



SOUTHERN RAILWAY EMPLOYEES' SANGH

CENTRAL OFFICE - MEDIA CELL



**S.Rly ல் உள்ள அனைத்து பணிமனைகளிலும்
பயோ மெட்ரிக் 4 பன்சுக்கு பதிலாக 2 இன் பன்சு மட்டும் வைக்க உத்தரவிடுமாறு
Sri. R.Mukund, PCME/ S.Rly., அவர்களிடம் 08.07.2026 அன்று SRES நிர்வாகிகள் நேரில் சந்தித்து
தொழிலாளர் பாதுகாப்பிற்கு முக்கியமளித்து தரமான முறையில் உற்பத்தியை கொடுக்க வலியுறுத்தியதற்கு
பரிசீலனை செய்வதாக இசைவு தெரிவித்துள்ளார்.**

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Working Committee Member - INTUC - New Delhi
Vice - President, INTUC - Tamil Nadu

Esc No. : 280/Workshops

Date : 08.07.2026

To

**The Principal Chief Personnel Officer,
Southern Railway,
Chennai.**

**The Principal Chief Mechanical Engineer,
Southern Railway,
Mechanical Branch, Chennai – 600 003.**

Dear Sir,

Sub: Universal Attendance System based on facial recognition technology at three major Workshops– Appreciation thereof and request for reduction in number of mandatory punches from four to two "In" punches per day – reg.

Ref: 1) Your Lr. No. PCME/Misc/OT/LW/PER dated 15.06.2026.
2) Your Lr. No. PCME/Misc/Bio metric CW/LW/PER dated 15.06.2026.
3) Your Lr. No. PCME/Misc/Bio metric GOCW dated 18.06.2026.
4) Lr. No. WD/SRES-NFIR/L.1/2022 dated 03.08.2022.
5) GS/NFIR Letter No. NFIR/I/11/2021 dt. 10.10.2022 to GM/S.Rly.

At the outset, SRES wishes to place on record our sincere appreciation for the initiative of your esteemed office, conveyed vide the letter cited under reference, for implementing a Universal Attendance System based on facial recognition technology at all three major workshops namely CW/PER, LW/PER and GOC Workshops.

The provision enabling employees to mark attendance from any authorized device within the workshop, irrespective of section or place of work, is a timely and staff-friendly measure which is expected to alleviate congestion at attendance terminals during peak hours and to improve overall operational efficiency. We sincerely hope that the introduction of facial recognition technology, coupled with the facility of universal devices, will significantly enhance the accuracy, reliability and convenience of attendance recording.

Existing system and its limitations

Under the present system at Workshops, four punches per working day (two "In" and two "Out") are mandatory for recording attendance. It has been observed that the existing four-punch requirement:

- creates unnecessary queues at attendance terminals, particularly during shift commencement and mid-day break;
- increases the administrative burden on supervisors and clerical staff in monitoring and reconciling multiple punches; and
- causes delays for staff who are required to proceed to their respective work sections promptly after marking attendance.

These difficulties have been a subject of representation by the staff and by SRES over a period and have become more conspicuous in the context of the newly to be introduced universal facial recognition system.

Proposal for reduction to two "In" punches per day

In view of the enhanced accuracy and flexibility offered by the facial recognition system, it is respectfully proposed that the number of mandatory attendance punches be reduced from four punches to two "In" punches per working day, as follows:

- First "In" punch: at the commencement of duty, before the employee proceeds to his/her work section; and
- Second "In" punch: after the lunch/break period, before resuming duty.

It is submitted that the two "In" punches, when recorded through the universal facial recognition devices, will be sufficient:

- to record accurate attendance for payroll purposes;
- to establish the employee's presence for the entire working day, in view of the continuous nature of shift duty and existing supervisory oversight; and
- to maintain transparency and accountability without the need for multiple "Out" punches.

Justification in the context of facial recognition and universal devices

The proposed revision is particularly warranted in the present context, as:

- facial recognition technology ensures that the attendance record is uniquely linked to the individual ;
- universal devices permit attendance to be marked at multiple locations within the workshop, thereby reducing the necessity for multiple punches to verify presence at different sections; and
- Supervisors and Section in charges can continue to monitor actual duty hours through existing supervisory registers, work allocation records and shift reports, ensuring that payroll and attendance remain aligned with actual work performed.

Expected outcome

It is expected that the proposed modification will:

- further streamline the attendance process and reduce crowding at attendance terminals;
- reduce the administrative workload of supervisors and clerical staff;
- enhance staff morale and improve the perception of the system as staff-friendly; and
- maintain, and possibly improve, transparency and accountability in attendance recording.

In light of the foregoing, it is respectfully prayed that your esteemed office may kindly approve the revision of the mandatory attendance requirement to two "In" punches per working day at all Workshops across Southern Railway with implementation from a date to be specified by your office.

Kindly do the needful.

Thanking you,

Yours truly,

Copy to: 1) GS/NFIR to kindly take it up with Railway Board for modification of existing marking of Bio-metric attendance from four punches to two in-punches.

2) COBs/SRES, WP/SRES, DP/Workshop Division

(V.Gopalakrishnan)
GS/SRES & AGS/NFIR

Dr.M.Raghavaiahji
President /SRES & GS/NFIR

M. Suryaprakash
WP/SRES & WCM/NFIR

Circular No. 44/2026

CENTRAL OFFICE
09.07.2026

V.Gopalakrishnan
GS/SRES & AGS/NFIR

T. Parthiban
Treasurer/SRES & ZS/NFIR