

SRES / NFIR

RUNNING STAFF BRANCHES

INTRODUCTION

SRES was Founded on 7th Feb, 1919 - To protect the workers from the oppressive British Management. The Foundation stone for SRES own building at **Perambur** laid on **3rd September, 1927** by **Mahatma Gandhi and Annai Kasturiba**. Our Founder Patron **Late T. V. ANANDAN, Ex. M.P.**

SRES is the only organisation in S.Rly which is functioning from its Own Building Headquartered at **UNITY HOUSE Perambur, Chennai** led by highly dedicated and Honest Leaders and striving to serve for more than a Century since **1919**.

In the pre-Independence Days, Championing the cause of trade unionism was considered anti-Government and sufferings underwent by them could not be described. Under such tribulations, the Sangh marched forward undaunted and built this trade union movement with the able assistance of many National Leaders. After various struggles and frequent strikes and victimization of many Rly Employees, finally Participation of Railway Employees in Management meeting was introduced in Railways for smooth functioning of the system and to maintain good industrial relations through an organised Negotiating machinery called PNM meeting.

National Federation of Indian Railwaymen (Nation First, Employees Foremost) Led by Our Leader **Dr.M. Raghavaiahji**, Leader, JCM Staff Side, General Secretary/ NFIR & President/ SRES - A Karma Yogi.

***"The first responsibility of a leader is to define reality. The last is to say Thank you.
In between the leader is a Servant".***

Our Motto : Your Voice - Our Pledge.

ACHIEVEMENTS FOR RUNNING STAFF

In 1969 - NFIR was the only Federation to represent before the Justice MIABHOY TRIBUNAL resulting in Duty hours of Shunters in a fortnight being fixed to 96 hrs limitation, Similarly for all other Running Staff monthly averaging of 231 hours was modified to fortnightly basis on 104/108 hours per fortnight. Night duty Allowance for Running staff achieved like other Railway employees.

In 1972 - Liberalized Rest Rules of the Head Quarters rest of 16 hour and 12 hours was achieved through negotiation. Revision of Running Allowance Rules (MGKM) where the running staff fail to earn 120 km in a rostered day, were allowed a minimum of 120 kms for that rostered day.

In 1974 - The 3rd PC recommended Rs.185/- as minimum as basic wage, but the Federation was able to make it to Rs.196-252/- through negotiation. (Whereas through Strike, they could not get increase of even one rupee, not to speak of bringing it to Rs.314/- even after the New Government took over in 1977).

In 1977 - It was after a historic agitation on Southern Railway by SRES in regard to Sharing of trains between S.Rly and S.C.Rly, the Policy of ETKM (Equated Train Kilometer) was introduced.

In 1979 - Loco Pilots working Superfast trains were limited to 90 hours on fortnightly basis w.e.f. 1st June 1979. It was also decided that Co-Drivers have to be booked for Superfast trains.

In 1981 - RAC 1981, for the first time Pay element in Running Allowance was identified as **30%** which was reckoned as Pay for all purposes while for retirement and **gratuity 55% of pay** was reckoned (increase from **45%** which was recommended by III PC).

In 1984 - Qualification and age for filling up the vacancies of Dsl. Asstts was relaxed and all the steam surplus staff having 8th standard qualification were absorbed as Dsl. Asst without deploying them to other departments.

In 1986 - Payment of ALK to the running staff – Definition of the term OUTSTATION – “may be construed as areas beyond 8 kms from Headquarters station”

In 1987 - Consequent upon introduction of revised pay scales, w.e.f. 1.1.86, NFIR strongly argued with Railway Board to retain the **Pay element of 55%** for **retirement benefits** and **30%** for all other purposes. Simultaneously the rates of Kilometerage were also increased.

In 1991 - there was an order issued by Railway Board restricting the age of Goods Drivers to 45 YEARS to be eligible for Promotion as Motormen, which was resented by NFIR in the meeting held at Madras and the Railway Board finally agreed to remove the age restriction, resulting Senior most Goods Drivers becoming eligible for Promotion as Motormen, more particularly in Southern Railway, South Eastern Railway and Eastern Railway.

