



SRES - NFIR SOUTHERN RAILWAY EMPLOYEES' SANGH



WISHES ALL THE EMPLOYEES HAPPY NEW YEAR & PONGAL-2018.

Namaskar Dear Sisters & Brothers,

We are entering New Year 2018 with disappointment & agony as the Government has done great injustice by reducing the percentage of various allowances, and also not granting allowances w.e.f. 01.01.2016, deprival of our legitimate allowances, advances, minimum pay of Rs.26,000/- and maximum pay of Supervisors / SMR / Ministerial Cadre Rs.4800 & Rs.5400, etc.

With great co-operation of all the employees, the Southern Railway Employees' Sangh marching towards the Centenary celebration in the year 2019. This organization was started on 07th Feb 1919, the second oldest Union in India. Father of Nation Mahatma Gandhi visited SRES Central Office on 03.09.1927 and laid the foundation stone for Central Office Building which is our own (This was published in the Hindu Newspaper dated 05.09.1927). Many Eminent National leaders have visited SRES Office – S/Shri.Vallabai Patel, Dr.Ambedkar, Jayaprakash Narayanan, K.Kamarajar, Jawaharlal Nehru, Smt.Indira Gandhi, etc. SRES had also participated in the Freedom Struggle led by our Founder Periyavar T.V.Anandan Ex. M.P., who was also the President of NFIR & SRES. Due to his efforts the Pension Scheme, DA Formula through DAS Body Committee & Bonus were implemented. With pride, SRES brings that many office bearers of SRES were holding the highest post in India. The then President of India Shri.V.V.Giri was holding the post of President of SRES from 1929 to 1934. In history of Trade Union only SRES President Shri.V.V.Giri was honoured with Bharat Ratna.

With great struggle / vehement protest ultimately Government had implemented the allowances w.e.f. 01.07.2017. We have conducted number of protests in front of Parliament / GM / DRM / CWM / Depot Office. However, we are not able to retain HRA in the same percentage, if there is a unity among Trade Unions we can able to achieve more benefits in 7th CPC. All the Trade Unions fixed to go for National wide strike on 11th July 2016. All are also aware SRMU had withdrawn the strike on 1st July 2016 itself, had we collectively given pressure till 11th July 2016, Government would have come down and considered our genuine demands, we would not have lost many benefits. However with our persistent efforts and continuous dialogue at Railway Board level we secured order for Cadre Restructuring for Technicians w.e.f. 01.09.2016, Risk & Hardship Allowance to Track Maintainer and upgradation to Track Maintainer, improved pay scale to Ticket Checking and Booking Clerk cadre, Station Master minimum pay upgraded to 4200, retaining pay elements for running staff 30% & terminal benefits of 55%. We also secured orders / pursuing the following issues.

NEW PENSION SCHEME

1. Employees recruited in Railways after 01.01.2004 and died thereafter will be granted Pension to their families (PNM Sub. No.20/2006, Rly. Bd. 31/2009 dated 29.05.2009).
2. National Pension System Holders will be granted Pension, Family Pension, Invalidation Pension, Gratuity & Death cum Gratuity. Whatever benefits enjoying by old pensioners, the same is also equally applicable to New Pension Holders as per Rule 38, 49, 50 & 54 of CCS (Pension) Rules, 1972. This historical achievement we got through NFIR / PNM PNM Sub. No.13/2016, RBE 78/2017 dated 31.07.2017.
3. We are pursuing to cancel the New Pension Scheme.

ENGINEERING DEPARTMENT :

1. Based on NFIR Memorandum to the 7th CPC submitted on 28.07.2014, Page No.75-80 & 158 of Para No.14 and tendered Oral Evidence before the 7th CPC, the Trackmen has been granted a) Risk & Hardship Allowance Rs.2700/- (RBE 87/2017 dated 10.08.2017) and b) LC Gate Keeper Allowance Rs.1000/- per month (RBE No. 110/2017 dated 30.08.2017).
2. Break Down Allowance (RBE 106/2017 dated 30.08.2017).
3. Dress Allowance Rs.5000/- per annum.
4. Through NFIR / PNM Sub. No.34/2016, we secured orders for 8 hrs duty roster for Gate Keepers. (Rly. Bd. Lr. No. 2012/E(LL)HER/23 dated 30.09.2016). This order was not implemented in many gates in Southern Railway we are condemning & protesting against S.Rly. administration and further pursuing for implementation. We also approached the Court and secured orders in favour of employees.
5. Reduction of additional workload of Keyman duties (oiling / greasing of ERCS). This has been pursuing through NFIR DC/JCM Item No. 46/2003.

