

Achievement

(81)

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
रेलवे बोर्ड RAILWAY BOARD

SRES

NFIR/PNM - 15/12
4/2017

No. 2017/Transf.cell/Civil/03

New Delhi, dated: 05 - 02 - 2018

The General Manager, All Indian Railways/PUs, NF(Con), CORE
The DG/RDSO & NAIR,
CAOs, DMW/Patiala, WPO/Patna, COFMOW/NDLS, RWP/Bela

Sub: Report of the Committee to Review Uniform & Tool Kits for Trackmen/Keymen/Patrolmen

Ref: Board's letter No. 2018/Transf.cell/03 dated Jan 8, 2018

Considering the importance of Trackmaintainers in ensuring safe running of trains on IR and the hardships being faced by them, Board (CRB) had constituted a committee of GMs of SCR (Convener), CR & NR to recommend measures that would improve their working conditions including better uniform and tool kits.

Committee's report with all annexures is enclosed herewith and same is uploaded in Transformation Cell section of the Railway Board's website (<http://www.indianrailways.gov.in/railwayboard>). Based on the recommendations of the committee, Board (ME, MS, FC & CRB) have approved the following for compliance.

1.0 Dress Allowance:

1.1 The Dress Allowance for the Track Maintainers as per RBE No.141/2017 dated 03.10.2017, shall continue to be followed. For Track women, dress allowance will cover Kurta (both summer & winter), Salwar, Jersey, headgear other than helmet, mittens, socks and water bottles. The colour scheme of dress for Track women will be the same as that for Trackmen.

2.0 Uniform and Protective Gears:

As the Track Maintainers have to walk on ballast in extreme climatic conditions ranging from very high temperature during summer while carrying out hot weather patrolling and also in very low temperatures in the night for cold weather patrolling, it is necessary to provide special gears to them to protect them from extreme weather conditions. Also the work of the track maintainers involves working with heavy objects like rails and sleepers, which can topple on their feet while working. The feet need to be adequately protected. Their working conditions are similar to that as existing on a shop floor or in construction projects. Hence following special protective gears are to be provided to them:

Sanjay Kumar
All COBS/DOBS/BOBS

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- 2.1 The following job specific protective gears may be provided to all Track maintainers including P-way-artisans and their helpers. These items may be provided on division basis, modification if any due to local climatic conditions, may be considered with the approval of DRM.

Table-1

S. No.	Description	Functional specification	Scale	Approx. Cost (inRs.)
1.	Rain Coat with cap/hood and separate waterproof trouser	Waterproof coat and trouser with full sleeves and cap/hood.	Once in a year	1200/-
2(a)	Winter Jacket	Jacket with inner lining with/without hood/cap, orange color superior quality.	Once in 2 years	2500/-
OR				
2(b) **	Clothing for Subzero climate i. Jacket ii. Trouser iii. Gloves iv. Snow boots v. Cap	As per military clothing from Ordinance factories/approved suppliers of Ordinance factories.	Once in 2 years	10,000/-
3.	Safety Shoes	As per IS 15298 (Part 2): 2011 / ISO 20345:2004 Some of the reputed brands are Bata, Liberty, Action etc.	Once in six Months	1400/-
4.	Luminous vest	Retro-reflective orange colour, IS-15809 of 2008 specified by EN471 Standard	Once in Six months	500/-
5.	Safety Helmet with detachable miner's light	Miner's helmet to IS specifications IS 2925-1884 (modified in 2010) with detachable headlights having flexibility for rotation provided with straps.	Once in a year	1400/-
6	Tool Kit Bag	As developed by PUNE Division, CR or Ferozpur Division of NR Material –Matte Nylon-1680 Black, Red & Orange Color, with canvas for lining	Once a Year	1400/-
7*	Tricolor LED 3-cell Torch/ rechargeable torch	As being used by SCR / NR	Once a Year	1000/-

* Tricolor LED 3-cell Torch/ rechargeable torch to be provided to Mate, Keymen and all track maintainers deputed for night patrolling

** Winter jackets as per item 2a) will not be supplied in subzero climate region, as provisioning of the same is already included in item 2b). In addition, any specific requirement for any particular area/climatic condition may be assessed by the respective DRM.

