilities lest the spirit of Welfare State should affect.

A. Facility of Rest Rooms / Running Rooms for Women Loco Pilots:

Women railway loco pilots are required to work on trains who are to stay away from the Headquarters. While Running Room facility exist for men, the women loco pilots do not have similar facility. There is every need that this facility is provided to the women loco pilots exclusively so that their privacy and security are ensured.

B. Provision of Child Care Centres:

Now that the no. of working women is substantially high, there is every need for constructing and operating the "child care centres". There are many working women whose other spouse also is an employee. If none others in the family is with them to take care of their needs, there is every need that Creche facility is required to be provided by the railway administration. It will pave way for hassle free environs and facilitate working women to concentrate on their jobs.

C. Maternity Leave:

With the advent of technological evolution now that there are mothers 'surrogated' and 'biological' there is every need that the maternity benefits are provided at par in case of pregnancy and child birth. But as of now maternity leave is admissible for biological mothers while it is denied for surrogated. Similarly, child care leave or family welfare leave may be allowed in cases of eligibility without discrimination.

D. Voluntary Retirement of working women in Railways:

As age advances, the women employees develop hormonal, metabolic and physiological changes which may cause serious problem for continuing in service and their efficiency also affects. In Railways the nature of duties directly connected with safety and efficiency. In such a situation if any woman employee intends to proceed on voluntary retirement, on her completion of 15 years of qualifying service notional benefit of another 5 years be extended and retirement allowed with full benefits.

NFIR appeals the VII CPC to consider the above proposals.

E. Consideration of Proposals of V CPC for Women employees :

The 5th CPC recognised the need for provision of special facilities for women employees and recommended certain measures viz., flexi time, Sub-reservation, increasing the age of recruitment, Public convenience facilities, Separate women's hostel etc.,

Most of these recommendations have not even been considered by the Government. These are - Introduction of flexi time and flexi place work schedules even on experimental basis in some offices; serving women be given option to work half time for a maximum of six years in a career; identification of certain professions to be manned only by women employees; enhancing age of

recruitment to 35 years, construction of more single women's hostels; creation of earned leave bank so that wife could avail earned leave at her husband's credit etc. We request the VII CPC to insist that these recommendations are considered and wherever possible, implemented by the Government.

Further, the guidelines for posting husband and wife in the same station are not being observed particularly in case of Gr C women employees. The guidelines should be made mandatory. Further it is needed to implement the recommendations of the National Women's Commission for 30% sub-reservation which will automatically enthruse women to equip them and be in the mainstream. A large number of women employees are facing problems like removal of uterus etc.,(Hysterectomy) after attaining the age of 40 years or more which requires special rest. The women employees may be granted one month special leave for such purposes.

NFER

CHAPTER – XIX

MISCELLANEOUS

(i) **Training**

In the wake of rapid changes in the technology in the railways, training needs to be treated as priority subject for imparting qualitative training, re-training, refresher training to various categories of staff. Efficient trainers is the need of the hour. In order to attract the knowledgeable and capable employees to take up the job of trainers, we request that the Training Allowance presently allowed at the rate of 15% of pay may be enhanced to 30% to all those trainers.

The trainers may be granted Library Allowance facilitating them to procure relevant documents, literature and upgrade their skills for imparting training to the trainees.

Trainer-trainee ratio may be prescribed as 1: 20.

Dress Code may be prescribed for the trainers as well as trainees in order to inculcate greater devotion and commitment to the system.

Stipend to the trainees: The stipend rate to the trainees needs revision. It is, therefore, suggested that the rate of stipend be prescribed as 'minimum of the pay scale' of the post for which the candidate is undergoing training.

(ii) **Special Increments/Incentives for acquiring additional qualification or higher qualification**

There are number of staff acquiring higher qualification / additional qualification which relate to their sphere of duties and also helpful in efficient discharge of the duties. Higher qualification will also give a greater advantage for discharging their duties more efficiently. There are numerous technological changes which took place in Indian Railways and upgrading qualification is very much essential. Moreover, in view of Computerisation of Indian Railways, Paperless work, e-concept, e-learning, Operating Faxes, Data Entry Logger etc., employees have to match themselves by acquiring higher qualification.

Therefore, we suggest that not less than 3 Special Increments may be granted as incentive for acquiring higher qualification. Such an incentive will motivate them and the skills / expertise acquired by the railway employees could be put to optimum utility and thereby ensuring enhancement of the efficiency levels of the system.