In 1992 - Rates of Running Allowance and Allowance in lieu of kilometerage (ALK) were revised w.e.f. 01.01.92 based on NFIR demand.

In 1993 - CRC – Percentage distribution of higher grade posts was revised w.e.f. 01-03-1993 – **20%** of posts were upgraded to higher scale Loco and Traffic Running Staff.

In 1996 - Eligibility ceiling for the grant of PLB was removed. Thus, all grades of running staff became eligible for payment of PLB. (Oct 1996).

In 1998 - Consequent upon implementation of Vth CPC recommendation, the matter of fixing the Pay element for retiral and other benefits was taken up by NFIR with Railway Board. NFIR strongly opposed the Board's proposal to reduce the Pay element and as an outcome, the **Pay element of 55%** for retirement benefits and **30%** for other benefits was retained. Simultaneously the Kilometerage and ALK rates were increased. The pay scale of Senior Shunters was modified from **Rs.4500-7000/-** to **Rs.5000-8000/-**

In 1999 - Colour of uniform to Loco running staff changed from Admiralty grey to sky blue colour shirt and navy blue trouser.

In 2000 - NFIR placed Improvement of Running Rooms submission before Running Room Committee.

In 2001 - NFIR gave evidence before the Second National Commission on Labour to consider separate provision of HOER for defining roster of open line staff, duty hours of running staff be limited to 8 hours from Signing ON to Signing OFF, Split shift duty to be abolished, weekly working hours to be restricted to 48 hours per week, etc. (July & August 2001).

In 2003 - Cadre Restructuring orders in which all categories of running staff were upgraded from **20 : 80** to **27 : 73**. Loco Running Supervisors were extended the restructuring benefit of 35 : 65 ratio. However NFIR continued to fight for better percentage especially for Assistant Drivers.

In 2004 - A unique Safety Related Retirement Scheme for Drivers and Track Maintainers was introduced based on deliberations in the Workshop of Railway Safety under the Chairmanship of Hon'ble Railway Minister at Secunderabad. Pursuant to discussion with NFIR, the percentage distribution of posts in the categories of Shunting Drivers and Assistant Drivers were revised to **30 : 70**. As assured by Railway Minister in the NFIR Safety Sammelan, the designation of Drivers was revised as Loco Pilot by the Railway Board. Based on NFIR PNM agenda the matter of permitting employees with Intra Ocular Lens (IOL) (PC), in Aye two (A-2) category after cataract surgery was agreed by the Railway Board. This achievement was a great boon to the serving Station Masters and Guards also.

In 2005 - Anti-running staff recommendations of RAC 2002 was vehemently opposed & rejected by NFIR (NFIR Letter to CRB dt. 26.08.2005). Procedure for selection to the post classified as 'Selection' was modified in the case of Passenger Loco Pilots/TMRs from written test to viva voce. Consequent upon merger of DA with pay, NFIR demanded that Dearness Pay should also be taken into account while calculating **30%** of the Basic Pay of running staff for the purpose of leave salary.

In 2006 - Strike call was given from 06.00 a.m. of 01-03-2006 by NFIR on 19-01-2006 at Sabarmati, Ahmedabad on 20 point charter of demands which included setting up of VI CPC, Scrapping of RAC 2002 report, review of Duty hours of Running Staff etc. Dearness Pay reckoned along with Basic Pay for the purpose of Calculation of Accident Free Service Award. Deletion of the word "illiterate Driver" from GRS done due to NFIR PNM demand.

In 2008 - Consequent upon the implementation of VIth CPC recommendations, NFIR argued for retention of 30 % pay element in the revised scales of pay in the Joint Committee meeting held on 5.10.2008. Due to the efforts of NFIR alone order issued vide dated 26.12.2008 for retention of pay element and doubling the kilometrage rates.

In 2009 - National Holiday Allowance: removal of ceiling to benefit to all running staff was granted due to the efforts of NFIR only.

