

**RUNNING STAFF AGENDA ITEMS PLACED IN THE DC-JCM HELD ON  
15/16.02.2024 - WILL BE FURTHER DISCUSSED.****Crew review of Running Staff and modalities for periodic balancing of staff excess/shortage.****Ref: Railway Board's letter No.E(NG)/2021/PM7/4 dated 30/08/2022 (RBE No.105/2022).****1. 8% surrender of Running Staff - Para (a) of Board's letter dated 30<sup>th</sup> August, 2022:**

This para imposes outright surrender of about 10,000 posts of Loco Running Staff by dispensing with the two parameters namely 10% allowance for fluctuation of traffic and 3.5% allowance for future growth in traffic while calculating crew requirement. In this connection, the Staff Side wants the Railway Board to kindly appreciate that in the growing economic scenario, Railways functions as Commercial organization, making BPC rules, marshalling rules, maintenance schedules of Rolling Stock Signals, Tracks etc., flexible. The efforts for transporting more cargo by creating many more sidings have made huge difference between the number of UP & DOWN trains, thus, the traffic fluctuation based on demand became the order of the day. The 10% additional posts due to these imbalances and for pilot movement for balancing shall have to be continued. The 3.5% additional strength on account of growth of traffic itself is too inadequate in the present circumstances as the actual growth is increasing at fast pace. The Railway Board is aware that Coal loading and automobile loading has hit the peak during the year 2022-23 and expected to grow further. The Railway Board's projection of traffic growth (freight) is much more than the previous year and in view of this, the existing 3.5% allowance is totally inadequate. Under these circumstances, dispensing with 10% and 3.5% is an imprudent decision.

**2. 30% Leave Reserve and 10% Trainee Reserve - Para (b) of Board's letter dated 30/08/2022 directs the Zonal Railways to sanction leave reserve on the basis of actual leave days and training days instead of 30%.**

It needs to be admitted that in most of the cases of Loco Running Staff, they are not being granted leave citing the reason "Heavy flow of traffic". The reality is that no Supervisory Official agrees to grant leave liberally and there are many instances wherein even "single" day leave requests are rejected. The 30% Leave Reserve and 10% Trainee Reserve for Running Staff has been fixed through negotiated settlement reached between the Staff Side Federations and Railway Board, considering the importance of nature of duties performed by Running Staff and to avoid trains detention. Staff Side further points out that over working by the Loco Pilots without availing Leave and periodic rests is against the safety of train operations and this is one of the reasons for fixing high percentage of Leave Reserve for Running Staff. Staff Side further states that the Leave Reserve is not only meant for Leave alone as it covers PME, Suspension, Put off from duty, Learning Road, absence from duty, Leave Without Pay and other miscellaneous activities.

**3. Extension of Crew Beat – Para (c) of Board's order dated 30<sup>th</sup> August, 2022 relates to extension of Crew Beat to minimum 250 Kms:-**

In reference to this, Staff Side states that with the present beats, the Crew members are not being relieved within 09 hours of duty while covering up to 200 kms distance due to operational constraints, therefore, the decision to increase the beats further is an impractical step. In fact, efforts are required to be made to reduce "ON to OFF" working hours to 08 hours as per accepted recommendations of HPC. It is sad to mention that limiting the working hours to 08 although agreed upon by the Railway Board, the same is yet to be implemented and on the other hand, the Railway Board has chosen to complicate the matter further with present instructions for increasing the Crew Beat length.