6. Night Patrolling Track Maintainers shall be paid Rs.150/- per month towards purchase of dry cell. (NFIR / PNM Sub. No. 44/2016, Rly. Bd. Lr. No. 2016/CE-I/GNS/4pt. dated 07.12.17).
7. Historical Order for Promotional Avenue to Track Maintainers : 97% of Trackmen retired as Trackmen in GP 1800. This has been changed and Promotional Avenue was arranged in GP 1900 – 22%, 2400 – 12%, 2800 – 06%. Further avenue through Promotional Quota–20%, LDCE Quota–20%, and GDCE for JE 4200 GP. As agreed by Board, the promotional percentage of Track Maintainers further will be improved & orders will be issued shortly as 10% in 2800, 20% in 2400, 20% in 1900 & 50% in 1800.
8. Facilities / arrangements in the Gate Lodges : Though NFIR secured order vide Board letter No.2015/LMBII/1/12 dated 24.09.2015 for Water, Toilet facilities & Power supply etc., but this was not fully implemented in Southern Railway. We are further pursuing for implementation.
9. Protective Helmet, Improved working tools, warning hooters for safe working of Trackmen, CUG phone facilities arranged to Keymen / Mate (NFIR PNM Sub. No. 04/2017, DC JCM Item No. 46/2003 & 15/2012), but unfortunately in Southern Railway this was not implemented.

TECHNICIANS :

1. Normally the Technicians upgradation (CRC) will be considered once in 10 years. Due to NFIR efforts though we got upgradation (CRC) in the year 2013 we have got another upgradation (CRC) in the year 2016 as 16% to 26% for Sr.Tech (GP 4200), 44% to 51% for Tech.I (GP 2800), 20% to 08% for Tech.II (GP 2400). For every 100 employees 32 employees were promoted.
2. Railway Board had withdrawn Accompanying Staff of AC Coach unilaterally. We NFIR / SRES vehemently opposed and secured orders to accompany one ACC Incharge & one ACC Attendant in every train vide Railway Board Letter No. 2006/Elec(G)/138/1 dated 11.09.17 through NFIR PNM No. 25/2011.
3. The revision of Incentive allowance for staff of Workshop has been pursuing through NFIR PNM Sub. No.12/2017.
4. Considering Signal Technicians Duties, Responsibilities, Recruitment Qualification, Training Pattern, Job Hazards, Modernisation, Unattractive Pay Scales etc., we have been pursuing through NFIR PNM Sub. No.14/2010 for merger of Sr.Technicians with JE. Board has agreed to process.

TRAFFIC / COMMERCIAL DEPARTMENT :

1. After 8 years of continuous persuasion / struggle, we have got minimum pay Rs.4200 for Station Master Category.
2. Uniform Allowance for SMs Rs.10000 & other categories Rs.5000. (RBE No.141/2017 dated 03.10.2017).
3. Grant of Special Train Controllers Allowance Rs.5,000/- pm. (RBE No. 86/2016 dated 10.08.17).
4. Eligibility of 1st Class Pass to all SMs. (Rly. Bd. Lr. No. E(W)2017/PS5-2/2 dated 30.06.2017).
5. Post of ASM upgraded to Station Master in GP 4200. Staffing Pattern of Station Master – 75% of existing Traffic / Commercial staff will be benefitted & can go as Station Master in GP 4200 (Railway Board Letter No. E(NG)I-2016/PM1/12 dated 24.01.2017).
6. In new Avenue of Promotion to SMs, we stopped the proposal of recruiting in GP 4600 as Station Manager.
7. Reckoning Grade pay Rs.4200 as entry grade pay for granting financial upgradation 2nd MACP as 4800 & 3rd MACP Rs.5400 to SM Category (Pursuing through Railway Board vide PNM Sub No.15/2017).
8. Staff room for Way side station employees – Though order was secured, this was not fully implemented in many stations. We are still pursuing through Railway Board DC/JCM No.18/2010 for implementation.
9. Flag Station Allowance now revised as "Extra Work Allowance" will be paid at uniform rate of 2% of basic pay per month. (RBE No.121/2017 dated 05.09.2017).
10. The Grade Pay of Ticket Checking Staff - 1900 & 2400 and Booking Clerks were upgraded based on the qualification and frontline category, accordingly the fixation of pay in the 7th CPC was implemented.
11. The proposal of merger of TC, BC & ECRC, we suggested that the existing staff not to be merged which is more disadvantage to Ticket Checking & Booking Clerk. Board had agreed and issued minutes vide letter No. 2007/TG-II/12/4(PNM) dated 13.12.2017.