In 2010 - Revision of Income Tax exemption on KMA from 6000/- to 15000/- P.M (DC/JCM Sub.16 of 01.07.2010 & PNM 26/2009). Dept. of I-Tax issued notification no.85 dated 22.11.2010 to exempt 10000/- P.M. on KMA. The fight still goes on. Additional allowance for running staff w.e.f 01.01.2006. Revised OTA formula benefitting many categories.

In 2011 - OT Allowance arrears at revised rates paid w.e.f. 01.01.06.

In 2012 - Periodical Medical Examination relaxation for Loco Pilots declared with Diabetes Type-II. Revision of KMA and ALK with an increase of 25% hike w.e.f 01.01.2011.

In 2015 - Pursuant to raising the issue relating to problems faced by the Loco & Traffic Running Staff while performing Running duties i.e. the job of removal of dead/perished human/animal on Railway Tracks (vide NFIR's PNM Item No. 34/2015), the Railway Board vide letter No. 2011/Sec (Spl)/100/12 dated 12/11/2015 issued instructions to the GMs of Zonal Railways defining the role of Police/GRP in case dead body is found in the Railway Track/Station premises, (also refer Board's Corrigendum dated 18/01/2016).

In 2017 - With reference to NFIR's demand contained in PNM agenda item No.57/2015, Railway Board vide letter No.E(NG)I-2012/PM1/22 dated 12/05/2017 issued modifications in the AVC for promotion to Guard (Goods) in GP 2800/- Pay Level-5 of 7th CPC. Responding to NFIR's letter No.II/5/Pt.III dated 06/09/2017 to the Railway Board Chairman, instructions were issued by the Railway Board vide letter No. E(D&A)2017/RG6-21 dated 18/09/2017 to follow proper procedure while invoking Rule 14(ii) of Railway Servants (D&A) Rules, 1968.

In 2018 - Revised Guidelines for imposition of punishment on Loco Pilots/ALPs in cases of SPAD there by Running Staff got protected to considerable extent. Improvement in EMU Cab ergonomics based on NFIR PNM subject. Pay fixation of medically decategorized Running Staff when posted against Stationary posts, their pay fixed by adding 30% pay element (7th CPC). Payment of Leave Salary to the Running Staff after implementation of 7th CPC recommendations.

In 2019 - Provision of subsidized meal/food to Running Staff in Running Rooms in addition to providing for adequate supervision, to ensure that food being made available in the Running Rooms is of optimum quality.

Withdrawal of the Proposal for provision of detonators as part of Personal Safety Equipment of Assistant Loco Pilots. Continuing grant of 30 & 55% pay element and enhancing the KMA rates of LP (Passenger) to Rs. 525/100 Kms w.e.f. 01/07/2017. Classification of Trains as High Speed Trains for the purpose of Trip Allowance – Orders issued classifying Duronto Trains as High Speed Trains.

In 2023 - Provision of Tool Box in different class of Electric Locomotives (NFIR's DC/JCM Item No. 04/2012) – RDSO issued guidelines vide letter No. EL/0.1.3/Driver dated 10/02/2023, to accommodate tools in the Loco Cab itself – NFIR's letter No. NFIR/IV/RSAC/2022 dated 07/07/2022. Follow up action is initiated vide NFIR's letter No. NFIR/IV/RSAC/2023 dated 20/06/2023, Railway Board issued revised orders vide letter No. 2019/Elect (TRS)/440/6 Line Box dated 19/07/2023. Location of RS/Emergency valve/brake of ALPs in Electric Loco Cabs – Inconvenient location to operate (NFIR's letter No. NFIR/IV/RSAC/2022 dated 20/09/2022) – RDSO issued modification sheet vide letter No. EL/3.2.19/3-Phase/Pt-1 dated 24/03/2023 detailed instructions to Zonal Railways to relocate RS valve/Emergency cock for ease of operation by ALP, as per their diagram. Provision of Seat for Inspecting Officials in Electric Loco Motives (NFIR's PNM Item No. 05/2023) – Based on NFIR's subject, RDSO vide letter dated EL/3.1.22/4 (Cab) dated 01/05/2023 had requested Zonal Railways to explore and provide feedback of the possibility of using a small foldable seat, which can be kept at suitable location in mission room in folded condition and can be used as and when required. Further action is expected.

