

EDITORIAL

Railway Safety in Danger

Dear Comrades,

The recent unfortunate accidents on NCR with large number of casualties have shaken the confidence of travelling public on our trains. Whenever there use to be accidents, the Railway Ministry use to be quite proactive and use to put all pressure on staff as well as on officers. There use to be enquiry in each accident and finally eighty six percent accidents are thrown to head of human failure.

We have many times raised this issue with the Railway Ministry that there should be honest in depth soul searching that, why accident occurred. Even machine and material failures should not be taken as human failure. We always prefer a constructive dialogue and counseling but that should be for real purpose of how to run railway safely.

Hon'ble Railway Minister is also badly shaken with these accidents have called experts from Japanese and Korean Railways for safety audit. He has also requested AIRF to help in running Railways safely. So far **All India Railwaymen's Federation** and its affiliates are concerned we are always in touch with staff at all levels particularly those representing safety categories. The AIRF and its affiliates are often organizing safety seminars to counsel safety cadres at their own level. The problems are at different levels, non availability of adequate numbers of staff of safety cadre is main problem. Work done by contractual and outsourced untrained work force is also a big problem. The purchase of poor quality material and machines also lead to accidents many times. The stress on workers due to shortage of staff also leads to accidents. The interference of railway ministry in D&A procedures and issuing orders that staff must be removed from service in case of accidents is also creating such a panic situations where truth will never come out why accident happened? Everybody on accident site tries to save themselves. The maintenance is suffering due to lack of resources and many times due to non availability of block.



Anyway, we are all concern and appeal to the railwaymen not to adopt shortcut method under any circumstances. We would also appeal to Railway Ministry to provide full opportunity to AIRF and its affiliates for organizing safety seminar for proper counseling of staff. We always stand with safety and will provide full support to Railway Ministry, provided they should also pay heed to our concern.

With Best Wishes,

A handwritten signature in black ink, followed by the name (Shiva Gopal Mishra) in parentheses.

(Shiva Gopal Mishra)

MESSAGE OF GENERAL SECRETARY, AIRF

Dear Friends!

All of you are well aware that, **All India Railwaymen's Federation (AIRF)** is the most reputed and oldest federation of the Railwaymen in India, which started its journey in the year 1924.

Prior to AIRF having been formed in 1924, there were a number of Railway Unions existing on different clusters of the Railways under the British Rule. It was realized by the entities that, despite their best efforts they were struggling to safeguard and protect the rights of the Indian Railwaymen from discrimination and exploitation. The British Rulers were highly discriminating the Indian Workers and their policies were highly loaded in favour of the Anglo-Indian Workers. Thus, ignorance of the safety, security, disparity in wages, medical facilities and uncongenial working conditions to our fellow brothers working in different British Railway clusters, compelled them to create a largest and strongest platform to fight against these atrocities and to protect their interests and induce self-respect at the working place. Collective decision and concerted efforts paved the way for formation of prestigious, strong, massive and meticulous organization to work for the wellbeing of the Railwaymen 24X7X365.

All India Railwaymen's Federation has a history and sage of sacrifices of its workers while fighting **1960, 1968 and 1974** strikes.

Friends! You are also aware that, recently the **92nd Annual Conference of AIRF** was held at **Allahabad** from **8-10 November, 2016** wherein a number of issues related to staff grievances and demands of the Railwaymen were deliberated and discussed and future line of action was drawn.

It may also be appreciated that, although there are number of organizations at the All India level, it is AIRF that stood tall for the Railwaymen's demands against the anti-workers policies of the government and force the Government of India to constitute the 7th CPC.

Dear Friends! Though 7th CPC's recommendation have since been announced and implementation also, but I am personally aggrieved and pained that, the Pay Commission and the Government ignored many genuine demands of the Railway employees. One of our main demands was restoration of the **Old Pension Scheme** for the employees who joined on or after 01.01.2004 and the other was **Minimum Wage as Rs. 26,000** to the staff at the lowest level. In the recommendations of the 7th CPC both the demands were ignored. Apart from this, many other demands were also either partly or fully ignored in the recommendations of the 7th CPC. I have personally taken note of the demands/issues and not only lodged our strong protest to the government, but pursued them to form the committees to review these demands. In this context we also met a Group of Union Ministers and apprised them of the gravity and genuineness of our demands and got assurance from them that these would be duly taken care of. We have also held meetings with the **Cabinet Secretary, Secretary (DoP&T), Secretary (Exp.) etc.** of the Government of India, to extract maximum benefits for all of you, but up till now nothing fruitful has emerged.

On this occasion, I would like to congratulate all of you that, despite all odds, the long pending demands of enhancing the limit of monthly wages for payment of PLB from Rs.3500 to Rs.7000 was acceded to with the consistent efforts of **AIRF** w.e.f. 01.04.2014, and the payment of PLB along with arrears of 2014 -15 has since been made to all the fellow Railwaymen. You may also appreciate that, the orders for payment of **Retirement Gratuity and Death Gratuity** for all the NPS contributors has as well issued by the DoP&T on regular persuasions by us.