Sanjeeb Kumar



3.0 Tools and Equipment:

- 3.1 Provide light weight improvised tools and equipment such as spanner, hammer, crow bar, mortar pan etc. to track maintainers, as per extant Board's instructions.
- 3.2 Provide tricolor LED 3-cell Torch/ rechargeable torch developed by NR/SCR in place of H. S. Lamps to Mate, Keymen & all Track maintainers deputed for Night patrolling. Regarding payment for purchase of dry cells to the Track Maintainers deputed for night patrolling duties, it has already been decided by Board (ME & FC) vide Railway Board's letter no 2016/CE-I/GNS/4 pt. dated 07.12.2017 to pay @ Rs 150 per month to all track maintainers deputed for night patrolling. Same may be followed.
- 3.3 Improvised staff for patrolman, as being used on SCR may be provided in place of conventional staff.
- 3.4 Sturdy light weight backpack Tool Kit bag with provision to keep various equipment as developed by Pune Division of Central Railway and Firozpur Division of Northern Railway were considered appropriate. Such Tool Kit bag may be provided to all Track maintainers including P-way-artisans and their helpers.

4.0 Mode of Procurement

As on date Stores department is procuring luminous vests; This system may continue. The other items mentioned in **table 1** (para 2.1) above, may be procured at Divisional Level through **Spot purchase committee** comprising of Sr.DEN/DEN incharge, Sr.DFM/DFM, Sr.DMM/DMM. Once the system gets stabilized, and the vendors are developed; these may be procured through stores department of the division.

5.0 Rakshak

"Rakshak" protection system for patrolmen/trackmen has been adopted by SCR on Secunderabad- Kazipeth section in a stretch of 24 KMs and has been found to be useful in getting advance information regarding approaching trains by way of LED indication along with audible buzzer and vibration. Keeping in view large number of run-over cases of Trackmen that occur during discharge of their duty on Track, putting in place a Rakshak type protection system is essential and needs to be expeditiously implemented. However since the system is still in infancy stage, deployment on entire Rail Network may not be feasible right now. However keeping in view large number of run-over cases, it has been decided to extend deployment of Rakshak type protection systems on the entire **High Density Network** on a crash basis. This being a safety item, may be booked under RRSK.

Sayeeb Kumar

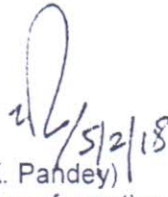


6.0 Gang Tool cum Rest Room

A tool cum rest room should be provided in the gang beat of each sectional gang preferably at the station or at level crossing. The room may have resting facility, private lockers for keeping their small belongings. The toolbox can also be accommodated in the same building. This type of accommodation can be provided near the station building as far as possible or at the level crossing falling in the gang beat. In addition to regular supply of electricity alternate source of solar lighting may also be provided in these rooms. For watering, hand-pump/piped water supply may be provided. Prefabricated modern construction methods already in use on certain Railways (KGP div of SER & of WCR) may be used for early and quality construction. These should be constructed in a phased manner through funds from Track renewal works/RRSK. Priority may be decided locally by the DRM.

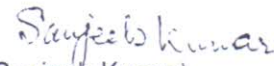
This issues with the concurrence of Associate Finance of Transformation Cell Railway Board.

Kindly acknowledge the receipt and ensure compliance.


(T. K. Pandey)

Executive Director, Transformation

1. PFAs, All Indian Railways & Production Units
2. The ADAI (Railways), New Delhi
3. The Director of Audit, All Indian Railways


(Sanjeeb Kumar)

Executive Director (Accounts), Transformation

Copy to

4. The Director, Indian Railway Institute of Civil Engineering, Pune.
5. The Director, Indian Railway Institute of Mechanical and Electrical Engineering, Jamalpur.
6. The Director, Indian Railway Institute of Signal Engineering and Telecommunications, Secunderabad.
7. The Director, Indian Railway Institute of Electrical Engineering, Nasik.
8. The Executive Director, Indian Railways Centre for Advanced Maintenance Technology, Gwalior.
9. The Director, Indian Railway Institute of Transport Management, Lucknow.
10. The Registrar, Railway Claims Tribunal, Delhi.
11. The General Secretary, IRCA, New Delhi.

