



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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MEMORANDUM

Memorandum presented to Smt. Jaya Varma Sinha, Chairperson/Railway Board, by SRES, Affiliates of NFIR during her visit to Chennai on 21.02.2024.

The Southern Railway Employees' Sangh (SRES) affiliated to NFIR extends hearty welcome to Smt. Jaya Varma Sinha, the first women CRB & CEO of Indian Railway during her visit to Chennai on 21.02.2024. We feel proud to receive the Hon'ble CRB & CEO in the soil of Southern Railway and on this occasion NFIR/SRES assures that our co-operation will continue for smooth running of train services.

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) **Plight of Women employees working in the Openline :**
 - i) Adequate basic facilities to be arranged in all the places (stations, depots, etc).
 - ii) Change of category for women employees have not been considered in S.Rly., due to CTE/S.Rly., order 4.8.2023.
 - iii) 10/40 % inductions for Track women to other departments have not been considered due to CTE/S.Rly., order 4.8.2023.
 - iv) IDT/IRRT applications are pending and not considered due to CTE/S.Rly., order 4.8.2023.

We request you to kindly intervene and take remedial action please.

- 2) **Ensuring career growth and Grant of GP 4200 to Track Maintainers:** In the last 1 ½ decade good number of qualified employees have joined in Railways. The Track Maintainer category does not have adequate promotional avenue and also very poor career growth. The Grade Pay 4200 to be granted likewise of Technician

category. In order to motivate and improve their career growth as well as efficiency we request to kindly consider the above. This issue was also highlighted in the DC/JCM held on 15/16.02.2024.

- 3) **Conducting of GDCE & LDCE Examination**: In the last 1 ½ decade good number of qualified employees have joined Railways. Many categories do not have adequate promotional chances. In order to improve their career growth as well as efficiency we request to conduct GDCE examination regularly. For Nursing category though Notification was issued 9 months back vide Lr. No. SR-HQOHR(MEDL)/11/2021 dated 5.5.2023 but till date the exam was not conducted. Due to CTE/S.Rly., order the selections are not taking place. The system & employees are suffering, the above chaotic situation was also highlighted in the DC/JCM Meeting held on 15/16.02.2024.
- 4) **Filling up of Safaiwala & other Paramedical Staff against the vacancies in RH/PER, etc.** : More than 250 Safaiwala vacancies remained unfilled. Due to non availability of Safaiwalas, some of the Operation Theatres were already closed. The Operation Theatre is available only for emergency cases. Patients are suffering. The Safaiwalas recruited on contract basis through RRC numbering 200 may kindly be allowed to continue as Substitutes to tide over the situation. The Hospital is a very sensitive place, filling up of Paramedical staff is also very much essential as many vacancies remained unfilled.
- 5) **Implementation of Bushawal Pattern of Incentive to AC Loco staff and DEMU Staff at LW / PER and Diesel Workshop Staff of GOC** (NFIR PNM 12/2017). GM/S.Rly had already recommended and sent to the Railway Board for approval. It was also discussed in the DC-JCM Meeting held on 15/16.02.2024.
- 6) **Regular observation of 539 substitutes inducted in S.Rly., in the year 2008** (NFIR PNM 18/2017) : The Course Completed Act Apprentices were inducted in S.Rly., as substitutes in the year 2008 are still not regularized as regular employees though 16 years have passed. They are suffering financially as well as without any career growth. Their far juniors were promoted as Sr. Technicians. This issue has been subjudice. We request Rly., Board to take early action to settle the above issue.
- 7) **Grant delegation of Powers to GM to fill up 20% of Course Completed Act Apprentices** (NFIR PNM 28/2023) : In S.Rly more than 18000 vacancies remained unfilled quite long time. More than 10,000 safety vacancies lying vacant. NFIR/SRES suggests that Course Completed Act Apprentices may kindly be inducted as substitutes. This was highlighted in the DC/JCM held on 15/16.02.2024 by Federations for induction of Course Completed Act Apprentices against safety vacancies.
- 8) **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 arrange to conduct

early Secret Ballot Election. On two occasions Minister have committed before the Board, but the elections have not taken place so far.

- 9) **Reckoning GP 4200 as Entry Grade Pay and grant of MACP for SMs w.e.f. 1.1.2016 instead of Feb 2018 as per 7th CPC recommendations (NFIR PNM 15/2017).**

- 10) **Lack of Career Growth to Pointsmen Category:** The ED Committee report is pending for more than one year in Railway Board. This was already discussed under NFIR PNM Agenda 32/2012 & also in the DC/JCM held on 15/16.02.2024. The Pointsmen are disappointed and frustrated for non implementation of the Committee Report. We therefore request you to kindly take remedial action please.

- 11) **Request for Scrapping of NPS & to Restore OPS :**

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, Himachal Pradesh and Karnataka 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.

- 12) **Considering of IRRT & 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 kindly be processed on priority wherever feasible. Board may kindly give suitable instructions.

