

# Indian Railwaymen

Official Organ of All India Railwaymen's Federation



**EDITOR**  
**SHIVA GOPAL MISHRA**

Year 60 Vol.08, August 2025

[WWW.airfindia.org](http://WWW.airfindia.org)

E-mail:- [airfindia@gmail.com](mailto:airfindia@gmail.com)

Price Rs. 10/- Yearly Rs. 100/-





# The Railway Employees' Co-operative Credit Society Limited,

Ashok Vihar Complex, Old Zoo Road, (Near Central Railway Station) Chennai - 600 003.

Branches at : ASK, BGM, BVRM, BWT, BZA, DMM, GDG, GNT, GTL, GY, HX, HYB, JRU, KZJ, LD, MBNR, MYS, NDKD, NDL, NLR, NZB, OGL, RJY, SBC, TPTY, TUNI, UBL, WADI & YNK.

New Branches to be opened at : Nanded.

**Dr. N. KANNIAH, Ph.D.,** Started in the year 1907 and successfully serving the members for the past 118 years

Any Railway Employee who has completed Three months of regular service can join as a member and can avail Loan, after receipt of 3 CMTD recoveries through salary.

**The following loans are offered by our Society to the Member's**

## General Loan

- ❖ upto Rs.32.00 Lakhs ❖ upto 108 EMI
- ❖ One Surety

## Marriage Loan

- ❖ upto Rs.11.00 Lakhs ❖ upto 108 EMI
- ❖ One Surety

## Education Loan

- ❖ upto Rs.1,00,000/- ❖ upto 12 EMI
- ❖ No Surety

## Tour Loan

- ❖ International Tour for Member & family
- ❖ upto 108 EMI ❖ One Surety

## Special Loan

- ❖ upto Rs.8,00,000/- ❖ upto 60 EMI
- ❖ One Surety ❖ for Festival & Family Functions

## Gold Loan

- ❖ upto Rs. 9.00 Lakhs
- ❖ upto 108 EMI
- ❖ One Surety
- ❖ Gold and Silver Coins from M/s.MMTC-PAMP India Pvt. Ltd.

50 Grams Silver Coin  
Stylised Laxmi Ganesh  
Colour Coin Capsule Type



## Member Welfare Schemes :

- For the benefit of our Members, the Society is offering Four Welfare Schemes (as per Rules and Regulations)
  - **Loan Coverage Scheme** (upon death of a Member) ➢ **Distress Relief Fund**  
(Free Loan Coverage Scheme for all Loans)
  - **Personal Accident Coverage Scheme** ➢ **Education Award**
- **Personal Accident Coverage of Rs. 10 Lakhs :**  
You are covered under Personal Accident Coverage Scheme of the Society, for a Sum of Rs.10 Lakhs, subject to the rules and regulations governing the same. In the event of loss of organs, arising out of an accident, then compensation ranging from Rs.10 Thousand to Rs.10 Lakhs will be paid, depending upon the loss of organs and earning capacity, as per the Rules of the Insurance Company, MV Act and IRDA Rules.
- Please note that, in case of any accident, intimation should be given to the society, within 24 hours, from the time and date of such occurrence and in any case, not later than three days, from the date of occurrence, failing which, no claim shall be entertained.
- All Welfare Schemes are subject to the Rules and Regulations applicable for each such Scheme's, Bye Laws of the Society, as per MSCS Act 2002 and its rules and other relevant laws.
- Suicide and Accidents / Incidents, occurring on account of Consumption of Alcohol / Drugs / Intoxicants / Violation of Laws are NOT COVERED, under any of the Welfare Schemes.
- Conditions as per the Bye-Law, rules and regulations framed by the Board of Directors, as existing and as may be amended from time to time, shall apply. All disputes / issues are covered under the provisions of MSCS Act & Rules 2002, Bye-Laws of the Society and are under Chennai Jurisdiction only.

10 gm - 24 Ct Gold Coin



20 gm - 24 Ct Gold Coin



**Under the 4 Welfare Schemes,  
as on 28.02.2025**

**Rs. 174.31 Crores**

have been paid to

**20,485 Members, Member's Families  
and Sureties**

**Only Society  
Continuously Paying  
DIVIDEND to the  
Members for 117 Years,  
without fail.**

**No** Processing Fees  
Documentation Charges  
Online Transfer Charges  
Loan Insurance Charges

**New Schemes :  
Loan for  
Purchase of House Site,  
&  
Housing Loan**

**Free SMS Alert for** EMI Received / EMI Not received details  
Monthly Statement of Account details  
Introduction of New Schemes details  
Loan amount transferred to Bank Account details with RBI UTR No.

All our Branches are Computerised, Loan Applications received upto 12.00 noon at the branches will be processed and the payment will be arranged on the following day itself, subject to eligibility. All loans, Schemes etc., are as per the rules, regulations, Byelaws and MSCS Act 2002.

For the benefit of our Members, the Society has made arrangements for using "WhatsApp". Add the following Numbers, 9344877273, 7824820162, in your Contact List, so that, "WhatsApp Groups" of our Members, can be created and information from the Society, is directly passed on to you. Facility also exists for the Members, to directly contact the Headquarters of the Society, through "Zoom App". Hence, it is suggested that, the "Zoom App" may be downloaded, in your Mobile Phone, so that the Society can send a Link, for direct Video Call, as and when required.

For enquiry Contact

**08148387240, 08148387241, 08148387242, 07418148957**

**N. MANIVANNAN**  
Chief Executive



# Independence, Resolve, and the Spirit of Struggle

Dear comrades,

By a unique coincidence, my birthday falls on the same day our nation won its freedom — 15th August. For me, this is not just a day of celebration, but a day of renewed resolve — a pledge to protect the rights and interests of workers of Indian Railways and working class across the country.

Today, our foremost and most urgent priority is the issuance of notification for the constitution of the Eighth Pay Commission and the immediate declaration of its Terms of Reference. The government has already delayed this for too long, and workers' patience is running out. If the notification is not issued soon, it will face a strong nationwide protest from employees.

This is not just the concern of employees — millions of pensioners are also eagerly awaiting this announcement. Ever since the passing of the Finance Bill in Parliament, doubts and fears regarding pensions have been growing. These will only be dispelled when the Terms of Reference are clearly laid out. Let it be known — whether for employees or pensioners, we will not tolerate neglect of their rights, and we will never allow the government to deprive us of our entitlements.

Our fight for pension reforms continues with full force. The government may keep saying that the Old Pension Scheme (OPS) will not be restored, but we are determined to bring all OPS benefits into the Unified Pension Scheme (UPS). We have already secured the right to half the guaranteed pension — and we will win the rest too. This is not charity — it is our right.

Through multiple rounds of talks, we have already ensured that several OPS benefits — such as provisions in cases of death and disability, tax benefits, and gratuity — are included in the UPS. We are confident that the remaining provisions will also be incorporated soon.

Yet, challenges remain. The biggest threat today is privatisation of Indian Railways. AIRF has always stood firmly against it. Yes, private entry has crept into some areas, but we must remain vigilant to ensure that under no circumstances are the rights and welfare of our employees sacrificed.

This is a time for unity, alertness, and struggle. On this Independence Day, while saluting our martyrs, we also renew our pledge to stand firm for the protection of railway employees and workers across the country — whether it is the fight for the Pay Commission, for pension reforms, or against privatisation.

On this anniversary of our freedom, we take an oath — this struggle may be long,

it may be tough, but the victory will be ours...

because we will neither bow, nor tire, nor stop!



**Jai Hind**

(Shiva Gopal Mishra)

**Dear Subscriber,**

**Please renew your subscription as soon as possible by remitting Rs. 100/- by Money Order or By Demand Draft Drawn in favour of "Indian Railwaymen" to enable us to continue your uninterrupted supply of the Indian Railwaymen or Bhartiya Railwaymen every month.**

**While remitting your subscription, please mention clearly your Old Subscriber Number, Name and Full Address with Pin Code.**

# 75 Glorious Years of a Workers' Leader

Seventy-five years ago was born a voice that would echo across the corridors of power and the hearts of working people — Shri Shiva Gopal Mishra.

From humble beginnings to the helm of the All India

Railwaymen's Federation, his journey has been one of resolve, courage, and unyielding service to the cause of labour.

This special issue is both celebration and tribute — a tapestry of



memories, milestones, and moments that capture the spirit of a leader whose life's work has become a beacon of unity, justice, and hope for generations to come, brought alive through

heartfelt birthday messages from the who's who of public life, comrades in the trade union movement, and admirers across the nation.

## Shri Satish Kumar, Chairman of the Railway Board (CRB)

Heartfelt greetings and best wishes to you on your 75th birth anniversary.

The commitment and vision with which you have led the All India Railwaymen's Federation for the development of Indian Railways and the protection of employees' interests are truly commendable.

Under your guidance, the Federation has



always extended constructive support, giving new direction and energy to the railway fraternity.

Your experience, leadership, and dedication remain a source of inspiration for future generations.

I pray to the Almighty for your good health, long life, and continued active contribution.

## Stephen Cotton, General Secretary, ITF

It is an honour and privilege to join the All India Railwaymen's Federation and the wider trade union family in celebrating Brother Shiva Gopal Mishra's 75th birthday.

This moment is far more than a personal milestone. It is a testament to a life committed to the service of working people. Brother Mishra has been, and continues to be, a pillar of the global labour movement, a champion for railway workers, a strong advocate for workers' voices and a global trade unionist.

As General Secretary of AIRF for nearly two decades, his leadership has been instrumental in defending workers' rights and improving the lives of millions. Under his stewardship, AIRF has secured meaningful victories, from advancing health benefits and strengthening pension protections, to preserving job security for railway employees across India's vast network. Brother



Mishra's greatest contribution lies in his unwavering commitment to worker solidarity. He has stood firm against privatisation and precarious work, resisted negative policies pushing for the decline of public services, and halted plans that would transfer operational control away from public accountability. In all this, he has stood firm in ensuring that the voice of workers is respected and represented.

As we mark this extraordinary occasion, we celebrate not only a distinguished trade unionist, but a brother whose humility and strength have earned him the love of working people across generations. On behalf of the entire ITF family — over 700 affiliates in more than 150

countries — I extend our heartfelt thanks and warmest wishes.

To Brother Mishra, your journey is not only yours. It belongs to all of us who believe in the dignity of work and the power of unity and worker solidarity. Happy 75th birthday.



# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## Noel Coard, ITF Inland Transport Sections Secretary

On the Occasion of the 75th Birthday of Shri Shiv Gopal Mishra General Secretary, All India Railwaymen's Federation (AIRF)

On behalf of the ITF Inland Transport team and our affiliates especially those in the Railway Sector, I extend our warmest greetings and heartfelt wishes to Shri Shiv Gopal Mishra on the momentous occasion of his 75th birthday.

Mishra's lifelong commitment to the welfare of Indian railway workers and the strengthening of the trade union movement is truly commendable. His leadership within AIRF has not only safeguarded the rights of railway employees across the country but also uplifted the voices of workers at the policy-making level at



both national and international level.

Shri Mishra ji has also been instrumental in building bridges between national and international trade union platforms, ensuring that the challenges and aspirations of Indian railway workers are part of the global labour dialogue.

As we celebrate this milestone in his life, we honour his inspiring journey and reaffirm our friendship and commitment to continue working alongside AIRF to advance the rights and well-

being of all railway employees.

Wishing Shri Shiva Gopal Mishra ji continued health, strength, and unwavering resolve in the years to come. With respect and solidarity,

## Dr.N.KANNIAH, PRESIDENT, All India Railwaymen's Federation

It's indeed a Great Pleasure for Me to know that, the NRMU is celebrating "the 75th Birth Anniversary of My Esteemed Elder Brother Shri Shiva Gopal Mishraji on 15.08.2025, i.e., on the day of Our Historic 79th Independence Day.

My Elder Brother Shri Shiva Gopal Mishraji is so Special that, His Birthday falls on the day of Our Independence and true to the spirit of that day, and it's Significance on Liberty, Brother Hood and Sacrifice, Our Esteemed Brother has dedicated his life for the Welfare of Railwaymen in Particular and the Central Government Employees, Transport Workers in General All over the World, by holding



the Prestigious Position of General Secretary /AIRF and NRMU, and as the Staff Side Secretary/Convener of National Council of JCM and also being the Member of Executive Board, International Transport Workers Federation (ITF / London).

On this Great Occasion, I Pray "Almighty Lord Balaji" to bless my Elder Brother a hale and healthy life in the Service of Railwaymen All Over the World and the Central Government Employees. Also, Pray God Almighty to Bless him, So that, Let us have an Opportunity to Celebrate his Centenary Birthday Anniversary too.

## Ch. SANKARA RAO, Treasurer/AIRF & General Secretary/ SCRNU

We are glad to know that Northern Railway Men's Union is conducting 75th Birthday celebrations of beloved leader Shri Shiv Gopal Mishraji.

He was born on 15-8-1950 in a remote village Naya Gaon of Dist. Hardoi in Uttar Pradesh. He is a graduate in Science and Law from Lucknow University. He did 5-year Apprenticeship in Electrical Engineering from STC/Lucknow. Shri Mishraji started his career as Chargeman (Jr. Engineer) (Electrical), Lucknow and retired as Sr. Section Engineer (Electrical), Lucknow.

Shri Mishraji started his career in Northern Railway Men's Union in the year 1975 and became Asst. General Secretary of Northern Railway Men's Union in 1990 and then President of the Union and Asst. General Secretary, All India Railwaymen's Federation in the year 1997.

