



# NFIR

## National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)  
(Affiliated to International Transport Worker's Federation (ITF) London)  
3, CHELMSFORD ROAD, NEW DELHI - 110 055

Phone : 23343305, RI. 22283  
Fax : 23744013, Rly. 22362  
Telegram : RAILMAZDOR  
E-mail : nfir@satyam.net.in

**P.S.SURIYAPRAKASAM**  
Joint General Secretary  
Member - DC / JCM - NEW DELHI

"Unity House"  
New No. 9, Old No. 2,  
Siruvallur High Road, Perambur,  
Chennai - 600 011.  
Ph : 044-26701425, Rly. 24000  
E-mail : sresnfir@gmail.com

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Date : 29.01.2024

### MEMORANDUM

**Memorandum presented to Shri. Naveen Gulati, DG / HR, Railway Board, by  
SRES, Affiliates of NFIR during his visit to Chennai on 29.01.2024.**

The Southern Railway Employees' Sangh (SRES) affiliated to NFIR extends hearty welcome to Shri. Naveen Gulati, DG / HR, Railway Board, during her visit to Chennai on 29.01.2024.

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 3<sup>rd</sup> 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) **Filling up of Safaiwala vacancies at RH/PER, etc.** : More than 250 Safaiwala vacancies remained unfilled. Due to non availability of Safaiwalas, the Operation Theatres were already closed. The Operation Theatre is available only for emergency cases. Since there is urgent requirement for Safaiwalas, this category to be recruited at the earliest. The Hospital is a very sensitive place, filling up of Paramedical staff is also very much essential as many vacancies remained unfilled.
- 2) **Grant of Grade Pay 4800 / 4600 to the Crews of Vande Bharat & Semi High Speed Trains which runs 130 kms / hour (LP - Mail & Express / Train Manager)** : There is greater accountability / responsibility to the Crews of High Speed Trains as the train runs 130 kms speed / hour. Further it may increase. **The driver has to run every 1 km within 25 seconds. So every minute he has to run 2.17 kms. Human dependency to be reduced in order to ensure safe running of High speed trains.** Everyday 2.3 crores passengers travelling safely, 21,000 trains (12000 + 9000) are being operated uninterruptedly. Highest ever freight loading of 1512 million tonnes (2022-2023). Increase in combined freight and passenger revenue Rs.2 lakhs crores.

We whole heartedly thank Hon'ble Railway Minister for considering Supervisors Pay GP 4800 / 5400 w.e.f 1.12.2022, in the same logic the pay for Crews to be increased to GP 4800 / 4600 in order to ensure the horizontal/ vertical relativity, hitherto it was followed. (In the 5<sup>th</sup> CPC, the pay scale of Mail & Express Driver was GP 6000-9800, and for Train Manager Mail & Express was GP 5500 – 9000). Therefore, we request you to kindly take action to grant GP 4800 / 4600 to the Crews.

- 3) **Conducting of Secret Ballot Election** : As per the commitment given by Railway Board before Honourble Supreme Court as well as Chennai High Court, now 10 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 kindly conduct early Secret Ballot Election.

4) **Request for Scrapping of NPS & to 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-1982-SC-130) Five Member Bench 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.

The role of Railway employees is unique, complex and not comparable with any other Department. The role played by Railway employees for ensuring the services is akin to Defence Forces.

We request you to kindly take necessary action for withdrawal of National Pension System and restoration of Old Pension Scheme w.e.f. January, 2004 as the Industrial peace can be preserved.

- 5) **Considering of IRT & IDT applications** : Time and again Railway Board has given clear instructions to all Zonal Railways to make use of the opportunity being presented by way of large panels made available by RRB/RRC for considering the pending transfer applications. Transfer cases may be processed on priority wherever feasible.

6) **GRANT OF ADDITIONAL INCENTIVE INCREMENTS TO SPORTS PERSONS WHO BROUGHT LAURELS TO INDIA / RAILWAYS : NFIR PNM Sub. No. 57/2018.**

48 Sports Personnels in the last 2 decades had won many achievements laurels and medals to India / Railways. Though at the time of achievements they were granted incentive increments but the same was not implemented even after 2 decades by Southern Railway.

In connection with the above, we have already represented to CPO/S.Rly on 03.06.2017 & 17.08.2017, 20.01.2018, 25.09.2018 & 26.10.2019, 11.11.2020, 23.06.2022.

It was deliberated in the Railway Board PNM under Sub. No. 57/2018, pursuant to the PNM decision Board had issued order on 10.12.2020 vide RBE 111/2020 that ***“powers delegated to GM for claiming the increment without any delay”***. So far Southern Railway had not arranged to pay incentive increment to even single player.

Therefore, we request you to issue necessary instructions to grant the incentive increments expeditiously in order to honour the above Sports Personnels and adhere the Railway Board order.

- 7) Implementation of Bushawal Pattern of Incentive to AC Loco staff and DEMU Staff at LW / PER and Diesel Workshop Staff of GOC. GM/S.Rly had already recommended and sent to the Railway Board for approval. It was also discussed in the DC-JCM Meeting.

Thanking you,

Yours faithfully,



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

**Copy to : GM/S.Rly.,** for kind information and necessary action pls.  
**PCPO/S.Rly.,** for kind information and necessary action pls.  
**GS/NFIR** for kind information pls.

