

**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. **Better planning of freight trains running** – Para (h) of Board's letter dated 30/08/2022:
This para deals with integration of Crew Management System (CMS) with Control Office Application (COA) for better planning in running of freight trains and to reduce pre-departure detention. While the steps to reduce pre-arrival detention and pre-departure detention are welcome for effective utilization of Crew as it will reduce their hours of working and decrease their stress level, but while such integration, called on duty time shall not be changed according to train arrival. Therefore, effective planning mechanism is required to be put in place to give real benefit to the Running Staff as well to the Administration by minimizing Pre-Arrival Detention (PAD).
2. **Reduction of rest at outstation** – Para (i) of the order states that Staff may opt to work with lesser rest of 06 hours instead of 08 hours at outstation, if their duty hours are less than 05 hours during arrival trip. In this context, Staff Side reiterates that in terms of accepted recommendation of HPC, 08 hours rest at outstation shall have to be allowed. The rest for 08 hours is required to recoup the lost energy for the next working and therefore, the same should be continued. It is further mentioned that a sizeable percentage of Goods Crew are performing duties for more than 12 hours at a stretch and in such circumstances, minimum 10 hours rest at outstation shall have to be allowed.
3. **Deployment of staff to other lobbies on temporary basis or specific periods** – Para (j), (k), (i) refers to modalities for temporary deployment of Crew from one Lobby to another, even crisscrossing Divisional and Zonal boundaries. Staff Side states that this would create serious problem to the Running Staff at domestic front as even for small duration of work outside their jurisdiction, the employee may not be in a position to shift their families as it would cause problems in respect of Children Education etc. Therefore, forcing Running Staff to work on temporary basis in other Depots outside their Divisional/Zonal jurisdiction is not a desirable step.
4. **Redeployment of Running Staff declared surplus** – Para (m) & (n) of Board's instructions dated 30/08/2022 relate to the norms for management of excess/surplus Running Staff. Staff Side opines that it would be unreasonable to discuss how to manage excess Running Staff when there is acute shortage of Running Staff prevalent at all times and there was not a single occasion in the past concerning redeployment of surplus Running Staff. Fact remains that Running Staff are denied leave, periodic rest and their medical treatment period is also being curtailed citing „shortage“. It is further mentioned that the Zonal Railways themselves stated that they are unable to provide exclusively call period of 02 hours during Head Quarter rest due to shortage/additional requirement of Running Staff. These instructions are thus needed to be shelved.
5. **Merger of cadre of Loco Pilots** – With reference to Para (o) of Board's instructions dated 30/08/2022, Staff Side suggests that this matter needs to be left to be decided by the Zonal Railways on the basis of operational requirements and requirement of Crew for working on different types of Trains and Tractions.
6. **Cadre review** – Para (p) of Board's instructions of 30/08/2022 relates to changing the biannual review to yearly basis. In this context, Staff Side suggests that the present procedure should continue without any change.