



National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to : Indian National Trade Union Congress (INTUC) &

No. NFIR/II/95/2025

International Transport Workers' Federation (ITF) Dated: 08/09/2025

The Hon'ble Prime Minister of India,
South Block,
Raisina Hills,
New Delhi
Respected Sir,

Sub: 31st National Convention of NFIR – Resolutions-reg.

I am directed to forward the Resolutions unanimously passed by the 31st National Convention of NFIR in its meeting held from 2nd to 4th September, 2025 at Karnail Singh Stadium, New Delhi for consideration. The headlines of the Resolutions are listed below:-

- Rich compliments to Rail Workforce.
- 8th Central Pay Commission for Central Government Employees.
- Stop privatization, corporatization and outsourcing of Railway activities.
- Filling up of vacancies in Safety/Non-Safety categories.
- Surrender of Posts.
- Removal of Ban on Creation of posts in Railways.
- Release Frozen DA/DR of Central Government Employees/Pensioners.
- Productivity Linked Bonus – Remove Salary Calculation Ceiling.
- Reduction of Duty Hours of Railway Staff to Eight Hours per day.
- Implementation of Norms/Yardsticks and Provision of Required Manpower.
- Exemption of Travelling Allowance portion of Kilometrage Allowance of Running Staff from Income Tax.
- Old Pension Scheme [Railway Service (Pension) Rules, 1993].
- Formulating a New Safety Related Retirement Scheme.
- Facilities/amenities to Woman Employees in Railways.
- Issues concerning ex-Servicemen joined Railways.
- Differently abled Staff in Railways.
- NFIR's Proposals to the Committees Constituted by Railway Board.

Encl: 17 Resolutions.

Yours faithfully,

(Dr. M. Raghavaiah)
General Secretary

Copy together with enclosures is forwarded to Shri Ashwini Vaishnaw, Hon'ble Minister of Railways, Rail Mantralay, Rail Bhavan, New Delhi.

Copy together with enclosures is forwarded to Dr. Mansukh Mandaviya, Hon'ble Minister (Labour & Employment), Shram Shakti Bhavan, New Delhi.

Copy together with enclosures is forwarded to Sushri Shobha Karandlaje, Hon'ble Minister of State (Labour & Employment), Shram Shakti Bhavan, New Delhi.

Copy together with enclosures is forwarded to the Cabinet Secretary, Cabinet Secretariat, Government of India, North Block, New Delhi.

Copy together with enclosures is forwarded to the Chairman & CEO, Railway Board, New Delhi.

Copy together with enclosures is forwarded to the Principal Executive Director/IR, Railway Board, New Delhi.

Copy together with enclosures is forwarded to the Central Office Bearers, General Secretaries of Affiliated Unions of NFIR.

Media Centre/NFIR. File No. NFIR/31/NC/2025. File No. NFIR/WCM/241 & 242. Copy to concerned files.



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RESOLUTION NO. 1

RICH COMPLIMENTS TO RAIL WORKFORCE

The 31st National Convention of National Federation of Indian Railwaymen (NFIR) now in session (2nd to 4th September, 2025) at New Delhi, richly compliments all ranks of Railway employees for their continued devotion and dedication paving way for improved performance of Railways year on year. During the year 2024-25, Indian Railways has exceeded 1617 MT freight loading, surpassing all previous records. The Operating Ratio has also been improved in the last year (2024-25). These significant successes by IR have been possible only due to hard work and devoted services rendered by all sections of Railway employees.

The National Convention appeals to rank and file of Rail Workforce to continue to serve with the same zeal and commitment for nation's progress. The National Convention assures all categories of employees that NFIR shall continue its total support to them at all times and make efforts to improve their service/working conditions. The National Convention is confident that Railwaymen/Women would continue to strengthen NFIR in its efforts to achieve success on various pending demands of employees.



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RESOLUTION NO. 2

8TH CENTRAL PAY COMMISSION FOR CENTRAL GOVERNMENT EMPLOYEES

The National Convention takes note that the 7th Central Pay Commission gave its report to the Government in the year 2015, consequently revised pay matrices were given effect from January 1, 2016. Thus, more than nine years have passed, but however the Government has not initiated steps for wage revision of Central Government employees. NFIR delegation had presented a detailed note to the Hon'ble Prime Minister on 24/08/2024 justifying the need for revision of wages, allowances, incentives etc of Central Government employees soon. The Government had in January 2025 announced appointment of 8th Central Pay Commission.