HISTORIC ACHIVEMENT OF NFIR

MINIMUM PAY HIKE OF ABOUT 14.29% ACHIEVED FOR RUNNING STAFF

The 7th CPC recommended an hike of **14.29%**, but the Running Staff were getting an hike of **12%** to **12.5%** only. GS/NFIR took up with the Rly Board urged up on to determine the fitment factor as “3” in the case of Running Staff for granting 7th CPC pay fixation with effect from **01.01.2016** with adequate justification in his letter addressed to Railway Board dated **13.07.2016**. Railway Board vide **RBE 93/2016** dated **02.08.2016**, issued pay fixation formula/procedure for Running Staff as per illustration given in **Annexure 'C'** of the above letter. NFIR in its letter dated **04.08.2016**, took up with the Railway Board, that the above order of Railway Board does not comply with the Resolution (**Point 12**) circulated by the **Ministry of Finance (Dept of Expenditure)**, on **25th July 2016**, wherein it has been mentioned that in respect of Railway employees to whom Running allowance is admissible, it will be ensured that the actual raise in pay at the time of initial fixation is about **14.29%** as recommended by the **7th Central Pay Commission**. In the same letter GS/NFIR pointed out that many Running Staff did not get the minimum benefit of **14.29%** with illustrations and contended that the order issued by Railway Board vide **93/2016** was clear violation of **Point 12** of the Government's Gazette Notification.

In the NFIR PNM meeting held with Railway Board on **22nd & 23rd December, 2016 at Rail Bhavan, New Delhi**, GS/ NFIR pointed out that when the **6th CPC Pay Band / Grade Pay structure** was introduced, a separate fitment table was given for Running staff (**2.118 multiplying factor**). Whereas this time it was not done, consequently the Running staff are losing not less than **Rs 2000/- per month** due to non-grant of **14.29%** hike. (Refer Minutes in Rly Board website).

NFIR also discussed in PNM meeting with Railway Board vide subject **No. 05/2017** dated **20th February, 2017**. Pursuant to NFIR's continued representation and persuasion, the Railway Board had sent Office Memorandum to Joint Secretary, Ministry of Finance dated **06.01.2017**, accepting the contention of NFIR that the existing methodology adopted does not satisfy the criteria of **14.29%** pay hike for Running Staff as mentioned in the Resolution of Ministry of Finance and in many cases, the rise in pay at the time of initial pay fixation is only around **12%**.

Govt of India accepted NFIR's and Railway Board accordingly issued orders vide RBE No. 99/2017 dated 21.08.2017, reviewing the methodology for pay fixation for Running Staff on implementation of 7th CPC Pay Structure, ensuring 14.29% hike with effect from January 1, 2016 duly considering the Multiplying factor of 3 as demanded by NFIR/ SRES.

RETENTION OF PAY ELEMENT & REVISION OF KMA RATES -

NFIRs CONTINUED STRUGGLE

The Railway Board vide their letter **No. ERB-I/2013/23/16** dated **25.3.2013** constituted an Empowered Committee to finalize a mechanism for a new formula for Running Allowance. NFIR raised the issue of constitution of Empowered Committee in the NFIR PNM meeting with Railway Board under Subject **No. 8/2013**. When the subject was dealt in the PNM/NFIR meeting of **30-31 January 2014** and **19.5.2014**, NFIR categorically demanded that the committee has to be withdrawn, without any further delay. After detailed discussion, NFIR was able to keep in abeyance the Empowered Committee. However, Railway Board vide their office Memorandum Dated **21.10.2014** under the subject “Information pertaining to Allowance payable to officers / Staff of Railways” referred the issue of determining Running Allowance for Running staff to the 7th CPC for their consideration and recommendation, duly attaching the report of Running Allowances Committee from

1968 along with their brief, which was intended to damage the case of Running staff in respect of continuation of 30% and 55% of pay element in the 7th CPC pay scales. In the PNM meeting of NFIR held with Railway board on 20th and 21st Dec of 2014, during discussion under PNM subject 8/2011 it was minuted as follows “The staff side requested to withdraw the reference on Running Allowances sent to 7th CPC as the Federation raised certain objections to the contents there of.....”.