(iii) **MACPS**

The VIth CPC in para 6.1.15 of its report had recommended Modified Assured Career Progression Scheme (MACPS) in lieu of ACP Scheme introduced in the year 1999. The Government of India after making a few amendments, approved this scheme for granting financial upgradation to Central Government Employees at the intervals of 10, 20 & 30 years continuous regular service. Likewise, Railway Ministry adopted this scheme for Railway employees w.e.f. 01/09/2008.

NFIR requests the 7th CPC to consider for rectification of the following deficiencies:-

1. While ACP Scheme had given advantage of two financial upgradations in the cadre hierarchy, the implementation of MACPS in the revised pay structure had resulted denial of benefit which existed under the ACP Scheme, thereby an employee who was to get financial upgradation on completion of 24 years, will have to wait for completion of three decades service for becoming eligible for the said benefit. In other words, MACPS had de-

liberalized the ACP provision for grant of financial upgradation. This led to Court cases also. We request the Pay Commission to grant MACP in the cadre hierarchy.

2. Presently training period is not reckoned for the purpose of MACP, while the said period is treated as qualifying service for grant of increment, retirement benefits etc., The Pay Commission is requested to recommend for counting training period followed by regular absorption for granting MACP.
3. Those who are stagnated for more than two decades after first promotion are presently denied third financial upgradation and such staff are given second financial upgradation only. We request the Pay Commission to recommend granting third financial upgradation, when stagnated for over 20 years after first promotion.
4. Wherever the pay scales were merged or upgraded, the benefit of MACP should have been granted ignoring the promotions in the merged pay scale/grade pay. Unfortunately, para (v) of DoP&T O.M. dated 19/05/2008 has been wrongly interpreted, reckoning the merged pay scale as promotion for denying the MACP. The discussions held by NFIR in the PNM fora citing specific cases such as former Tracers, DC Traction Operators, IT Cadre etc., have not yielded result. The Pay Commission may consider making appropriate recommendation to the effect that the promotion to a pay scale which got abolished or merged, is not to be counted as promotion for the purpose of MACP.
5. We also request that the employees appointed against LDCE quota (which is part of DR quota) through selection is not reckoned as promotion for the purpose of MACP.
6. When the employees are appointed to another post/cadre through selection process where DR element exists, the past promotions are to be ignored and not to be counted in view of the fact that the incumbent joined a new cadre. In these situations, MACP be considered on the basis of length of service in the new post/cadre.

For the appreciation of the Pay Commission, the references of Court Judgments on MACPS will be appraised to the Hon'ble Pay Commission, while making submission at an appropriate stage.

(iv) Justice needed in the case of Group 'C' employees promoted to Gazetted cadres – Need for Placement of JA Grade Officers in PB-4 (Rs.37400-67000)

In the Railways, the non-functional selection grade officers were placed in PB-4 (Rs.37400-67000) while similarly placed JA Grade Officers were placed in PB-3 (Rs.15600-39100). This had resulted in causing serious disadvantage to those Group 'C' employees who were promoted to Group 'B' and thereafter to JA Grade.

NFIR had taken up the matter with the Government of India (Ministry of Finance and Ministry of Railways). On a reference from Ministry of Finance O.M., on the basis of the representation of the GS/NFIR, the Railway Ministry had sent proposal to Ministry of Finance vide O.M. No.PC VI/2012/RU/NFIR/3 dated 12.02.2014, requesting for taking appropriate remedial action. But, however, when the proposal was sent by Railway Ministry, unfortunately the Ministry of Finance has not responded favourably. In this connection the case details are placed below:

- (a) NFSG is an integral part of Junior Administrative Grade and is non-functional and 6th CPC had recommended same Pay Band of PB-3 for both JAG as well as NFSG. The Government had however, modified Pay Band of NFSG to PB-4. At the same time Government ignored the fact that JAG/SG belong to a single cadre, entailing that all the

- posts in Jr. Administrative Grade are required to be placed in PB-4 for imparting natural justice to this category of officers;
- (b) Ministry of Finance in case of officers in S-30 level in the pre-revised 5th CPC scale of pay Rs.22400-525-24500 made en bloc revision to scale Rs.67000-79000. Similar decision should have been taken for placing the JAG posts in PB-4 to avoid discrimination.
- (c) As per the recommendations of 6th CPC and as per decision of government, revised pay structure and actual fixation of pay at minimum, Middle and maximum of pre-revised (5th CPC) Pay Scale of JAG and NFSG was to be as follows

| Grade/ 5 th CPC Scale | Minimum, Middle and Maximum of scale | Revised pay structure as recommended by 6 th CPC | Fixation as per fixation tables given by Commission | Fixation as per fixation tables received from MOF |
|----------------------------------|--------------------------------------|---|---|---|
| JAG | 12000 | PB3(15600-39100) + GP 6600 | 20880+6600=27480 | 22320+7600=29920 |
| 12000-16500 | 14250 | | 24800+6600=31400 | 26510+7600=34110 |
| | 16500 | | 28710+6600=35310 | 30690+7600=38290 |
| NFSG | 14300 | PB3(15600-39100)+GP 7600 | 24890+7600=32490 | 37400+8700=46100 |
| 14300-18300 | 16300 | | 28370+7600=35970 | 39690+8700=48390 |
| | 18300 | | 31850+7600=39450 | 43390+8700=52090 |