He also became General Secretary of All India Railwaymen's Federation in the year 2008. He also learnt all the skills of negotiations under Comrade J.P. Choubeyji and Comrade Umraomal Purohitji.



After the death of Comrade Umraomal Purohitji and Comrade J.P. Choubeyji, he shouldered all the responsibilities of All India Railway Men's Federation and successfully negotiated 7th Pay Commission and other benefits to all Central Government employees through NC JCM and to all Railway employees through PNMs. Mishraji took over as Secretary Staff Side NC JCM in 2014.

Shri Mishraji is a very devoted to co-operative movement and he became the Chairman of the Federation of All India Co-operative Societies & Banks over Indian Railways. He is considered by us as Masiah of Labour Movement in India. Shri Mishraji has travelled more than 26 countries. He got a Diploma from ILO Institute, Turin (Italy). He is a valiant fighter for the cause of workers.

On behalf of SCRNU Union and on my personal behalf I wish my "Younger Brother" Shri Mishraji "A Happy 75th Birthday" and we pray God to give him long life with good health to serve the Labour Movement in India and especially to Railway men through All India Railwaymen's Federation.

# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## Com. J.R.BHOSALE/ Working President AIRF & General Secretary WREU

I am very much happy to learn that Northern Railwaymen's Union Divisions are celebrating 75th Birthday of Com. Shiva Gopal Mishra at New Delhi on 15-08-2025. Shri Mishra had joined Northern Railwaymen's Union in the year 1975, became delegate of Electrical and S&T Branch, Lucknow, in the year 1976, office bearer of the said Branch in 1977 and Divisional Office Bearer of the union in 1978. He became Assistant General Secretary of the union in 1990, and then President of the union and Assistant General Secretary, All India Railwaymen's Federation in the year 1997. He became General Secretary of All India Railwaymen's Federation in the year 2008 as also Member of National Council JCM and Member of Standing Committee JCM. In the year 2014 he took over as Secretary Staff Side JCM.



Shri Mishra has widely travelled the world and visited more than 26 countries and also had Diploma from ILO Institute, Turin (Italy) for managing Cooperative Societies & Banks. He has a versatile experience of Trade Union Education and devoting a considerable time in the field of Trade Union Education besides his busy routine.

Though he is a valiant fighter for the cause of workers, but at the same time is issue-based supporter for the cause of industry as well. Socio-Economic upliftment of working class with dignity of Labour is motto of his life.

Shri Mishra is fully devoted in co-operative movement & active in Cooperatives Societies and had been on the Board of Northern Railway Primary Co-operative Bank for more than six years as Convener of the Governing Body, and at present, Chairman of the Federation of All India Cooperative Societies & Banks over Indian Railways.

Apart from the Railways, he remain active in the trade union movement in General and has been associated with the Newspaper Unions as President, Uttar Pradesh Newspaper Employees' Association and President, All India Confederation of Newspaper Employees'. He is President of Uttar Pradesh Hind Mazdoor Sabha, a Central Trade Union Organization, which is free, independent and democratic trade union organization, and also he is National Vice President of Hind Mazdoor Sabha. He was also Vice Chairmen of the Tourism Section of International Transport Workers' Federation (ITF)(APR). He is also Vice President of the Central Board of Workers' Education and had piloted many new schemes and have been instrumental for designing curriculum of the CBWE. He is also associated with the Quality Movement and is the Patron of the ICQCC. He is founder President of RCL Mishra Foundation, which is a pioneer organization imparting education to the children of under-privileged class of Below Poverty Line as also arranging for their livelihood in respective areas. Shri Mishra has been recently elected as a member of ITF Railway Global Task Force Committee London.

Com. Mishra has important major role in promoting the railway employees GP 1800/- by giving on job training and their promotion, pay fixation and retirement benefits w.e.f 01-01-2006, demerging of Artisan Grade-I and introducing New Scale Rs.4500-7000 to the Artisan Grade-I in 1998 w.e.f 01-01-1996 (Vth CPC). He had played a vital role in 4th, 5th, 6th & 7th CPC. He has also played a vital role in improving Hourly Rate of Incentive Schemes to all the workshop staff in Indian Railway. His efforts in Trackman Progression Committee of 2012 for introducing Working condition and increase in Higher Grade Post i.e Level -1/50%, Level-2/20%, Level-4/20% and Level-5/10%. The Railwaymen cannot forget the continuation of payment of 78 days-PLB during his tenure as General Secretary/AIRF since 2010. The entitlement of 3 Tier AC Privilege Pass to all Group 'D' employees is also one amongst the important achievements. High increase in percentage of Artisan Gr.I and MCF i.e 51% & 26% w.e.f 01-09-2016, promotion of Pharmacist in GP 4200/- within two years, improving the recruitment grade of Station Masters in GP 4200/-, promotion of 50% staff from GP 4600 to GP 4800 and further 25% of GP 4800/- to GP 5400/- (25%) to Supervisory category is also a great achievement. He had played pivotal role for grant of Family Pension and Settlement dues to the widows of deceased NPS employees. Now he is engaged in bringing Cadre Restructuring Benefits w.e.f 01-11-2023 and for early constitution of announcement of 8th CPC.

Inspite of very heartening accident on 11-06-2019 at Bhopal in which he lost his better half, son and granddaughter he continued his yeomen services for the welfare of railwaymen and other workers. On this occasion, I on behalf of entire working class wish him a long, healthy and prosperous life.

## Com. S.K. TYAGI, Central President NRMU & AGS AIRF

I am delighted to learn that the Lucknow Division, Workshop Division, and Accounts Division of the Northern Railway Men's Union are jointly organising a grand programme in Lucknow on 14th August 2025, on the eve of the "Platinum Jubilee Birth Anniversary" of All India Railwaymen's Federation General Secretary Shri Shiva Gopal Mishra Ji. The Delhi Division will also be holding a magnificent celebration on 15th August in Delhi.



As you all know, our most respected and beloved General Secretary Shri Shiva Gopal Mishra Ji, since joining railway service, has fearlessly raised his voice for the issues of railway employees and has made every possible effort to ensure justice for employees of all categories.

It is the result of his vision and fighting spirit that today even the lowest-ranked railway employees are entitled to travel in air-conditioned classes. He has also secured a four-grade structure for trackmen—the backbone of Indian Railways — thus providing them with greater promotion

opportunities.

Railway employees who joined service on or after 1st January 2004 were often concerned about their future due to the National Pension Scheme (NPS).

It is solely due to Shri Shiva Gopal Mishra Ji's foresight and perseverance that they now have the provision of a guaranteed pension and family pension under NPS. Furthermore, after relentless efforts, success has finally been achieved in ensuring that women track maintainers receive a one-time option, and employees appointed on Compassionate Grounds after 2004 against vacancies that arose before 2004 are granted the benefit of the Old Pension Scheme (OPS). Now, only the official government order is awaited.

I extend my heartfelt thanks and congratulations to the organisers of this event, and I pray for the long life and continued good health of my elder brother, the esteemed Shri Shiva Gopal Mishra Ji.



# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## AIRF Women's Wing:- A Salute from Women on the 75th Birthday

There was a time when jobs in the Indian Railways were seen as a male domain. But times have changed—and so has the system. Under the leadership of General Secretary Com. Shiva Gopal Mishra, the All India Railwaymen's Federation (AIRF) has been instrumental in driving a series of historic and visionary policy changes that have transformed the workplace experience for women employees across Indian Railways.

These initiatives have not only made the work environment safer, more convenient, and dignified for women, but have also empowered them with a stronger identity and a rightful place in the decision-making process.

As we celebrate Com. Shiva Gopal Mishra's 75th birthday this August, it's the perfect moment to reflect upon the significant reforms and changes brought about under his leadership—reforms that have reshaped the careers and lives of countless women working in Indian Railways. These impactful changes are the result of AIRF's organized, determined, and relentless efforts, and they represent a giant leap forward in the Railways' journey towards true women empowerment.

### Key Milestones in the Journey of Change:

**1. Women Now Have a Say – Representation in PNM and AIRHER Platforms ensured -** Women now actively participate in crucial policy discussions at platforms like PNM (Permanent Negotiation Machinery) and AIRHER (All India Railwaymen's Health and Environment Review). Their voices now directly influence decision-making at the highest levels of administration.

### 2. Constitutional Mandate for Women Representation in Union

It has been made mandatory that every union team or divisional branch must include a woman representative. No team is considered complete without her. This ensures women's concerns are heard and addressed at every level.

**3. Mandatory Facilities Where Even One Woman Works:-** Wherever even a single woman employee is posted, it is now mandatory to provide



changing rooms and washroom facilities. Additionally, crèche facilities will be established in larger offices where there is a significant presence of women employees. This is not just about convenience—it's about dignity, hygiene, and respect at the workplace.

**4. Freedom to Choose Cadre – One-Time Option for Track Maintainers:-** Earlier, women track maintainers had limited options in terms of career movement. But now, a one-time option has been introduced allowing them to shift to a cadre of their choice, based on suitability and interest. The next clear objective, as outlined by the General Secretary, is to extend this provision to women loco pilots as well.

**5. Flexible Maternity Leave:-** Previously, women could avail 6 months of maternity leave only during the later stages of pregnancy. Now, they can take this leave at any time, as per their health and family needs—making the policy far more inclusive and supportive.

**6. Two-Year Child Care Leave under 6th Pay Commission:-** Following consistent efforts by

AIRF, women employees have greatly benefited from the provision of up to two years of Child Care Leave, empowering them to balance the responsibilities of motherhood and career without having to compromise on either.

**7. In-house Committee to Address Misconduct Against Women:-** In line with established rules for safeguarding women's rights, a dedicated disciplinary committee has been constituted within the union to address cases of misconduct, harassment, or exploitation involving women members. This proactive step ensures a safe, respectful, and accountable environment within the organization.

This is not just a shift in policy—it is a shift in mindset. It marks a new beginning, where women are not merely seen as participants in the workforce but as carriers of change and leadership. The All India Railwaymen's Federation (AIRF) remains committed to this journey—and will continue working to ensure that the Indian Railways remains a safe, equal, and dignified workplace for all women employees.

## Com. Venu P. Nair NRMU CR

On the momentous occasion of the 75th (Platinum Jubilee) Birthday of Com Shiv Gopal Mishra we extend our warmest greetings and heartfelt congratulations

It is a matter of immense pride and joy that Northern Railway Men's Union is organizing a celebration event to mark this historic milestone on 15th August 2025—a date that also holds profound national significance as the Independence Day of our Nation.

The event, to be held at the NRMU Central Office, 12 Chelmsford Road, New Delhi, is a fitting tribute to a life dedicated to the cause of workers and the values of justice, equity, and service.

Com. Shiva Gopal Mishra, a towering figure in the trade union movement,



has rendered unparalleled service not only to the railway workforce but to the entire Central Government employee fraternity.

His leadership as the General Secretary of AIRF & NRMU, and as Secretary of the Staff Side in the National Council and Departmental Council of the JCM, as well as his continued contribution through the Hind Mazdoor Sabha, reflect his lifelong commitment to upholding the rights and dignity of workers.

May Comrade Shiva Gopal Mishra be blessed with good health, happiness, and continued strength to guide the movement with the same zeal and unwavering dedication that he has exemplified over the decades.

# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## Com. Mukesh Mathur, General Secretary NWREU

As our dearest leader of central government employees and railway workers across the nation completes 75 glorious years of life on this 15th August, I extend my heartfelt greetings to a leader I have always found to be a constant source of inspiration.

Before the formation of the new zone, whenever you addressed the delegates' sessions during AIRF's annual conventions, we all would listen with complete attention and admiration. Your fearless words, delivered with unmatched eloquence, have always left a lasting impact. After the creation of the new zone, I had the privilege of meeting you more often and came to know you closely—not only as a leader of extraordinary ability, but as a warm, approachable, and deeply humane personality. Your simplicity, humility, wit, seriousness, sensitivity, and tireless spirit—defying age—have made you one of the most respected figures in the country's trade union movement.

As a relentless warrior for workers' rights and a devoted champion of labor welfare, you have carved a distinct identity among trade union leaders. We, along with our colleagues, continue to learn from your example and remain



committed to carrying forward the cause of the working class.

The completion of 75 years in the life of such a towering personality is far more than just a personal milestone—it is a collective legacy for all of us. The many episodes from your journey that speak of courage, determination, and unshakable self-belief should be remembered, studied, and upheld as examples of public service in challenging times.

The memories of the past 13 years that I have spent alongside you—as Zonal General Secretary and Assistant General Secretary of AIRF—are countless and beyond expression. If I had to sum them up in one word, it would be "Unparalleled."

On this joyous occasion, all office-bearers, activists, and railway employees of the North Western Railway Employees Union feel immensely proud. We wish that your guidance, leadership, and warmth continue to inspire and strengthen us for many years to come. With these heartfelt sentiments, I once again offer my warmest congratulations on your 75th birthday.

## Sri R. D. Yadav, General Seceretary/NCRMU

Heartiest congratulations to Com. Shiva Gopal Mishra, General Secretary of the All India Railwaymen's Federation (AIRF) and Secretary of the Staff Side, National Council/Joint Consultative Machinery (NC/JCM – Staff Side), on the occasion of his 75th birthday.

Born on 15 August 1950 in a rural part of Hardoi district, Com. Mishra became active in the student movement during his academic years owing to his sharp intellect and strong sense of justice. The blend of leftist political thought from his father and the socialist legacy inherited from his maternal side shaped in him a balanced and moderate outlook. While in service, witnessing conflicts between employees and subordinates inspired him to use the trade union platform to become a bridge between the two. Since then, Com. Mishra has dedicated his life, with honesty, intelligence, hard work, sacrifice, and commitment, to the social and economic upliftment of railway employees and their families.

