East Coast Railway

Office of the
Divisional Rly Manager(P)
Khurda Road
Date: 05.09.2023

No: P/IRM/1stDPNM/ECoRSU/23

To
The All Branch Officers,
E.Co.Railway, Khurda Road

Sub: Minutes of the 1st Divl. PNM Meeting with ECoRSU held on 15.09.2022 & 16.09.2022 in the meeting room of DRM/KUR.

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A copy of the minutes drawn during the 1st Divl. PNM Meeting with ECoRSU held on 15.09.2022 & 16.09.2022 is uploaded at the official website of East Coast Railway as per the following title.

Heading : About us:
Division : Khurda Road Division.
Title : Divisional PNM/PREM/Other meeting.
Official website: www.eastcoastrail.indianrailways.gov.in

It is requested to take appropriate action on items pertaining to your department and submit your compliance/Up-to-date position to IRM section of this office along with soft copies on or before 15.09.2023, so that the final booklets can be prepared for discussion in the next Divl. PNM meeting with ECoRSU for the year 2023 held shortly.

05/9/23

Asstt. Personnel Officer/KUR
For Sr. Divisional Personnel Officer/KUR

Copy to: Genl. Secretary/ECoRSU/BBS for information.
Copy to: Divl.Co-Ord/ECoRSU/KUR for information.

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28/8/23

MINUTES RECORDED IN THE 1st Divisional PNM MEETING HELD ON 15.09.2022 & 16.09.2022 WITH ECoRSU.

MEMBERS PRESENT:-

Administrative side (S/Sri)		Representatives of ECoRSU (S/Sri)	
1	Rinkesh Roy, Chairman/DRM	1	P.K.Patsahani	General Secretary
2	Kalyan Pattnaik, ADRM (OP)	2	Ranjit Kumar Das	Divnl.Co-Ordinator
3	Ranjan Mohanty, Convener/Sr.DPO	3	N.Murali Krishna	Dy.Divnl.Co-Ordinator
4	Dr.S. Pradhan, CMS	4	Sachidananda Rout	Dy.Divnl.Co-Ordinator
5	K.Sandeep, Sr.DOM	5	Sabyasachi Sarangi	Jnt.Genl.Secretary
6	A.R. Mohanty, Sr.DEE/OP	6	M.Rama Krishna	Jnt.Genl.Secretary
7	R.P. Yadav, Sr.DEN/Co	7	M.K.Pandey	Jnt.Genl.Secretary
8	S.K. Rout, Sr.DEE/G	8	Nirmal Kumar Parida	Secy/KUR(OL)
9	Himadri B. Biswal, Sr.DFM	9	Amit Kumar Dash	Secy/KUR(HQ)
10	M.N.S. Ramesh, Sr.DSO	10	Pradeep Behera	Secy/KUR(DRB)
11	S.K. Sahoo, Sr.DSTE	11	M.Umamaheswar	Secy/PSA
12	S. Acharya, Sr.DME	12	K.Srinivas Rao	Secy/BAM
13	P.K. Pradhan, Sr.DEE/TRD	13	Narayan Prasad Parida	Secy/BHC
14	R.C. Sethy, Sr.DMM/KUR	14	Amrit Mishra	Secy/PUI
		15	Kaushik Sha,	Secy/BBS
		16	S.Sutar	Secy/PRDP
		17	Karamvir Roy	Secy/JJKR
		18	Hasimuddin Khan	Secy/BALU
		19	S.K.Acharya	President/TLHR
		20	S.K.Prusty	Asst.Secy/PRDP
		21	Raja Laxmi Panda	W.Representative
		22	Bithika Panda	W.Representative

INTRODUCTION :-

(a). At the outset, the convener and Sr.DPO welcomed the Chairman/PNM & ADRM(OP), GS/ECoRSU, DC/ECoRSU, Branch Officers and other representatives of ECoRSU present in the 1st Divisional PNM meeting held on 15.09.2022 & 16.09.2022 respectively.