There has, however, been abnormal delay in finalizing Terms of Reference and appointing Chairman and Members of the Commission. NFIR had already placed its suggestions during the meetings with the Secretary/DoP&T for the purpose of framing Terms of Reference for covering the aspects of wage structure, minimum wage, allowances, incentives, pension, gratuity etc. The delay on the part of the Government in appointing the Chairman as well Members of 8th CPC and finalizing Terms of Reference has been causing disappointment among Central Government Employees and Pensioners. The minimum pay of an employee should have been revised to not less than Rs. 36000 per month in the year 2023 itself on the basis of Dr. Akroyd Formula. Although DA has been announced on half yearly basis, entitlement of wages according to market situation has not been ensured by the Government.

This National Convention of NFIR urges upon the Government of India to take speedy action for finalization of Terms of Reference as proposed by JCM (Staff Side) & NFIR and see that 8th CPC is constituted to enable the organization of employees to present their case before the Pay Commission for consideration.



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RESOLUTION NO. 3

STOP PRIVATIZATION, CORPORATIZATION AND OUTSOURCING OF RAILWAY ACTIVITIES

The National Convention of NFIR has reviewed the labour situation and non-responsive approach of the Government on the core demand of the Federation to stop privatization, contractorization and outsourcing of activities of perennial nature in Railways. The National Convention also takes note that at present the Government has been moving ahead with rapid pace towards privatization of Railway activities without realizing the negative impact and disadvantages to the Rail Industry. The process of privatization include handing over of Trains and assets to private parties, closure of establishments and contracting activities of perennial natures. The Federation has been opposing all these attempts with the support of its Affiliated Unions duly launching struggles at field level to force Government to halt and rollback these decisions.

Indian Railways is a vital transportation network spread across the whole country and serving all States through transportation of public, freight, parcels etc. The Railways play crucial role in transporting Military Hardware and Defence Forces to the Borders for safeguarding Nation's integration. The Indian Railways is not only the backbone of Nation's economy but also the lifeline of Nation. Under the direct control of the Central Government/Railway Ministry, the Railways has been ensuring services round the clock on all the days throughout the year.

It is however unfortunate that many Railway activities of perennial nature are being outsourced and contractorized without realizing that such actions would ultimately cause serious setback to the efficiency of Railways. The Railway Production Units have been producing rolling stock of world standard which is cost wise much lower than the imported stock. Unfortunately, the Government is proceeding for corporatization of Railway Production Units.

The National Convention of NFIR opposes the move of privatization, outsourcing, contractorization and corporatization of Railway activities. In terms of Law, the activities of perennial nature shall not be contractorized. Unfortunately, the Railway Ministry has been resorting to outsourcing of different activities arbitrarily and without consultations with the organized labour.

The National Convention of NFIR therefore urges upon the Government of India to reconsider its policies and stop resorting to privatization, outsourcing and corporatization of Railway activities in the overall interest of Nation, Indian Railways and Rail Workforce.



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RESOLUTION NO. 4

FILLING UP OF VACANCIES IN SAFETY/NON-SAFETY CATEGORIES

The National Convention of NFIR now in session at New Delhi takes note of the situation arisen due to non-filling of vacancies in various categories in general and safety categories in particular on Indian Railways wherein the existing staff are heavily overburdened while at the same time, the safety standards are being compromised in running passenger and freight trains safely and efficiently. The percentage of vacancies in critical safety categories like Track Maintainers, Pointsmen etc., has been 20 to 25% of sanctioned strength on some Zonal Railways, resulting heavy additional burden on existing staff. Added to this, hundreds of applications of Track Maintainers, Loco Pilots, Station Masters etc., for inter-railway transfer are not being processed by the Zonal Railways (particularly SCR, SR, SWR) on the pretext of non-availability of replacement. This has led to disappointment and frustration among those employees who are eager to go nearer to their native places on transfer on bottom seniority.