HISTORICAL ACHIEVEMENT FOR DRIVERS, GUARDS, SMs & CABINMEN - A1 & A2 MEDICAL:

The employee who underwent Cataract Surgery, they cannot continue in the same grade of Driver, Guard, Station Master and Cabinman. Immediately they were decategorised from the post. This age old practice was revised by NFIR through Railway Board PNM and they can continue in the same capacity. Similarly, Diabetes also continued to hold the same post. Now, we are pursuing to get order who underwent Heart Surgery.

RUNNING STAFF :

1. After 9 years of struggle by NFIR under PNM Sub.57/2016, Board has issued order for reckoning of 30% Pay element for calculation of Leave Salary with arrears (from 01.01.2006 to 31.08.2006) to Running staff. (RBE No. 148/2017 of 16.10.2017).
2. Though the Pay Commission wanted to discuss on 30% of Pay Element and 55% of Terminal Benefits to Running staff and also Railway Board had unilaterally constituted a committee, but the NFIR had vehemently opposed and after great struggle we have retained 30% / 55% benefits vide Board Lr. dated 24.01.2017.
3. When all the staff were considered the hike of 14.29% on 7th CPC but the Running staff were not hiked. It was discussed in the NFIR / Rly. Bd. PNM under Sub. No. 05/2017 and secured order vide RBE 99/2017 dated 21.08.17.
4. We are continuously pursuing in all the forum for Air-conditioning of cab, running room and SPAD issues. Though some of Running Rooms / cabs were air-conditioned SRES/NFIR wants all Running rooms / cabs to be airconditioned before 2020.
5. EMU Cab Ergonomics – Motormen facing 25 problems has been pursuing in Rly. Bd. PNM No. 7/2017.

MINISTERIAL / ACCOUNTS DEPARTMENT :

1. Based on Entry Qualification we have been pursuing the minimum pay to be improved to Ministerial Cadre Rs.2800 and maximum grade pay to Rs.4800 / 5400.
2. We have been pursuing for cancellation of Typing Test for Ministerial Cadre.
3. Due to our persuasion through NFIR PNM 18/2004 & 9/2012, the special pay allowance was revised to those who passed Appendix II & III w.e.f. 01.01.1996 & 01.01.2006 have got fixation with arrears vide RBE No. 64/2016 & many employees were benefitted.
4. NFIR has been pursuing through Rly. Bd. PNM Sub. No. 10/2017 for new cadre structure of Accounts as JAA - 4200, AA - 4800 & SO - 5400.
5. In the last 15 years, only 8 selections were conducted for filling up of 926 vacancies of SSO(A), Sr.ISA, Sr.TIA. The administration wanted to fill up all the above vacancies through DR. This was vehemently opposed by NFIR through PNM Sub. No.41/2015 and it was stopped.
6. We have been pursuing through NFIR PNM Sub. No. 22/2012 for Grant of Incentive Rs.1000 to JAA on passing Appendix IV A Stock Verifier.
7. We have been pursuing through NFIR PNM Sub. No. 30/2011 to fill up the Accounts Clerk DR vacancies through the serving Gr.D employees.
8. We have been pursuing MACP benefits to CG1, CG2 & Stock Verifiers under PNM Sub. Nos. 15/2013 & 16/2013, this was under active consideration.

MEDICAL DEPARTMENT :

1. Uniform Allowance for Nurses Rs.1800/- per month (RBE No.141/2017 dated 03.10.2017).
2. Nursing Allowance increased from Rs.4800 to Rs.7200 per month. (NFIR PNM Sub. No. 18/2015).
3. Operation Theatre Allowance increased from Rs.360/- to Rs.540/- per month.
4. HPCA / PCA Allowance have been increased to Rs.5300 / Rs.4100.
5. 50% of Attendant / Safaiwala who do not possess Matric can go as Dresser / OTA. Remaining 50% with Matric qualification. (NFIR/PNM Sub. No.23/2014). We also pursuing minimum Pay for Dress / OTA Rs.2000/-.
6. Career advancement of Safaiwalas – After completion of 5 years Safaiwala can go to Workshops / other departments. They can also go as Ministerial cadre against 16.2/3%, Accounts Clerk against 8.1/3% & TC against 16.2/3% quota and further we continuously pursuing their avenue of promotion as GP 1900, 2400 & 2800 through DC JCM Item No. 28/2012.
7. Though 7th CPC did not recommend for higher GP for Paramedical Technicians/ Lab staff based on their recruitment qualification, training, experience, etc., we have been pursuing for higher GP through NFIR PNM Sub. No. 60/2012.
8. Pharmacist MACP anomalies pursuing through PNM.