Further to this, one of our major demands for Merger of Technician Gr. II to Gr. I have also been acceded to by the Ministry of Railway in another way by upgrading substantial number of posts to grade of Sr. Technician and Highly Skilled Technician Gr. I. It is also a landmark achievement, but still a number of grievances and demands are yet to resolved, as such, the **92nd Annual Conference** of AIRF unanimously decided to hold "**All Indian Protest Day**" on **14th December, 2016** throughout the Indian Railways.

Friends! At this stage I would also like to mention that, during the last sort span of period I was not keeping good health and remained hospitalized also for recovery from the ailment. As of now I am feeling perfectly well and energetic and assure you that I am for the AIRF and the cadre only. My life is for my fellow Railwaymen, with their good wishes I am with them as the year 2017 is approaching; I want to take this as opportunity to extend my heartfelt greetings to all of you and your families. You all are essential part to the success of our great federation; I would like to thank you all personally for showing immense faith and confidence.

I further like to appeal all of you to work hard for the betterment of the Railways. So long, the organization is strong, we are also strong. Thus, it is our prime duty to take proper care of duties and responsibilities towards our organization, society and to the nation.

I am sure that, all of you will give priority to organize the **Youth and Women** because without them AIRF cannot be strong. We should also keep in our mind **Mission Future**. I personally assure you that, you will always find me with you in your hour of need.

Please accept my best wishes for the New Year. I am sure that, you will work with great gusto and motivation to take-up the future challenges.

With fraternal greetings!

AIRF'S REF. TO RAILWAY BOARD ON STAFF MATTERS

Sub: Revised classification and mode of filling-up of non-gazetted posts – Scheme for filling-up of vacancies – Reg.

Ref: Railway Board's letter No.E(NG)-2008/PM1/15 dated 09.02.2016 (RBE No.15/2016)

The scheme of filling-up of higher grade non-gazetted posts, both "selection and non-selection", on the basis of benchmarking, is in vogue on the Indian Railways for quite some time and is working well, facilitating smooth and hassle-free promotions of the non-gazetted staff.

This scheme has, therefore, proved its worth and the delay in the name of selection has virtually been weeded-out on its implementation.

AIRF had, therefore, requested to continue this scheme as "open-ended" forever rather than extending its currency from time to time in installments.

We would, therefore, seek your personal intervention in the matter, so that timely instructions are issued to all the railway administrations to keep this scheme opened forever as the present currency is going to be expired on 31st December, 2016.

An early action in the matter shall be highly appreciated.

(No.AIRF/Revised Classification (525) 15.12.2016)

Sub: Revision of Hourly Rates of Incentive Bonus and Bonus Factor of Workshops and Production Units

Hourly Rates of Incentive Bonus and Bonus Factor of Workshops and Production Units Staff were last revised vide Railway Board's letter No.2008/M(W)/814/38 dated 27.07.2010 after implementation of recommendations of the VI CPC and revision of pay scales etc. based on that.

Since recommendations of the VII CPC have already been accepted by the government, and most of them have been implemented by the Ministry of Railways as well, resulting in revision of various pay scales etc., it would be quite appropriate that, Hourly Rates of Incentive Bonus and Bonus Factor be revised for Workshops and Production Units Staff w.e.f. 01.01.2016, i.e. date of implementation of recommendations of the VII CPC at an early date.

An early action in the matter shall be highly appreciated.

(No.AIRF/30(784), 22.12.2016)

Sub: Restructuring of IT Cadre on Indian Railways

It may be recalled that, the issue of restructuring of IT Cadre on the Indian Railways had been DC/JCM Agenda Item No.18/2007.

Consequent upon detailed deliberations, a Draft Report of the Executive Directors' Committee, to thoroughly examine the issue and recommend various measures, was received by the AIRF under Railway Board's letter No.2011/AC-II/37/3 dated 24.03.2015, in response to which, we have already sent our detailed comments vide letter No.AIRF/325 dated 20.04.2015.

It is a matter of concern that, while this federation has submitted detailed comments on the Draft Report of the EDs' Committee, for review of IT Cadre, nothing has been heard despite lapse of 1 ½ years time.

It may further be appreciated that, cadre restructuring of various categories of railway staff has already been undertaken in compliance of Railway Board's letter No.PC-III/2013/CRC/4 dated 08.10.2013(RBE No.102/2013) of Railway Board, w.e.f. 01.11.2013, but unfortunately, no restructuring of the IT Cadre has been done so far, with the result that, there is serious resentment prevailing among these staff over the Indian Railways.

AIRF, therefore, urges that, the issue may be looked into in depth, and necessary orders for restructuring of the IT Cadre, in the ratio of 67% (SSE) and 33% (JE), be issued early.

An early action in the matter shall be highly appreciated.

(No.AIRF/Sub-Committee 111 (785), 22.12.2016)

Sub: Filling-up of the vacancies of Dresser Gr. III/Operation Theatre Asstt. Gr. III in PB-I, Rs.5200-20200 + GP Rs.1900 in Medical Department

AIRF had taken-up the issue of filling-up of the vacancies of Dresser Gr. III/Operation Theatre Asstt. Gr. III in PB-I(Rs.5200-20200 + GP Rs.1900) in Medical Department, seeking exemption from the Written Test for the staff who are eligible for promotion to above-mentioned posts in terms of Para 182 of the IREM.