Some Zonal Railways have been very blunt in refusing to forward inter Railway transfer applications contending that there is acute shortage of staff more particularly in the categories of Track Maintainers and Loco Pilots. Consequently, all such applicants have been facing lot of hardships as their families are at far away places. These staff are also facing hardships due to language, food and residential accommodation problems at the places of their posting.

This National Convention, therefore urges upon the Railway Ministry to give priority to this issue for ensuring availability of RRB/RRC and GDCE empanelled candidates for filling vacancies in various categories speedily.



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RESOLUTION NO. 5

SURRENDER OF POSTS

The National Convention now in session (2nd to 4th September, 2025) at New Delhi takes note that the Railway Ministry has been issuing orders to the Zonal Railways and Production Units to surrender safety/non-safety live posts. Added to this, the process of surrender includes even higher grade posts, adversely affecting the career of employees. It is unfortunate that no consultations are made with the recognized Unions on proposals relating to surrender of posts. The indiscriminate and arbitrary decisions to surrender posts (vacant and manned) has not only been causing setback to system's efficiency, but also leading to staff unrest.

The National Convention demands review and ensure consultations with NFIR at different levels.



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RESOLUTION NO. 6

REMOVAL OF BAN ON CREATION OF POSTS IN RAILWAYS

The 31st National Convention of NFIR now in session (2nd to 4th September' 2025) at New Delhi expresses grave concern over ban on creation of posts in Railways clamped by the Ministry of Finance vide O.M. dated 4th September 2020.

The National Convention feels that the Government has failed to realize that the ban on creation of posts will cause serious adverse impact on the performance of Indian Railways which is one of the world's largest transportation network. The Convention notes that though the Federation has approached the Government of India to review its decision and exempt Railways from the said ban, unfortunately the efforts have not yielded positive results except allowing creation of new posts in Running cadres (Loco Pilot and Train Manager).

The National Convention urges upon the Government to review its decision and withdraw ban on creation of posts in Railways to enable the Railway Ministry to sanction new posts not only for maintaining the new assets built in the recent years but also for meeting additional workload requirements.



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RESOLUTION NO. 7

RELEASE FROZEN DA/DR OF CENTRAL GOVERNMENT EMPLOYEES/PENSIONERS

The National Convention of NFIR expresses concern over non-release of frozen Dearness Allowance and Dearness Relief payable to the Central Government Employees and Pensioners respectively for the 18 months period from January, 2020 to June, 2021 despite repeated pleas made by NFIR. As the DA/DR hike is linked with Consumer Price Index and taking the price rise into consideration, the DA/DR is required to be granted in terms of DA formula accepted by the Government of India, freezing decision of the legitimate entitlement of amount is unjustified. It needs to be appreciated that the DA formula was evolved for compensating the erosion of wage of employee on account of price rise.

This National Convention of NFIR once again urges upon the Government of India to review for arranging payment of frozen amount of DA/DR to the employees and pensioners respectively soon.



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RESOLUTION NO. 8

PRODUCTIVITY LINKED BONUS – REMOVE SALARY CALCULATION CEILING

The National Convention of NFIR expresses disappointment over non-redressal of its demand for payment of P.L. Bonus on actual wages of Railway employees. While the demand for payment of P.L. Bonus on actual salary continues to remain unresolved, the Government had however revised the notional salary calculation ceiling from Rs.3500 to Rs.7000 per month w.e.f. 2014-2015, resulting partial justice to railway employees.

The National Convention however reminds the Railway Ministry that the Productivity Linked Bonus Scheme was formulated by an agreement with the Federations in the year 1979 and continuing salary calculation ceiling for payment of P.L. Bonus is unfair in view of the fact that railway employees' bonus is linked with the productivity achieved unlike to that of those working in other departments.

The National Convention, therefore resolves to urge upon the Government of India and Railway Ministry to abolish the existing stipulation of salary calculation ceiling and ensure payment of P.L. Bonus on actual salary of Railway employees.



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RESOLUTION NO. 9

REDUCTION OF DUTY HOURS OF RAILWAY STAFF TO EIGHT HOURS PER DAY

This National Convention takes note of the genuine demand of staff in general and Gate Keeper, Pointsman etc., in particular for reducing the duty hours to 8 hours per day.