COMMON ACHIEVEMENTS :

1. Staff who wear uniform will be paid Dress Allowance Rs.5000 / 10,000 (RBE No.141/2017 dated 03.10.2017).
2. Bonus ceiling limit revised 3500 to 7000 (RBE No.109/2016 dated 15.09.16) and arrears Rs.8976/- was also paid.
3. Reimbursement of Medical Bill for emergency treatment in Private Hospital (Rly. Bd. Lr.No.2005/H/ 6-4/Policy-I dated 01.06.2017). "

4. In the NFIR Safety Meeting at Secunderabad the then Railway Minister with full Board had participated, through the meeting and GM Conference (proceeding minutes) we achieved for the SRRS (new - LARSGESS) scheme. In the last 13 years, more than 60,000 wards of employees were considered for appointment through LARSGESS. Now, this was stayed by Court. We are pursuing at appropriate level to re-consider the appointment.
5. Staff who promoted in the merger of Pre-revised pay scales during the period between 01.01.2006 & 29.09.2008 will get pay fixation and 8-10 years arrears. (Bd. Letter No. PC-VI/2015/IC/1 dated 08.04.2016 RBE No. 33/2016).
6. National Holiday Allowance (RBE No. 108/2017 dated 30.08.2017).
7. Though we achieved pay increase in the last two Pay Commissions (5th CPC - 31% & 6th CPC - 54%) from the Finance Minister Shri.P.Chidambaram, but now we got only 14.28% in 7th CPC, also we have lost all our Festival Advances and the HRA was reduced to 24%, 16% & 8%. The minimum Pay Rs.26000/- was not considered because of disunity among Unions.
8. In the last 15 years many qualified candidates appointed in Railways through RRC/RRB, to ensure their career advancement on our continuous persuasion we secured order with relaxed service conditions for GDCE / LDCE. Thousands of employees were benefitted as SM, TC, Booking Clerk, Guard, Driver, Supervisors etc.
9. Group D employees on promotion under 33 1/3 %, the present service condition of 3 years was relaxed to 2 years. This was achieved by NFIR through PNM No. 38/2016. (RBE No. 38/2017 of 21.04.17).
10. The NFIR/SRES continuously pursuing at DOPT level to revise the stringent criterion of Bench Mark of "Very Good" to "Good" for granting MACP. In this connection Cabinet Secretary was addressed by GS/NFIR on 23.08.2016.
11. We are also pursuing to grant Risk & Hardship allowance to all P.Way Technicians, OHE TRD Technicians, Traffic Staff, C&W staff, Signal Staff, Electrical staff, etc.
12. We demand the GM/S.Rly that all the promotions, seniority list, quarters registration, request transfer registration to be published in the Railnet & Internet to avoid the malpractice / corruption.
13. Many North Indians / natives of Kerala wanted to go on request transfer, their applications were not considered by Southern Railway. On our continuous persuasion through Railway Board PNM Subjects Nos.36/2015 & 18/2016, the transfer policy / service condition was relaxed for inter divisional request transfer. No service condition is required (Rly. Bd. Lr. No. E(O)III/2014/PL/05 dated 31.08.2015), and for inter railway transfer the 5 years norms condition was relaxed for mutual transfer, spouse ground, physically challenged employee / disabled child (Board Lr. E(NG)I-2015/TR/20 dated 10.02.2017), a timeline was issued by Board for forwarding applications (RBE No.131/2017 dated 22.09.2017) and we are pursuing for employees who gave option for workshop project organization (PNM Sub. No. 50/2016).
14. As a result of old agreement in DC/JCM Item No. 24/2010, the Over Time Allowance is a part of wage; it should be paid w.e.f. 01.01.2016 instead of 01.07.2017. We have been pursuing through Railway Board vide NFIR letter dated 11.12.2017.
15. The problems facing by Ex-servicemen has been pursuing through NFIR PNM No.01/2013 & 05/2016.
16. Consequent upon implementation of 7th CPC, 60% employees were not exercised Option 2 for deferring 7th CPC implementation, resulting huge loss to the employees eventhough SRES brought pamphlets, wall posters, etc., but administration did not guide the employees properly.
17. We have been pursuing to fill up 2.5 Lakhs vacancies immediately.
18. Let us all unitedly fight against offloading the perennial nature of activities to private parties. In Southern Railway, we have been conducting number of protest / dharna / gate meetings against the atrocities / assaults / manhandling / sexual harassment, etc., facing by the employees. We demand administration to take necessary action instead of silent spectators.

**IN THE NEW YEAR LET US UNITE & MARCH FORWARD
TO ACHIEVE OUR GENUINE DEMANDS.**

Dr. M.Raghavaiah

President/SRES & GS/NFIR

Date : 27.12.2017

Circular No. 855

P.S.Suriyaprakasam

JGS/NFIR & GS/SRES

For more details visit : nfirindia.org & sresindia.org