After detailed deliberations, Railway Board vide their letter No. E(NG)I-2000/PM10/2 dated 03.05.2016 (RBE No.45/2016) issued instructions to the administrations of the Zonal Railways and Production Units etc., granting relaxation for Non-Matriculate Hospital Attendant to appear in the selection, being conducted for promotion to the post of Dresser Gr. III/Operation Theatre Asstt. Gr. III, without insisting the qualification of Matriculation, laying down therein that, "50% of vacancies in the category of Dresser Gr. III/ Operation Theatre Asstt. Gr. III may be filled from existing staff in service as on 10.05.1998 who are otherwise eligible without insisting the condition of educational qualification of Matric Pass on the basis of seniority-cum-suitability and the remaining 50% vacancies may be filled from amongst those Hospital Attendants who are having the qualification of Matriculation (10th Pass) as per the extent procedure contained in this Ministry's letter No. PC-V/98/11/18(A) dated 10.05.1998".

Pursuant to issuance of above instructions of the Railway Board, some of the Zonal Railways, particularly South Central Railway Administration, are interpreting that, to fill-up 50% vacancies of Dresser Gr. III/ Operation Theatre Asstt. Gr. III, only Hospital Attendants having educational qualification of Matriculation, i.e. 10th Pass, are eligible to appear in the selection and not other erstwhile Group 'D' staff, who have been otherwise eligible to be considered for promotion to Dresser Gr. III/Operation Theatre Asstt. Gr. III in terms of Para 182 of the IREM. This has created an anomalous situation, because prior to issuance of RBE No.152/2016, the following, categories of Railway Hospitals Staff, viz. Hospital Attendant, Orderlies, Dispensary Peons, Stretcher Bearers, Watchmen, Safaiwalas or Sanitary Cleaners etc., have been eligible for promotion as Dresser and Lab. Attendant in terms of Para 182 of the IREM.

This federation had simply demanded relaxation in qualification for the existing erstwhile Group 'D' staff of Railway Hospitals with exemption from the Written Test for promotion to the post of Dresser Gr. III/ Operation Theatre Asstt. Gr. III. However, in Railway Board's letter dated 03.05.2016 supra, only Hospital Attendant, who are in possession of educational qualification of Matriculation, have been mentioned to be eligible for promotion to the post of Dresser Gr. III/ Operation Theatre Asstt. Gr. III, thereby meaning that, other erstwhile Group 'D' staff working in Railway Hospitals, even if in possession of educational qualification of Matriculation(10th Pass) are no longer eligible for promotion to the above-mentioned posts while they have all along been eligible to be promoted to the post of Dresser Gr. III / Operation Theatre Asstt. Gr. III in terms of Para 182 of the IREM.

It is worthwhile to mention here that, instructions issued vide Railway Board's letter 03.05.2016, cited above, have since been issued as an Advance Correction Slip to the IREM vide RBE No.152 of 2016.

It is, therefore, requested that, necessary clarification may be issued to all the Zonal Railways and Production Units, clarifying that, all the erstwhile Group 'D' staff working in Railway Hospitals, who are eligible to be promoted to the post of Dresser Gr. III/ Operation Theatre Asstt. Gr. III in terms of Para 182 of the IREM, shall also be considered for promotion against 50% vacancies in these categories, provided that, they are in possession of educational qualification of Matriculation (10th Pass) along with Hospital Attendant, so as to do away with uncalled for confusion in this regard since certain litigations are also pending in the Hon'ble Court of Law.

(No.AIRF/101 (786), 23.12.2016)

Sub: Discontinuance of Festival Advance on the recommendation of 7th CPC

Ref.: Railway Board's letter No.2016/E(LL)/FA/1 dated 14.12.2016 (RBNo.147/2016)

The Government of India vide O.M.No.11-1/2016-IC dated 22.07.2016 has since constituted a Committee, headed by the Finance Secretary and Secretary (Exp.), to examine the recommendations of the 7th CPC on allowances.

The above committee has still deliberating the issue with various stakeholders and yet to submit its report to the Government of India for consideration. It is not understood, as to what necessitated the Ministry of Railways to issue the above referred to letter, discontinuing Festival Advance on the recommendations of the VII CPC while the committee, Constituted on the Allowance, is yet to finalize its recommendations.

The Board are, therefore, requested to keep these instructions in abeyance until finalization of the issue by the said committee as this would create avoidable discontentment among the Railway employees.

This may be treated as Most Urgent.

(No.AIRF/405(VII CPC) (786), 22.12.2016)

Sub: Problems being experienced in certain payments to the staff after implementation of VII CPC recommendations

Various complaints are pouring in AIRF Office, related to certain problems being faced by the field units, in respect of payment of stipend to the trainees, revised pay to those employees who were appointed in -1S(VI CPC) and settlement dues to the Running Category.

Owing to non-issuance of revised instructions in regard to stipend paid to the Trainees/Apprentice Technicians during their training period they are not getting proper emolument after implementation of recommendation of the VII CPC. Similarly, those railway employees, either appointed on compassionate ground or land looser category, who were placed in -1S scale in VI CPC terms, are also not getting proper salary as in the Notification issued by the Railway Board on implementation of VII CPC recommendations, no replacement Pay Matrix has been mentioned therein.

It is further noticed that, problem is also being experienced in computing 55% Pay Element in the case of Running Category while making settlement dues to such staff, as no proper programming is reported to be available in the IPAS.