The HPC (R&S) vide para 5.5.6 of its report presented to the Railway Ministry had recommended that on high density routes where the number of trains in each direction is more than 72 (on double line sections) or more than 24 (on single line sections), no safety category staff should be classified as EI category under HOER. It is however sad to note that "factual job analysis" for deciding classification/duty hours of staff has not been done on several Zonal Railways. Consequently, safety category employees are forced perform 12 hours duty per day. Similarly, Running Staff are compelled to work excessive hours.

This National Convention urges upon the Railway Board to consider the genuine demand for abolition of 12 hours duty roster in Railways and limit the duty hours to 8 per day for all categories of staff.

**N F I R**

Registration No. : RTU/Nnn/31/2012

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RESOLUTION NO. 10

IMPLEMENTATION OF NORMS/YARDSTICKS AND PROVISION OF REQUIRED MANPOWER

The National Convention takes note that the Railway employees are greatly agitated on account of heavy additional burden thrust upon them on account of increase of workload. An alarming situation has arisen on account of non-availability of rest-giver posts and non-maintenance of leave reserve percentages in most of the railway categories which are classified as safety as well other than safety. The Railway Ministry under the pretext of manpower planning had tightened the yardsticks/norms and issued revised yardsticks/norms in the recent years. According to these revised norms/yardsticks, the additional manpower for freight maintenance activities, Electrical & Signal Maintenance, P.Way Tracks Maintenance etc., is required to be provided. Many new assets – notably P.Way Tracks, TRD units, Signalling units, Workshops, New Stations/Sidings have been created during the past five year period, but for maintaining these new assets, additional posts have not been sanctioned. There is also heavy shortage of Ticket Checking Staff on account of non-compliance of norms issued by the Railway Ministry while there has been increase of coaching trains. Even in Administrative Offices, the ministerial staff have not been provided as per yardstick.

The overall scenario is very alarming as the system is getting adversely affected due to non provision of required manpower in terms of Railway Board's norms/yardsticks. While this is so, mass scale surrender of posts is being resorted to, and during 2024-25 in Railways, 28816 posts were surrendered. Indian Railways is the backbone of Nation's Economy as the Railways provide services to the entire country ensuring supplies round the clock on all the days. Such an important national transportation carrier is treated very casually giving scope for chaotic situation.

The National Convention therefore urges upon the Government and the Railway Ministry to take note ground reality and take immediate measures for providing adequate manpower in terms of the Norms/Yardsticks duly creating additional posts for new assets and new services.



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RESOLUTION NO. 11

EXEMPTION OF TRAVELLING ALLOWANCE PORTION OF KILOMETRAGE ALLOWANCE OF RUNNING STAFF FROM INCOME TAX

The National Convention takes note of the persistent demand of NFIR for enhancement of Income Tax exemption limit in the case Kilometrage Allowance paid to Running Staff through PNM fora (NFIR Item No.39/2012) and also through separate discussions. The Railway Ministry, having convinced with the logic for enhancement of Income Tax exemption limit, made several references to CBDT, seeking concurrence to Railway Ministry's proposal.

It is known to every authority in the Government that the travelling allowance is not taxable under the law and in the case of Running Staff, 70% of Kilometrage Allowance is of component of TA, while remaining 30% is pay element. In view of this, the TA Element portion of amount i.e. 70% is required to be exempted from income tax automatically. The Chairman & CEO, Railway Board had repeatedly taken up the matter at the level of the Chairman, CBDT and Ministry of Finance to clear Railways' proposal in order to grant financial relief to Running Staff. Though several years lapsed, the matter has not been sorted out yet, consequently resentment has been growing among Running Staff as the tax exemption on Travelling Allowance portion of Kilometrage Allowance, although permissible as per laid down law has not yet been granted for Running Staff.

This National Convention once again urges upon the Railway Ministry to prevail upon the Finance Ministry to accord approval for Income Tax exemption on Kilometrage Allowance paid to Running Staff with retrospective effect.



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RESOLUTION NO. 12

OLD PENSION SCHEME

[RAILWAY SERVICE (PENSION) RULES, 1993]

The National Convention now in session (2nd to 4th September, 2025) has reviewed the situation arisen as a result of introduction of Unified Pension Scheme w.e.f. 1st April, 2025 as option to the National Pension Scheme – both contributory, particularly for Railway employees.