In the NFIR's PNM meeting held with the Railway Board on 10th / 11th April 2015, The Federation had demanded withdrawal of reference made by the railway Board to the 7th CPC. Responding to the Federation's demand, the Member Staff had assured to take further necessary action in the matter. During the oral deposition made by NFIR before the Chairman, 7th CPC on 13th and 14th of April 2015 at New Delhi, NFIR had categorically argued that the running staff subject is within the domain of Railway Board and must be settled bi-laterally, through discussion with Federations as has been the practice since decades. NFIR's detailed Para wise response on the Office Memorandum of the Railway Board was sent to the Chairman 7th CPC on 15.04.2015 vide its letter no. IV/NFIR/7th CPC/Corres/Pt.V, for his appreciation and also requesting him to leave the issue of Pay element and Running Allowances subject to be dealt with in Railway Ministry through discussions with Federation.

The 7th CPC which submitted its report to the Govt of India on the 19th Nov of 2015 discussed in page no. 310 of its report stating that NFIR have requested that “the issue pertaining to payment of Running Allowance (Kilometrage allowance and ALK) is best left to the Railway Administration, since from time immemorial, the kilometrage entitlement/rates are decided through bi-lateral discussions between Railway Board and Federations.” On the other hand the Ministry of Railways specifically referred the examination of Running Allowance (RA) to the 7th CPC for its consideration. The VII CPC has in its report stated that subsequently vide letter No. E (P&A)II- 2014/Misc.3/7th CPC of 11.05.2015, the Ministry of Railways reverted to the commission stating that successive Pay commissions have “refrained from giving any express recommendations on the methodology/formula for calculation of the rates of Kilometrage Allowance/ALK” and thereby NFIR was successful in taking the issue for internal discussion with the Board. The issue relating to Pay element and determination of Kilometrage Allowances was raised by the General Secretary, NFIR in the PNM meeting held at the level of Railway Board on 22nd & 23rd December 2016 (extract available in Para 3 thereof) as reproduced below:-

“With regard to pay element of 55% & 30% for retirement and other purposes respectively, the General Secretary, NFIR expressed his unhappiness over Board's decision to constitute a Committee without prior consultations with the Federation and added that the 55% and 30% pay element which is in vogue since decades as a result of acceptance of Bhalla Committee Report should continue without any dilution in the 7th CPC Pay matrices also.”

The pressure mounted by NFIR on the Railway Board gave positive results and the Railway Board vide letter No. E(P&A)II-2015/RS-25 dated 24/01/2017 issued clarificatory instructions that the pay element of 55% for Pensionary benefits is still valid and will continue in the 7th CPC Pay structure as per Rule 924 (iii) of IREM Vol. I. The Union Cabinet while approving the report of Committee on Allowances (CoA) and the recommendation of E-CoS, conveyed that 12 Allowances pertaining to Running Staff will be discussed and settled bi-laterally by the Railway Ministry with the Federations and Gazette notification was issued to this effect on 6th July 2017. NFIR vide its letter No. IV/RSAC/Conf./Part.VIII dated 31.10.2017, while logically explaining the case for upward revision of KMA rates, urged upon the Railway Board, that the Kilometrage rates for Running Staff (Loco pilot/passenger) should be revised to not less than Rs.974/-, that of passenger Guard to Rs.847/- & that of ALP to Rs.731/- duly retaining the pay element of 55 & 30% (as has been continued since the last more than three decades when the pay scales of 4th, 5th, 6th and 7th CPC have been implemented).