It is, therefore, requested that, the above issues be looked into on priority and necessary modifications be made in the IPAS, and side-by-side, issuing revised instructions to all the railway administrations on the subject matter so as to facilitate hassle-free payment to the concerned staff, in consonance with the revised pay structure in terms of recommendations of the VII CPC.

This may kindly be given due priority.

(No.AIRF/405(VII CPC) (788), 26.12.2016)

Sub: Implementation of upgraded pay scales to certain categories of the Railway Staff by the VII CPC

Ref.: Railway Board's letter No.PC-VII/2016/RSRP/2 (RBE No.93/2016) dated 02.08.2016

This refers to our earlier letter on the subject.

The VII CPC have recommended upgraded pay scales to certain specific categories of the Railway Staff, but the matter unfortunately stands referred to the DoP&T, Government of India, for taking a comprehensive view in the matter.

The categories which have been recommended upgraded pay scales are appended below:-

S.No.	Post	Relevant Para of 7th CPC Report	VI CPC Grade Pay	Grade Pay recommended by the 7th CPC
1.	SSO(A/Cs)/Sr. Travelling Inspector (A/Cs)/Sr. Inspector (Store A/Cs)	11.40.83	4800	5400 (PB-II)
2.	Chemical & Metallurgical Asstt.	11.40.124	4200	4600
3.	Chemical & Metallurgical Supdt.	11.40.124	4600	4800
4.	Asstt. Chemist & Metallurgist	11.40.124	4800	5400 (PB-II)

It may be appreciated that, the VII CPC have recommended above-mentioned upgraded pay scales to these categories of staff, after examining in detail their recruitment qualifications, nature of duties and vertical and horizontal relativity. While these recommendations of the VII CPC should have been

implemented by the Ministry of Railways without any reference having been made to the DoP&T(Government of India), but the same were referred to the DoP&T for taking a view.

Since sufficient time has already been elapsed, AIRF, therefore, urges that, the DoP&T needs to be approached, seeking necessary reply thereon, so that recommendations of the VII CPC, in regard to the above, are implemented without any further delay.

An early action in the matter shall be highly appreciated.

(No.AIRF/405(VII CPC) Dated: 16/12/2016)

Sub: Meeting with the Committee on Allowances

The Staff Side, National Council (JCM) had a meeting with the Committee on Allowances on 1st September, 2016, wherein it was advised us to send the committee a detailed note. Subsequently, on 16th September, 2016 we sent a detailed note on the allowances to your goodself with the hope that, the Committee on Allowances would consider the same, and in case of reservations, they would at least hold a meeting on the detailed memorandum submitted by the Staff Side (JCM).

Almost four months have passed without any outcome, owing to which, all the Central Government Employees' are quite agitated as well as are in mental agony with the allowances of VII CPC having been implemented.

You are, therefore, requested to fix-up a meeting of the Committee on Allowances, at an earliest to resolve the issues placed in the memorandum of the Staff Side (JCM) on various allowances.

Here it is worth-mentioning that, the issues related to DoP&T were discussed by the Secretary (DoP&T) with the Staff Side on 25th October, 2016. The Staff Side is of firm opinion that, there should be resolution to the demands and these Allowances should be implemented with effect from 01.01.2006, i.e. the date from which VII CPC has been implemented.

(No.NC-JCM-2016(Allowances).Dated: 29/12/ 2016)

Sub: Non-resolution to the demands of the Central Government Employees

Ref.: My earlier letter of even number dated October 26, 2016

As you are aware that, the National Joint Council of Action(NJCA) had deferred its strike after having discussion with the Group of Ministers on 30th June 2016 and 6th July, 2016 with the hope that, the demands of the Central Government Employees would be resolved.

It is unfortunate that, the Committee on Allowances has not yet finalized the issue of the allowances, to be given to the Central Government Employees, creating lot of frustration amongst the Central Government Employees.

Major demands of the Central Government Employees were Revision of Minimum Wage and Fitment Formula. The committee formed under the Chairmanship of Addl. Secretary (Expenditure) had one formal and one informal meetings, but those were also inconclusive and nothing has been done in the matter.

The committee formed to review the National Pension System (NPS) has also not yet started functioning, and we believe that, its Terms and Reference have not yet finalized.

The issue of the pensioners, which was almost resolved in a meeting, held under your Chairmanship, was reopened, and after having thorough discussions, nothing has been done so far, creating lot of agitations in the minds of the pensioners who were almost satisfied with the VII CPC report.

The Central Government Employees had deferred their strike on a positive note that, the Government of India would consider the demands of the Central Government Employees and would resolve their issues within a timeframe of four months. Unfortunately, four months time has been elapsed and nothing has been done by the Government in this regard.

We once again request your goodself to pursue our issues and try to resolve the matter as soon as possible, so that, Central Government Employees should not feel that justice has been denied to them.

(No.NC/JCM/2016.Dated: 29/12/2016)

Sub: Meeting with the Staff Side (JCM) on the recommendations of the 7th CPC and their implementation

We had our last meeting on 24th October, 2016, wherein, while concluding, it was assured that, you would consult the Secretary (Expenditure) and would hold next meeting shortly. It is quite unfortunate that, so far much time has passed and nothing has been heard from your end.