A true carrier of the legacy of the late Com. J. P. Chaubey, the late Com. Umrao Mal Purohit, and the late Com. T. N. Vajpayee, Com. Shiva Gopal Mishra has not only served as General Secretary of the Northern Railwaymen's Union, General Secretary of AIRF, and Secretary of NC/JCM (Staff Side), but has also held key positions in major national and international labour organisations, such as the International Transport Workers' Federation (ITF) and the Hind Mazdoor Sabha (HMS), consistently strengthening and advancing the workers' movement.

His relentless struggles have focused on the restoration of the Old Pension Scheme, opposition to the New Pension Scheme, and resistance to privatisation, corporatisation, contractualisation, and outsourcing. He has fought for the recruitment of apprentices in railways, for the promotions and career progression of Group C and Group D employees, and for several welfare measures. One historic achievement under his leadership was enabling all Group C and Group D railway employees to



travel with their families in air-conditioned class on privilege passes.

Another landmark contribution was the abolition of the National Pension Scheme in favour of the Unified Pension Scheme (UPS), which provides guaranteed pensions comparable to the Old Pension Scheme—an achievement that will secure the lives of future generations and be remembered forever. For the first time in trade union history, under the leadership of Com. Mishra, a Prime Minister directly engaged in talks with NC/JCM (Staff Side)

members and accepted this key demand for guaranteed pensions for central government employees. Thanks to his persistent efforts, the government has so far failed to change the formula for productivity-linked bonus, and railway employees have continued to receive 78 days' bonus without interruption for decades.

Beyond railway workers, Com. Mishra has always been committed to the cause of both organised and unorganised labour, as well as farmers. During the farmers' protest, he personally visited agitating farmers at the Singhu Border to extend moral support. On 8 December 2020, he appealed to all AIRF affiliates to support the Bharat Bandh called by farmer organisations through demonstrations and other means.

Recognising his dedication and service to the railway industry and railway workers, Com. Mishra was appointed as a member of the "Kaya Kalp Committee" in 2015—chaired by the late Ratan Tata—for multi-faceted reforms in the Indian Railways. In 2021, he was honoured with the "Lifetime Achievement Award" by the Bharat Gaurav Foundation.

We take pride in the fact that Com. Shiva Gopal Mishra also serves as the Central President of the North Central Railwaymen's Union, under whose leadership the Union continues to grow stronger. On behalf of the North Central Railwaymen's Union, we wish Com. Mishra a long and healthy life on his 75th birthday.



# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## Com. C.A. RAJA SRIDHAR, PRESIDENT/SRMU

On the joyous occasion of your 75th birthday, I extend my heartfelt greetings and best wishes to Shri Shiva Gopal Mishra, General Secretary / AIRF, Secretary / Joint Consultative Machinery and Executive Board Member / International Transport Workers' Federation.

Your unwavering commitment to the cause of workers' rights, your leadership in the Railway Trade Union movement, and your respected voice at the global level have



inspired generations. From championing the interests of Railway Employees across India to representing workers on international platforms, your journey has been nothing short of exemplary.

May you be blessed with good health, happiness, and continued strength to guide the movement with the same passion and integrity.

## Com. K.V. RAGHAVENDRA, General Secretary/ SWRMU

I am extremely happy to learn that Northern Railway Men's Union, NDLS is celebrating the 75th Platinum Jubilee Birthday of Com. Shiva Gopal Mishra Ji, General Secretary, AIRF & NR. On this occasion, they are proposed to release a souvenir to mark the occasion.

Com. Shiva Gopal Mishra Ji being General Secretary AIRF & Secretary of NC/JCM, is an undisputed leader with positive influence and visionary. His simplicity, strength and perseverance leadership have continued to inspire and helped us to take forward for the trade union movement. He has



achieved a lot for working class of all central Govt. employees in General & Railway men in particular, with his wisdom and unwavering dedication. In one word, he is the God sent Messiah to the working class of this country.

On behalf of SWRMU, I pray to god almighty to shower all the blessings with good health to Com. Shiv Gopal Mishra Ji, by giving a long life to celebrate the Diamond Jubilee in the days ahead and take forward the trade union movement in our country to a greater height. May S.G. Mishra Ji years ahead be filled with continuous success & greater goals.

## Com. Amit Ghosh/EASTERN RAILWAYMEN'S UNION

75th Birth Day of Com. Shiva Gopal Mishra Ji General Secretary, AIRF & Secretary, Staff Side – National Council (JCM), ITF Executive Board member.

On the momentous occasion of the 75th birth day of our revered leader Shiva Gopal Mishra Ji, we extend our heartfelt greetings to a towering figure whose life has been devoted to the service not only for the Railwaymen but the entire working class and the betterment of Central Government employees across the nation.

Com. Shiva Gopal Mishra Ji's unwavering commitment, visionary leadership, and tireless efforts as General Secretary of the All India Railwaymen's Federation (AIRF) and Secretary, Staff Side of the National Council (JCM), ITF board member



have left an indelible mark on the trade union movement in India.

His role as a Board member inspired the other trade union leaders of other countries of the International Traffic Federation. For decades, he has been the voice of the voiceless, the shield for the vulnerable, and the relentless negotiator at the highest levels of governance.

As we celebrate this Platinum Jubilee of his birth, we also celebrate a life lived in the service of millions. May his legacy continue to inspire future generations of trade unionists, and may his contributions be remembered with the respect and admiration so richly deserved. Long live the spirit of Com.

Shiva Gopal Mishra Ji, Long live the united movement of workers.

## Com. Mukesh Galav, General Secretary/WCREU

On behalf of the West Central Railway Employees Union, I extend my heartfelt greetings and warm wishes to our respected leader and General Secretary of AIRF, Shri Shiva Gopal Mishra Ji, on the occasion of his birthday.

Your visionary leadership, unwavering dedication, and relentless commitment towards safeguarding the rights



and welfare of railway employees across the nation continue to inspire us all. Under your guidance, the trade union movement has reached new heights, upholding the dignity and empowerment of workers. May this year bring you good health, boundless energy, and continued success in your mission to serve the working class.

# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## Com. L N Pathak, Zonal Secretary - AIRF/ General Secretary, RCFMU (MCF)

Wishing for your sound health and dynamic routine of life from Almighty on your 75th birthday on 15th August 2025.

Feel pleasure to say "Worthy Son of Worthy father Late Ravi Charan Lal Mishra," rising from remote village of (Naya Gaon) of district Hardoi, Uttar Pradesh in India became leader of the Globe converting dreams in reality for socio-economic upliftment of not only Indian Railwaymen but entire Working Class and Central Government Employees in particular. It's boon of God that every Railwaymen and even pensioners have a faith that whatever problem it may be, can be resolved by Com. Shiva Gopal Mishra.

It's unique that leading Non-Political Trade Union Movement in the country and abroad, he maintains close relation to apex leaders of all political parties and parties-led Trade Unions in India, may it be Leftist or Rightist, and his words are honoured by everyone perhaps because of his lacs & lacs followers in the country, not only Railwaymen but entire Central Government & most of the State Government employees, besides Autonomous bodies' employees. He enjoys "family bond" not only with the leaders of respective trade unions but with the families of ordinary members who so ever came in touch and besides all, respected by heart even by opponents in the movement.

None believed earlier that even Khalasies, Peons & Cleaning staff will travel in Air Conditioned Class, Act Apprentices trained in Railways will get regular appointments against overall 20 percent posts falling vacant in erstwhile Group 'D' amending establishment manual, employees in Group 'C' will be promoted on selection posts without any written examination, on the basis of APAR, Apex grade superiors in most of the categories in level 7 (GP Rs.4600) will get level 8 & level 9 of 7th CPC (GP Rs. 4800 & 5400) without any selection on percentage basis, Initial recruitment grades in many categories will get quantum jump and so on, if quoted all, will take many pages, it is the visionary leadership of AIRF specially, Com. S. G. Mishra who with his forceful arguments with his team achieved a lot for Railwaymen and number of achievements for all Central Government employees as Secretary Staff Side of National Council – JCM headed by Cabinet



Secretary, Government of India.

Recent is UPS guaranteeing 50 percent of last pay drawn pension and dearness relief and family pension besides 10% of employees' contribution as also fighting for further improvements in the same like OPS.

"Organising, unorganized" is not only slogan of Trade Union movement, as he got amended the Constitution of Northern Railwaymen's Union. So as to include Contractor workers/outsourced workers as members of the union and as

General Secretary AIRF persuaded other affiliates for the same so as to face coming challenges for the Railway Trade Union movement and to save Indian Railways. Organizing Metro Rail Employees, got registered the All India Metro Rail Employees Federation (AIMREF) and managed its affiliation with International Transport Workers Federation (ITF) within a short spell. He is on the way to organize employees of DFCCIL (PSU of Indian Railways) and soon their All India organisation will be got registered. Organising Railway Pensioners, he got registered All India Railway Pensioners Welfare Federation (AIRPWF) on the pattern of AIRF so as to ensure dignified life of pensioners in all respect. He has proved himself as a dynamic leader being Executive Board member of ITF.

Beside all odds he appeared able to fly high the Red Flag of All India Railwaymen's Federation as No. 1 in recent Secret Ballot Elections conducted by Ministry of Railways, Government of India as SBEIII in end of 2014.

Keeping space constraint, I thank leadership of Northern Railway Men's Union Lucknow Division Com. R.K. Pandey and Com. Vibhuti Mishra for honouring Com. Shiva Gopal Mishra in a mega function inviting dignitaries from political & trade union fields as also to Com. S.U. Shah Zonal Secretary asking me to write few words on 75th Birthday of Com. Mishra ji.

I also thank Northern Railwaymen's Union Delhi Division leadership — Com. Anup Kr. Sharma & Rajendra Bharadwaj — who use to organize Mega Blood Donation Camp with his team on each birthday of Com. Mishraji and had planned a Mega Function on 15th August 2025 in Central Office of Northern Railway Men's Union, 12, Chelmsford Road, New Delhi.

## Com. S.N.P. Srivastava, ECRKU

It is a matter of profound joy and pride that our Federation's General Secretary, AIRF, Shri Shiva Gopal Mishra, is completing 75 glorious years of his life. To mark this historic milestone, the East Central Railway Employees Union will organise a special ceremony in honour of our esteemed and beloved leader of all central government employees, Shri Shiva Gopal Mishra, on the momentous occasion of his Diamond Jubilee.

Comrade Mishra's illustrious journey has been an



unwavering testament to the cause of the labour movement, consistently placing the welfare, rights, and dignity of workers above all personal considerations. His visionary leadership and steadfast commitment stand as an enduring pillar in the history of organised labour in our nation.

On this historic occasion, we offer our deepest felicitations and heartfelt prayers for his long life, robust health, and continued guidance for many years to come.



# LONG LIVE - COM. S.G. MISHRA - LONG LIVE

## Com. Pijush Chakraborty General Secretary, NFRMU

It is my immense pleasure to remember that our leader and valiant fighter for the down trodden Shri Shiva Gopal Mishra is going to endorse his name in Platinum Jubilee Birth day club on 15th August, 2025

The name Shiva Gopal Mishra resembles with his inter action with the society and workers. He is a complete man and hence became popular to one and all. He is a man of good temper and that is his greatness. In personal discussion at leisure he is as simple as child. But when time needed he stood like a rock. He did compromise on his personal affairs even in tough situation, but never compromised in the affairs of interest of down trodden. Even in his busy hours he always hear common workers but his close associates had to wait for opportunate moment. He felt irritation when he heard any incident of highhandedness and dealt them firmly, come what may.

So many times he used to say "I feel at ease amidst turmoil and don't like to lead the life without any struggle. I never feel any stress which can tensed me". We saw him to remain cool in many chaotic situations and to led the union in perfect direction. Even, after when his only son, wife and grandson met with an tragic road accident then also we found him to give us direction to run the



organization and in need bargained with the administration on staff matters in full vigor.

I express my revolutionary salute to Northern Railway Men's Union which is organising to Celebrate Platinum Jubilee Birthday of our General Secretary Shri Shiva Gopal Mishra on 15th August 2025.

Wishing our beloved GS Shri Shiva Gopal Mishra a day filled with happiness, love, and all the appreciation you truly deserve. On this special occasion, I want to take a

moment to honor the incredible person you are—your kindness, wisdom, and unwavering integrity leave a lasting impact on everyone around you.

His presence brings positivity, his guidance brings clarity, and his actions inspire those who are fortunate enough to know him. May this new year of life bless you with continued good health, peace of mind, and joyful moments surrounded by loved ones.

Thank him for being a person of such grace and character. Here's to many more years of happiness and fulfillment. Birthday is the Perfect time for remembering Special person like him, because he means so much to me. And always will.

HAPPY BIRTHDAY TO OUR BELOVED GENERAL SECRETARY Shri Shiva Gopal Mishra.

## Shri Sisir Chandra Majumder, ZS/AIRF/Metro Railwaymen's Union, Kolkatta

With great warmth and heartfelt joy, I extend my cordial greetings as I learn that the Northern Railway Men's Union, NDLS, is celebrating the 75th Platinum Jubilee Birthday of Com. Shiv Gopal Mishra J, General Secretary, AIRF & NRMU On this momentous occasion, a souvenir is also proposed to be released to mark the celebration.

On this special day, we acknowledge your remarkable dedication to the labour movement and your unwavering



commitment to fighting for worker's rights. Your leadership has been a beacon of many, and your tireless efforts have made a tangible difference in their lives.

