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All India Railwaymen's Federation
(Estd, 1924)

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No.AIRF/GMs' Conference

Dated: January 15, 2010

The General Secretaries,
All Affiliated Unions,

Dear Coms.,

Sub: General Managers' Conference held on 11-12 January, 2010

Conference of the General Managers' of the Indian Railways was held on 11-12 January, 2010, in Rail Bhawan, New Delhi.

Brief of the deliberations is as follows:-

In the Conference, apart from the Members, Addl. Members of the Railway Board, General Managers of the Zonal Railways as well as Production Units along with the Director General, R.D.S.O., Staff College Vadodara, Railway Health Services, Railway Protection Force, General Secretaries/Secretary Generals of all the Federations/Associations were present all along. Hon'ble M.R. and MoSR(M) also made their presence for two hours on 11th from 12:00 to 14:00 hrs.

Hon'ble M.R. during her speech focused on safety, strict compliance of rules by the front line staff, particularly drivers, Passenger Amenities, projects, appraisal, budget, construction, Vision 2020, care of the employees and their wards, safety Related Retirement Scheme, Railway quarters, etc. etc. She also mentioned about some discontentment by the employees' union in some part, based on political ideologies, maintaining she has not formed her party's trade union in the Railways.

Hon'ble MoSR(M) also spoke on earnings, punctuality, manning 1000 level crossings, RoBs, RUB's Integrated Security System, CCTV, performance, efficiency, adoption of modern technology etc. He also exhibited his annoyance on the Vigilance for keeping cases pending for more than 20 years as well as imposing penalty of Removal/Dismissal on flimsy ground. He also criticized catering.

Chairman Railway Board and other members also spoke and took stock of the position from the GMs about safety, punctuality, image building of Railways, earnings, expenditure, projects, maintenance, etc. etc.

On being asked by the CRB, I raised the following issues in the presence of Hon'ble M.R. on 11th January.

1. As has been indicated by Hon'ble M.R. that some problems are being created, based on ideological differences in some part of the Railways and she has not formed union of her party. I want to make it clear that AIRF has firm belief in free, independent and democratic trade union movement and that is the reason that the people with all colours, sheds and political thoughts are freely working in our union/federation. We have a legacy of past more than 80 years that we have always fought for the problems of working class, particularly Railway employees. The red flag is the symbol of blood of our martyrs who had sacrificed their life for the betterment of life of working people. So it should not be mistaken that it is a flag of particular political party. Variety of thoughts and ideologies is our strength and we are successfully utilizing that for serving Railways, its users as Railwaymen across the country.
2. Giving thanks to Hon'ble M.R. for giving green signal to start with the Liberalised Safety Related Retirement Scheme for the Trackmen, I mentioned that letter to this effect has not yet been issued from the Railway Board. She immediately asked the CRB and MS to issue the letter. I also requested Hon'ble M.R. to expand this scheme to other safety categories. To that, she reacted that we have to go step by step.
3. I once again drawn her attention towards the engagement of the wards of the Railway employees as Substitutes and revert back to earlier in-house recruitment for Group 'D' staff now Group 'C' in Grade Pay of Rs.1800. I also reminded her that in her last tenure she had resorted to earlier system, but later, that has been changed. She immediately asked the CRB to discuss with the concerned and later to her. I do emphasized the M.R. that this is the only way to fill more than one lakh vacancies of Grade Pay Rs.1800 in various safety categories right from Trackmen to Helper etc.
4. I also requested the M.R. to engage more than 5000 Act Apprentices loitering throughout the Indian Railways. She immediately asked the GMs to engage them against the vacancies. I also requested for the expansion of Act Apprentices Scheme to open line sheds/depots and to Trackman to acquire skilled manpower for future. She asked to expedite the scheme.
5. I also drawn attention of the M.R. to engage casual labours, particularly from BG/NER and the employees of quasi-administrative organizations to give them relief as well as to obtain manpower for the Indian Railways.
6. I also requested her to immediately fill vacancies of the ALPs, ASMs, Technicians etc. and also to release the panels, already formed, because of large shortage of the staff, putting lot of stress on the existing workforce, leading to unsafe running of the trains.
7. Reacting to her remarks, why driver did not followed rules on Allahabad Division accident, I said that we are also very sad on the accident because our guard as well as wife and daughter of another guard had lost their lives along with seven others, but one

must realize that in such a critical weather conditions when nobody wants to move out of their rooms, these drivers are moving the trains across the country. I also said that the drivers of all the involved trains were over-worked. They had completed more than 12-hour after signing on. There is also a rule of 10-hour duty that should also have been followed.