14/2017

National Federation of Indian Railwaymen

8, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/Committee/Track Maintainer/2010/Part III

Dated: 16/02/2018

The Member Engineering,
Railway Board,
New Delhi

Dear Sir,

P. Way Staff

The Member Staff,
Railway Board,
New Delhi

Sub: Hard & Strenuous working conditions of Track Maintainers, Patrol Men, Gate Keepers, P. Way Staff and Supervisors-reg.

Ref: (i) General Secretary, NFIR's letter No. IV/Committee/Track Maintainer/2010/Part III dated 01/11/2016 and 31/01/2018
(ii) Railway Board's letter No. 2017/Transf. cell/Civil/03 dated 05/02/2018.

While thanking the Railway Board for its instructions to the General Managers for provision of Tools/Equipments, Tool Kit Bags and Gang Tool-cum-Rest Room vide letter dated 05/02/2018, Federation brings to the notice of the Board (ME & MS) the recommendations of the Committee vide dated 18/01/2018 for keeping the categories of Mate, Keyman in higher Risk categories for the purpose of payment of Risk & Hardship Allowance as mentioned below:-

- Additional Incentive to Mate and Keyman duly keeping them in higher Risk category i.e. R2H2 (Rs. 6000/- p.m. upto Pay Level 8) in place of R3H2 of the Risk & Hardship Pay Matrix of 7th CPC.
- Similarly the Gateman for Special and 'A' Class Gates may be kept in higher Risk category i.e. R3H1 (Rs. 4100/- p.m. upto Pay Level 8) in place of R3H2.
- Hardship Allowance may be paid to P. Way Artisan Staff duly placing them in R3H2 category (Rs. 2700/- p.m. to those in Pay Level 8 or below and Rs. 3400/- p.m. to those in Pay Level 9 and above).

Federation however urges that the Supervisory Staff (JEs & SSEs) may also be placed in Risk & Hardship Pay Matrix Cell No. R1H2 for payment of Risk & Hardship Allowance @ Rs. 9700/- p.m. (those in Pay Level 8 and below & Rs. 16900/- p.m. to those in Pay Level 9 and above).

NFIR, therefore, requests the Railway Board to consider the proposal placed above and accord approval for payment of Risk & Hardship Allowance to the categories of staff as mentioned above.

Federation may kindly be replied, indicating the action being taken early.

Yours faithfully,

(Dr. M. Raghavaiah)
General Secretary

Copy to the Financial Commissioner (Railways), Railway Board, New Delhi for information and necessary action please.

Copy to the Executive Director (Transformation), Railway Board, New Delhi for information and necessary action please.

✓ Copy to the Executive Director (IR), Railway Board, New Delhi.

Copy to the General Secretaries of Zonal-Unions of NFIR.

Media Centre/NFIR. File No. 04/2017 (PNM).

File No. II/34/Part 17. File No. I/5 (g)/Part VI. File No. IV/NFIR/7th CPC (Imp)/Allowances/2016-Part I.



National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No.IV/Committee/Track Maintainers/2010/Pt.III

Dated 31/01/2018

The Member Engineering,
Railway Board
New Delhi
Dear Sir,

P. Way Staff

The Member Staff,
Railway Board,
New Delhi

Sub: Hard and strenuous working conditions faced by Track Maintainers while performing duties of Keymen/Patrolmen, Gate Keepers etc.- reg.

Ref: GS/NFIR's letter No.IV/Committee/Track Maintainers/2010/Pt.III dated 01/11/2016 to MS & ME.

Kind attention of Railway Board is invited to NFIR's letter dated 01/11/2016 to Member Staff and Member Engineering, Railway Board.

The Track Maintainers performing the duties of Keymen, Patrolmen and Gate Keeper have been facing severe hardships due to non-supply of modern equipment/special gears. These P.Way staff have to perform their duties, facing extreme weather conditions may be extreme hot, cold or torrential rains and ensure safety of P.Way tracks and uninterrupted flow of traffic inspite of risk to their lives.