As you celebrate your birthday, we wish you good health, happiness, and continued success in your endeavours. May your passion for social justice and equality continue to inspire and motivate you to make a positive impact.

We hope, many more years of advocating for the rights and dignity of workers!

**LONG LIVE - COM. S.G. MISHRA - LONG LIVE**

## Grand Celebrations Planned for AIRF General Secretary

**Celebrations are being planned across the country to mark the General Secretary's 75th birthday.**

In Delhi, the NRMU Headquarters will host a full-day programme on August 15, immediately after the Independence Day flag hoisting.

The day's events will open with a blood donation camp, followed by a unique tribute — under the leadership of Delhi Division Secretary Anup Sharma, the General Secretary will be ceremonially weighed against 75 kilograms of pure desi ghee laddoos.

The occasion will also see the release of a documentary showcasing his life journey and struggles. Beyond the capital, a grand ceremony will take place in Lucknow at the Sahkarita Bhawan, where employees from various state departments will honour the General Secretary.

The Lucknow Division will also unveil a commemorative souvenir to mark the day.

Meanwhile, the Moradabad Division will host a marathon in his honour.

In the same celebratory spirit, AIRF's affiliated unions across all railway zones nationwide have scheduled a variety of events to commemorate this historic milestone.





## "Labour Policy conclave on Women-Centric and Occupational Safety for Metro employees held on 12 August 2025 at V.V. Giri National Labour Institute, Noida."

### AIMREF AGM in Noida Demands 'One Nation, One Standard' for Metro Workers

Delegates from metro networks across India gathered on August 12–13 for the All India Metro Rail Employees Federation's two-day AGM in Noida, setting the agenda for pay parity, dignity, and safety at work.

The deliberations covered a wide range of issues affecting metro employees—from pay parity and service uniformity to workplace dignity, safety, and welfare measures.

Delegates shared experiences from their respective cities, highlighting the stark disparities in service conditions, facilities, and entitlements, despite performing similar work in the same industry. Addressing the metro workers in the AGM, AIMREF and AIRF General Secretary Com. Shiva Gopal Mishra said "Decades after independence, employees are still denied their due. We will fight



until every metro worker, in every city, gets equal pay, equal facilities, and respect." He stressed the need for a national framework ensuring uniform service conditions, fair promotions, dignified treatment, and comprehensive safety measures for metro workers—regardless of which city or corporation employs them. Such an approach, he argued, would not only uplift workers but also strengthen the efficiency and integrity of the metro rail sector as a whole.



The AGM concluded with a unanimous resolution to intensify the campaign for "One Nation, One Standard" in the metro rail workforce, committing AIMREF to sustained dialogue with authorities, public awareness drives, and collective action until justice is delivered to every employee in the sector.

The federation vowed to press ahead until uniform service conditions become a reality nationwide.

## AIRF General Secretary in Balamau

AIRF General Secretary Presses for 8th Pay Commission Notification Echoing the sentiments of millions of government employees, All India Railwaymen's Federation (AIRF) General Secretary, Com. Shiva Gopal Mishra, once again urged the government to issue the notification for the constitution of the Eighth Pay Commission.

Addressing a gathering of railway employees and workers of the Northern Railway Men's Union (NRMU) at Balamau under the Moradabad Division of Northern Railway, Com. Mishra's remarks drew loud applause as he thundered,



"Constitute the Pay Commission at the earliest so that from January 1, we get the increased salary in our pockets."

Employees across the country have been awaiting the formal constitution of the Eighth Pay Commission for the past eight months.

Earlier this year, in January, the government announced its decision to set up the commission.

However, no official notification has yet been issued. Neither have the Terms of Reference been announced, nor have the members of the commission been named.

**NWREU****PROTEST FOR TRACK MAINTAINERS' ISSUES**

Massive protests were held in front of all Assistant Divisional Engineer offices across the zones of North Western Railway under the banner of North Western Railway Employees Union to draw the administration's attention to the unresolved problems of Track Maintainers.

The demonstrations took place at Jaipur, Alwar, Bandikui,

Phulera, Reengus, Sikar (Jaipur Division); Ajmer, Marwar, Falna, Abu Road, Bhilwara, Rana Pratap Nagar (Ajmer Division); Jodhpur, Merta Road, Degana, Barmer, Samdari (Jodhpur Division); and Bikaner, Hanumangarh, Churu, Sirsa, Sadulpur, Bhiwani, Ratangarh (Bikaner Division).

Key demands included limiting patrolling distance to 12 km, deploying two employees together for safety during patrolling, equipping tool rooms with full facilities, repairing dilapidated railway quarters, and constructing new quarters in place of demolished or abandoned ones. After the protest, memorandums

addressing these demands were submitted to the respective Assistant Divisional Engineers for onward transmission to the Principal Chief

**AIRF General Secretary Shiva Gopal Mishra's Jaipur Visit**

All India Railwaymen's Federation (AIRF) General Secretary Comrade Shiva Gopal Mishra visited Jaipur, where the North Western Railway Employees Union organised several programmes in his honour.

At the divisional union office, Jaipur, he addressed branch office-bearers, highlighting ongoing efforts for the notification of the Eighth Pay Commission. He informed that in the recent cadre

restructuring committee meeting, the federation had given proposals for various categories and demanded their implementation from 01.11.2023. He also updated members on pending issues including revised kilometre allowance for running staff, 4200 grade pay for track



maintainers, graded posts for pointmen, and Level-8 & 9 benefits for remaining categories.

On this occasion, newly appointed Divisional Secretary Rakesh Yadav assumed charge. Several leaders including Union General Secretary Mukesh Mathur and other senior office-bearers shared their views.

Later, Comrade Mishra along with Mukesh Mathur

met GM Amitabh to discuss key issues. He also visited Jaipur Metro Depot, met Metro Union leaders and employees, reviewed their concerns, and called for strengthening the Metro Rail Federation at the national level.





# ERMU

On 27th June 2025, a massive demonstration was organized throughout the entire Eastern Railway under the leadership of the Eastern Railwaymen's Union (ERMU). This protest was held in strong opposition to the anti-worker policies being implemented by the Central Government.

The demonstration witnessed enthusiastic and spontaneous participation from ERMU's central leaderships, branch leaderships, youth wing, women's wing, and a large number of dedicated comrades from various divisions of the Eastern Railway.

The primary objective of the demonstration was to voice the collective concerns of railway employees and to press for the fulfillment of the following key demands:

- 1) Scrape New Labour Code.
- 2) Stop Privatisation in Railways.
- 3) Fill up all vacancies in all departments.
- 4) Stop Selling out all public sector Industries including Railway in the name of National monetization pipeline.
- 5) Remove the ambiguities in UPS .In case of UPS, all the benefits of the OPS should be provided.
- 6) New posts should be created for new work.
- 7) Administrative high-handness should be stopped.

This coordinated demonstration across the Eastern Railway was a clear and resolute message to the Central Government. The participants pledged that if these demands are not addressed promptly, ERMU will be compelled to launch an even larger and more intensified movement in the near future.

From **22nd and 25th July 2025**, a series of conventions and conferences of the Democratic Women's Wing (DWW) and Democratic Youth Wing (DYW) of the Eastern Railwaymen's Union (ERMU) were successfully organized across multiple divisions and



branches, witnessing strong participation from leadership and members.

**22nd July 2025** – Conventions were held under the Sealdah Division at the Sealdah Prem Office, Howrah Riverside Branch at Udisha Auditorium, Fairlie Place, and Bardhaman Branch at the ERMU Union Office. All were inaugurated by Com. Amit Kumar Ghosh, General Secretary, ERMU, with active participation from central, branch, youth, and women leaders.

**23rd July 2025** – A joint convention of DWW and DYW of the Malda Division was held at the Malda Railway Institute. Inaugurated by Com. Amit Kumar Ghosh, it featured an address by Com. Arup Kumar Ganguly, Assistant General Secretary & In-Charge, Zonal DYW, emphasizing unity, grassroots mobilization, and democratic values.

**25th July 2025** – The DWW and DYW conference of Howrah Division was organized at Burdwan Railway Institute, inaugurated by Com. Ambar Datta, Joint General Secretary, ERMU. Com. Amit Kumar Ghosh delivered a detailed address on the challenges before Indian Railways and the crucial role of youth and women in safeguarding employees' rights. Across all events, senior leadership, branch representatives, and a large number of dedicated comrades participated with enthusiasm.

The gatherings reaffirmed unity, commitment, and active participation as the driving forces for strengthening the union and addressing future challenges.



**Com. Mukesh Galav, Assistant General Secretary of AIRF and General Secretary of WCREU, addressing the All India Conference of Public Relations Inspectors and Public Relations Officers as a special guest on 2nd August 2025 at Kota.**



## CONDOLENCE MESSAGE



AIRF and all its affiliated unions express their deepest condolences on the sad demise of **Com. Govind Lal Sharma**, a former Working Committee Member of AIRF and veteran leader of the Western Railway Employees' Union.

His passing marks an irreparable loss to the trade union movement and to all who had the honor of working with him. His

contributions, leadership, and unwavering commitment will always be remembered.

We pray for eternal peace to the departed soul and extend our heartfelt sympathies to the bereaved family and the entire trade union fraternity.

# Central Council Meeting of North Central Railway Men's Union

The two-day Central Council Meeting of the North Central Railwaymen's Union (NCRMU) was successfully held in Kanpur, where various important issues related to railway employees were discussed in detail.

The meeting was chaired by Com. Shiva Gopal Mishra, General Secretary of All India Railwaymen's Federation (AIRF) and Central President of NCRMU, along with Com. R.D. Yadav, General Secretary of NCRMU and Vice President of AIRF.

Com. Shiva Gopal Mishra emphasized the need to provide better service conditions, a safe working environment, and essential facilities. He reiterated the demand for the restoration of the Old Pension Scheme (OPS).

Com. R.D. Yadav raised important issues concerning employees such as promotions, safety, housing, and health care — matters of great concern for staff in the North Central Railway.

Representatives from various divisions shared their region-specific issues and suggestions. A strategic plan for future action and struggle was charted out during



railway employees. Prominent names included Branch Secretaries Sardar Singh, Jaikishan Ajwani, Gaurav Yadav, Bharat Singh Yadav, Mudit Sharma, Kaushal Kumar, Pawan Kumar, Devesh Gautam, Dalel Singh, Vikram Singh Yadav, Nagendra Bahadur, Divisional Secretary D.S. Yadav, Divisional President Manoj Tripathi, Central Leaders B.S. Kansana, B.K. Yadav, H.S. Chauhan, Usha Singh, and Divisional Leaders Bhavesh Prasad Singh (Divisional President) and Amar Singh Yadav (Divisional Secretary), among others.

the meeting.

Branch Secretary Jaikishan Ajwani stated that the union is always committed to protecting employees' rights and improving their living standards.

Union leaders emphasized that while modernization of Indian Railways is essential, employee welfare must remain a top priority alongside technological advancements.

The meeting saw the participation of a large number of union officials and

## NFRMU-Blood Donation Camp Organised in Honour of Com. Priya Gupta's 104th Birth Anniversary

On the occasion of the 104th birth anniversary of Com. Priya Gupta, former General Secretary of NFRMU and AIRF, a Blood Donation Camp was organized with great enthusiasm by the New Jalpaiguri (NJP) Branch on 21st July 2025. The camp witnessed an overwhelming response from railway

employees, with a total of 132 donors coming forward voluntarily to donate blood, demonstrating solidarity and commitment to social responsibility.

The event was inaugurated by Com. Pijush Chakraborty, General Secretary/NFRMU, in the presence of senior leaders including Com. Paritosh



Paul (AGS), Com. Manoj Singh (Central Organising Secretary), Com. Tultuli Ghosh, Com. Uma Shankar, and Treasurer Com. Sajal Chakraborty.

The programme was meticulously arranged by Com. Saumyadip Karmakar, Secretary of the

NJP Branch, along with his dedicated team members. Their coordinated efforts ensured the event's success and created a fitting tribute to the legacy of Com. Priya Gupta — a valiant leader who dedicated his life to the welfare of railway employees and the trade union movement.



# N.F. Railway Mazdoor Union Working Committee Meeting at Alipurduar

The Working Committee meeting of the N.F. Railway Mazdoor Union was successfully held from 27th to 29th July 2025 at Alipurduar Junction.

The three-day meeting witnessed active participation and enthusiastic involvement of union members and leaders.

On the morning of 28th July, a massive procession was taken out at around 11:00 hrs, with approximately 600 railway workers marching in solidarity, showcasing the unity and strength of the working class.

In the afternoon, a grand mass meeting was organized, which drew a gathering of nearly 1000 railway workers. The meeting was



addressed by senior leaders including Com. Shiva Gopal Mishra, General Secretary/AIRF, Com. Pijush Chakraborty, General Secretary /NFRMU, Com. Bibhash Joarder, Joint General Secretary, and Com. Manoj Singh, Assistant General Secretary. Com. Shiva Gopal Mishra passionately spoke on key issues affecting railway employees, such as the Uniform Pay Structure (UPS), implementation of the 8th Central Pay Commission (CPC), cadre restructuring, and other vital

concerns. The meeting concluded with renewed enthusiasm and resolve among the participants to strengthen the trade union movement further.



## Two-Day Trade Union Education Programme Held at New Bongaigaon



A two-day Trade Union Education Programme was successfully organized by the New Bongaigaon (BG) Branch from 22nd to 23rd July 2025. The programme saw enthusiastic participation, with a total of 22 members actively

engaging in the sessions. The workshop was inaugurated by Com. Pijush Chakraborty, General Secretary of the union, who emphasized the importance of continuous education and awareness among trade union members to strengthen the movement. The sessions were conducted by two experienced educators — Com. Samrat Mitra, Assistant General Secretary, and Shri P. Purakayastha, CVI. Both educators delivered insightful lectures on various aspects of trade unionism, workers' rights, and contemporary challenges faced by the working class.

