



NATIONAL FEDERATION OF INDIAN RAILWAYMEN
ISSUES AND DECISIONS ON RUNNING STAFF
26th NATIONAL CONVENTION - 11to13thDECEMBER 2010 at HOWRAH

Dear Running Staff Brethren,

NFIR has always been fighting for improving the service conditions and working conditions of running staff. Their nature of duties is hazardous, complicated and very strenuous and the duty hours are required to be reduced in view of fatigue, consequent upon increase of speed and carrying capacity of trains. The working conditions are also adverse as the Running staff are not fortunate to avail social and family life.

The issues pertaining to Loco & Traffic running staff have been dealt by NFIR through several fora and significant gains have by and large been achieved.

SOME OF THE NOTABLE ACHIEVEMENTS OF NFIR ARE :-

- * Reduction of duty hours.
- * Increased promotional prospects by upgrading passenger Drivers to Rs.250-380/-.
- * Removing the stipulation of wheel movement for entitlement of Night Duty Allowance.

These achievements were as a result of decisions on Justice Miabhoy Tribunal Award in which NFIR is the only party.

- * Achieving sharing of trains based on ETKM.
- * Arguing forcibly before RAC 1980 to evolve a scientific formula for determination of Pay Element.

* Obtaining orders for Medical fitness of Running Staff (A-two & A- one) on implantation of IOL etc.,

To motivate the Running Staff in achieving greater productivity and also equally to create a conducive working atmosphere, NFIR is continuously fighting for improvement of their pay, allowances and service conditions. Many key issues and demands were focused in the Indian Railways Running Staff Conference & National Workshop on Safety which was held at Chennai on the 29th & 30th of November 2008. Some of the important resolutions passed in the conference are listed below:

- * Remove injustice - Improve Pay Structure and Grade pay of Assistant Loco Pilots.
- * Appoint High Powered Committee for review/reduction of Duty Hours.
- * Retention of pay element concept on the VI CPC Pay scales and grant upward revision on Kilometrage.
- * Grant additional allowance to Running Staff of all grades.
- * Rectify anomalies of VIth CPC report.
- * Ensure compliance of Rule 25 without dilution.
- * Simplify ambiguous and outdated General & Subsidiary Rules.
- * Relax Stringent Medical Standards.
- * Revise Kilometerage rates by 25% whenever DA crosses 50 %.
- * Grant ALK to the medically de-categorized Loco Pilots deployed as Crew Controllers.
- * Increase Income Tax exemption on Running Allowance from the present Rs.6000/- to Rs.15000/-.

PAY & ALLOWANCES

The NFIR was instrumental in setting up of VI Pay Commission. After prolonged struggle, strike call was given by NFIR on in January, 2006 at Ahmedabad on 20 point

Charter of demands which include setting up of VI CPC, scrapping of RAC 2002, review of duty hours etc. NFIR successfully argued before the sixth pay commission highlighting the Mode of recruitment, training, Job content and attributes, Stringent Medical Examination from appointment till retirement, nature of duties and hazards of a Runningmen and achieved reasonable pay scales and allowances.

NFIR had insisted on the Railway Board to retain and continue the benefit of pay element for Running Staff (55% for retirement benefits and 30% for other purposes) on the implementation of VI th CPC Scales w.e.f 1.1.2006 (Refer NFIR's letter addressed to Member (Staff) No.IV/RSAC/Conf./Pt.I dated 29.9.2008).

Based on our demand, a Joint Committee of officials and Staff Side was constituted to determine the quantum of pay element and rates of kilometrage allowances in which General Secretary/NFIR categorically stated that the existing benefit of 30% and 55% pay element should continue due to the arduous nature of duties and more particularly due to enhanced productivity given by them.

After detailed discussion, the Joint Meeting had decided to continue the existing quantum of Pay element of 30% and 55% in the VI CPC Pay Band / Grade Pay and accordingly Railway Board had issued orders.

