

ALL INDIA RAILWAYMEN'S FEDERATION

SOME OF THE ACHIEVEMENTS OF AIRF

All India Railwaymen's Federation has been constantly making efforts to improve the working condition, pay and allowances etc. of both Loco and Traffic Running Staff and so also for other categories of staff. A few important issues/events are stated below:-

1. On the demand of AIRF, Govt. of India, Department of Labour vide their No. LR.2(22) dated 23rd April, 1946 had issued the following Notification appointing Hon'ble Justice Rajadhyaksha of Bombay High Court to adjudicate dispute between AIRF and the Ministry of Railways:-

"The All India Railwaymen's Federation as representing the unions of Railway workers has approached the Government of India with the request to appoint any adjudicator in respect of certain demands of the railway workers. The Railway Board have had under consideration most of these demands and have already indicated to the Federation the action they have taken or propose to take thereon."

There are, however, the following demands which require separate consideration, enquiry and adjudication:-

- (i) Reduction of working hours,**
- (ii) Compulsory calendar day weekly rest for all staff including those designated essentially intermittent workers,**
- (iii) The adequacy of the existing leave reserves.**
- (iv) The liberalization of the existing leave rules and paid holiday concessions applicable to railway servants who are daily rated and / or in inferior service.**

The Central Government has, therefore, decided to refer these points for adjudication under Rule 81 A of the Defence of India Rules".

2. The provisions of Hours of Employment Regulation(HOER), 1930 was not applicable to the Running Staff and there was no limitation of Hours of work of Running Staff. On the pressure of AIRF, Justice Rajadhyaksha (popularly known as Adjudicator Award) vide para 273 had recommended as follows:-

“...I am of the opinion that the Hours of Employment Regulations are proposed to be revised, should be applied to the running staff proper, that is the Engine Crew, Guards, Brakesmen etc.”

After that, provisions of HOER was made applicable for Running Staff.

3. On the demand of AIRF, Railway Board appointed a committee on 1st July, 1948 in the style and name “Running Staff Pay and Allowance Committee” under the Chairmanship of Shri D. P. Mathur. Some improvement in pay and allowances were recommended by the Mathur Committee and the same were implemented. But the AIRF was not satisfied with the recommendation and had pressed for appointment of a Joint Committee to resolve the anomalies of 1st CPC and Jt. Advisory Committee (JAC) was appointed in June, 1949 under the Chairmanship of Sri F. Jeejeebhoy and improvement in the Running Allowance Rules were made.

4. On the demand of AIRF, a Committee under the Chairmanship of Sri G. P. Bhalla was appointed in 1980. On the recommendation of the report of the Committee 30% Pay element was decided and it has been made applicable for computing Dearness Allowance (earlier DA was paid only on pay) as well, and 55% Pay element for retirement benefit was also recommended by the Committee and accepted by the Railway Ministry on the pressure of AIRF.

5. The AIRF submitted the problems and demands of both Loco and Traffic Running Staff before all the Central Pay Commissions right from First to Sixth. AIRF always represented the problems of the broad categories to the CPCs along with the nominated representatives of the particular broad categories. The Sixth Pay Commission has granted Pay Scales in favour of Loco and Traffic Running Staff which are as follows:-

Categories	Pay Scales recommended by 5th CPC	Pay Scales recommended by 6th CPC	Remark
Loco Pilot(M&E)	Rs.5500-9000 (Subsequently improved to Rs.6000-9800 on the report of Fast Track Committee)	Rs.9300-34800 with GP Rs.4200 + Rs.1000(Addl. Allowance with benefit of DA)	
Loco Pilot (Passenger)/Motorman	Rs.5500-9000	Rs.9300-34800 with GP Rs.4200 + Rs.500/- (Additional Allowance with benefit of DA)	
Loco Pilot(Goods)	Rs.5000-8000	Rs.9300-34800 with GP Rs.4200	
Shunter	Rs.4000-6000	Rs.5200-20200 with GP Rs.2400	
Asstt. Loco Pilot/ Elect. Asstt.	Rs.3050-4500	Rs.5200-20200 with GP Rs.1900	

Guard(M&E)	Rs.5500-9000	Rs.9300-34800 with GP Rs.4200	Additional Allowance Rs.500 has been sanctioned on the demand submitted by AIRF to Ministry of Railways
Guard(Passenger)	Rs.5000-8000	Rs.9300-34800 with GP Rs.4200	
Guard(Goods)/ Jamader	Rs.4500-7000	Rs.5200-20200 with GP Rs.2800	
Brakesman	Rs.3050-4590	Rs.5200-20200 with GP Rs.1900	

AIRF demanded to grant additional allowance to all categories of Running Staff.

6. Cadre Restructuring Committee

On the demand of AIRF, restructuring of Loco and Traffic Running Staff for providing better promotional prospect was undertaken at different times and the latest one was implemented w.e.f. 01.11.2003.

Category	Grade	Existing %age	Revised %age
Mail Driver (Superfast, Mail & Express Trains only)	Rs.6000-9800	100	100
Passenger Drivers/ Motormen(All Passenger Trains and EMU service only)	Rs.6000-9800 Rs.5500-9000	20 80	27 73
Goods Drivers (All Goods Trains)	Rs.5500-9000 Rs.5000-8000	20 80	27 73
Shunting Drivers	Rs.5000-8000 Rs.4000-6000	20 80	30 70
Diesel Asstt./Electric Asstt.	Rs.4000-6000 Rs.3050-4590	20 80	30 70
Loco & Traffic Running Supervisor	Rs.7450-11500 Rs.6500-10500	- -	65 35

The Railway Board was dragging its feet in respect of appointment of Cadre Restructuring Committee after the report of 6th CPC. Ultimately Cadre Restructuring Committee has been appointed and the first meeting of the Committee was held on 8th December, 2009. The restructuring of the category of ALP was taken up in the very first meeting. According to the decision of the meeting, order for restructuring of ALP has been issued vide Railway Board's letter No.PC-VI/2010/CRC/1 (Pt.1) dated 30.04.2010 which reads as follows:-

<u>Categories</u>	<u>Existing</u>	<u>Revised</u>
Sr. ALP in GP Rs. 2400	30%	80%
ALP in GP Rs. 1900	70%	20%

AIRF will see that the Promotional Prospects of all other categories of staff including Running Staff are widen through the process of Cadre Re-Structuring Committee.