## Free Eye Check-up Camp Organized - NFRMU/RPAN Branch

On 22nd July 2025, the NFRMU/RPAN Branch, in collaboration with Sri Sankardeva Nethralaya, Guwahati, organized a free eye check-up camp for railway employees and their families. The camp received an overwhelming response, with 101 patients availing the benefits of the comprehensive eye screening.

During the check-up, 17 patients were diagnosed with cataract and other vision-related issues that require surgical intervention. In a commendable gesture of service and social responsibility, Sri Sankardeva Nethralaya has committed to performing all necessary surgeries completely free of cost. This includes not only the surgical procedures but also travel, food, and lodging arrangements for the patients.



# AIRF's REFERENCES

(Letter to The Chairman & CEO, Railway Board)

Sub: Safety of the Railway Staff.

We would like to draw your kind attention towards a very serious and burning issue of safety of the Railwaymen in the Railways.

In the past also; a number of times we have raised this significant issue, up to the highest level in Rail Bhawan, demanding necessary safety measures, taking cognizance of unfortunate incidents of attacks by Maoist and anti-social elements on the Railway employees while performing duty, so as to avoid recurrence of such unpleasant incidents. Regrettably, no concrete step has been taken by the Railway Board in this regard and unfortunately such untoward incidents of the attacks on the Railwaymen are still taking place, as a result of which there is serious unrest prevailing in the Railwaymen across the Indian Railways.

In this connection, we would like to bring to your kind notice; an unfortunate incidence of bomb blast carried out by Maobadi miscreants in Rangra-Karampada Stations on Bimalgarh Section in Chakradharpur Division of South Eastern Railway, resulting of killing of Shri Etwam Oram, Keyman and severe injury to Shri Budram Munda, our South Eastern Railway Mazdoor Union Comrades.

While expressing our serious concern over such unfortunate incidents of attacks on the Railwaymen, we once again demand that; necessary safety measures should be taken with all seriousness, so that no such untoward incident occurs in near future.

We look forward a positive response from the Railway Board in the matter. **(No. AIRF/415, August 4, 2025).**

Sub: Request for Revision & held in abeyance of Instructions issued on Manpower Management of Mechanical & Electrical Officers/Staff in Maintenance of Train Sets, LHB/ICF Coaches, EMU/MEMU/ DEMUs & Diesel Locomotives

Ref: Railway Board Letter No. 2023/O&M/8/2 dated 25.07.2025.

The All India Railwaymen's Federation (AIRF) would like to draw your kind attention to a matter of serious concern regarding the recent instructions issued vide letter dated 25.07.2025, by the Railway Board on the subject cited above. These instructions, involving the integration of Mechanical and Electrical Departments for manpower management, have generated widespread dissatisfaction and unrest among staff across the Indian Railways.

The decision to restructure the administrative framework, particularly the directive placing the TL&AC wing of the Electrical Department under the administrative control of Sr. DME/C&W, has been taken unilaterally and without consultation with the recognized federations. This approach has not only undermined the long-standing structure of

functional specialization but also poses significant risks to operational safety and efficiency.

The Indian Railways introduced electric lighting in 1902 and air-conditioned coaches in 1934. Since then, the Electrical Department has been exclusively responsible for the maintenance of electrical systems within rolling stock, while the Mechanical Department has handled non-electrical components. Over time, this clear demarcation of responsibilities has evolved into a robust system that underpins the safety and reliability of railway operations.

The newly issued instructions disrupt this functional clarity and attempt to unify two technically distinct domains without adequate planning or stakeholder engagement. The key concerns and implications arising due to issue of these instructions are given as under:

1. Electrical (TL&AC) staff are professionally trained and certified to work with high-voltage systems, including 750V AC and 440V AC, which are integral to modern train lighting, air-conditioning, power cars, and propulsion systems. However, Mechanical staff has lack of the requisite training or certification to manage such systems. The proposed reporting structure creates a void in technical supervision and guidance, exposing field staff and assets to elevated safety risks due to High Voltage Systems.

2. Each department has developed its technical domain, recruitment standards, training modules, and operational protocols. The merger undermines:

- ✍ Skill relevance: Mechanical staff are not equipped to manage complex electrical subsystems, and vice versa.
- ✍ Maintenance quality: Duties carried out by inadequately trained personnel will likely result in increased failures and safety hazards.
- ✍ Training burden: Extensive cross-training would be needed, causing resource strain and maintenance delays.
- ✍ Accountability loss: Blurring departmental lines may obscure responsibility in cases of system failure or technical lapses.

With the Railways moving towards more technologically advanced rolling stock, the need for domain-specific expertise is more critical than ever. Thus, the action for merging two domains is indicative of undermining of functional specialization.

3. A merger would likely narrow promotional opportunities for Electrical staff, leading to demoralization and a sense of injustice among employees who have invested in acquiring specialized skills and would be cause of adverse impact on Career Progression.

4. At the ground level, such integration will create confusion over administrative control, performance evaluation, and technical support. Electrical supervisors and staff are already



expressing concern over unclear lines of reporting, grievance redressal, and responsibility and thus create administrative ambiguity.

5. Electrical coaching maintenance demands a high degree of technical knowledge, gained through formal education and experience, starting from ADEE/DEE and culminating in Sr. DEE/G or Sr. DEE/Chg. These officers dedicate a major portion of their service to coaching operations. It is not quite unreasonable to expect from Sr. DMEs, who does not possess electrical qualifications nor have prior experience in electrical maintenance, to manage such responsibilities effectively. Their existing workload in mechanical maintenance further makes it impractical and incompatibility of technical acumen. This mismatch will ultimately compromise the quality and safety of electrical maintenance in coaching depots.

6. The instruction for AC-TL staff to report to Mechanical officers may pave the way for a de facto merger of Electrical and Mechanical cadres. There are apprehensions that such reporting lines will lead to dual responsibilities, extended working hours, and harassment, with staff being made accountable for failures beyond their technical domain.

In light of the foregoing, the AIRF strongly urges the Railway Board to:

1. Immediately put the above-mentioned instruction dated 25.07.2025 in abeyance, and
2. Maintain functional and administrative separation between the Electrical and Mechanical cadres, particularly in matters related to maintenance of coaching services.
3. Alternatively, coordination between the departments may be achieved through established inter-departmental mechanisms without compromising technical integrity or merging cadres.

The existing system, where Electrical coaching maintenance is overseen by Sr. DEE, has proven its efficacy over decades. Any deviation, especially for administrative convenience, should not come at the cost of safety, reliability, and staff morale.

The implementation of the current policy will have serious repercussions on safety, derail the pace of infrastructure development, and destroy employee morale, outcomes that no responsible administration can afford.

Before the situation escalates into unrest among the workforce, we strongly urge the Railway Board to convene an urgent meeting with AIRF to deliberate on this matter comprehensively and arrive at a mutually acceptable solution and in the meanwhile held in abeyance the Board's letter dated 25.07.2025.

We seek your urgent intervention in the matter and expect a favourable decision in the larger interest of the Railway administration and its employees.

**(No. AIRF/19 (303), Dated: 02.08.2025).**

**Sub: Request for Revision of Hours of Employment Regulations (HOER).**

The All India Railwaymen's Federation (AIRF) wishes to

draw the kind attention of the Railway Board to the long-pending and serious issue of non-revision of the Hours of Employment Regulations (HOER), which continues to adversely affect a significant section of the Railway workforce.

It is observed that, in recent times, the Railway Board has proactively revised several important regulatory frameworks, including the General and Subsidiary Rules (G&SR), by duly appointing designated committees. However, it is regrettable that no such initiative has been undertaken for the revision of HOER, which governs duty hours and directly impacts the working conditions and well-being of frontline staff.

On most major routes, except for some wayside lines, the line occupancy has now exceeded 100%, yet the practice of 12-hour duties continues unabated, often without the mandatory job analysis required under the HOER provisions. This is in clear contravention of the prescribed norms and disregards the significant operational and physical stress imposed on staff.

The classification of several categories of staff under the "Essentially Intermittent" roster, particularly at various stations and at "C" class level crossing gates under the Engineering Department, remains unchanged for decades. Despite evolving workload patterns, this outdated classification is still in effect across Indian Railways.

As per the Miabhoy Tribunal recommendations, which were duly accepted by the Railway Board, an "Essentially Intermittent" roster should be implemented only where the actual workload is approximately 6 hours within a 12-hour duty period, with the remaining time consisting of inaction periods during which the employee is either free to leave the premises or has substantial intervals (at least one hour or two half-hour breaks) between active periods.

Recently, instead of updating these provisions, the Railway Board reiterated outdated instructions (as per a letter issued to PCPO/SCR based on a PNM meeting with our affiliated union, SCR MU), and ignored the more progressive recommendations of the High-Powered Committee (HIPC) headed by Shri D.C. Tripathi. Notably, on Page 226 of the HIPC report, it is explicitly recommended:

"That the duty hours for all safety category staff in EI category, especially Gatemen, should be uniformly limited to 60 hours per week, irrespective of the distance of their quarters/residence from the workplace."

4. As per Indian Railway P. Way Manual (IRPWM), 'C' class gates with less than 20,000 Train Vehicle Units (TVUs) are to function as normally closed gates, to be opened only for occasional vehicular movement. The Manual further stipulates that officials from Engineering, S&T, and Operating Departments must jointly conduct road traffic censuses periodically (for a week) to monitor and upgrade the classification of gates based on actual TVUs.

Unfortunately, this periodic census is not being conducted as mandated, resulting in continued misclassification of gates

and denial of rightful working conditions and duty structure for the affected staff.

In view of the above, AIRF strongly urges the Railway Board to:

1. Immediately initiate a comprehensive review of the HOER, by constituting a dedicated committee and in addition to other regulatory revisions.
2. Issue time-bound instructions to all Zonal Railways to discontinue outdated EI classifications where workload patterns have clearly changed.
3. Implement the recommendations of the Miabhoj Tribunal and the High-Powered Committee (HPC), particularly the provision of limiting duty hours to 60 per week for Gatemen and other similarly categorized safety staff.
4. Enforce compliance with IRPWM guidelines by ensuring that traffic censuses are conducted regularly and classification of gates is revised accordingly.

The workload and operational demands faced by field staff have increased significantly between 1969 and 2025. It is both just and necessary that the regulatory framework under which they operate be updated to reflect current realities and uphold the Railway administration's commitment to employee welfare, safety, and fair working conditions.

We are confident that the Railway Board will take a compassionate, rational, and time-bound decision on this matter, to mitigate growing resentment among the affected staff and reinforce faith in the system. An early and favourable response will be deeply appreciated.

**(No. AIRF/159 (302), Dated: 02.08.2025)**

**Sub: Request for Opening Review Window or Granting One-Time Relaxation in APAR Benchmark for MACP – Regarding HRMS Related Difficulties.**

**Ref.: 1. RB's Letter No. PC-VIII2023/HRMS/3(Pt.-I) dated October 2023.**

**2. AIRF Letter No. AIRF/567(1311) dated 14.09.2023, 24.05.2024.**

**3. AIRF's Letters No. AIRF/503(350) dated 26.10.2023, 03.07.2024, 26.03.2025 & 08.05.2025.**

**4. AIRF's Letter No. DC/JCM/1/2024 dated 24.05.2024**

**5. Agreed DC/JCM Meeting Item No. 05/2021.**

**6. RB's Letter No. PC-VII2024/HRMS/10 dated 24.06.2024.**

**7. RB's Letter No. PC-VII2025/HRMS/15 dated 01.05.2025.**

This Federation has been consistently highlighting the difficulties being faced by railway employees following the abrupt and unprepared implementation of the online APAR system through HRMS. The lack of adequate training, limited technical awareness, and insufficient support at the grassroots level led to widespread confusion and procedural lapses during the initial phase of the rollout.

Although the Railway Board has so far granted limited relief, primarily addressing the APARs for the year 2022–2023 (in October 2023 and again on 24.06.2024) and most recently,

extending the deadline up to 31.05.2025 for APARs of 2023–2024, acknowledging the concerns raised and the issue has been discussed in various forums, including the DC/JCM (Item No. 05/2021) and the Railway Board PNM (Item No. 24/2025), no provision has yet been made for the review or appeal of APARs for the years 2020–2021 and 2021–2022. These two years fall squarely within the transition period, during which HRMS implementation-related issues were most pronounced. Neither online nor offline mechanisms were made available to facilitate review or appeal during this period.

As a result, numerous employees, through no fault of their own, were deprived of the opportunity to contest the “Good” grading awarded in their APARs. Consequently, many have been unjustly denied the benefit of Modified Assured Career Progression (MACP) due to their APARs not meeting the prescribed “Very Good” benchmark, despite the prevailing systemic and procedural shortcomings.

In view of the above, and in the interest of natural justice, it is earnestly requested that one-time relaxation in the APAR benchmark for the purpose of MACP may kindly be granted by treating “Good” as sufficient in place of “Very Good” for the years 2020–2021 and 2021–2022.

Such a compassionate dispensation will go a long way in addressing the genuine hardship faced by the affected employees. It will not only rectify the inadvertent injustice caused due to administrative and system-related limitations but also restore confidence among the workforce in the fairness and responsiveness of the Railway Administration.