I further said that the drivers had been termed as “*Jitendriya*” that they will perform and will never make mistake without realizing that they are also human being, and in spite of our repeated request, why electronic back-up, like AWS/TPWs is not being provided to them so that in case of drivers’ default, train should not move ahead for collision. The M.R. said, this was sanctioned in her last tenure. I have again asked them to move fast.

8. I also informed her that indiscriminate outsourcing is also endangering safety because of the use of unskilled manpower by the contractors/vendors.
9. I further mentioned that, to avoid accidents, training of the staff and supervisors is must, and for that our training institutes need complete modernization not only in the syllabus and methodology but also improvement in food and lodging.
10. I also requested the M.R. for delegation of power of inter-railway transfer to the respective General Managers instead of keeping the same with the Railway Board and the condition of 3/5 year service should also be abolished.
11. I also asked for special package to Trackmen because of their working in arduous condition. I also requested that two Patrolmen should be deputed during night patrolling. There is an urgent need for providing some other grade or allowance to the Keyman and Gateman.

The M.R. asked the CRB to form a Joint Committee in association with the Federations to resolve the issue of Package and Career Progression of the Trackman. I also mentioned about massive run-over cases of Trackman and asked for immediate remedial steps to save the human lives.

12. I also raised the issue of enhancement of financial powers of the GMs for the welfare activities and improvement of the Rest Houses for Group ‘C’ staff, including Driver, Guard and TTE Running Rooms, hospital buildings, Railway Institutes, Community Centres etc.
13. I also raised the issue of encroachment of Railway land by the land mafia. The M.R. agreed to that and asked the GMs to identify and make out phase-wise plan from place to place.
14. Talking on Vision 2020, I told the M.R. that it is a very ambitious plan, good for the future of the country, but it will need lot of manpower and material, and if we are really serious to implement it, efforts should be started immediately and the manpower, required, should immediately be envisaged.
15. While thanking her for giving financial assistance to girl child of those Railway employees who are in Grade Pay Rs.1800, I requested her to enhance the amount of the

CSBF because large numbers of applications are being received, otherwise it should be paid from the revenue because it is a very noble scheme.

16. I also requested the M.R. for the redressal of grievances of Railway employees, based on the anomalies of the VI CPC, particularly Running Staff, Technicians, ASMs, Controllers, Subordinate Engineers, etc. I also requested her to extend her help for providing Grade Pay of Rs.4800 to the staff presently working in Grade Pay Rs.4600 as well as improvement in the MACP Scheme in the case of Benchmarking, i.e. replacement of “*Good*” with “*Average*” and abolition of infructuous Grade Pay Rs.2000 prevalent in many categories.
17. I also requested her for immediate redressal of the issue of Privilege Pass at par with other Central Government Employees.
18. I also demanded that the Railwaymen working in the Kashmir Valley should also be given Special Package, Allowances etc. as is done in the case of other Central Government Employees posted in the Valley.

I also raised the following issues before closing of discussion on 12th January:-

- (i) Surrender of posts should immediately be stopped. We have already raised in the meeting of the CRC that, for matching saving, there should not be any surrender of posts.
- (ii) Work Study Reports only be implemented with prior consultation with the unions/ federations.
- (iii) Pension of the IRCTC staff should be paid immediately without waiting for fund, which was agreed immediately.
- (iv) For proper industrial relations, unions of the recognized federations be recognized in the Production Units, Metro Railway and RDSO.
- (v) Because of slow tendering process, production is being affected in some of the Production Units. Incentive loss to employees may lead to industrial relation problem.
- (vi) Indiscriminate outsourcing in the Production Units, particularly in the ICF, DLW and CLW must stop immediately.
- (vii) Shortage of doctors and paramedical staff is a potential danger to the health of Railwaymen and their family. Rate of the paramedical staff has been raised by the states but the Railways is not enhancing, resulting in nobody is willing to join the Railways. The Director General(RHS) assured that it will be done shortly.
- (viii) Performance of the Railway Claims Tribunals should be kept under watch because due to some nexus, there is every likelihood a large number of money will be drained in false claims.
- (ix) Even after CRS inspection of Railway electrification of Lucknow-Hardoi Section, MEMUs have not started, which should be started immediately.

- (x) CUG phone facility should be extended to all import Technicians and MCMs for improvement in communication.
- (xi) Group `B` Gazetted Scheme needs immediate implementation to keep morale high of the senior most supervisors.

Yours fraternally,



(Shiva Gopal Mishra)
General Secretary