- (d) In para 2.2.21 of their report, 6th CPC had observed that “It has also been ensured that a person drawing higher basic pay in any Fifth CPC pay scale is not fitted lower vis-à-vis a person drawing a lower basic pay irrespective of the pay scale. The Commission has prepared a detailed fixation chart (Table 2.2.2) which gives the fitment in the revised running pay bands of every stage in each of the pre-revised pay scales.” However, it may be observed that consequent upon inclusion of NFSG in PB4, the **Pay in Pay Band (i.e. ignoring Grade Pay)** in respect of an NFSG Officer drawing pay Rs.14300/- in existing pre-revised scale has been fixed at Rs.**37400**, whereas that in respect of a JAG Officer drawing pay at much higher stage of Rs.16500 has been fixed at Rs.**30690/-** only.
- (e) Non-functional selection Grade was introduced on the Railways w.e.f. 1.1.1986. The scales available to JAG Officers and NFSG Officers since then have been as follows:

| Grade | 4 th CPC | 5 th CPC | 6 th CPC |
|-------|---------------------|---------------------|---------------------|
| JAG | 3700-5000 | 12000-16500 | PB3 GP 7600 |
| NFSG | 4500-5700 | 14300-18300 | PB4 GP 8700 |

- (f) Based on the recommendations of 5th CPC, a new system of minimum assured pension has been introduced. The **minimum assured pension and family pension** for an officer retired from JAG (PRE-2006) is only Rs.**14960/-** and Rs.**8976/-**, while the same in the case of NFSG is Rs.**23050/-** and Rs.**13830/-** respectively. Thus an officer retired from JAG prior to 1.1.2006 with much higher last /average pay drawn would be entitled to lower amount of pension/family pension as compared to an NFSG officer/retired prior to 1.1.2006 with much lower last/average pay drawn. Further, all the officers retired from JAG up to 1.1.1986 (i.e. prior to introduction of JAG) would be in a disadvantageous position as compared to those retiring after 1.1.1986 and having availed the benefit of NFSG. It may be pointed that JAG and NFSG officers hold same/interchangeable posts with same duties, responsibilities and rank.
- (g) It may also be mentioned that there has been relativity in the ranks of Civilian Officers vis-à-vis officers of armed forces as duly recognized by successive Pay Commissions. The Civilian JAG Officers have been equated by past pay Commissions with Lt.

Colonels in army. Keeping in view the past relativities the 6th CPC had recommended same Pay Band PB-3 and same GP Rs.6600/- to Civilian JAG Officers and Lt. Colonels. However, while Government granted PB-3 GP Rs.7600/- to JAG Officers, **subsequently, Lt. Colonels have been placed in PB-4 with GP Rs.8000/- along with Military Service Pay of Rs.6000/- p.m. which counts for various allowances/retirement benefits.** It is also worth mentioning that Pay in Pay Band and Grade Pay comprises the major constituent of pay packet of civilians with there being hardly any other substantial additions/perks thereto. The duties of Civilian JA Grade Officers are much multifarious and versatile. The contribution made by civilian JA Grade Officers to the system can also not be ignored. The decision to elevate Lt. Colonels to PB-4 while leaving JA Grade civilian officers in PB-3 has created a very wide gap in the pay and pension of two groups of officers which have been consciously equated by the successive pay commissions.

- (h) The number of JA Grade officers excluded from the benefit of PB-4 is miniscule in the Government of India since most of the Officers reaching such a grade are Directly recruited in Group 'A' organized services who ultimately are placed in NFSG and therefore PB-4. Thus the main affected categories of officers are only those who are recruited in lower than organized Group 'A' and get superannuated after reaching JA Grade but before being placed in NFSG. Thus the financial implications for placement of JAG Officers in PB-4 on the lines of defence forces may not be very high.

Kind attention of Pay Commission is invited to Ministry of Railway's OM No.PC-VI/2012/RU/NFIR/3 dated 12th February, 2014 which gives detailed account of injustice done to JA Grade Officers in the Railways.