Inordinate delay in Revision of Minimum Wage and Fitment Formula is creating lots of problems and the Central Government Employees are agitated because this issue had been agitating their minds since implementation of 7th CPC Report.

You are, therefore, requested to call a meeting with the Staff Side(JCM) to discuss and resolve these issues at an earliest.

(No.NC/JCM/2016.Dated: 29/12/2016)

NEWS FROM AIRF's AFFILIATES

62nd ANNUAL CONFERENCE OF NRMU (CR&KR)

62nd Annual General Conference Meeting (AGCM) of **National Railway Mazdoor Union (CR&KR)** was held at 'SiddheshwarNagari' Solapur from 9th - 11th December 2016. In true sense, it was 'Manifestation of Rejuvenescence of NRMU' under the valiant and pioneering leadership of **Com. Venu P Nair**, General Secretary NRMU (CR&KR).

More than 5000 NRMU delegates, visitors, activists, HQ/Division/branch office bearers, Delegates, directors of ECC Society, Railway institutes/EMB society members including large number of youth and women employees were present in programme.

Women Conference

Women Wing of NRMU organized Women Conference in Ganesh Hall, Solapur under the chairmanship of Com. Kamakshi Bagalwadikar AGS/NRMU. Participation of more than 1000 Women delegates, committee members and visitors in the women conference at Solapur in a joyous and enthusiastic manner has proved the massive and strongest support of women activists and their active participation in Union activities. Women conference was inaugurated by Com. Rakhaldas Gupta, President /AIRF & Chief guests. Then, Chief Guest Com. Rakhaldas Gupta, President /AIRF, Com. J R Bhosle Treasurer AIRF, Com. Jaya Agarwal AGS/AIRF, Com. Venu P Nair GS/NRMU (CR&KR) and other dignitaries present on the dais were warmly welcomed with floral bouquet.

While addressing to the gathering, Chief Guest and other distinguished guests stated about the historic roles played by AIRF/ NRMU (CR) in regard to women empowerment and entrusting key functional roles in the organization and also ensuring safety, security and dignity at working place as a part of empowerment to women employees. They also expressed their pleasure on having opportunity to listen the views of lady activists of NRMU and appreciated their active participation and effective presentation of issues. The historic struggles launched by AIRF and its affiliated Unions from time to time including striking actions in 1960, 1968, 1974 and many more and reiterated that whatever privileges and payments are available to Railway employees is the consequent effect of these struggles. Speakers also appreciated the efforts of entire cadre of NRMU for organizing such a grand and glorious women conference. Women representatives from various divisions of NRMU were placed their views on issues like difficulty in getting sanction of maternity leave, apathy of women employees working in the trackmen cadre of engineering department, occupational and personal safety of women in working places etc.

In presidential speech Com. Kamakshi Bagalwadikar summarized various demands and issues raised during the discussion by the participants and conveyed her gratitude on behalf of all women employees to Com. Venu P Nair for his efforts and support in resolving problems of women employees and providing dignified opportunity and responsibility in the organization.

Conference was concluded with the vote of thanks given by Com. Jaylakshmi M. AGS/NRMU to all distinguished guests and participants.

A Massive Procession and Open Session

A massive procession taken out from NRMU Divisional Office Solapur to Railway Institute Ground. Procession was led by Com. Rakhaldas Gupta, President /AIRF, Com. J R Bhosle Treasurer AIRF, Com. Jaya Agarwal AGS/AIRF and Com. Venu P Nair GS/NRMU (CR&KR). Procession was marching on with melody of music and sky rocketing slogans

On reaching to Railway Institute Ground the procession converted in an open meeting. Shri A K Brahmoo CPO C. Rly, Shri A K Dubey DRM/SUR, Shri Manindar SinghUppal ADRM, Com. Rakhaldas Gupta, President /AIRF, Com. J R Bhosle Treasurer/AIRF, Com. Jaya Agarwal AGS/AIRF, Com. Venu P Nair GS/NRMU (CR&KR), Com. Nitin Pradhan President/NRMU, Shri R P Mishra DS/RPF association, HQ office bearers and divisional secretaries /Presidents were on the dais on this occasion. At the outset, all the guests and dignitaries were warmly welcomed.

While addressing to the gathering, Chief Guest and other distinguished guests conveyed their best wishes for the success of AGCM and congratulated for organizing such a grand event. They stated about the struggles for 7th CPC and commendable roles of NRMU(CR&KR), more than 130000 vacancies in safety categories in railways and its connectivity with recent train accidents, status of pending issues and on-going negotiations, outsourcing of perennial working of railways to private /foreign companies through PPP/FDI and anti-worker policies. It was reminded that AIRF has maintained its glory in the history of trade union movements and will keep it intact in future too.

Com. Venu P Nair GS/NRMU (CR&KR) first of all thanked to all guests and officers for their gracious presence in the open session. He briefed about principles and policy of NRMU(CR) and told that we not only fight for seeking justice in favour of employees but at the same time we do many social services like organizing blood donation camp, health check up camps etc. and helping to needy people of India during natural calamities like drought, flood, earthquake etc. He urged to unite and consolidate under the banner of AIRF/NRMU(CR) so that whatever we have achieved through struggles could not be only maintained but improved in future. He thanked to all guests, officers and participants for being in the session and also thanked to all those who directly and indirectly helped to make this event a grand success. Open session concluded with the permission of chair.