In addition, it is also requested that appropriate instructions may be issued to facilitate reimbursement of TA/DA to those employees/ officers who are required to visit various offices to complete pending APAR formalities on HRMS due to technical issues or lack of internet connectivity at their respective locations.

We are confident that the Railway Board will take a considerate and judicious view of this long-standing issue and issue appropriate orders without further delay. A timely and favourable decision will bring much-needed relief to thousands of eligible employees and uphold the principles of fairness and empathy in personnel matters.

An early and favourable response in the matter will be highly appreciated.

**(No. AIRF/503 (304), Dated: 01.08.2025).**

**Sub: Clarification regarding the correct interpretation and implementation of Railway Board's guidelines on Induction of Track Maintainers (Grade-IV) into other categories under the 10% Lateral Induction Quota.**

**Ref:- 1.CPO/Admn. SC Railway, SC's letter no. P (R) 535/XIII dated 18.12.2024**

**2.Railway Board's Letter No. E(NG)I-2020/CFP/2 dated 21.01.2025 & 29.01.2024**

**3.Railway Board's Letter No. E(NG)I-2020/CFP/2 (e-3322378) dated 21.02.2025 (addressed to GM(P), SCR).**



In continuation of our earlier communication dated 24.02.2025 on the subject cited above, the All India Railwaymen's Federation (AIRF) would like to once again draw your kind attention to a matter of serious concern regarding the misinterpretation and misapplication of Railway Board's clarification issued under letter No. E(NG)I-2020/CFP/2 (e-3322378) dated 21.02.2025, addressed specifically to the General Manager (P), South Central Railway, Secunderabad.

The aforesaid clarification was issued by the Railway Board in response to a litigation related query raised by South Central Railway (SCR) and was never intended as a general instruction applicable to all Zonal Railways. However, this letter has been mistakenly circulated and interpreted by other Zones as a general policy directive, leading to widespread confusion and the incorrect preparation of eligibility lists for lateral induction of Track Maintainers (Grade-IV) into other categories under the 10% quota.

As a result, many genuine and eligible employees are being unfairly denied their rightful opportunities for career advancement.

Despite being specific to SCR, the said letter is being referred to and implemented by other Zonal Railways, such as Western Railway, where our affiliated union viz the Western Railway Employees' Union (WREU), has raised objections to the misuse of this clarification. The DRM/Mumbai Division had earlier issued an eligibility list for lateral induction through letter No. E/E/1140/8/3/Vol V dated 07.02.2025, based on the prevailing Railway Board guidelines and local conditions. This list was valid and correctly formulated.

However, the said eligibility list is now being subjected to unwarranted review based on the SCR-specific clarification, which is not only unjustified but also contradictory to the provisions laid out in earlier Railway Board guidelines.

It is pertinent to highlight the following policy references:

- ✍ · RBE No. 138/2023 dated 13.12.2023: This letter clearly empowers General Managers with full authority to implement the lateral induction process based on local conditions and administrative discretion.
- ✍ · RBE No. 41/2024 dated 07.05.2024: Reaffirms and mandates strict adherence to the instructions issued under RBE 138/2023.

The eligibility list dated 07.02.2025 issued by DRM/Mumbai was consistent with these guidelines, particularly in using length of service/seniority as the primary criterion for induction, a method that ensures transparency and fairness.

Hence, the ongoing review based on the letter dated 21.02.2025 is not only erroneous but retroactively disturbs a process that had already been correctly concluded under the existing legal framework.

This very matter is already under discussion in the Railway Board as PNM Item No. 08/2022, raised by AIRF. AIRF is of the view that existing instructions RBE 138/2023 & RBE 41/2024 and practice being followed should continue.

In view of the above, AIRF strongly urges the Railway Board to:

- ✍ · Immediately withdraw the circulation of the letter dated 21.02.2025 to Zonal Railways, as it pertains solely to SCR and does not carry the status of a general directive.
- ✍ · Direct concerned Zonal Railways (such as Western Railway) to stop the unwarranted review of duly finalized eligibility lists (e.g., list dated 07.02.2025 by DRM/Mumbai), which were prepared in accordance with existing guidelines (RBE 138/2023 and RBE 41/2024).

In the light of above-mentioned facts, issue a fresh clarification to all Zonal Railways affirming the correct interpretation and applicability of instructions related to lateral induction under the 10% quota, to prevent further misinterpretation and injustice to eligible Track Maintainers. However, it is also advised that, AIRF strongly urges vide our letter dated 24.07.2025 that the Railway Board to revise the existing scheme and earmark at least 30% of the vacancies in Mechanical, Electrical, Signal & Telecom, Operating, Commercial, Stores, and Ticket Checking departments for lateral induction of Track Maintainers, with special consideration for women employees. Therefore this aspect may also be kept in view and finalized at the earliest.

A timely and corrective action will not only prevent demoralization among the affected Track Maintainers but will also help in safeguarding their rightful career progression. It will also strengthen employee confidence in the fairness and objectivity of the Railway administration.

We sincerely request your kind intervention in this matter and urge that appropriate directions be issued to ensure the consistent and just implementation of Railway Board's policy guidelines across all Zones.

**(No. AIRF/78, Dated: 28.07.2025).**

**Sub: Payment of Travelling Allowance (TA) to Railway Staff for Duties Performed During Lok Sabha Elections 2024 and Delhi Legislative Assembly Elections 2025.**

**Ref: 1. Finance Department (Policy Division), Govt. of NCT of Delhi, OA No. F20/19/2013/AC/48-52 dated 06.01.2025.**

**2. Railway Board's letter No. 2025/G/4/1/DLAE-25 dated 03.03.2025 (Copy enclosed).**

**3. AIRF's letter no. AIRF/97(XIII) dated 28.03.2025**

This Federation once again wishes to draw your kind attention to a matter of considerable concern, pertaining to the non-payment of Travelling Allowance (TA) to Railway employees who were deployed for election-related duties during the Lok Sabha Elections 2024 and the Delhi Legislative Assembly Elections 2025.

It is reiterated that the Finance Department (Policy Division), Government of NCT of Delhi, vide its Office Memorandum dated 06.01.2025, had issued clear instructions regarding the admissibility of TA to employees of the Delhi Government, Central Government, and Autonomous Bodies who were engaged in the conduct of the Delhi Legislative Assembly

Elections 2025. Subsequently, in line with these directions, the Railway Board vide its letter dated 03.03.2025, extended similar benefits to officers and staff of Railway Board Office deployed on election duties.

However, it is a matter of deep concern that no corresponding instructions have yet been issued to Zonal Railways, Production Units, and other Railway Establishments for disbursing TA to their employees who were similarly deployed for election duties. As a result, a large number of affected staff remains deprived of their legitimate Travelling Allowance, despite fulfilling duties under the Election Commission of India during the said elections.

It is further regretted that even the TA claims related to the Lok Sabha Elections held in 2024 are still pending in several Zonal Railways, which reflects an inordinate delay in resolving the matter, despite the lapse of more than three months since our previous communication dated 28.03.2025. In view of the above, we once again urge your kind intervention for the immediate issuance of necessary instructions to all concerned Railway Zones and Production Units to settle the pending TA claims of Railway employees deputed for Lok Sabha Elections 2024 and Delhi Legislative Assembly Elections 2025, without further delay.

A timely and favourable decision in this regard would go a long way in upholding administrative fairness and reinforcing the morale of Railway staff who have diligently served the nation beyond their routine responsibilities. We remain confident that your esteemed office will take a sympathetic and expeditious view of this long-pending issue in the interest of justice and employee welfare.

**(No. AIRF/97(XIII).Dated: 22.07.2025).**

**Sub: Mode of Filling up Vacancies of Tower Wagon Drivers and also nonpayment of running allowance to Tower Wagon Drivers in some of the zonal Railways.**

**Ref: (i) Railway Board's letters no. E (NG)/2019/PM6/8 CC dated 30.10.2019, 11.11.2019, 22.02.2021 and 22.07.2021.**

**(ii) AIRF's letters No. AIRF/371 (02) dt. 01.01.2020, 09.08.2021 and 06.03.2025. (iii) AIRF's PNM Item No. 21/2021.**

**(iv) Hon'ble Supreme Court Judgment dated 29.01.2025 in SLP(C) No. 28876/2015..**

This is in continuation of AIRF's earlier representations and PNM discussions regarding the long-pending issues concerning Tower Wagon Drivers, particularly the mode of filling up vacancies and non-payment of running allowances, including Breach of Rest Allowance, in several Zonal Railways.

1. AIRF has consistently maintained that the long-standing and time-tested practice of filling up Tower Wagon Driver posts from among eligible staff of the TRD (Traction Distribution) Department must be continued. This system supports internal progression and motivation within the department.

We have examined the feedback from Zonal Railways

submitted to the Railway Board (vide letter dated 22.02.2021) and reiterate the following points for urgent consideration: Heavy Vehicle Driving License should not be insisted upon for selection to Tower Wagon Driver posts, as it creates an unnecessary barrier for otherwise competent candidates. Selections should be made from eligible staff working in Level-4 and Level-5 of the 7th CPC Pay Matrix within the TRD cadre. Promoted Tower Wagon Drivers must be extended all entitlements applicable to Loco Running Staff, since their core duties involve operating Tower Wagons in block sections, akin to duties performed by Loco Pilots.

It was also recorded in the last PNM meeting (held on 2nd-3rd May 2024) that the issue of pay parity with Loco Pilot (Goods) was under judicial consideration.

2. Now, with the Hon'ble Supreme Court's judgment dated 29.01.2025 in SLP (C) No. 28876/2015, the matter stands finally adjudicated. The Court upheld the judgments of the Calcutta High Court (WPCT No. 70/2007) and Orissa High Court (WP(C) No. 14082/2024), ruling in favor of Tower Wagon Drivers.

Key directives of the Hon'ble Supreme Court are reproduced as under:

Para 4: Previous SLP dismissals do not preclude future fixation of appropriate pay scales by the Union of India as per law.

Para 11-12: The Apex Court upheld the High Courts' views and overruled the contrary position taken by the Railways.

Para 13: The benefits extended to the petitioners are to be implemented within six months from the date of the judgment.

In light of this authoritative decision, AIRF strongly urges the Railway Board to issue necessary orders without further delay, finalizing a uniform, transparent policy for the appointment and pay structure of Tower Wagon Drivers in consultation with the Staff Side.

3. It has also come to our notice that in several zones, particularly Northern Railway, North Central Railway, and South Eastern Railway, Tower Wagon Drivers are not being paid Running Allowance and Breach of Rest Allowance, despite performing block section duties identical to Loco Running Staff.

This matter has been raised repeatedly during informal discussions, but no substantive action has been taken so far. The continued denial of legitimate entitlements to these employees is unjust, demoralizing, and contrary to the principles of natural justice and staff welfare. In view of position explained as above, AIRF's strongly demands as under:

1. Immediate issuance of policy instructions for filling up Tower Wagon Driver vacancies from TRD staff in Level-4 and Level-5, without insisting on a heavy vehicle driving license.

2. Implementation of the Hon'ble Supreme Court's judgment in letter and spirit within the stipulated time frame.



3. Grant of Running Allowance and Breach of Rest Allowance to Tower Wagon Drivers performing operational duties in block sections, in line with Loco Running Staff norms.

Your urgent intervention and a time-bound resolution on the above-mentioned points will go a long way in addressing the long-pending grievances of this important category of operational staff and uphold the credibility of the administration's commitment to employee welfare.

It is therefore emphasized that an informal meeting be convened at the earliest with AIRF to discuss & finalize a uniform policy framework for Tower Wagon Drivers covering selection, payment of Running Allowance and Breach of Rest Allowance, and working conditions.

Your timely intervention and favorable consideration on this issue will be highly appreciated.

**(No. AIRF/371, Dated: 16.07.2025).**

**Sub: Provision of Cashless OPD Consultation and Medicines for RELHS Beneficiaries Aged 70 Years and Above – Reminder**

**Ref.:-1.Railway Board's Letter No. 2021/IH-1/11/10/MoU dated 10.02.2025**

**2.AIRF's Letter No. AIRF/100 (158) dated 14.04.2025**

**This is to** reiterate the concerns communicated vide our letter dated 14.04.2025 regarding the implementation of the above-referred facility for RELHS beneficiaries aged 70 years and above. While the initiative to allow cashless OPD consultation and investigations at empanelled hospitals (without referral) for eligible pensioners not receiving FMA is appreciable, the following two key issues remain unresolved, rendering the scheme partially ineffective:

1. Non-Supply of Medicines by Empanelled Hospitals

Prescribed medicines are not being provided at empanelled hospitals, forcing elderly patients, many with mobility constraints, to visit Railway Hospitals/Health Units separately. This negates the intended convenience and relief of the scheme.

AIRF urges that empanelled hospitals must be allowed to dispense prescribed medicines to eligible beneficiaries not drawing FMA, ensuring complete OPD care at one place.

2. Exclusion of FMA-Receiving Beneficiaries from OPD in Empanelled Hospitals

At present, RELHS beneficiaries aged 70 and above, who are receiving FMA are barred from availing OPD consultation in empanelled hospitals. However, the same category is permitted OPD consultation (without medicines) in Railway hospitals.

We are of the strong opinion that the same provision must be extended to empanelled hospitals, allowing OPD consultation and investigations for FMA-receiving pensioners aged 70 and above.

In view of the above, AIRF once again strongly urges the Railway Board to Permit medicine supply by empanelled hospitals to non-FMA RELHS beneficiaries aged 70 and

above also allow FMA-receiving RELHS pensioners, aged 70 and above, to avail cashless OPD consultations and investigations in empanelled hospitals, as is already allowed in Railway Hospitals.