We therefore, submit before the Pay Commission that the injustice done to former Group 'C' employees who have reached JA Grade be rectified by allotting PB-4 (37000-67000) to Railway Group 'C' promotees with retrospective effect from 01/01/2006, for ensuring equal treatment with those who were granted higher pay band by the Government as explained above in this note.

(v) ACCUMULATION/ENCASHMENT/COMMUTATION OF LAP/LHAP

Railways work round the clock. There are certain categories of staff such as Loco Pilots (who work for running trains); Station Masters (who man the railway stations and pass running trains), etc who are required to work on shifts. More often than not, sanction of leave for these categories is a precarious subject that embarrasses both the 'management' and the 'workman'. Manager can't sanction leave in most of the cases and it is a matter of embarrassment to the employee. Thus the ground reality in railways could be put to proof.

While so the NFIR took up the subject for judicious resolution with the management but to no avail. The subject matter was referred to DoP&T. Unfortunately, the DoP&T were of the simple view that leave could well be sanctioned without touching the bottom line problem.

The rule provides for crediting of only 300 + 15 (earned leave / Leave on Half Average Pay) earned by an employee and the leave earned thereafter gets liquidated or unaccounted. This is creating distress among railway men, in specific.

As is opined by the DoP&T the issue of "sanction of leave" on railways is a critical issue. It can't be claimed as a matter of right. However, the leave which an official is due or earns after his earning 300 + 15 days, the same gets wiped out. If a railway employee who completes 25-30 years of service only has to his credit 300 + 15 days (thus losing the consequentially earned leave) and that he requires more than one year leave due to circumstances unavoidable then his (base) EL / LHAP of 300 also gets adversely affected thus subjecting him to a serious pecuniary loss. If the case of such an employee is compared with that of another official working in other departments

who comfortably avails of the leave accrued to him after 300 days of EL credit, the “Right to Equality” is affected in such cases.

To put an end to this serious anomaly, NFIR appeals to the VII CPC to recommend for crediting Earned Leave / LAP of the employee even beyond 300 days without any ceiling. This will facilitate needy railway men to avail of leave in cases of accidents and such other unavoidable circumstances.

(vi) **Delay in Promotion**

This is one of the important areas wherein staff satisfaction level needs to be ensured.

Although, Railway Administration is expected to prepare panels of staff well in advance for granting promotion against vacancies which could arise in the next period of six months/15 months against non-selection or selection posts as the case may be, there has been abnormal delay leading to staff dissatisfaction.

NFIR therefore requests the Pay Commission to make suitable recommendations so that promotions, though granted belatedly, the benefit of seniority is granted from the date of occurrence of vacancy.

(vii) **Leased accommodation to railwaymen**

Railway employees are essential categories and field staff. Their role is very crucial for providing safe and efficient service to over 2.40 crores people per day besides ensuring freight movement for achieving the targets.

The Railway administration have not been able to provide residential accommodation to vast majority of employees, consequently they are put to suffering as they are not able to pay their rents to the private owners in cities and towns. This situation is driving them to live 20 to 30 kilometers away from City/ Town/ Work Place. They are forced to spend the money from their salary for reaching the workplace every day and return back to the residence.

In this process, they are not only put to severe financial problems but also losing their energy (Physically as well as Mentally).

To obviate the above difficult situation, NFIR requests the 7th CPC to recommend for allowing leased accommodation in Cities/Towns, with a proviso that the lease amount shall be reimbursed by the Government (Presently, the leased accommodation is allowed at the Headquarters of newly formed Divisions/Zones).

(viii) **Rent free quarters in remote/inhospitable areas**

In order to encourage and motivate railway employees for accepting posting in remote/inhospitable areas, the railway employees may be permitted to occupy railway quarters on rent free basis. This will help railways to post various categories of staff at remote/inhospitable areas, without any hitch thereby resulting in filling up of vacancies.

NFIR urges Pay Commission to make suitable recommendations in this regard.

(ix) **Provision of CUG SIM Cards**

In order to have better coordination among Supervisors and Workers and to promote efficiency, fast communication is needed. This can be achieved by providing CUG SIM Cards to the staff of all categories.

Federation requests the Pay Commission to make appropriate recommendation in this regard.

(x) **Study Leave**

Study Leave is granted to encourage railway employees to acquire professional and technical competence and also to facilitate them to enrich their knowledge which will be an added advantage to Railways.

At present:-

- The courses where duration is over two years i.e. three years or more are not covered.
- The employees are paid only the Pay plus DA. Other Allowances such as Transport Allowance etc., be granted.
- Study Allowance may be paid to the railway employees when they avail Study Leave for acquiring higher qualification.

NFIR therefore requests the Pay Commission to recommend for liberalisation of extant provisions.