Delegate Session

A contemplative and collaborative delegate session was held in Hutatma Smruti Mandir Hall on 10th Nov-2016 under the chairmanship of Com. Nitin Pradhan, President /NRMU (CR), Com. Venu P Nair GS/NRMU(CR) and HQ/Division office bearers were present on the dais on this occasion.

At the outset, two minutes silence was observed and heartfelt tribute was paid to the souls of comrades, prominent leaders, great personalities, citizens, soldiers and others who departed in the intervening period. Com. Nitin Pradhan welcomed to office bearers and delegates in the meeting and placed the minutes of meeting of SGCM Udipi and BGCM Nagpur for the discussion and approval of the house which were unanimously passed without amendments after due deliberations.

Thereafter, Com. Venu P Nair GS/NRMU (CR&KR) was invited to present the Secretary Report for the discussion and consideration of the house. While presenting his report Com. GS first of all conveyed his special thanks to all comrades of Solapur division for successfully organizing a fabulous AGCM at Solapur. General Secretary Report and statement accounts were unanimously passed after due deliberation and clarification.

02 proposals were placed in a simplistic, concise and effective manner and passed unanimously by the house after due deliberations.

Com. Nitin Pradhan President NRMU(CR) conveyed the vote of thanks to all delegates, office bearers and visitors for being in the session and also thanked to all those who directly and indirectly helped to make this event a grand success.

Resolution.1

Solidarity and participation of Union in ensuing protest movements on various unaddressed issues and anti-labour policies of Government:

- a) **Minimum Pay and fitment factor :**
- b) **Restoration and review of allowance and advances :**
- c) **Scrapping of New Pension Scheme (NPS) :**
- d) **Infusion of FDI, high notched implementation of privatization, outsourcing and anti-labour policies :**

Resolution -2: - Twin issues that needs urgent attention in Central Railway

- e) **Filling up of vacancies and provision of additional posts for additional assets :**
- f) **Neglect of medical care and residential facilities of staff**

NRMU 'YUVA MAHOTSAV-2016': AWAKENING OF TEAM SPIRIT IN YOUTH

NRMU YUVA MAHOTSAV' is an annual gathering of youth Railway employees of Central Railway and Konkan Railway with a blend of competitive events like Cricket and Volleyball tournament and non-competitive cultural performances of folk dances, Folk songs etc. It is worth mentioning that all the events were linked to youtube.com to watch them live. With the concept of 'Togetherness is Union and Union is Strength', this festival aimed to inculcate team spirit amongst youth and inspire them for the active participation in the activities of NRMU.

NRMU YUVA MAHOTSAV was organized from 14th – 16th December, 2016 at Railway Sports Ground, Parel Mumbai for the 2nd consecutive year under the guidelines of youth icon and young, energetic and

dynamic leader Com. Venu P Nair General Secretary NRMU (CR&KR) and Vice-president/AIRF. Com. Ingo Marawasky Global Youth Coordinator/ITF, who was Chief Guest in inauguration ceremony.

Valedictory ceremony was organized at Central Railway Mechanics Institute ground (CRMI) on 16th Dec-2016. Addressing to the gathering, Com. General Secretary explained the objectives of Yuva Mahotsav and clarified that its sole purpose is not wining the match and Trophy but to win the heart of youth employees and bring them into the Union's fold for the benefit of Indian Railway and Railwaymen. He appealed to all youth not to criticize instead participate and make the things right. He also stated that fabulous event management and expression of strength with red T-shirt and red Cap has drawn the attention of many people and organization not only in India but around the world. It should be our endeavour to make every successive event better than the preceding event which will prove that NRMU has been strengthened and rejuvenated and could fight with the anti-worker policies of the Government. He appealed to unite and actively participate in the struggles of NRMU. He appreciated the talent of youth and assured that NRMU will support them not only in the service related matters but also provide platform to express youth talent in sports and cultural activities. He whole heartedly appreciated dedication, commitment, untiring efforts and outstanding event management skill of the organizing committee.

Finally the most awaited moment of the evening had arrived for the winners of the sports events. Com. Venu P Nair GS/NRMU awarded champion team and runner up team with respective Trophy and medals.

Com. Vishwas Sawant Coordinator Yuva Mahotsav gave vote of thanks on behalf of Organizing Committee to end up the valedictory ceremony and express his gratitude to the Chief Guest and other HQ/Division/branch office bearers and all those who had given support to make this historic event a grand success. He also expressed his gratitude to all the youth participants of various events and most importantly to all NRMU activists who spared their valuable time and make the every moment cheerful and memorable.

This fest of youth has become an inspirational force for the unity and consolidation of youth under the dynamic leadership of Com. Venu P Nair, GS/NRMU. This was indeed a successful and impressive programme.

Grand victory of NRMU in the Railway Institute elections

National Railway Mazdoor Union recorded a stunning victory in the elections, held on **17-12-2016** for the Governing Council of **Miraj Railway Institute**, which was managed by rival union since last few years.