The Convention takes note that the Rail Workforce are extremely unhappy and greatly disappointed over UPS – another contributory Scheme being thrust by the Government. It is sad that the Government has not considered seriously the demand of Railway employees for restoration of Old Pension Scheme in Railways though the Committee constituted under the Chairmanship of Finance Secretary in April, 2023 has been apprised in detail the demerits of NPS. NFIR also apprised to the Committee that two former Railway Ministers also urged upon the Government to exempt Railways from the NPS taking into consideration the uniqueness of Railways working and the risks faced by Railway employees in the course of performing duties which are akin to that of Defence Forces safeguarding the Nation's Borders.

Over 90% of Railway employees have been discharging their duties in Jungle areas, remote places and wayside stations where even minimum living facilities do not exist. The National Convention notes that the Railway employees have been performing their duties under inclement weather conditions may be severe cold, winter or extreme hot besides rainy season. The High Level Safety Review Committee headed by Shri Anil Kakodkar had clearly indicated that over 1600 employees got killed during 2½ years period while on duty and nearly 9000 employees sustained injuries in the course of performing their duties, majority of them got disabled. These facts are sufficient proof for restoring OPS in Railways.

The National Convention therefore urges upon the Central Government to review for restoration of OPS in Railways w.e.f. January, 2004 in the overall interest of Railways and Railway employees.



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RESOLUTION NO. 13

FORMULATING A NEW SAFETY RELATED RETIREMENT SCHEME

The National Convention is deeply pained to note the negative recommendations of the Committee as mentioned vide Railway Board's letter dated 10 July, 2020, replacing LARSGESS.

The recommendations made under the nomenclature "SALUTE" have not covered the aspect of providing employment to the wards of Safety staff which is unfair. The Scheme proposed is not a real "SALUTE" for the dedicated role of safety staff and not ensuring real solace, rather a disgraceful "send off" to the staff of critical safety categories.

The determinative principle is that over a long period of time, the impact of arduous working leads to serious deterioration in physical and mental condition of staff, causing safety hazard in train operations, therefore, necessitating for providing their premature retirement should have been the guiding principle. In other words, after certain age i.e. beyond 55 years, their physical and mental condition render them unfit to perform the duties attached to the post further.

Section 47 of PWD Act guarantees full service benefits to those employees who acquired disability during the service i.e. they are not to be dispensed with from service, not to be reduced in rank and they are entitled to be granted all benefits as per the Act. The deteriorated physical and mental conditions obviously are the direct implication of arduous and stress related duties during their service. It would therefore be appropriate that critical safety category staff (Loco Pilots, Track Maintainers etc.,) are to be extended all such benefits admissible under the Act, including appointment to their wards, as are provided to the medically invalidated/decategorised staff on opting for voluntary retirement, seeking appointment to their wards. The analogy in this case is that the safety category staff who are not able to meet the requirement of job after attainment of certain age (say 55 years), in other words, who are unfit to continue in the job, seek voluntary retirement foregoing their left over service benefits, seeking appointment to their wards be provided as an incentive for the long service rendered and occupational hazard of acquiring disability of deteriorated physical and mental condition which render them not being fit to hold the post any longer.

This National Convention appeals to the Railway Ministry to consider NFIR's detailed proposal for introducing new Scheme facilitating voluntary retirement of specified safety categories staff and appointment to their wards naming the Scheme as "SAFETY RELATED INCENTIVE SCHEME FOR RETIREMENT OF ESSENTIAL EMPLOYEES (SRISREE).



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RESOLUTION NO. 14

FACILITIES/AMENITIES TO WOMAN EMPLOYEES IN RAILWAYS

The National Convention of NFIR views that while the number of Woman employees has been increasing gradually, the matching facility/amenities are not provided adequately, thereby the Woman employees are facing hardships in the course of performing duties. Of late there has been increase of women employees in Ministerial, Station Master, Running Staff, Track Maintainer, Technical Supervisor, Technician, Commercial categories. These employees are also working in shift duties as per roster, thus they perform night duties as per duty roster. In the absence of proper facilities like Rest Rooms, Toilets and other basic amenities at work places, they are put to lot of inconvenience. In order to ensure hassle free work environment to facilitate working women to perform their duties with mental peace, the National Convention urges to provide following:-