(b). The convener, informed that after a long time, the Divisional administration is holding this first Divl. PNM meeting with the ECoRSU due to some priority issues assigned to the administration, hence, the meeting could not be held as per scheduled. However, he said, it is always heartening to see the members of ECoRSU for raising issues on staff grievances. He stated that action is being taken to sort out outstanding issues including staff welfare as well. He further stated that both the Unions are the assets of our Division and hoped that sincere effort would be made to sort out issues raised by ECoRSU amicably and effectively as far as possible across the table. He also said that some of the staff issues are being sorted out at the level of DRM, ADRMs and Branch Officers. However, he informed that our Division has been the 3rd highest loading Division in the Indian Railway because of the support we received from both Trade Unions. Lastly, he hoped that the two days PNM meeting with ECoRSU would be very fruitful with the active co-operation of ECoRSU. Then, he requested

Chairman/PNM and ADRM(OP)/KUR to speak a few words before commencement of the proceedings.

(c). The Chairman/PNM & ADRM(OP) welcomed GS/ECoRSU, DC/ECoRSU and other representatives of ECoRSU and the Branch Officers including the convener present in the meeting. He said that it is a fact that after so many days, the PNM meeting is being held and thanked Sr.DPO for arranging and organizing the meeting successfully and hoped that the discussion would be cordial and the problems raised would be sorted out amicably across the table in a cordial atmosphere. Then, the convener requested Shri Patsahani, GS/ECoRSU to speak a few words before heading towards discussion on the agenda items.

(d). Sri P.K. Patsahani, GS/ECoRSU, welcomed Chairman/PNM & ADRM(OP)-KUR, Convener, Branch Officers, DC/ECoRSU, and other office bearers of ECoRSU present in the meeting. He thanked ADRM(OP) and Sr.DPO for giving importance to the Trade Unions and staff grievances as well. However, he said, we need to conduct at least 06 PNMs in a year, which is not being adhered to, and since last two years, DRB Informal meeting and not even other informal meetings are being conducted. And the 1st DPNM is being conducted in the month of September,2022 and he was skeptical how the rest 05 DPNMs would be conducted in the next 03 months time. However, he expressed his anguish that although decisions are taken in the PNM meetings, but no one bother about its implementation in true spirit and he complained that even some of the officers have never gone through the last meeting's decision, and had given remarks indiscriminately, which is not a healthy sign of good industrial relationship. Then, the convener requested DC/ECoRSU to speak a few words before coming on to the agenda items.

(e). Shri R.K. Das, DC/ECoRSU welcomed the Chairman, Convener, GS/ECoRSU, Branch Officers and other office bearers present in the meeting and stated that he agrees with the views being shared by the GS/ECoRSU. He said, the remarks on the agenda items received from concerned Branch Officers are not proper, it seems they have not gone through the agenda items, nor the present remarks are correct. He said, despite of huge vacancies, staff are working hard, and for mere reason/mistake, they are being taken up and requested the forum to advise the concerned officers to be lenient. He further said that the issues are not important, but industrial relations should be very important for growth of the railway as well as the employees.

Then the agenda items were taken up for discussion

New Agenda

1.	**1U/I/2022 CMS**	Cashless Treatment in the Referral Hospital: All the Railway employees, Retired Railway employees, family members and their dependents while referred from DRH/KUR or admitted in emergency to the Referral Hospitals are being charged with a huge amount from the patients at the time of discharge, though the treatment is on credit bill system as per referral document issued to the referral hospital through party. More over at the time of admission the corporate desk is asking money to deposit in advance in some of the cases. In addition to this the attendants of the patients or patients are being forced to sign a declaration prepared by the concerned referred hospitals for payment on different items which are necessary for treatment. This has been brought to the notice of CMS several times, having no remedies till date. This is a kind harassment to the patients and to the family members. Hence it is demanded to take immediate necessary action:

