



NFIR

National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)
(Affiliated to International Transport Worker's Federation (ITF) London)
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MEMORANDUM

Memorandum presented to Shri. Mohit Sinha, Director General (Human Resources), Railway Board by SRES, affiliates of NFIR during his visit to Chennai on 16.05.2023.

The Southern Railway Employees' Sangh (SRES) affiliated to NFIR extends hearty welcome to **Shri. Mohit Sinha, Director General (Human Resources), Railway Board** during his visit to Chennai on 16.05.2023.

On the advice of Father of our Nation, SRES Union was started in the year 1919 and the foundation stone of the Central Office building (named "UNITY HOUSE") was laid by Mahatma Gandhiji on 3rd Sept 1927. The members of our Union have participated in the freedom struggle and many of our leaders and cadre have courted arrest. Many of the eminent Freedom Fighters visited our Union Office. We have adopted Twin Principles of Truth & Non Violence for the negotiation across the table. Many office bearers of SRES were holding the highest post in India. The then President of India Shri. V.V.Giri was holding the post of President of SRES from 1929 to 1934. Similarly, Shri.Ramanujam, Governor of Goa/Orissa.

We wish to highlight the following for your kind consideration and needful action please.

- 1) **Conducting of Secret Ballot Election** as per the commitment given by Railway Board before Honourble Supreme Court as well as Chennai High Court. Now 4 years have passed. There was no sign of any improvement in conducting Secret Ballot Election. Employees are frustrated and disappointed for non adhering of norms by Railway Board. Therefore, we request you to conduct early Secret Ballot Election.

2) **Scrap NPS & Restore OPS :**

Indian Railways is one of the largest Transport systems in the World and is fully owned and operated by the Ministry of Railways (Railway Board), Government of India. It plays significant role in driving economic growth of the country, offering highly affordable, environment-friendly transportation of passengers and freight specially bulk commodities across the country and also for rapid movement of Army, para-military forces artillery and military hardware to

the Nation's borders. The role of Indian Railways thus cannot be undermined under any circumstances.

The Ministry of Railway had introduced Pension System for Railway employees who entered Railway service on 16 November 1957. These rules were subsequently modified as Railway Services (Pension) Rules 1993 and Railway Services (Extraordinary) Pension Rules 1993. It is also worth-mentioning that the Hon'ble Supreme Court in the case of DS Nakara and Others Vs Union of India (AIR-1983-SC-130) gave following verdict :

“Pension is neither a bounty nor a grace bestowed by the sweet will of the employer but is a payment for the past services rendered. It was construed as a right step towards socio-economic justice and a concrete assurance to the effect that the employee in his old age is not left in the lurch.”

It needs to be appreciated that in the recent time, State Governments i.e. Chhattisgarh, Rajasthan, Jharkhand, Punjab and Himachal Pradesh have decided to abolish NPS and restore OPS w.e.f. January, 2004 while Government of West Bengal continued Old Pension Scheme for ensuring social protection to the retired employees at the evening of their lives.

We request you to urge upon the Government of India to take necessary action for withdrawal of National Pension System and restoration of Old Pension Scheme w.e.f. January, 2004 so that the Industrial peace can be preserved.

3) Stop Privatisation, Monetization and Outsourcing of Activities:

- a. Proposal for Corporatization of production Units**
- b. Running of Trains by Private Parties.**
- c. Handing over stations to private parties etc.**

- There is a widespread anger and frustration among all the section of Railway Employees against the proposal of the Government to Corporatize production units on Indian Railways and to start process of Corporatization of ICF, MCF etc., and also handing over 150 passenger carrying trains to private parties. Two trains were already introduced.
- We SRES/NFIR have already lodged a strong protest against the arbitrary action restarted by the Railway Board.
- In order to preserve the healthy industrial relation, NFIR/SRES request to review and withdraw the above proposals in the best interest of Indian Railways/Nation.

4) **Conducting of GDCE & LDCE Examination** : In the last 1 ½ decade good number of qualified employees were recruited. Many categories do not have adequate promotional chances. The career growth of Track Maintainers and other categories are meager. In order to improve their career growth as well as efficiency we request to conduct GDCE examination regularly.

5) **Reduction of Beat Length of Keymen as per NFIR PNM commitment** : The beat length was fixed 30 years back. Now tremendous train services were improved more than saturation limit. The Keyman are unable to complete their duties due to heavy train traffic. Therefore we request you to kindly reduce the beat length.

- 6) a) **48 Nursing Personnels joined after 2012 and possessing B.Sc / M.Sc qualification at the time of appointment were denied incentive increments (list enclosed).**

Ref : RBE 37/2005 dated 28.02.2005.

The denial of increment is unjustified as the fact that the qualification of B.Sc Nursing is not a recruitment qualification in Railways. The incorrect interpretation by Southern Railway authorities on the wrong notion to be rectified and render justice to the Nursing Staff of RH/PER. The IREM Vol.1 Para 160(2), Sub para (iii) of 1989 envisage that ***“Staff Nurse, Nursing Staff, Matron and Chief Matron who possess at the time of recruitment or acquire subsequently a degree in Nursing will be granted two advance increments”***.

- b) **Need to introduce revised dress code for Nursing Personnels in RH/Health Units.**

- c) **Revision in the Designations prescribed for Nursing Personnel working in Railway Hospital / Health Units.**

As per Ministry of Health & Family Welfare Department Lr. dated 03.09.2016, the existing designation to be replaced.

- d) **Special Allowance to Nursing Superintendent working in Operation Theatre / ICU as per 6th CPC recommendation (Para 4.2.8) and Ministry of Health and Family Welfare.**

- e) **Denial of minimum pay of the pay band (VI CPC) to the Senior Nursing Superintendents (Nursing Sisters) in Railways (Ref. NFIR PNM 13/2019).**

- f) **Service Weightage has not been taken to account to the 48 Matrons of S.Rly., and 12 Matrons of ICF.**

They were fixed suppressed pay. Almost their far juniors who were joined 10 years later were fixed almost equal to them.

- 7) **Request to review the closure of Printing Press** in the light of present workload.

We request DG/HR to kindly take necessary action please.

Thanking you,

Yours faithfully,



(P.S.Suriyaprakasam)
JGS/NFIR & GS/SRES

Copy to : 1) GS/NFIR for kind information please.

2) GM/S.Rly., for kind information & necessary action pls.

3) PCPO/S.Rly., for kind information & necessary action pls.