In this connection, NFIR reiterates again that the role of Keymen & Patrolmen, who form part of Track Maintainer category for safe running of trains cannot be underestimated or ignored. Their duties and responsibilities are placed below in brief :-

- Detection of any unsafe condition in the Track particularly the rail fractures and ensure protection of trains.
- During summer season, when temperatures are high, the Track Maintainer to keenly observe for any sun-kinks to prevent buckling of tracks and avoid unsafe conditions,
- Check obstructions to the movement of trains in monsoon season, like falling of boulders, breaches on the tracks etc.,

The Keymen and Patrolmen performs duties under hard working conditions. In order to motivate them to work with devotion duly ensuring their own safety, they are required to be provided with :-

- (a) Protective and safety gears and
- (b) Quality bags to carry tools and equipment for performing the assigned duties more efficiently.

With the issuance of instructions by the Railway Board vide letter dated 03/10/2017, granting Dress Allowance, consequent upon acceptance of recommendation of 7th CPC, the practice of supplying uniform items has been stopped on Zonal Railways and the related allowances viz Kit maintenance allowance, Shoe Allowance, Washing Allowance, Uniform Allowance etc have been subsumed into a single Dress Allowance to be paid @ Rs.5000/- per annum to the Track Maintainers which may cover costs of Shirts (both Summer & Winter), Trousers, Woolen Jersey, Headgear (other than helmet), mittens, socks, water bottle and Washing Allowance only.

Since the Keymen & Patrolmen have to walk on the ballast of P.Way tracks under extreme weather conditions, they should be provided the special gears to protect themselves from extreme weather conditions. The Track Maintainers are also required to walk on ballast while handling rails, sleepers etc., in the course of doing track maintenance duties. It may also be appreciated that these conditions are job specific, for which the necessity of improvised modern equipments has not been covered under "normal uniform" and therefore, these are required to be provided separately to the Track Maintainers.

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Considering the hard and arduous working conditions and hassles as above, NFIR suggests that the following protective gears (as per specification and scale mentioned below) should be considered for ensuring supply to the Track Maintainers, Keymen, Patrolmen etc for use of these improvised tools/equipments in their day to day working:-

S.No.	Description	Functional Specification	Scale	Approximate cost
1	Rain Coat	Rubberized water proof coat with full sleeves with cap/hood (branded quality)	Once in a year	Rs.1500/-
2(a)	Winter Jacket	Jacket with inner lining with/without hood/cap of superior quality.	Once in a year	Rs.2800/-
2(b)	Clothing for sub zero climate (i) Jacket (ii) Trouser (iii) Gloves (iv) Snow boots	As per military clothing from Ordinance factories/approved suppliers of Ordinance factors.	Once in a 2 years	
3	Safety Shoes (with Steel Toes)	As per IS 15298 (part 2): 2011/ISO 20345 : 2004 (reputed brands like Bata, Liberty, Action etc.,)	Once in 6 months	Rs.2000/-
4	Luminous Vest	Retro-reflective orange colour, perforated IS-15809 of 2008 specified by EN471 standard.	Once in six months	
5	Safety Helmet with detachable miners light	Miners helmet to IS specifications IS 2925-1884 (modified in 2010) with detachable headlights having flexibility for rotation provided with straps.	Once in a year	Rs.1500/-
6	Tool Kit Bag	As developed by Pune Division, CR or Ferozpur Division of NR. Material – Matte Nylon-1680 Black, Red & Orange Color, with canvas for lining.	Once a year	
7	Tricolor LED 3-Cell Torch/rechargeable torch	As being used by SCR/NR	Once a year	

NFIR therefore requests the Railway Board (ME & MS) to kindly consider the above proposal and see that approval is accorded for sanctioning the amount in the form of allowances to be paid to the Track Maintainers for procuring the equipments mentioned vide 1 to 7 above.

NFIR may kindly be replied of action being initiated by the Board early.

Yours faithfully,

(Dr M. Raghavaiah)
General Secretary

Copy to Executive Director (IR), Railway Board, New Delhi.

✓ Copy forwarded to the General Secretaries of Zonal Unions of NFIR.
Media Centre/NFIR.
File No.04/2017 (PNM).



National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

81

No. IV/Committee/Track Maintainer/Part III

Dated: 23/02/2018

The Member Engineering,
Railway Board,
New Delhi

The Member Staff
Railway Board,
New Delhi

Dear Sir,

Sub: Payment of Special Allowance to the Track Maintainers performing the duties of Keyman and Gate Man-reg.