7. Sanction of Leave Reserve posts

On the demand of AIRF the Justice Rajadhyaksha was appointed to adjudicate the dispute between the AIRF and the Railway Board. The first concept of Leave Reserve Post was accepted by Justice Rajadhyaksha. The percentage of Leave Reserve post has been improved gradually and as per latest order of the Railway Board Percentage of Leave Reserve of different categories are as follows:-

- (i) L.R. of Running Staff 30% w.e.f 01.04.1974 (Railway Board's letter No. E(G)3LR I – 11 dated 03.12.73).**
- (ii) Driver & Guard 9M&E) 15% in M&E and balance 15% in Passenger. (Railway Board's letter No. E(G) 78 LR I – 16 dated 01.01.79 (for Loco) & 08.07.79 (Guard)).**

8. Exemption limit of Income Tax Deduction.

After years of persuasions of AIRF, Finance Ministry had granted exemption of a portion of Running Allowance from the purview of deduction of Income Tax and exemption limit has been raised from Rs. 3000/- to Rs.6000/- p.m. w.e.f. 01.08.1997 on the premise of revision of rates of Running Allowance after introduction of revised pay scales as per recommendations of V CPC. But this time after the report of VI CPC, despite protracted representations to raise the same to Rs. 15,000/- p.m., the exemption limit has not yet been raised and the Running Staff are being compelled to pay Income Tax on T.A. element as well while T.A. is exempted from the purview of the deduction of Income Tax.

9. Modified Assured Career Progression (MACP)

The 6th CPC had recommended for 2(two) MACP at an interval of 12 & 24 years of service. Staff Side, NC/JCM demanded for 3(three) MACP at an interval of 10, 20 & 30 years of service. This has been made effective from 01.09.2008.

Orders issued vide Railway Board's letter No.PC-V/2009/ACP/2 dated 10.06.2009.

10. After representation/persuasion of AIRF at different times many orders benefiting both Loco & Traffic Running Staff have been issued by the Railway Board. A few of them are cited below:-

1. a) Rest at Headquarters w.e.f. 01.05.72

Duty less than 8 hours = 12 hrs.

Duty More than 8 hours = 16 hours

b) Out Station Rest

Duty 8 hours or more = 8 Hours

Duty less than 8 hours = 6 hours

**Duty less than 5 hours = Hours of duty + one hour.
(RBd's letter No. E(LL)71 HER/9 dated 14.04.72).**

2. Away from HQs should be restricted to 36 hours. (RBd's letter No.E(LL)2009/HER/1 dated 26.02.2010).

3. Running Allowance to be paid while on Casual Leave. (RBd's letter No. E(P&A) ii – 70/RS–22 dated 16.12.77).

4. Alternative employment of medically de-categorised Running Staff. 30% Pay element to be added. (RBd's letter No.E(NG) 180 S.R.6/83 dated 05.03.81).

5. Breach of Rest Allowance, Payment of O.T. at double the rate. (RBd's letter No. E(P&A)ii/90/FE–2/3 dated 18.01.91).

6. a) Allowance in Lien of Running Rooms facilities

Loco Pilot & Guard = Rs. 36/-

Loco Pilot Shunting = Rs. 26/-

b) Trip Allowance for High Speed Trains.

Loco Pilot (M&E) = Rs. 24/-

Guard (M&E) = Rs. 18/-

Co-Driver (LP/P) = Rs. 18/-

Asstt. Guard/Brakesman = Rs. 12/-

c) Commercial duty for Coal Pilots.

Special Pay Rs.200/- p.m., Rs. 6.60 per day. (RBd's letter No.E(P&A)II-2005/RS-34 dated 1.10.2009).

- 7. In Super fast Trains 100 KMPH & above Co-Driver should be provided. Fortnightly duty 90 hours. Rate of O.T. up to 108 hours = 1 ½ times and above 108 hours double the ordinary rate w.e.f. 01.06.1979. (RBd's letter No. E(LL)/HER/29 dated 16.04.1979).**
- 8. Co-Driver of Rajdhani Express in the same grade. In Super fast trains Co-Driver should be Loco Pilot/Passenger. (RBd's letter No.E(P&A)II/81/RS-8 dated 01.01.1987).**
- 9. Promotion to Passenger Driver through viva - voce test only.(RBd's letter No. E(NG)I-2003/PM 7/10 dt 6.9.2005).**
- 10. Promotion to Passenger Guard & Motorman through viva voce test only. (RBd's letter No.E(NG)I-2000/PM 1/41 dt. 23.2.2007).**
- 11. Designation of Driver replaced by Loco Pilot and First Fireman/Diesel Asstt./Elect. Asstt replaced by Asstt. Pilot Gazette of India 19.04.2006. (RBd's letter No. 2004/ Safety(A&R)/19/15 dated 11.05.2006).**
- 12. Improvement in the condition of Goods Brake Van. (RBd's letter No. 2000/M(N)/951/19 dated 9/12.06.2000).**