Seminar on New Pension Scheme by WREU SBI Workshop Branch

Western Railway Employees Union, Sabarmati Workshop Branch Organized Seminar on **New Pension Scheme** on **24-9-2016** in the Auditorium of Sabarmati Engineering Workshop under the

Chairmanship of **Com. Dinesh Panchal**, Branch Chairman, SBI WS Branch. **Shri J H Dave**, CWM, SBI Engineering Workshop was the Chief Guest. More than 125 new entrants attended the program. **Com. Vinod Manjrawala**, CSBF Member and Educator, guided participants on New Pension Scheme with the help of beautiful PowerPoint presentation followed by questions answers session. Com. Dinesh Panchal, Education Director, WREU in his speech explained in detail, how WREU/AIRF is fighting tooth and nail from the very beginning to till date against NPS and assured them that WREU/AIRF will not leave any stone unturned for removing NPS from Railways.

2nd National Forum of AIRF women Committee 29-30 December, 2016 New Delhi

2nd national forum of AIRF women was held on 29-30 December 2016 at T N Bajpai Memorial Hall. The conference was started with the welcome of participant from affiliate unions, dignitaries on dais. General Secretary AIRF com Shiva Gopal Mishra inaugurated the conference, in his inaugural speech he said that Women movement in most of zones are doing well and it is evidence that unions are doing good where women leaders are contribution more. He also said that we are trying to be including more women in decision making body and many of our affiliates have already taken the initiate and amended their constitution by provision of separate seats of women delegates. He informed that Government is sluggish approach in our long pending demands will not leave like this, in view of industrial relation and public interest ,we have given sufficient time but there are no positive initiate taken by Government. He said I wish all the best for your forth coming two days conference.

The Chief Guest Ms Anju Banerjee ex CPO/NR said that women has power to take care of others but important is this to take care of yourself. President NRMU and AGS AIRF com S .K. Tyagi said that women in movement is need of time, hence get to be

organize more and more women and young workers to actively participate in trade union activity

Nishi Kapahi explained "Sustainability" of Women leaders in Trade Union Movement. In general terms it was about increasing our endurance and sustain in to the process of Trade Union.

Journey of AIRF women was explained by Ms Jaya Agarwal. She mentioned the benefits of organizing with the evidence of achievement of AIRF for working women as well status of working women in other countries. She also focused on women organization in AIRF and its affiliates.

Day 2

Sexual harassment:- a fresh view on sexual harassment was taken by Nishi Kapahi, and the latest laws and policies on Sexual Harassment at workplace was discussed, it is need of time to be more vigilant and knowledgeable women leadership to take stand for women's right as well safety. Nowadays workplace creates an offensive work environment and when it results in an adverse employment decision such as victim being fired or asked to quit the job or got transferred to another place, it is considered to be illegal and action need to be taken against it and if we are aware we can demand for justice.

Ms Rashmi Maini Malhotra is a researcher in the area of women leadership in unions. She gave presentation on 'status of women leaders in TU movement and their passive to active role'.

A group activity was done on how elements surrounding us (such as family, marriage, Social obligations, Friends colleagues etc) effecting our role and participation in Trade union Movement are they Inhibitors? or Facilitators?

Conference concluded with the thanks of participant and to General Secretary AIRF for their contribution to make this conference successful and Greetings for New Year 2017.

ALL INDIA CONSUMER PRICE INDEX (BASE 2001 = 100)				
Month/Year	Base Year 2001 = 100 Average	Total of 12 months	Twelve monthly Average	% increase over 115.76 for DA
Nov. 2015	270	3120	260.00	124.60
Dec. 2015	269	3136	261.33	125.75
Jan. 2016	269	3151	262.58	0.44
Feb. 2016	267	3165	263.75	0.89
March 2016	266	3179	264.91	1.33
April 2016	271	3194	266.16	2.81
May, 2016	275	3211	267.58	2.36
June, 2016	277	3227	268.91	2.86
July 2016	280	3244	270.33	3.41
Aug.2016	278	3258	271.05	3.85
Sep. 2016	277	3269	272.41	4.20
Oct. 2016	278	3278	273.41	4.49
*Average Price Index for January, 2001				

Railway Board's Order

Sub: Pensionary benefits of medically decategorized running staff who opt for voluntary retirement.

Ref: Board's letter no. E(NG)I-2009/RE-3/9 dated 05-10-2011.

Vide DC/JCM item no. 25/2004. PNM / NFIR Item No. 8/2015 and PNM/ AIRF Item No. 46/2012, recognized staff Federations have demanded that 55% of Pay Element be reckoned for computing retirement benefit for those running staff who have been medically decategorized and decide to take Voluntary Retirement instead of opting for redeployment in an alternative stationary post. 2. The issue has been examined in Board's office, and it is observed that the issue is governed under the provisions contained in Board's letter referred to above. To address the specific aspect brought out by Federations, it has been decided that whenever a medically decategorized running staff governed by RS(PR) 1993, who has rendered the prescribed qualifying service, opts for Voluntary Retirement either on his own or within a period of one month from the date of offer of the first alternative post, his pension may be computed with addition of 55% Pay Element.

This 55%, benefit will be reckoned after deducting the 30% Pay Element fixation benefit if granted already as per Board's letter dated 05-10-2011 referred to above.

3. In case such staff does not give option of Voluntary Retirement within the outer limit period of one month specified herein above. it will be deemed that the staff has accepted the alternative appointment offered and in this case, retirement benefits will be governed by extant instruction on the issue whenever he superannuates or opts for Voluntary Retirement thereafter.