HOER

Coming to the subject of reduction of duty hours of Running Staff and relaxation of other provisions of HOER, NFIR is repeatedly fighting for the above cause. The out dated provisions of HOER of 1960 has to be modified in view of change of traction, increase in speed of trains, frequent arrangement of signals, technological advancement etc., and our views were placed before the Railway Board. Since this is an important issue, NFIR included the review of duty hours of Running Staff as one of the items in the 20 point chapter of demands, for which strike call was given. Even though, the Govt. of India agreed to form a High Powered Committee, no tangible action is seen. Once again NFIR took up this issue seriously (Lr.No.IV/HOER/2 dated 23.12.2009) and also projected the subject in DC/JCM Item no.1/2010.

RECENT RESULTS

1. Reasonable pay scales obtained through Sixth Pay Commission.
2. 30% pay element retained even after implementation of VI CPC pay scales and Grade Pay.
3. 80% of Assistant loco pilots agreed to be placed in Grade pay of Rs.2400. (Agreement reached in the first CRC meeting).
4. Implementation of MACP with revised averaging of ACRs for granting the benefits under MACP scheme. (NFIR PNM 24/2009)
5. Grant of Overtime to the Railway employees consequent upon revision of Pay Scales and Allowances. (Item No.24/2010) Demand of the Federations for giving revised rates w.e.f. 1.1.2006 will be processed for implementation.
6. National holiday allowance - Removal of ceiling to benefit all Running staff (PNM Sub.No.23/2009)
7. Committees constituted to formulate fresh guidelines for determining medical fitness standards for various medical categories vide letter nos.ERB-I/2009/23/12(DC/JCM/2009)
8. Revision of Income Tax exemption on KMA from 6000/- to 15000/- P.M (DC/JCM Sub.16 of 01.07.2010 & PNM 26/2009). Dept. of I-Tax issued notification no.85 dated 22.11.2010 to exempt 10000/- P.M. on KMA. (Also Ref. Board's Letter No. E(P&A)II-2005/RS-34 dated 12.2.2009 with reference to NFIR letter of 1.1.2009)
9. NFIR demanded Additional allowance for running staff from 01.01.2006 vide DC/JCM NO.6 dated 01.07.2010. Clarificatory orders issued accordingly vide RBE 159/2010 dated 2.11.2010

PENDING ISSUES :

The resolutions passed in the Running staff conference were communicated to the Govt. of India and efforts are taken by the Federation to achieve significant improvement in respect of the same. However the Federation is focusing more on the following demands:

1. Revision of HOER is the need of the hour and NFIR has already taken up the issue with the Railway Board, demanding implementation of agreement duly appointing High Powered Committee. (Refer NFIR Letter No. IV/HOER/2 dated 23.12.2009) (DC/JCM Item No.1).
2. Our struggle for achieving higher grade pay for ALPs still continues as also removing other disturbances in the pay structure caused by the implementation of SCPC, notably same grade pay of Rs.4200 for all grades of Loco Pilots & Guards.(Item.No.5&6 in Departmental Anomaly Committee).
3. Revision of Kilometrage rates must be made effective from 1.1.2006 and corresponding upward revision must be done with effect from 1.9.2008 (Ref. letter No. NFIR/6th CPC/Main/08/Pt.VI dated 28.2.2009). This subject is already figuring in the Departmental Anomaly Committee (Item.No.23) and is being forcibly dealt by NFIR. In the Departmental Council (JCM) meeting agenda also, the issue is placed. (Item No. 2/2010)
4. Upward revision in rates of torch cell allowance (Ref. No. IV/RSAC/Conf/11 dated 28.2.2009).
5. Reckoning of Additional Allowance for the purpose of computation of retirement benefits (NFIR Lr.No.II/35/dated 4.6.2009)
6. The issue of Medically de categorized Loco Pilots deployed as Crew Controllers, in whose case ALK has been stopped arbitrarily in spite of Board's decision in January, 1998 by an agreement with the Federation is vigorously pursued (DC/JCM Item No. 25/2004).
7. Coming to the subject of upward revision of computation of suburban Kilometrage for Motorman, NFIR had pleaded before RAC-2002 demanding minimum Kilometrage of 220 Kms. and a maximum 300 Kms. based on hours of duty. It is to be noted that though this item was not part of terms of reference, NFIR was the only Federation who took up the cause of suburban Motorman. Although the Running Allowances Committee 2002 had responded favourably, the other retrograde

recommendations have compelled the NFIR to reject the report outright and demand fresh dialogue. (NFIR Lr.No.IV/RSAC/Conf./Pt.III dated-05.08.2010)