- Separate Running Rooms/Rest Rooms for Women Loco Pilot/Motorman/Guard.
- Full salary for Child Care Leave (730 days).
- Grant 45 days Menopause Leave to the Woman Railway Employees.
- Provision of separate Toilets, Dress Changing Rooms and Rest Room facilities for Women Employees at their work places.
- Time Frame be prescribed for finalization of Sexual harassment cases of woman employees at work places.
- Special voluntary retirement scheme to women employees.
- Woman Track Maintainers should be allowed for change of cadre.
- Compulsory annual medical screening of all women staff to be organized.
- No Night Duty to Single Woman Parent be ensured.
- Adequate Childcare Centers/Creches facility at work places,
- Flexi working hours for woman employees.



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RESOLUTION NO. 15

ISSUES CONCERNING EX-SERVICEMEN JOINED RAILWAYS

The National Convention invites attention of the Government to the following issues pertaining to Ex-Servicemen joined Railways:-

- Grant pay re-fixation to ex-servicemen joined Railways based on last pay drawn in the Defence forces,
- Special initiatives through improved career opportunities to the ex-servicemen joining Railways,
- Re-employed Defence Forces Personnel be inducted in the relevant trade for which they were trained and utilized in Defence Forces,
- Service rendered by Defence Personnel in Defence Departments before absorption in Railways be counted for pensionary benefits at the time of superannuation (on attaining 60 years age) in Railways.

The National Convention urges upon the Government and Railway Ministry to consider the issues listed above and settle favourably.

**N F I R**

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Affiliated to : Indian National Trade Union Congress (INTUC) &
International Transport Workers' Federation (ITF)**RESOLUTION NO. 16****DIFFERENTLY ABLED STAFF IN RAILWAYS**

The National Convention of NFIR has come across following issues concerning differently abled staff working in Railways:-

1. Payment of Risk and Hardship Allowance to differently abled Railway employees.
2. Supply of prosthetics/Artificial limbs free of charge to the differently abled Railway employees.
3. In order to overcome the difficulties faced by serving/retired differently abled Railway employees while reaching work places, hassle free entry/exit be provided.
4. Conduct Holiday Camps exclusively for differently abled/physically challenged Railway employees and their wards similar to other Railway employees.
5. Policy guidelines be issued for streamlining the transfer policy to help differently abled Railway employees.
6. Special machinery be put in place for quick redressal of representations of differently abled Railway employees.

The National Convention urges upon the Government to consider the listed issues and thus enhance the morale of differently abled staff in Railways.



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RESOLUTION NO. 17

NFIR'S PROPOSALS TO THE COMMITTEES CONSTITUTED BY RAILWAY BOARD

Railway Board has constituted following Committees with certain Terms of Reference:-

- Multi-Disciplinary Committee constituted by Railway Board to look into the issues/grievances of Loco Running Staff (Railway Board Order No. ERB-I/2024/23/41 dated 11/07/2024 and 2024/Elect (TRS)/138/7 dated 18/07/2024).
- Committee for deliberation/recommendation on the Hours of Work and Rest of Running Staff (Railway Board's Order No. ERB-I/2024/23/46 dated 26/07/2024).
- Committee of EDs to look into the issues of improving the promotional prospects of Track Maintainers on Indian Railways (Railway Board's Order vide letter No. ERB-I/2024/23/66 dated 29/11/2024).
- Committee to recommend on the working of Traffic Controllers (Train Controllers) on Indian Railways (Railway Board's Order No. ERB-I/2024/23/51 dated 27/08/2024).
- Committee to examine the aspect of stagnation among Supervisory Officials at Level-7, allotment of Group 'B' status to Supervisors upgraded to Level-8 vide RBE No. 155/2022 and suggest modalities for aligning the classification policy of Ministry of Railways with DoP&T (Railway Board's Order No. ERB-I/2024/23/65 dated 20/11/2024).

NFIR gave detailed reply to the Railway Board to enable the Committees to consider and deliberate whenever necessary in order to improve the service/working conditions of staff and enhance promotional opportunities.

The National Convention urges upon the Railway Board to expedite action on NFIR's proposals placed before Committees and give decision accordingly.