4. The period of one month to opt for Voluntary Retirement for those medically decategorized running staff who have already been offered the alternative posts will start from the date of issue of this letter.

5. The above clarification shall take effect from the date of issue of this letter.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

(No.E (P&A)II-2004/RS-05.dt.29.11.2016.RBE 137/2016.)

Sub: Grant of Hospital Patient Care Allowance (HPCA) and Patient Care Allowance to Group 'C' and 'D' (non-ministerial) Railway Employees working in Railway Hospitals & Health Units/Clinics.

Ref.: PNM/AIRF's Item No.7/2010 and PNM/NFIR's Item No. 12/2016.

Reference is invited to Board's letter of even number dated 31.07.2015 (RBE No. 87/2015) wherein Dental Hygienists and Physiotherapists / Occupational Therapists were included in the list of eligible categories of staff for the grant of HPCA/PCA with effect from the date of issue of the letter i.e., 31.07.2015.

2. The issue of date of effect of grant of HPCA/PCA to Dental Hygienists and Physiotherapists/Occupational Therapists has been considered in this Ministry pursuant to demands raised by the recognized Federations and Associations and it has been decided that the payment of HPCA/PCA be made to these two categories with effect from 09.01.2008.

3. Other terms and conditions would remain the same as per Board's letter No. E (P&A)-II-98/HW-6 dated 09.01.2008, letter No. E(P&A)II-2013/AL-3 dated 20.02.2013 and letter No. E(P&A)II-98/HW-6 Vol. III dated 31.07.2015.

4. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

(No.E (P&A)-II-98/HW-6.Vol.III dt.24.11.2016.RBE 138/2016.)

Sub: Discontinuance of Festival Advance on the recommendation of 7th CPC.

Seventh Central Pay Commission has recommended that all interest free advances including Festival Advance being granted to the Central Government employees should be abolished.

2. The above recommendation has been considered and accepted in consultation with Pay Commission and Finance Directorates of Railway Board; hence, it has been decided not to grant Festival Advance to Railway employees with immediate effect.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways. Necessary correction of Indian Railway Establishment Manual Volume-1 shall follow.

(No. 2016/E (LL)/FA/1 dated:14-12-2016. RBE No. 147/2016)

Sub: Fixation of pay of re-employed Pensioners –Treatment of Military Service Pay.

Attention is invited to instructions contained in DOP&T's OM No.3/19/2009-Estt: Pay -II dated 8/11/2010 on the above subject which was circulated to the Railways for implementation vide Railway Board's letter No.E(G)/2013/EM 1/4 dated 24/7/2013.

However, Federation (NFIR) has pointed out that aforesaid instructions are not being complied with by the Zonal Railways/PUs etc.

Therefore, Board desire that the aforesaid instructions should be complied with strictly while fixing the pay of ex-servicemen who are re-employed on the Zonal Railways/PUs etc.

(No.E(G)2013/EM 1-5, Dated 15-12-2016 RBE No.153/2016)

Sub: Revision of provisional pension sanctioned under Rule 69 of the CCS (Pension) Rules, 1972.

A copy of Department of Pension & Pensioners' Welfare (DOP&PW)'s O.M. No. 38/49/2016-P&PW(A) dated 30th November, 2016 on the above subject is enclosed for information and compliance. These instructions shall apply mutatis mutandis on the Railways also, Rule 69 of the Central Civil Services (Pension) Rules, 1972, corresponds to Rule 10 of the Railway Services (Pension) Rules, 1993 and DOP&PW's O.M. dated 04.08.2016 referred to in the enclosed O.M., has been circulated on Railways vide letter of even number dated 10.08.2016.

Office Memorandum

Sub:- Revision of provisional pension sanctioned under Rule of the CCS (Pension) Rules, 1972

The undersigned is directed to say that in pursuance of Government's decision on the recommendations Of Seventh pay Commission, orders for revision Of pension Of pensioners w.e.f.1.1 .2016 have been issued on 4.8.2016.

2. The following categories of pensioners arc drawing provisional pension under Rule-69 of the CCS (Pension) Rules based On their pre-revised pay/pension:-

(i) Retired before 1.1 .2016 and sancüoned provisional pension under Rule-69 of CCS (Pension) Rules on account of departmental/judicial proceedings or suspension.

ii) Suspended before 1.1.2016 ard sanctioned provisional pension under Rule.69 of the CCS (Pension) Rules on retirement on or after 1.1.2016.

3. The provisional pension sanctioned in the above cases may be revised in the normal course in accordance With the instructions contained in this Department's NO.38/37/2016- dated 4.8.2016 issued for revision of pension of pre-2016 pensioners.

4. This issues with the approval of Department of Expenditure, Ministry of Finance ID No. J(21)/EV/2016 Dated 24.1 1.2016.

(No.2016/F(E)III/1(1)/7, Dated 19-12-2016 RBE No.154/2016)

Sub: Amendment to IREM Volume I

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Presentent is pleased to direct that the Indian Railway Establishment Manual Vol. I, Revised Edition-1989 (First Reprint Edition - 2009), may be amended as in the Advance Correction Slip No.235 enclosed (see original doc.).

(No.E(GP)2005/2/69, Dated.27-12-2016 RBE No.159/2016)