



SOUTHERN RAILWAY EMPLOYEES' SANGH

CENTRAL OFFICE - MEDIA CELL



SALIENT POINTS OF DISCUSSION SRES WITH 8th CENTRAL PAY COMMISSION

Date: 07.09.2026

Venue: ITC Grand Chola, Chennai

1. The Meeting:

A delegation of the Southern Railway Employees' Sangh (SRES) met the Hon'ble 8th Central Pay Commission at Chennai. The Hon'ble Chairman participated through Video Conference, while the Member Secretary and other Members of the Commission heard the delegation for nearly 30 minutes in a very cordial and positive atmosphere.

2. Presentation:

SRES made a comprehensive PowerPoint presentation covering the working conditions and legitimate aspirations of all Departments and Categories of Indian Railways.

3. Nature of Railway Working - Highlighted:

- The delegation forcefully brought to the notice of the Commission the distinctive and arduous nature of Railway working.
- Round-the-clock, 24x7x365 duty without holidays.
- Hazardous, arduous and highly stressful working conditions.
- Working in hostile terrain, extreme weather and remote locations.
- System of mandatory relief - no employee can leave his post unless relieved.
- Continuous training, promotional courses, periodical refresher courses.
- Stringent medical fitness standards to be maintained throughout service career.
- Continuation Beyond working hours in certain situations.
- HOER based duties with 48 hours of work and 6 days a week working nature.

4. General Pay-Related Demands:

- Substantial improvement in Minimum Entry Pay Scale.
- Assured and meaningful Career Progression & Promotional Avenues to remove stagnation.
- Higher Pay Scales for categories facing acute stagnation.
- Grant of Apex Pay Scales where fully justified by duties and responsibilities.
- A Separate, Distinct and Comprehensive Pay Package for Railway Employees, considering their unique working conditions.

5. Workshops & Technical Staff:

- Higher Entry Pay for Technicians and Technical Supervisors in view of higher skills, qualifications and technological advancements.
- Merger of Technician Grade-II and Grade-I.
- Inclusion of Workshop Technicians under Risk and Hardship Allowance (R&H).
- Implementation of 5-Day Working Week under the Factories Act, with suitable adjustment of weekly working hours.

6. Risk and Hardship Allowance (R&H):

- SRES demanded rationalization, enhancement and extension of R&H to all left-out and genuinely deserving categories, including Bridge Staff and TRD (Traction Distribution) Staff.
- The Member Secretary responded positively to the demand.

7. Concluding Prayer:

The delegation fervently requested the Hon'ble Commission to recognize the distinct skills, intense workload, risk to life, and the Nation-building role of Railwaymen and Railwaywomen, and to recommend a Separate Pay Package for Railway Personnel with justice and generosity.

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Circular No. **48/2026**

CENTRAL OFFICE
10.09.2026

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