We trust that the Railway Board will issue revised instructions at the earliest to fully realize the welfare intent of this scheme. **(No. AIRF/101(280), Dated: 16.07.2025)**

**Sub: Applicability of "No Negative Marking" in the Selection for the post of Private Secretary-I (Gazetted) in Level-8/GP 4800 - Request for uniform implementation in line with Organized Group 'B' Selections on Indian Railways.**

**Ref: Railway Board's Letter No. E (GP) 2025/2/28 dated 08.10.2024.**

The All India Railwaymen's Federation (AIRF) wishes to draw your kind attention to an important matter concerning the applicability of the 'No Negative Marking' policy in the selection process for the post of Private Secretary-I (Gazetted) in Level-8/GP 4800 and others similarly placed categories.

As per Railway Board's above cited instructions dated 08.10.2024, the system of negative marking in the written examinations for selection to various Group 'B' Gazetted posts under the 70% promotional quota has been abolished. These guidelines, however, appear to have been applied exclusively to organized Group 'B' categories such as AEE, AME, ASTE, AEN, AOM, ACM, etc., where the promotion panels are drawn based on seniority-cum-qualification without penalizing candidates for wrong answers in the written examination.

Despite these instructions, it has come to our notice that in certain Group 'B' selections, particularly for the post of Private Secretary-I (Gazetted), some Zonal Railways have not adhered to the said policy in its true spirit. Specifically, the practice of negative marking has been retained in some cases, thereby placing the eligible candidates at a distinct disadvantage and causing avoidable inconsistency in the application of promotional policies across different departments and zones.

Private Secretaries working in Level-7/GP 4600 in various Zonal Railways have been repeatedly representing to our Federation, requesting parity in the selection process for their promotion to Group 'B' Gazetted posts. They have rightfully sought uniformity in evaluation standards and elimination of the negative marking system, as being practiced in other organized Group 'B' selections.

In light of the above and in the interest of fairness, transparency, and uniformity, AIRF urges the Railway Board to issue clear and binding instructions to all Zonal Railways to ensure that the principle of 'No Negative Marking' is uniformly implemented across all categories of 70% Group 'B' Gazetted selections, including for the post of Private Secretary-I (Gazetted) in Level-8/GP 4800 and others miscellaneous cadres.

We are confident that the Railway Board will acknowledge the importance of this issue and take prompt action to address the disparity and ensure justice and equal treatment for all eligible candidates appearing in such departmental selections.

An early and favourable response in the matter will be highly appreciated. **(No. AIRF/129, Dated:-14.07.2025)**

**(The Chairman & CEO, Railway Board)**

**Sub: Request for Resolution of Long-Pending and Critical Issues of Metro Railway Kolkata and holding Joint Meeting with Railway Board's officials along with Metro Railway Administration in Board's office.**

**Ref: 1. AIRF's Letters No. AIRF/321 (375) dated 03.08.2023, 21.12.2023, 26.02.2024, 14.09.2024, 15.10.2024, 23.10.2024, 12.11.2024, 15.11.2024, 02.12.2024, 23.12.2024, 08.01.2025, 01.02.2025, 03.02.2025, and 12.02.2025.**

**2. AIRF's Letter No. AIRF/477/189 dated 08.05.2025.**

We wish to draw your kind attention to the serious and persistent grievances of the employees of Metro Railway Kolkata, which have remained unresolved due to arbitrary and unjustified actions of the Metro Railway Administration. Despite repeated representations by this Federation to the Railway Board, the indifferent approach of the Railway Board and the obstructive attitude of the General Manager, Metro Railway, Kolkata, have resulted in these long-pending issues remaining unresolved, leading to growing frustration and unrest among the employees.

These matters have also been repeatedly raised in various PNM and formal meetings with the Railway Board, but unfortunately, no meaningful resolution has been achieved so far. We now earnestly request your esteemed office to kindly intervene and take cognizance of these genuine grievances to bring long-awaited relief to the employees of Metro Railway Kolkata. A summary of the key pending issues is furnished below for your kind perusal and urgent redressal:

1. Inhuman Night Duty Roster of Track Maintainers: - The continuous imposition of an inhuman night duty roster has caused widespread resentment among the Track Maintainers. After several discussions at the Zonal and Railway Board levels, a consensus was reached for implementing a roster of 5 Night Duties followed by 2 Rest Days, which was agreed upon during the Railway Board PNM under Agenda Item No. 14/2024.

However, without consulting our affiliated recognized union (MRMU), the Metro Railway Administration arbitrarily cancelled the agreed roster and reverted to the previous inhuman roster of continuous night duties. Recently, despite the intervention of the PCME and PCE in discussions with the union, the administration attempted to roll back the agreed roster without providing any valid justification, compelling the union to strongly oppose this unjustified move.

In light of the above, we urge your immediate intervention to direct the Metro Railway Administration to implement the

roster of 5 Night Duties + 2 Rest Days, as agreed at the Railway Board level and mutually accepted during PNM deliberations.

2. Acute Shortage of Motormen in Metro Railway Kolkata:- Despite repeated representations, including AIRF's letters dated 03.08.2023, 08.05.2025, and others, the acute shortage of Motormen remains unaddressed. A Multi-Disciplinary ED Committee was constituted by the Ministry of Railways vide Letter No. ERB-1/2024/23/41 dated 11.07.2024 to review recruitment of Motormen in Kolkata Metro. Unfortunately, the Committee has not arrived at any conclusive decision so far.

Meanwhile, Metro Railway Administration has unilaterally issued promotion orders in violation of established rules, causing discontent among the lien-holding running staff and the Metro Railway cadre, with the apparent objective of creating division within the Motorman cadre.

The root cause of these problems stems from the unilateral imposition of the ban on direct recruitment of Motormen through the JPO issued in 2013, without consulting AIRF or our affiliated union. AIRF has raised this issue as Agenda Item No. 02/2015, which remains unresolved.

In view of the above, we request your kind intervention to resolve this crisis permanently and direct the Metro Railway Administration to follow due process and consult with the union to ensure transparency and fairness in the recruitment and promotion process.

3. Denial of Transfer Requests of Employees Recruited through RRB in Metro Railway Kolkata: - Metro Railway Administration has consistently denied legitimate transfer requests of employees recruited through RRB-whether on a mutual basis, spouse ground, or own request. The Traffic Assistants (TA cadre) are particularly affected, despite performing duties identical to those of Station Masters on open-line railways.

Though the Railway Board had directed the Metro Railway Administration to furnish detailed information vide Letter No. E(NG)1/2025/TR/01 dated 26.05.2025, no meaningful progress has been made till date.

We, therefore, urge your office to intervene in this matter and issue suitable directions for allowing transfer requests of Metro Railway employees as per extant rules and in the spirit of natural justice.

4. Promotional Avenue for Commercial Porter (CP) and House Keeping Assistant (HKA) Categories: Both CP and HKA categories in Metro Railway Kolkata are unique, and despite their critical role in smooth operations and station management, they currently have no promotional avenues.

Duties of Commercial Porter: They are responsible for opening & closing of the surface dispersal gate before and after the commercial service, manning the entry & exit gate at station and responsible for smooth and safe entry & exit of passenger and also detect the defaulters at station and brought to the Shift In-charge for issue of Excess fare Ticket. They are also responsible for collection of tokens from gate and



distribute to the counters at their station and from other stations as per requirements for smooth functioning of counters. They guide & help the passengers (specially handicapped & senior citizen) in all possible manners and are courteous to them. They are working as "Train Marshall" who would ensure that the passenger entry/exit in the train should be properly in orderly manner and the doors of the coaches are closed within time, so that the train does not suffer detention. They are also operating the Escalator & Lifts provided at station, they assist the Shift-in-Charge & Train Crew in case of any problem at station, or in train. Bring and distributes stationary items and cleaning materials from store for use at the station and also bring and dispatch dak/ letters from/to various offices/stations as per instructions of SS/ Shift-in-charge. In case of accident/ fire/ unusual incidents like suicide or attend ailing passenger, they assist the shift-in-charge in exigency of work. At present they have no scope of promotion in the category.

AIRF has proposed the following existing and proposed pay scales and designation with promotional avenues of Commercial Porter (CP) as under for kind consideration and decision. **(No. AIRF/32/275, Dated: 14.07.2025)**

## **NC/JCM**

**Sub: Request for Enhancement of Kilometrage Allowance (KMA) by 25% to Running Staff w.e.f. 01.01.2024 – Consequent upon Dearness Allowance (DA) crossing 50% and Grant of Risk & Hardship Allowance to various categories along with payment of arrears**

**Ref:- 1. Railway Board's letter No. F(E)/I/2024/AL-28/34, dated June 5, 2024 (RBE No. 51/2024)**

**2. AIRF's letter no. AIRF/405(7th CPC) dated 05.06.2024, 12.09.2024, 24.09.2024 & 03.01.2025**

**3. AIRF's letter no. AIRF/Sub-Committee 294 dated May 13, 2025 addressed to Addl. Secretary (Pers.), Department of Expenditure, Ministry of Finance**

**4. Railway Board's letter no. E(P&A)/II/2022/E(LR)-1 dated 24.12.2024**

**5. Para 906 of Chapter 9 of IREM Vol.-I.**

**1. Enhancement of Kilometrage Allowance (KMA):**

The Kilometrage Allowance paid to Running Staff includes 70% of the Daily Allowance (a key component of the Travelling Allowance). Historically, it has been the established practice that whenever the Dearness Allowance crosses 50%, a 25% increase is granted in allowances that are DA-linked. The Kilometrage Allowance, being substantially composed of DA elements, has thus traditionally followed this practice.

However, it is unfortunate that despite the DA crossing 50% w.e.f. 01.01.2024, the Railway Board has not initiated a corresponding revision in KMA. Instead, the proposal has been declined by the Board vide its letter dated 12.02.2024, on the grounds that KMA is not explicitly indexed to DA.

This reasoning does not align with the provisions of Para 906 of Chapter 9 of the Indian Railway Establishment Manual (Vol.-I), which clearly states that the rates of KMA were introduced w.e.f. 01.11.1986 following a revision of pay scales and TA/DA.

Given that Daily Allowance itself has been revised vide Railway Board's letter dated 05.06.2024 (RBE No. 51/2024), it is both logical and policy-consistent that the Kilometrage Allowance should also be revised by 25%, effective from the same date. The non-revision of KMA in this context is unjustified and demoralizing for Running Staff, who form the operational backbone of Indian Railways.

**2. Grant of Risk & Hardship Allowance:**

We also wish to reiterate the demand for the grant of Risk & Hardship Allowance to various categories of railway staff performing critical operational and maintenance duties under hazardous, strenuous, and high-risk conditions.

It is worth highlighting that, considering the 24x7 operational nature of Indian Railways across diverse geographical and climatic conditions, a high-level Joint Committee was constituted by the Ministry of Railways to assess and recommend eligible categories for Risk & Hardship Allowance. The Committee submitted unanimous recommendations, which were subsequently approved by the Hon'ble Minister for Railways and forwarded to the Department of Expenditure, Ministry of Finance, for concurrence. Unfortunately, the proposal has been rejected, which has caused severe disappointment among the affected categories, who had legitimate expectations of being justly compensated for the risk and hardships involved in discharging their duties. It is also pertinent to mention that this issue was deliberated upon during the 63rd Standing Committee Meeting of the National Council (JCM) held on 23.04.2025, where it was agreed that the matter would be reviewed.

**In View of the Above, We Humbly Urge the Following:**

1. Issue necessary instructions to the Ministry of Railways (Railway Board) to revise the Kilometrage Allowance (KMA) rates by 25% w.e.f. 01.01.2024, along with payment of arrears, in line with the established policy following the DA hike beyond 50%.

2. Kindly intervene in the matter of Risk & Hardship Allowance, and ensure that the recommendations of the Railway Ministry's duly constituted Committee, approved by the Hon'ble Minister for Railways, are given due consideration, and the categories performing critical and high-risk duties are rightfully compensated.

Both these issues are deeply linked to the financial well-being, motivation, and morale of Running Staff and other essential railway personnel who continue to serve the nation with unmatched dedication and resilience.

An early and favorable decision in this regard will go a long way in acknowledging their service and ensuring their sustained commitment.

**(No. NC/JCM/2025, Date: 21.07.2025)**

# RAILWAY BOARD'S ORDER

Sub. Filling up vacancies of ALP through 50% departmental promotion quota – clarification on allowing additional chances for qualifying the aptituded test in the same selection.

It has been brought to the Board's notice that instructions on the above subject matter need clarity as to whether the maximum three chances allowed to qualify the Aptitude Test in the said selection are to be availed in the same selection or in a fresh selection. The issue has been examined in Board's office and it is advised that the instructions contained in RBE NO. 12/2019 & 61/2019 and the circumstances involved leading to the decision, do not foresee the additional chances to be given in the same selection.

2. Therefore, it is clarified that a candidate who fails in an Aptitude Test in the first attempt, may be allowed up to a maximum of three chances to appear in the Aptitude test again after a gap of three months only with respect to a fresh Selection for the same category. The additional chances to attempt at qualifying the Aptitude Test are not for the same selection for which the candidate failed to pass the Aptitude Test in his first attempt even though he may have passed the relevant written examination.

3. It is also clarified, as a corollary to this, that after availing a maximum of three chances in three different selections for the same category at the Aptitude Test and on not qualifying it the candidate will not be eligible to appear in any further selection for that category again.