(xi) **Protection to Railway Property and Lives**

Indian Railways carries over 2.40 crores passengers in a day of 24 hours. The Indian Railways runs over 12000 passenger carrying trains every day. The IR also transports freight to the tune of over 1000 million tonnes in a year by running eight thousand freight trains every day.

In order to provide security to the travelling public at the stations as well as in the running trains and also to protect railway property scattered all through the Indian Railway Network, the Railway Protection Force (RPF) has been established by the Ministry of Railways. The Force Personnel are required to perform duties without limitation, as they are not governed by HOER. There is need to motivate the Force Personnel of different ranks for ensuring security of public as well as prevention of losses. These personnel in the course of performance of duties also face threat to life from anti-social elements.

We therefore request the Pay Commission to consider recommending improved pay structure to the Force Personnel of different ranks. We hope that AIRPFA would also be submitting its memorandum covering various aspects for consideration of the Pay Commission.

(xii) **Empowerment of Departments at Apex Level of Railways**

Signal & Telecommunication Department is a very important department due to complex nature of working and improvements in the system due to the advancement of technology. This department has to develop new innovations and instrumentation, for the safe and efficient running of train services. In view of this, NFIR requests the Pay Commission to recommend for creation of Member (Signal) post with Secretary level status.

Similarly, Medical Department is playing a very vital role in looking after the Railway System as well as the health of railway employees (serving & retired) and their families. Improvements in medical field are taking place rapidly due to the advent of technology. In view of this, NFIR requests the Pay Commission to upgrade the post of DG (RHS) to that of Member (Health), Railway Board.

CHAPTER - XX

TERMS OF REFERENCE – NFIR’s SUBMISSION

2(a) of TOR - 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;
- (ii) Personnel belonging to the All India Services;
- (iii) Personnel of the Union Territories;
- (iv) Officers and employees of the Indian Audit and Accounts Department;
- (v) Members of the regulatory bodies (excluding RBI) set up under the Acts of Parliament; and
- (vi) Officers and employees of the Supreme Court.

NFIR’s Proposals:

- (i) Having regard to specialized needs of various categories as indicated in the term of reference 2(a) above, NFIR proposes that the direct recruitment entry qualifications are required to be enhanced in the Indian Railways for improving the efficiency levels. We have proposed in the relevant chapters the need for upward revision of entry qualifications and corresponding higher pay scales.
- (ii) **Rationalization and simplification:**

In as much as revision of entry qualification since proposed by NFIR to “Graduation”, certain cadres where jobs are such that merger would be possible, the pay commission may examine. For example: Enquiry-cum-Reservation Clerk, Commercial Clerk can be considered for merger for flexible deployment and optimum utilization duly providing appropriate higher pay scale Rs.56000/-.
- (iii) The 5th Central Pay Commission had taken the entry qualification, training, experience into consideration for recommending the pay structure. Due consideration needs to be given to this principle and accordingly revised Pay structure be considered.

2(c) of TOR - To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.

NFIR’s Proposals:

- (i) To attract the most suitable talent to promote efficiency, accountability and responsibility in the work culture, the minimum entry qualification for Technician needs to be revised to Matriculation + ITI + 6 months induction training with corresponding open-ended pay scale as proposed in this memorandum.
- (ii) Course completed Act Apprentices who are trained by the Railways as per the provisions of the Apprentice Act, 1961 with the training duration of 2 to 4 years (depending upon the specific trade) are aptly suitable for induction as Technician at

entry level as their talent will contribute for improved quality. This may be considered.

- (iii) For encouraging the talent, a new pay scale with designation “Master Technician” be introduced for availing their masterly skills in the Technical Departments of Indian Railways. We proposed in this memorandum the pay scale of Rs. 74,000 to this new category.
- (iv) Training, re-training, refresher training and special training be given priority for enhancing the talent levels of the employees in the Technical and Operational, public interface services as priority subject. Training institutes require quality upgradation.
- (v) Simplification and revision of designations of various categories be considered commensurating with the nature of jobs being done by the staff to motivate them for giving quality output.
- (vi) On talent requirements, the High Level Safety Review Committee (HLSRC) headed by Dr. Anil Kakodkar, recommended higher entry qualification in the Loco Pilot category. This may be considered, along with revision of designation and allotment of higher pay scales.
- (vii) The most talented candidates have been recruited as Scientific Staff (C&M Staff). Unfortunately, they have not been given qualification based Pay Scale & Grade Pay though the similarly placed staff were granted 5th CPC scale of Rs. 6500-10500 since replaced with 6th CPC GP of 4600 (PB-2). The injustice done to this scientific staff with entry qualification of B.Tech/M.Sc. Chemistry require to be rectified.
- (viii) In order to attract the suitable talent, higher pay scale needs to be considered for critical categories like Electric Signal Maintainer (ESM). Those recruited to the post of ESM are deserting the jobs, after completion of induction training because of non-attractive pay structure combined with lack of promotion prospects.
- (ix) Talented people though inducted in the para-medical categories particularly ECG/Holter/TMT Technicians and other Technicians in the Railway Hospitals, continue to suffer stagnation with no avenue of promotion due to continuance of single Grade Pay structure. Another category of Chief Law Assistant in the Legal Cadre in Railways (PB-2 + GP 4600) has also been placed in single Grade Pay structure. These are required to be addressed.
- (x) In view of unique nature of duties, Railway employees be granted better pay package without comparing with those working in other Central Government Organisations.