In the Joint meeting with Railway Board chaired by AM (Staff) held on **07.11.2017** at Rail Bhavan, New Delhi, NFIR reiterated that the pay element of **55 & 30%** for retirement benefits as well for in service benefits respectively is non-negotiable and should continue without any dilution. In this context, NFIR explained the background on Pay element when the Government implemented pay scales of successive Pay Commissions since **1986** onwards (**IVth, Vth, VIth & VIIth**). In the meeting held with the Federation on 4th and 5th Jan 2018 Rly Board circulated Summary of Record note of Discussions in which they proposed reduction of Pay element to **24% & 44%** and also proposed increase of KMA rates by applying multiplication factor of 1.56. In response, NFIR vide letter dated **07.02.2018**, rebutted the views contained in the Summary Record Note of discussions and urged upon the Railway Board to ignore the views of the Official Side and agree with the Federation's proposal for revising the Kilometrage rates. In the meeting held with CRB on **16.01.2019**, GS/NFIR raised the issue of long delayed revision of KMA rates for Running Staff and requested for immediate action. CRB assured GS/NFIR that the approval of Hon. MR is under process and file will be sent to Finance Ministry for their concurrence.

In the meeting held with the **Hon'ble Railway Minister Shri Piyush Goyal**, in the Chamber of Railway Board Chairman at **Rail Bhavan, New Delhi** on **23.01.2019**, General Secretary, NFIR requested expeditious action for obtaining the concurrence of MoF, to effect the revised rates of KMA, which proposal has been approved by. Railway Board vide their letter dated **31/1/2019** addressed to GS/NFIR, quoting NFIR's letter dated **10/11/2018** addressed to **Hon. Minister of Railways**, conveyed that a proposal regarding pay element and rates of **KMA/ALK** for the running staff after approval from the competent authority is under submission to be sent to the **Ministry of Finance** for their concurrence. In the **47th Meeting of National Council of JCM** held at **New Delhi** on **13th April 2019**, under the Chairmanship of **Shri P. K. Sinha, Cabinet Secretary, Dr.M.Raghavaiah – Leader of Staff side JCM** raised the issue of revision of KMA rates for the Running Staff of Indian Railways which is a long pending issue. Again in the NFIR PNM meeting held with Railway Board on **25th & 26th April, 2019**, GS/NFIR explained at length the proposal placed by NFIR in respect of revision of KMA rates and retention of Pay Element of Running Staff and urged upon Member (Staff) to issue orders early, as it is a long pending subject.

Railway Board issued orders vide **RBE No. 85/2019** dated **28.05.2019** for revision of rates of Kilometrage Allowance and Allowance in lieu of Kilometrage, duly retaining Pay element in Running Allowance in the Railway Services (Revised Pay) Rules, 2016.

Thus history was created by NFIR by retaining the Pay Element of Running staff in the 7th CPC structure also.

Dear Running Staff,

Please see our Achievements especially after 2007 since we lost recognition. Think over and act wisely by exercising your valuable VOTE FOR RAIL ENGINE for your Secure Career in Railways.

UNIFIED PENSION SCHEME (UPS)

Govt of India announced on **24th August, 2024** for introduction of UPS w.e.f **01.04.2025**. NFIR in their letter addressed to Hon'ble Prime Minister of India urged the Government to incorporate all the provisions of OPS in UPS, to make it an Universally Popular Scheme. Our fight for restoration of OPS with effect from **1/4/2004** continues.

Loco Running Staff Grievances – Constitution of Multi-disciplinary Committee by Railway Board – NFIR's written proposal for redressal.

Responding to Railway Board's letter dated **18/07/2024** relating to grievances of Loco Running Staff on Indian Railways, Federation (NFIR) placed its comments on each issue listed in the Terms of Reference of the Multi-disciplinary Committee as below:-

- **Deployment of Co - LP in trains up to (including) the speed of 130 kmph.**
- **Deployment/non-deployment of ALPs in EMU/MEMU trains.**

(Ref: NFIR PNM Item No. 10/2022 & 24/2024)

- Running Staff to be classified as Intensive.
- Continuous night working should be limited to only 2 nights at a stretch.
- **ABSENCE FROM HEADQUARTERS/ OUTSTATION DETENTION**
should not exceed 36 hours at the maximum.

- **HEADQUARTERS REST**

NFIR demanded that the minimum Headquarters rest should therefore be 24 hours in all cases irrespective of working hours and also for duties performed daily at Head Quarters. (NFIR PNM Item No. 33/2018).

- **PERIODICAL REST**

NFIR urged that the Periodic Rest/Weekly rest should be minimum of 48 HOURS ie. 24+24 hrs.

