

**NFIR**

Registration No. : RTU/nnv/31/2012

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/NFIR/7th CPC (Imp)/2016/R.B.The Secretary (E),
Railway Board,
New Delhi

Dear Sir

Sub: Implementation of the recommendations of 7th CPC-Fitment Factor and Pay Fixation for Running Staff-reg.

- Ref: (i) NFIR's letter No. IV/NFIR/7CPC(Imp)/2016/RB dated 04/08/2016 & 23/08/2016.
- (ii) Railway Board's reply to GS/NFIR vide No. E(P&A)II-2015/RS-35 dated 14/09/2016.

NFIR is disappointed over the reply of Railway Board as the Board has failed to give due cognizance to the valid points put forth in Federation's letters dated 04/08/2016 & 23/08/2016 wherein following issues were highlighted:-

II. The Ministry of Finance resolution dated 25.07.2016 clearly mentions vide Para 12 as follows:-

"while revising the pay of doctors in respect of whom non practicing allowance is admissible, it will be ensured that the actual rise in pay at the time of initial fixation is about 14.29% as recommended by commission", which means "Almost" or "approximately" 14.29%. (Source- CAMBRIDGE ENGLISH DICTIONARY "About (adverb)" means approximately (or) almost).

III. It can be clearly seen from the statement annexed to NFIR's letter dated 23.08.2016, that many of running staff get only 12.15% to 12.85% rise which cannot be equated to 14.29%, resultantly each running staff will incur loss to the tune of Rs. 2000/- to 2200 per month in basic pay. Therefore the clarification of Railway Board vide Para 3 of its letter dated 14/09/2016 is not correct. Further in reference to point no. 4 of the Railway Board's reply, the Federation concedes that some running staff get fitment factor of "3" with reference to their pre revised basic pay. But vast majority of the running staff whose pre revised basic pay shown in our statement do not get benefit of fitment factor of "3" and they get less than 14.29% hike as a result of pay fixation. Hence justice needs to be done to such of those running staff. The illustration shown in NFIR's letter dated 04.08.2016 also may be connected for reference.

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- IV. "Federation further desires to clarify that there is a difference between NPA for Doctors and Pay element of Running staff. The pay element for running staff is allowed for various factors and it has clearly been defined that the Pay of Running staff, for all purposes includes 30% pay element. The very fact that the word Pay element itself means that it is a component of Pay and not any allowance. Therefore it should be understood that pay element is not given as any other allowance but is the component of their Pay so far as Running staff is concerned based on the recommendations of RAC 1980 accepted by the Railway Ministry". Hence their pay needs to be hiked by 14.29% in accordance with the MoF's Resolution dated 25th July, 2016."

NFIR, therefore, once again requests the Railway Board to kindly review its decision and issue modified instructions in respect of pay fixation of Running Staff.

Yours faithfully,

(Dr. M. Raghavaiah)
General Secretary

Copy to the Addl. Member Staff, Railway Board, New Delhi for information and necessary action please.

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

Copy to the Executive Director/PC-II, Railway Board, 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.

File No. IV/RSAC/Conf/Part VI.

File No. IV/NFIR/RSAC-JC.

File No. IV/Committee/Misc/Part II.

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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. PC-VII/2016/IC/2

New Delhi, dated 06.01.2017

OFFICE MEMORANDUM

Sub: Review of methodology of fixation of pay for Running Staff Category in Indian Railways

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The undersigned is directed to refer to Ministry of Finance's Resolution dated 25.07.2016 communicating the approval of Government of India w.r.t the new pay structure and various recommendations of Seventh Pay Commission and Revised Pay Rules promulgating the new pay structure by Seventh CPC and to state that it was notified vide para 12 that while revising the pay of Doctors in respect of whom ing allowance is admissible and Railway Employees in respect of ing allowance is admissible, it will be ensured that the actual at the time of initial fixation is about 14.29% as recommended mission.

For the illustration given in Rule 7(A)(ii) of Ministry of finance's dated 25.07.2016 specifying the methodology for fixing the pay a similar methodology was proposed in respect of Running Staff Indian Railways for whom 30% of the pay element is factored for Dearness Allowance, after discussion with Implementation Cell of Ministry's proposal on 27.07.2016 (Copy enclosed as Annexure A) concurrence by Implementation Cell/Ministry of Finance vide its dated 29.07.2016 (copy enclosed as Annexure B) may be referred to. the methodology for fixation of Running Staff was issued vide dated 02.08.2016 (Copy enclosed as Annexure 'C').

sequent to notification of the methodology for fixation of pay of staff, several representation were received from the Staff stating that as per the methodology adopted actual increase in pay is less than 14.29% and should therefore, be revised. Staff have also stated that 30% pay element granted to Running Staff category is different from NPA granted to Doctors and requested to 29% increase in pay recommended by 7th CPC while fixing the new Pay Matrix.

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4. The matter has been examined and it is informed that on applying the methodology referred to at Para 2 above, in some cases, the actual increase in the initial pay when placed in the appropriate cell of Pay Matrix does come to about 14.2% following the approved methodology. In many cases, the raise in pay at the time of initial fixation is only around 12%.

5. Therefore, fixation of pay as per approved methodology, (with a uniform multiplication factor of 2.57) does not satisfy the criteria of around 14.29%, increase as mentioned in Ministry of Finance's Resolution dated 25.07.2016 in many cases of Running Staff drawing Running Allowance and doctors drawing NPA. MOF is requested to consider this issue and provide appropriate guidelines to resolve the matter.

6. As staff Federations are pressing hard on the matter, an early decision is solicited.

Bh 6/1/17
(S. Balachandra Iyer)

Executive Director/Pay Commission-II
Railway Board

by hand
Shri R. K. Chaturvedi, IAS
Joint Secretary
Implementation Cell,
Ministry of Finance,
Ashoka Hotel, New Delhi.

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