- 13) **a) Re-casting of channel of promotions in respect of isolated categories of Medical Department** (NFIR PNM Sub. No. 09/2022). Ref: Rly. Bd. Lr. dated 27.11.2017, 23.10.2017 to all GMs.

Many isolated categories like Dental hygienists, ECG Technicians, Holter Technician, Cardiac Pulmonary Pump Technician, Cardiac Catheterization Technician, Dialysis Technician, Prosthetic Technician and Occupational Therapists, Radiography Technician, etc. are suffering without avenue of

promotion. Though Board collected details from all the Zonals, so far no tangible action was taken. The 7th CPC vide para no. 7.6.8 and 7.6.10 specifically recommended for Para Medical Staff. In this connection, NFIR / SRES pertinent to mention that most of the isolated category staff the recruitment qualification is Graduation plus Diploma in the specific discipline and also they were not granted proper pay structure and Avenue of Promotion. Therefore, we request you to kindly take early action please.

b) Allotment of qualification based pay to the ECG Technicians in Railway :

The qualification got revised for ECG Technician in the 6th CPC to degree in Science plus Diploma in ECG Lab Technology / Cardiology / Cardiology Technician / Cardiology Technician of reputed institutions vide Ref : E(NG)II/2001/RR/45-Pt dated 29.09.2015. The ECG Technicians appointed in Dr.Ram Manohar Lohia Hospital, NDLS (Under Ministry of Health and Family Welfare) have never been in possession of the standard qualification relating to the job expected from an ECG Technician. Only after 2 years training they will go for practical work. Whereas, Railway ECG Technicians possess Degree / Diploma in ECG Lab Technology.

Considering higher qualification, training and experience and from the day 1 the Railway ECG Technicians started to work. Compared to all other hospitals / departments our Railway Technicians were allotted lower GP 2400 and there is no further avenue of promotion. They are retiring on the same GP without any Promotion (except MACP). In this connection, NFIR/SRES had already pursuing with Railway Board under PNM Sub. No. 25/2021 and also in the DC/JCM held on 15/16.02.2024.

We request you to kindly take expedite steps to grant higher Grade Pay 4200 on par with Dr.Ram Manohar Lohia Hospital.

- 14) **Payment of HPCA / PCA to the Railway employees working in Railway Hospitals and Health Unit Clinics and also for Ministerial cadre (NFIR PNM Item No. 51/2018).**

- 15) **Grant of GP 2000 (Level 3) to Dresser / OTA as Entry Grade Pay as recommended by 7th CPC. (NFIR PNM No.11/2017 & 18/2018).**

The 7th CPC made recommendations for upgradation of entry grade of Dresser Category GP 2000 (Level 3). The same was implemented in the Ministry of Health and Family Welfare Department. In Railway's Dressers was historically on a higher pedestal than the Dressers of Ministry of Health and Family Welfare. Therefore, we request you to kindly take action for revising GP 2000 to Dresser/OTA.

- 16) **Golden Jubilee Celebration of DSL/TNP and RE/MS :**

The DSL Shed/TNP as well as RE/MS has completed 50 yrs of glorious service since 1972. The DSL Shed had handled different type of locos including Passenger Locos. The quality of maintenance in the Loco Shed and its reliability has been proved the best when compared with other DSL Sheds. Presently, the staff are also looking after Vande Barath Train Maintenance at Basin Bridge yard.

The RE/Chennai Project has the distinction of completing more than 1150 RKMS and 2700 TKMS within 25 years of span, since its inception to its Silver Jubilee 1998. During the year 2021-22 a record of 597 RKM has been electrified

and 100% target has been assigned and achieved by RE/Chennai Project. SRES had already brought to the knowledge of the then CRB Sr. V.K.Tripathi on 29.10.2022.

In recognition of their 5 decades of exemplary work, we request you to arrange for Golden Jubilee celebration. It will boost the morale of the employees.

17) **Implementation of Supreme Court Judgement – Placement Committee for postings/transfers in Railways:** It is sad to mention that the Supreme Court Judgement dated 31.10.2013 in WP(C)82/2011 was not implemented fully in S.Rly., particularly in major Chennai Division. Pursuant to Supreme Court Judgement, the Railway Board issued order dated 29.08.2014. It was circulated by CPO/MAS under PBC 140/2014, 109/2015 and 159/2015. Due to non implementation of the above many unlawful activities taking place, employees are put in much hardship. We request to kindly intervene and do the needful action for implementation of the Supreme Court Judgement and Railway Board orders.

18) **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, etc., to private parties.**
- d) **Not to close the Printing Press/PRM.**

In order to preserve the healthy industrial relation, NFIR/SRES requests you to kindly review and withdraw the above proposal in the best interest of Indian Railways / Nation.

Thanking you,

Yours faithfully,



(P.S.Suriyaprakasam)

JGS/NFIR & GS/SRES

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

GS/NFIR for kind information pls.



Team SRES honoured and presented Memorandum to Smt. Jaya Varma Sinha, CRB / CEO during her visit at GM/S.Rly Office, Chennai on 21.02.2024.