- **Deployment of manpower and their utilization:**

Construction of more number of rest rooms enroute causes greater discomfort to Running Staff as they are detained at outstation for longer hours and loss of Kilometrage Allowances.

- **Legislation of Break for meal and attending nature's call.**

NFIR suggested to grant atleast 15 minutes train halt at appropriate junctions/important stations so that the crew can be able to attend nature calls and have their breakfast/lunch/dinner. The specific halting period of 15 minutes shall have to be decided and included in the running time of the respective trains by the authorities.

- NFIR wanted the Committee to review the decision for installation of CVVRS in the Locomotive Cabs.

NFIR re-iterated its demand for making arrangement to hand over and take over FSD to Loco Pilots at Station Platform at the time of departure and to be collected on arrival at destination in the interest of improving system (PNM item 10/22 ii).

NFIR / SRES AGENDA FOR THE FUTURE

- ◆ **Restore Old Pension Scheme benefits for all Central Government Employees joined service from January 1, 2004.**
- ◆ **Liberalise provisions of HOER - Classify Running Staff as Intensive Category provide Head Quarters rest of 24 hours & periodic rest of not less than 48 hours. Relax guidelines further for imposing minimum punishment on SPAD cases-Abolish capital punishment.**
- ◆ **Airconditioning of all Running Rooms and Loco/EMU Cabs within a time frame.**
- ◆ **Minimum requirements for suburban (Motorman/Guard) Rest Rooms/Running Rooms.**
- ◆ **Upward revision of Kilometrage and other Running Staff Allowances , as DA touched 50%.**
- ◆ **Allotment of GP 4600/Pay Level-7 to Loco Pilot (Mail/Exp) and Train Managers (Mail/Exp).**
- ◆ **Replacement of GP 2800/Pay Level-5 of Train Guard with GP 4200/Pay Level-6.**
- ◆ **Cab Ergonomics - all Loco and EMU Cabs to be made user friendly. Improve design & comfort of Brake Van of Freight Trains.**

- ◆ Step up pay of Chief Loco Inspectors on par with their juniors – Accept long pending demand of NFIR.
- ◆ Demand for increase of Dress Allowance to Rs. 10,000/-.
- ◆ Improve entry qualification of ALPs & allot Level 6 GP to ALPs & TMRs as per NFIR's PNM demand.
- ◆ Reckon Additional Allowance as part of pay for in-service and retirement benefits.
- ◆ Exemption of Running Allowances from Income Tax, without any restrictive ceiling limit.
- ◆ Reckoning pay element for the purpose of granting increments (NFIR's PNM Item No. 10/2016).
- ◆ Revision of Aptitude test norms - De-link Aptitude test from selection.
- ◆ Provision of three sets of privilege passes to Assistant Loco Pilots / Shunters / Guards on completion of three years service.
- ◆ Simplification of ambiguous and outdated Rules (G & SR) - Supply electronic gadgets duly Uploading / Updating Rule Books & Manuals.
- ◆ Medical & Pass facilities to parents of Serving employees, without any restriction.
- ◆ Provide first opportunity to Senior Loco Pilots (Mail/Express) for filling up Chief Loco Inspector vacancies – Accept NFIR's demand.
- ◆ Improve Additional Allowance and grant to all categories of Running Staff.
- ◆ Out Station detention not more than 36 Hours.
- ◆ Accident Free Service Award for all safety categories of Running Staff.

A Clarion Call to All Running Staff

You may understand that with the dynamic leadership of our great leaders and the vital and active role played by **NFIR** and **SRES**, the running staff were able to reap many benefits and their grievances were redressed by timely representation at the Ministry level and other appropriate forums. Hence we humbly request all running staff to deeply study the past record of sincere service rendered by **SRES & NFIR** and **Vote for SRES**, so that your voice is heard in all forums at all levels.

Circular No. 1469

We are not Trustees and betrayers of Trust

Vote for SRES Rail Engine Symbol



Secret Ballot Election dates:

4,5 & 6th December, 2024

SRES Zindabad

NFIR Zindabad

LRS BRANCHES / SRES