4. These instructions are to be implemented in the manner prescribed.

**(No. E(NG)/2025/PM1/11, RBE No. 78/2025, dated 04.08.2025).**

Sub:- PNM/AIRF Item no. 12/2024 – Deployment of female ALP/LP and other female staff on light duty during advanced stage of pregnancy – grant of Maternity leave to pregnant female railway employees.

The undersigned is directed to refer to the minutes of separate PNM meeting held on 19.03.2025 regarding item no. 12/2024 wherein it was demanded to relax the limit of 8 weeks advance sanction of Maternity Leave. In response to the minutes of the meeting, the matter has been examined in Board's Office. It is stated that as per the provisions under the Railway Services (Liberalized Leave) Rules, 1949, there is no prescribed limit on the period for advance sanction of Maternity Leave. The rules allow grant of 180 days of Maternity Leave from the date of its commencement, which may be availed by the pregnant female railway employee in accordance with her needs and medical requirements.

2. It is further stated that the RS(LL) Rules, 1949 are based on the CCS (Leave) Rules, 1972, issued by DoP&T i.e., the nodal department in the matter, wherein also no such limitation is prescribed.

3. So far as the Federation's remark about 'limit of 8 weeks advance sanction of Maternity Leave' is concerned, it is stated that the Maternity Benefit Act, 1961 (as amended in 2017), provides for 26

weeks (182 days) of Maternity Leave for a woman employee for her first two surviving children, with a maximum of 8 weeks permissible prior to the expected date of delivery.

However, the Maternity Benefit Act is not applicable to female railway employees, who are governed by the RS(LL) Rules, 1949.

4. As already stated there is no prescribed limit on the period for advance sanction of Maternity Leave. Hence, the question of relaxation of the limit does not arise.

The Federation is requested to appreciate the position and to consider treating this PNM item No. 12/2024 as closed..

**(No. E(P&A)/I-2025/FE-2/3, dated: .07.2025)**

Sub:- Clarification regarding eligibility for filling up the post of CCTS against 10% LDCE Quota.

Instructions were issued vide RBE 85/2023 laying down different percentage shares of Direct Recruitment, Promotion & Limited Departmental Competitive Examination Quota in the post of Commercial Clerk Cum Ticket Supervisor (CCTS) in Pay Level-6. However, the procedure to be followed for filling up of these vacancies through LDCE needed elaboration as multitude of erstwhile categories of Commercial and Ticket Checking cadres, having disparate methods of filling up Pay Level-6 (GP 4200) vacancies in their respective streams are now merged into CCTS in Pay Level-6 post.

2. The matter has since been examined in the Board's office and it is decided that all staff of Commercial Department (except Ministerial Staff) who are working in Pay Level- 3 to Pay level-5 of the merged seniority groups (CCTC and Sr CCTC) and having a minimum of 2 years regular service in these pay levels put together and are Graduates or equivalent in any field from a recognised University and are not above the age of 40 years, shall be eligible to appear in the LDCE to fill up the CCTS vacancies in Pay Level-6 against 10% LDCE Quota. The minimum length of 2 years service in the lower pay levels put together shall be reckoned at the cut-off date of adjudging eligibility for the such selection.

3. Those staff who had opted for separate seniority groups of erstwhile Commercial and Ticket Checking cadres of Commercial Department at the time of merger of these categories as per 7th CPC recommendations or thereafter and are not having a channel of promotion available in their separate seniority groups for Pay Level-6 shall also be eligible for this 10% LDCE Quota in CCTS posts. However, if such separate seniority groups are available in Pay Level-6 (e.g. Commercial Superintendents (Goods, Parcel & Booking), Reservation Supervisors & Chief Ticket Inspectors etc.) then such staff borne on separate seniority groups will seek further promotion in their separate seniority group only.

4. The extant rules of holding LDCE (Para-219q) of IREM-I) would however continue to apply along with formation of panel on merits and relaxed standards available to the SC/ST staff in non-safety posts.

**(No. E(NG)/2019/PM1/14, RBE No. 72/2025, dated 24.07.2025)**



# S.C.RAILWAY EMPLOYEES CO-OP CREDIT SOCIETY LIMITED

Reg No.1548 (Governed by M.S.C.S Act 2002)

SAHAKARA BHAVAN, HIMMATNAGAR, SECUNDERABAD - 500003.



**Dr. CH. SHANKARA RAO**  
General Secretary/SCRMU  
Treasurer / AIRF



**CH. SWAMY**  
President



**R. RAM MOHAN**  
Vice President



**COM. K. SRINIVAS**  
President, SCRMU  
Vice President AIRF

## THE SOCIETY IS OFFERING THE FOLLOWING SCHEMES FOR THE WELFARE OF THE SHAREHOLDERS.

<b>NEW ADMISSION</b> A Shareholder after joining and effecting one recovery is eligible for General Loan and Special Loan.	<b>COMPULSORY MONTHLY THRIFT DEPOSIT (CMTD)</b> <table><tr><td>Basic upto `20,000</td><td>5% on Basic</td></tr><tr><td>Basic above `20,001</td><td>4% on Basic</td></tr></table>	Basic upto `20,000	5% on Basic	Basic above `20,001	4% on Basic	<b>GENERAL LOAN</b> Upto a Max of Rs.4 Lakhs Non-Gaz Upto a Max of Rs.8 Lakhs to Non-Gaz <u>Rate of Interest @ 5%</u>
Basic upto `20,000	5% on Basic					
Basic above `20,001	4% on Basic					
<b>GENERAL LOAN WITHOUT SURETY:</b> In case surety is not available, shareholders can avail general loan without surety, with certain conditions.	<b>SPECIAL LOAN</b> Upto a Max of Rs.10 Lakhs to Non-Gaz Upto a Max of Rs.15 Lakhs to Gaz <u>Rate of Interest @ 8%</u>	<b>MARRIAGE LOAN:</b> * Shareholder can avail loan for Self/Daughter/Son/Dependent sister marriage. * Maximum loan sanction Rs.5 Lakhs * Rate of Interest 7% (Flat)				
<b>EDUCATION LOAN</b> Amount in the multiples of 10,000 upto a maximum of Rs.1,00,000 will be sanctioned towards this loan.	<b>FESTIVAL LOAN:</b> An amount of Rs.1,00,000 will be sanctioned towards this loan. Rate of Interest 7%.	<b>MONTHLY SAVINGS SCHEME:</b> Shareholders can deposit Minimum of Rs.1,000/- per month & Maximum is unlimited. (It will be accepted in the multiples of Rs.1,000/-) Rate of Interest 8% which will be compounded annually.				
<b>VEHICLE LOAN:</b> For non-gaz upto Rs.8 Lakhs For Gaz upto Rs.15 Lakhs Rate of Int 7%	<b>TOUR LOAN:</b> Domestic tour upto `1,50,000 International Tour upto `3,00,000/- Rate of Interest 7%	<b>GOLD PURCHASE LOAN:</b> Upto Rs.3 Lakhs for Non-Gaz Upto Rs.5 Lakhs for Gaz. Rate of Interest 7%				
<b>CENTENARY CELEBRATION LOAN:</b> Upto Rs.3 Lakhs Rate of Interest 8%.	<b>ACCIDENTAL DEATH BENEFIT</b> i) Upto `5 Lakhs in case of accidental death ii) `50,000 for loss of hand upto elbow iii) `75,000 for loss of leg upto	<b>MUTUAL BENEFIT FUND</b> An amount of Rs.30000/- will be granted to the nominee in the event of Death of the shareholder.				
<b>RETIREMENT BENEFIT FUND</b> upto a Maximum of Rs.5000/- will be given at the time of ceasing of membership	<b>WELFARE ACTIVITIES</b> * Book Bank * Medical Assistance * Educational Scholarships • Cash awards to Sports persons	<b>FUNERAL GRANT:</b> An amount of Rs.10,000 will be granted in case of death of a shareholder which is non-recoverable				
<b>DIVIDEND:</b> 18% Dividend is paid on shares for the last four years.	<b>FIXED DEPOSIT SCHEME:</b> In the multiples of Rs.5,000/- Rate of interest is 9%.	 <i>Encourage membership</i>				

### BOARD OF MANAGEMENT

Sri Ch.Swamy, President, Sri R.Ram Mohan, Vice-President, Directors:- Sri T.Krishnaiah, Sri A.Ramesh, Sri A.Rajender, Sri K.Srinivasa Rao, Sri D.Kumar, Sri M.Mahesh Kumar, Sri V.Naga Murali Krishna, Sri O.Yadagiri Swamy, Sri D.Srinivas Yadav, Sri K.Anjaiah, Sri M.Vittal, Sri T.Kapil Vishwanath, Sri Kanchan Kumar, Sri M.Sridhar, Sri B.Prabhakar Babu, Sri S.V.A. Malleswara Rao, Sri K.Laliya Naik, Sri D.Ramesh, Sri Y.Sudhakar, Sri P.Kurmaiah, Sri D. Raghuvender.

# THE CENTRAL RAILWAY EMPLOYEES' CO-OPERATIVE CREDIT SOCIETY LTD.



**Regd.No. 610 of 1913 Dated 28 June 1913**  
**665-A, N.M. Joshi Marg, Adjoining to Railway Station, Byculia (W), Mumbai 400027**  
**Tel: 23005722, 23082247 Rly. 52123/52127**  
**Email: ho@creccsltd.org Website: creccsltd.org**



## Our Various attractive Deposit & Welfare Schemes

### Compulsory Monthly Thrift Deposit Scheme for Members : 8.50% Interest p.a.

Pay Range	CMDT Subscription per month
Pay upto Rs.25,000/-	Rs.1,300/-
Pay from Rs.25,001/- to Rs.50,000/-	Rs.1,800/-
Pay from Rs.50,001/- & above	Rs.2,200/-

Saving Deposit @ 4% p.a.

**Fixed Deposit Scheme for Members :** Tenure 5 years with 8% interest p.a. (Minimum amount Rs. 50,000/- and no limit for Maximum amount. Maturity date of the deposits should be within the retirement date of the Depositors. Interest payable will be quarterly/Half yearly/yearly as per the choice of Depositors.)

**Lakhopati Bano Yojana Scheme for Members :** By contributing Rs. 1,000/- per month for 80 months, Maturity Amount of Rs.1, 00,000/- will be paid on the 81<sup>st</sup> months.

**Double deposit Scheme for Members :** Any amount deposited becomes double in 100 months from the date of deposit.

**Monthly Interest Paying Fixed Deposit Scheme for Members :** For an amount of Rs. 1, 00,000/- and above and further in the multiple of Rs. 10,000/- @7% interest p.a. (Minimum amount to be deposited in this scheme will be Rs.1, 00,000/- and further in multiples of Rs.10, 000/- Lock in period will be 3 years and Maximum Deposit limit of Rs.10,00,000/- per Depositor).

### Awards/Scholarship to the Children of Shareholders :

#### i. Cash Award for S.S.C./H.S.C.

For all Categories  
 Physically handicapped/disabled  
 Blind Category

50%marks or above

Rs.1,000/-

50%marks or above

Rs.1,000/-

50% or more

Rs.10,000/-

#### ii. Special Cash Awards

85% or above

Rs.1,500/-

90% or above

Rs.2,000/-

95% or above

Rs.2,500/-

First Class

Rs.2,500/- per case

on successful completion

Rs.10,000/-per case

#### Post Graduation (Any Faculty)

First Class

Rs.3,500/- per case

Blind Category

on successful completion

Rs.10,000/-per case

#### Scholarship for Professional Courses :

##### Diploma Course

65% or more

Rs.3,000/-per year

##### Degree Course

65% or more

Rs.5,000/-per year

##### Degree Course in foreign countries

65% or more

Rs.5,000/-per year

##### LLB Course of 5 years after 12th

65% or more

Rs.5,000/-per year

(Admission sought through Common Law Admission Test i.e. CLAT only)

#### C.A./C.S. Course :

(On successful Completion of Course)

Rs.10,000/-

#### Award for continuous Membership of 20 years or more :-

Rs.7,000/-

**WAIVER OF LOAN BALANCE AFTER ADJUSTING CMDT IN CASE OF DEATH OF A SHAREHOLDER WHILE PERFORMING DUTY/ON DUTY (After certified by the concerned Railway Department)**

#### Relief to family in case of death of a Member while in service :-

Rs.35,000/-

#### Additional Relief to family in case of death of a member while in service due to COVID-19(CORONA)

Rs.15,000/-

#### One time relief to Members suffering from: - Paralysis/T.B./HIV

Rs.25,000/-

Kidney failure/Cancer/Liver Transplantation

Rs.50,000/-

#### One time grant to the Deaf, Dumb, Blind, Mentally & Physically Challenged Polio and Paralysed children of Members

Rs.25,000/-

#### One time grant for Artificial Limbs (Prosthetic Arms & Legs) to the Shareholders

Rs.50,000/-

Historical Maximum Dividend for Financial Year 2023-2024-20%

### Loan Slabs are as under (w.e.f. 01/04/2025)

Length of Service	Minimum amount of Loan (Rs.) per case	Maximum amount of Loan (Rs.) per case	No. of Months pay
1 year to less than 5 yrs.	6,50,000/-	26,00,000/-	17
5 year to less than 10 yrs.	7,00,000/-	26,00,000/-	18
10 years to less than 15 years	7,50,000/-	26,00,000/-	19
15 years to less than 20 years	8,00,000/-	26,00,000/-	21
20 years and above	8,50,000/-	26,00,000/-	22

Rate of Interest on Loan i.e. 5% p.a.

Always at the service of the Railwaymen since last 112 years

(Manoj Kumar V.P.)  
 Chief Manager (CEO)

(Pushkar S.Patil)  
 President

(Sudhir K.Ghorpade)  
 Vice-President