The nature of duties of Keyman (Track Maintainers Gr. II) is very crucial and complex wherein the staff are expected to perform jobs with greater alertness. The role played by Track Maintainer Gr. II (Keyman) for ensuring safety of P. Way Tracks is given below briefly:-

- The job of Keyman is toughest as he has to walk not less than 12 kms to perform his duty daily in all weather conditions.
- He has to minutely observe to detect the defects in track and evaluate safe/unsafe condition of track and accordingly take safety precautions to ensure safe running of train.
- He should be always alert to save himself from getting run over from train.
- After completing foot to foot inspection in first half, he is assigned to attend track in second half.
- He also supervises the gang work one day in a week or whenever Gang Mate is on leave.

Federation also reminds that in the CTEs Conference held at IRICEN, Pune on 14-16th September 2015, the following suggestions were made with regard to Keyman's beat length:-

- (a) Beat of Keyman in non PSC track = 6.00 km.
(b) (i) Beat of Keyman in corrosion area = 4.50 km.
(ii) Beat of Keman in combined area = 6.00 km.

If gang beat is more than 6.0 km in Non PSC track or in PSC sleeper track in combined area or 4.5 km in locations where the entire gang beat is in "corrosion area" then additional Keyman shall have to be provided.

2. Further to above, Federation also places below the duties performed by the Gate Keepers/Gate Man of Civil Engineering Department.

- Gate Keeper is expected to man the Level Crossing Gates in the mid-section and ensure free flow of train services without interruption.
- He should be on alertness and be prepared to take immediate action, should danger be apprehended. The Level Crossings are located at remote places.

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- The Gate Keepers have to walk from their residence to the place of work to perform duties.

Gate Keepers ensure that :-

- Flange way is clear,
- Availability of road warning and track whistle boards. If missing, have to report to Supervisor/JE/SSE,
- Bushes/tree branches obstructing visibility are removed,
- Railway tracks are protected,
- Road surface is well watered and rammed,
- Train passage is made smooth and intact. During train passing, shall attract the attention of the Loco Pilot.

The duty hours at majority of gates have been classified as 12 hours a day. Gate Keepers have no transport facilities to return home after performing duties. Gate Keepers have to inter-act with Station Masters over phone about movement of trains for performing gate operations. They have to exchange private numbers with the station masters for passage of trains in the section. After closing the gate and lowering the signals for approaching trains, the Gate Keepers control the road traffic till complete passage of train. There have been occasions when the Gate Keepers have been attacked by road users when the gate is closed for smooth passage of train services. The Gate Keepers are expected to remove the vegetations and foreign bodies lying on the track. They face attacks from anti-social elements in the course of performance of duties. They cannot have the facility of regular food, drinking water and medical assistance due to being positioned at remote places.

3. The Task Force on safety has considered the duties and responsibilities of Keyman and Gate Keepers and recommended for grant of Special Allowance equivalent to 30% of Pay per month. The Railway Board has considered the recommendation of Task Force in its meeting held on 8th December, 2017 and agreed in principle for payment of Special Allowance at 30% of Pay per month to Keyman and Gate Man of Civil Engineering Department in the Railways.

NFIR, therefore, requests the Railway Board (ME & MS) to kindly arrange to see that action is taken for according approval for payment of Special Allowance @ 30% of pay per month to the Keyman and Gate Man of Civil Engineering Department. Provision of additional Keyman may also be considered in terms of suggestion made by the CTEs Conference held at Pune from 14th to 16th September, 2015.

Federation may kindly be replied of action being taken on this communication.

Yours faithfully,

(Dr. M. Raghavaiah)
General Secretary

Copy forwarded to the Director General (P), Railway Board, New Delhi for information and necessary action please.

Copy forwarded to the Addl. Member (Civil Engineering), Railway Board, New Delhi for information and necessary action please.

Copy to the Executive Director/PC-I, DFCC Building, Pragati Maidan, Metro Bhavan, New Delhi for information and necessary action please.

Copy to the General Secretaries of Zonal Unions of NFIR.
Media Centre/NFIR.