CHAPTER – XXI

NFIR's PROPOSED PAY STRUCTURE (OPEN – ENDED)

OPERATING DEPARTMENT

| S.No. | Post/Designation | VI CPC Pay Scales | 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 Pay Scales | 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 Pay Scales | 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 Pay Scales | Proposed New Pay Scales of VII CPC |
|-------|------------------|-------------------|------------------------------------|
| 1. | Switchman | PB-1 + GP 2800 | 46000 |

| S.No. | Designation | VI CPC Pay Scales | Proposed New Pay Scales of VII CPC |
|-------|-------------|-------------------|------------------------------------|
| 1. | Gateman | PB-1 + GP 1800 | 33000 |

| S.No. | Designation | VI CPC Pay Scales | Proposed New Pay Scales of VII CPC |
|-------|----------------|-------------------|------------------------------------|
| 1. | Station Porter | PB-1 + GP 1800 | 26000 |

| S.No. | Post/Designation | VI CPC Pay Scales | 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 |

***Entry qualification of Graduation is proposed.**

| S.No. | Post/Designation | VI CPC Pay Scales | 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 |

Traffic Assistant, Metro Railway/Kolkatta

| Designation | New Proposed Scales |
|--------------|---------------------|
| Traffic Asst | 56000 |

RUNNING STAFF

Loco 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.

Traffic Running Staff

| 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 | | |
| Sr. Passenger Guard | PB-2+4200 | | |
| Mail/Express Guard | PB-2+4200 | 65000* | 1500 |
| 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 greater responsibilities.

Loco Inspectors

| Designation | VI CPC Pay Band + GP | Proposed VII CPC Pay Scales | Additional Allowance |
|-----------------------|----------------------|---------------------------------|----------------------|
| Chief Loco Inspectors | PB-2+4600 | 74000 (Loco Inspector) | 2000 |
| | | 78000 (Chief Loco Inspector) | 2500 |

Motorman, Metro Railway/Kolkatta

| SL. No. | Designation | Proposed 7 th CPC Pay Scale | Additional Allowance |
|---------|-------------|--|----------------------|
| 1 | Motorman | 65000* | 1500 |

TECHNICIANS & TECHNICAL SUPERVISORS IN RAILWAYS

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + 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 * (Technician) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with "Master Technician" designation.

MECHANICAL DEPARTMENT

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + 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 * (Tech) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with "Master Technician" designation.

CMT STAFF

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale in VII CPC | Revised Designation |
|-------|----------------------------|------------------|-------------------------------|---------------------|
| 1 | CMS | PB-2 + 4600 | 78000 | SSE/C&M |
| 2 | CMA | PB-2 + 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 | |

Note : In the relevant chapter it was explained that CMS Category was allotted entry pay scale of Rs.5500-9000 (V CPC) instead of Rs.6500-10500 (V CPC). This has resulted in allotment of GP 4200-PB-2 instead of GP 4600-PB-2 in VI CPC. This needs rectification.

ELECTRICAL DEPARTMENT

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + 4600 | 78000 |
| 2 | JE | PB-2 + 4200 | 74000 |
| 3 | Master Tech | PB-2 + 4200 | 74000 ** |
| 4 | Technician I | PB-1 + 2800 | 56000 |
| 5 | Technician II | PB-1 + 2400 | (to be re-designated as Sr.Tech) |
| 6 | Technician III | PB-1 + 1900 | 46000 * (Tech) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

**** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with "Master Technician" designation.**

CIVIL ENGINEERING DEPARTMENT

Permanent Way Category

| 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 (additional scale proposed for Helper with re- designation as Asst. Tech) |
| 6 | Helper Gr.II | PB-1 | 1800 | 26000 |
| 7 | Technician-III | PB-1 | 1900 | 46000* (Tech) |
| 8 | Technician-II | PB-I | 2400 | 56000 |
| 9 | Technician-I | PB-I | 2800 | (To be designated as Sr.Tech) |
| 10 | Master Technician | PB-I | 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.

** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with “Master Technician” designation.

Works, Bridges, Design & Drawing, Track Machine Category

| S.No. | Designation | VI CPC Pay Scale | Proposed Pay Scale of VII CPC |
|-------|----------------|------------------|---|
| 1 | SSE | PB-2 + 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 * (Tech) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re- designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with “Master Technician” designation.

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 * (Tech/WM/TCM/ESM) |
| 7 | Helper Gr.I | PB-1 + 1800 | 33000 (additional scale proposed for Helper with re-designation as Asst. Tech) |
| 8 | Helper Gr.II | PB -1+ 1800 | 26000 (Helper) |

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

** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with "Master Technician" designation.

Telephones

| S.No. | Designation | Existing Pay Band & Grade Pay | Proposed New Pay scale |
|-------|---------------------------|-------------------------------|------------------------|
| 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 | |

*Entry qualification be revised as Graduation.

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 | PB-1 + GP 2400 | (Catering Manager) |
| 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

| 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.IV | PB-1 + 1900 | 33000 |
| Canteen Staff Gr.III | PB-1 + 2000 | 46000 |
| Canteen Staff Gr.II | PB-1 + 2400 | |
| Canteen Staff Gr.I | PB-2 + 4200 | 56000 |

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 Supervisor | PB-2+GP4200 | 74000 |
| Chief Enquiry & Reservation Supervisor | PB-2+GP4600 | 78000 |

Publicity Department

| 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 Pay Scales | 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 |

- **Note:** This category may be provided with upgraded pay scales with posts in Sr.Scale, JA Grade and Selection Grade(NFSG).
- It is also to be noted that the Railway Ministry has agreed in principle for making provision of Sr.Scale and above for this cadre. The Pay Commission is requested to kindly recommend for improved cadre structure, as this being a public interface category.

Mid-wife/Auxiliary Nurse-cum-Mid Wife

| Designation | Existing Vith CPC Pay Scales | Proposed New Pay Scale |
|---------------------------------------|------------------------------|------------------------|
| Mid-wife/Auxiliary Nurse-cum-Mid Wife | PB-1+GP2800 | 46,000 |

Pharmacist

| Designation | Existing Vith CPC Pay Scales | 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 to B.Pharma.

Health & Malaria Inspector

| Designation | Vith CPC Pay Scales | Proposed New Pay Scale |
|-------------|---------------------|------------------------|
| HMI | PB-2+ 4200 | 74000 |
| Sr.HMI | PB-2+4600 | 78000 |

- **Note:** This category may be provided with upgraded pay scales with posts in Sr.Scale, JA Grade and Selection Grade (NFSG). Detailed justification has been placed in this chapter.'

Radiographers

| Designation | Existing Vith CPC Pay Scales | Proposed New Pay Scale |
|--------------------|------------------------------|------------------------|
| Radiographer | PB-1+GP2800 | 56,000 |
| Chief Radiographer | PB-2+GP4200 | 74000 |

Laboratory Staff

| Designation | Existing Vith CPC Pay Scales | 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 Pay Scales | 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 Pay Scales | 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 Pay Scales | Proposed New Pay Scale |
|-----------------|------------------------------|-----------------------------|
| Physiotherapist | PB-2+GP4200 | 74000 * |
| - | New Scale Proposed | 78000 (Sr. Physiotherapist) |

* Entry qualification be prescribed as Degree in Physiotherapy. It may be noted that there is no Diploma Qualification in any recognized university but unfortunately IRMM has not been suitably amended.

NOTE: At present a small number of Gr. 'B' Gaz posts are provided. There is need to provide Sr.Scale posts, JA Grade and above for this category.

Dietician (Nutrition Adviser)

| Designation | Existing Vith CPC Pay Scales | Proposed New Pay Scale |
|-------------|------------------------------|------------------------|
| Dietician | PB-2 + 4200 | 74000* |
| | New Scale Proposed | 78000 |

*Revised designation proposed as **Nutrition Adviser**.

NOTE: This category be provided Gazetted posts upto JA Grade.

O.T. Assistant/Dresser

| Designation | Existing Vith CPC Pay Scales | 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 Pay Scales | Proposed New Pay Scale |
|------------------|------------------------------|-----------------------------|
| Dental Hygienist | PB-2+4200 | 74000 |
| - | New Scale Proposed | 78000 (Sr.Dental Hygienist) |

Hospital Attendant

| Designation | Existing Vith CPC Pay Scales | 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 Pay Scales | 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 Pay Scales | 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 |
| Phycist Gr II | PB-2+4600 | 74,000 |
| Phycist 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 7th CPC |
|-----------------------------|------------------------|--|
| Finger Print Examiner | GP 4200 | 74000 |
| Chief Finger Print Examiner | GP 4600 | 78000 |

Cash & Pay and Shroff

| | | |
|--|------------------|----------------|
| 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

Information Technology

| 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

Ministerial Staff

| Designation | 6th 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.