8. Stationary equivalent Pay Scale for Running staff – Allotment of comparable Grades. (DC/JCM Item No. 9/2010)
9. Consequent upon the implementation of VI CPC, Loco Inspectors are let down badly, as there is a drop in emoluments of Loco Inspectors compared to that of Loco Pilots and also juniors inducted on or after 1.1.2006 are getting more pay than their seniors. NFIR is taking up the cause of Loco Inspectors with a view to improving their Pay and Grade Pay as also other allowance and benefits. (Departmental Anomaly Committee Item.No.13&28)
10. Grant of Additional Allowance to all grades of Running Staff. (DAC Item.24)
11. NFIR strongly opposed the decision of the Railway Board to replace the line boxes of running staff and conveyed its comments to the Review committee. (NFIR's letter No.IV/RSAC/Conf./II dated 23-9-2010)
12. NFIR strongly opposed the proposal of S.E.Railway Administration to withdraw Guards from Suburban trains worked with 12 Car rakes.
13. NFIR demanded supply of Branded quality of cloth for the purpose of Uniform.(NFIR Lr.No.DR/2/Pt.II dated 6.1.2010)
14. NFIR demanded revised provisions of LARSGESS to be extended to Loco Pilots and other Safety Staff of higher Grade Pay also. (NFIR Lr.No.II/34/2 dated 12.09.2010 addressed to Hon'ble MR & Lr.No.II/34-4 dated 4.10.2010)

SAFETY ISSUES BROUGHT TO THE NOTICE OF RAILWAY MINISTER.

Further in the Safety Meeting chaired by Hon'ble MR on 26.10.09, NFIR Submitted 23 points for consideration of the Ministry.

Important points are:

- Periodicity of Refresher Course may be reduced from the present 3 years to 2 years, so that correction in Rules and Technical aspects are updated by the staff. Crash courses to be arranged in between this duration.

- Running rooms must not be cramped and they have to be maintained properly so as to help Running Staff take proper rest without any distraction. Quality of food supplied at Running Rooms must be frequently monitored. Running room inspection must involve Trade Union representatives and a Medical Officer as well, apart from other officials.
- The provisions of HOER has to be reviewed and liberalized to suit the present day working conditions.
- Study to be made on the effects of continuous night working i.e. from 22/- to 6/- Hrs. without a break, so that accidents in the wee hours due to human error can be analyzed for take proper steps.
- Over burdening of Running Staff with other than Driving Duties to be discontinued.
- Rules & forms to be simplified and made uniform.
- Night working must be restricted to 2 nights at a stretch.

SIMPLIFICATION OF RULES.

NFIR has continuously placed the demand for modification and simplification of rules for better understanding and uniformity. This subject was adopted as a resolution in the Indian Railways Running staff conference at Chennai on the 29th and 30th November 2008.

Further this was also placed as the subject in the PREM Meeting held at the Apex level. This demand was also one of the 23 points projected before the Hon'ble MR in the safety meeting held on 26.10.2009. The General Rule Review Committee headed by Sri.R.N.Aga had submitted their report to the Railway Ministry, the Federation is preparing a detailed submission on the recommendation of the report for ensuring better safety standards.

A National Workshop on "SAFE TRAIN OPERATIONS-ROLE OF RUNNING STAFF" held on 20th March at Mumbai deliberated on the present conditions of train operations, the difficult role played by the Running Staff and other Safety categories round the clock, the challenges being encountered at every moment in the course of

performing duties and offered innovative/constructive suggestions for ensuring greater staff satisfaction and as well for improving the productivity.

Further to that, a National Safety Seminar was held at Secunderabad on the 29th & 30th of June 2010 in which participants and Safety Trainers from various safety categories deliberated on identifying core issues affecting Railway Safety.

During the past six decades, the NFIR has been working relentlessly for the betterment of Running Staff and it is a matter of satisfaction that the Federation is able to achieve substantial mile stones. The NFIR continues its struggle to achieve satisfactory results on pending issues.

With greetings,

ISSUED BY RUNNING STAFF COORDINATION COMMITTEE OF NFIR

NFIR SECRETARIAT

NEW DELHI

09.12.2010

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