Inspectorial Staff

| Designation | 6th CPC Pay Structure | Proposed |
|--------------------|---|-----------------|
| PI/SWI | PB -2 + GP 4200 | 74000 |
| SPI/SWI | PB – 2 + GP 4600 | 78000 |

Typist

| Designation | 6th 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.

Stenographer

| Designation | 6th 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 |

Legal cadre

| Designation | 6th CPC Pay Structure | Proposed |
|--|---|-----------------|
| Chief Law Asstt (Designation to be revised as Jr. Law Officer/NG) | PB – 2 + GP 4600 | 78000 |

NOTE: This category may be allotted higher additional pay scales besides proper cadre structure.

Rajbhasha staff

| Designation | Existing VIth CPC Pay Structure | New Proposed Scale |
|--------------------|--|---------------------------|
| Jr. Translator | PB – 2 + GP 4200 | 74000 |
| Sr. Translator | PB – 2 + GP 4600 | 78000 |

Statistical staff

| Designation | Existing VIth 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 | 6th 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 6th 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 | |
| PAINTER | | | |
| 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 ** |
| CARPENTER | | | |
| CarpenterTech I/ Tinsmith | 9300 - 34800 | 2800 | 56000 |
| Carpenter Tech II | 5200-20200 | 2400 | |
| Carpenter Tech III | 5200-20200 | 1900 | 46000** |
| TECHNICIANS | | | |
| Fitter Tech III | 5200-20200 | 1900 | 46000** |
| DRCD Tech II | 5200-20200 | 2400 | |
| MISC CATEGORIES | | | |
| M/Checker | 5200-20200 | 1800 | 26000 |
| Gestetner/ M/Operator | 5200-20200 | 1900 | 33000 |
| Jamadar | 5200-20200 | 1800 | 33000 |
| Helper | 5200-20200 | 1800 | 33000 (Asst Tech) New Scale Proposed |
| 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.

*** In view of requirement of Master skills as a result of technological upgradation, a new scale of Rs.74000 (Open Ended) is proposed with "Master Technician" designation.

CHAPTER - XXII

EXECUTIVE SUMMARY

While preparing this memorandum, the Federation has taken valid inputs from the reports of different committees relating to safety, efficiency, quality and productivity. Attempt has also been made to evaluate the working conditions, service conditions besides job hazards in the fields etc.

We place below the vital points for consideration of the Pay Commission:-

- Job contents obtained through actual nature of work undertaken, resultant output and its impact,
- Round the clock duties performed throughout the life involving mental and physical, efforts for running the I.R. system efficiently, and safely,
- Cannot afford to leave the post unless properly relieved,
- Unique working conditions and environmental surroundings with special relation to nature of jobs, remoteness of work place and inclement weather conditions,
- Lack of basic amenities for executing tasks assigned and also extended concern for family who seldom do not live with the employee when posted in remote areas,
- Various hazards linked in performance of duties, having adverse impact on employee's health, personal safety,
- Added attention required to be paid to the location of job, remoteness, isolated line working, inhospitable terrain, natural barriers etc.
- Working at places/stations infested with wild life extremists activities.
- Inadequate career progression and prospects,
- Uniqueness of nature of work of Indian Railways, the biggest transportation infrastructure in the country non-comparable with any other Ministry/Department,
- Expected to keep abreast with upgraded and advanced technology rapidly taking place for ensuring qualitative service to the system/customer,
- Jobs relate to hazards, risk to life, reduction of life span, crippled health conditions after retirement.

Indian Railways operates as facilitator in the Transport Industry and provides dedicated service to the general public and also caters to transport the essential commodities from one corner to the other in the country and works as catalyst in maintaining healthy relations with neighbouring nations.

Indian Railways provides back up support to defence forces ensuring quick transport of troops and military hardware. For fulfilling this task Rail workforce performs duties round the clock (Example: Kargil war of 1999).

Punctuality is essence of the result oriented strong workforce of over 13 lakhs in a complex system involving multi-farious processes and procedures.

The Organizational structure of Indian Railways helps in promoting productivity, efficiency and improved performance.

The NFIR has kept vision of Indian Railways in view while proposing open-ended revised pay scales to motivate the employees in achieving organizational goals/objectives, while retaining talent.

NFER