		1. To give directives to the referral hospital not to demand any money from the party. 2. The patients who have already paid such amounts should be refunded.
	P.R: CMS/KUR	The matter has been discussed with the representatives of Corporate Hospital in presence of PCMD/ECoR/BBS and instruction regarding not to take extra amount from the Patient, has been given to them.
	Minutes :-	Guidelines shall be issued to all tied up hospitals to stop undue demands from the patients. And an advisory in this regard shall be displayed at DRH/KUR for appreciation of all concerned unless they opt for higher treatment more than the railway entitlement. Before raising additional bills, the patients are to be informed beforehand. The issue of refund for any additional payment, if any, shall also be examined in right earnest. Further, there shall be contact nos of all tied up hospitals displayed in the Casualty. The Doctor referring the patients shall confirm the availability of beds before doing so.
2.	**2U/I/2022** **CMS**	Provision of medicine from DRH/KUR and from referral hospitals: At the time of discharge of the patient, the patients should be provided with medicines for at least 7 days or as many days as required or as per agreements. But the patients are being provided medicines for a day or two and being advised to purchase from outside. It should be ensured that the prescribed medicines should be provided to the patients by the referral hospitals as per the need of the patients or the same medicines should be provided by DRH/KUR. The regular patients of DRH/KUR are being denied to provide the regular medicines to the patients many a time. Even some essential medicines for perilous diseases are also being denied by the DRH/KUR and keeping the life of the patients in unsafe condition. Immediate steps should be taken to provide required medicines to save the precious life of Railway family.
	P.R: CMS/KUR	There is a MoU with corporate Hospital to provide medicine for 30 days as prescribed at the time of discharge in CANCER case and 03 days for other case.
	Minutes :-	Difficulties are being faced due to short supply of medicines. However, arrangements shall be made for provision of medicines.
3.	**3U/I/2022** **CMS**	Provision of Ambulance to the beneficiaries of road side stations: It is observed that in many occasion the railway medical beneficiaries of road side stations are paying huge amount for hiring of ambulance for emergency. Though it was assure by the Railway administration for provision of Ambulance facility/special imprest for Ambulance, but the same is not yet materialized. The administration should keep a serious & sympathetic view towards the staff and their family members who does not get the facilities at par with the staff of Divisional Head Quarter.
	P.R: CMS/KUR	All Health Units have an imprest for hiring of Ambulance for emergency patient.
	Minutes :-	Guidelines will be issued within 07 days. Discussed and closed.
4.	**4U/I/2022** **CMS &** **Sr.DFM**	Enhancement & regular sanction of imprest cash of Health Units over KUR Division for payment towards different medical tests:The prescribed imprest amount of the Health Units over KUR Division are basically meant for different medical tests of the patients & other needs are not sufficient, should be enhanced. The imprest amount should be sanctioned soon after the amount is exhausted at the Health Unit, it should not be once in a month rather it should be as per need of HU.
	P.R: CMS/KUR	Only ACMS/CTC has sent a proposal for enhancement of Pathology imprest , which is under process.
	Minutes :-	Enhancement of imprest for Pathology shall be looked into on proposal being sent by the Health Units. Discussed and closed.
5.	**5U/I/2022** **CMS**	OPD for chronic diseases to the RELHS beneficiaries getting FMA: It is observed that the RELHS beneficiaries getting FMA are not being provided with OPD facilities for Chronic diseases. As per Railway Board Order Vide No. 2006/H/DC/JCM Dt.12.10.2006, "The fixed medical allowance is given to meet day to-day medical expenses. They are not entitle to receive out door treatment from Health Unit / Railway hospital etc. except in cases of chronic diseases " "Any disease which persists for a period of approximately three months or more is defined as

		a chronic disease. Some of the common illness, which are treated as chronic diseases are given below" In view of the above this Union demands for OPD treatment facilities to RELHS beneficiaries getting FMA for Chronic diseases which persists for more than three months not only for the diseases mentioned in the above circulars as examples.
	P.R: CMS/KUR	Patient having chronic diseases as defined by RB, are getting OPD facility despite getting FMA.
	Minutes :-	Care would be taken for treatment of chronic patients in OPD even availing FMA. Discussed and closed.
6.	**6U/I/2022 CMS**	Unnecessary harassment to the staff & family regarding in connection with Medical fitness, de-categorization & medical unfit of the employee: It is observed that the staff are remaining on RMC for a long period with high illness, subsequently become without pay due to complete exhaust of their leave are not being considered for medical fitness or medical de-categorization or medical unfit in many of the genuine cases. Due to without pay for a long period the Railway employee and their family dependents are suffering from financial crisis regarding medical treatments, Children education, repayment of loan etc. even to maintain their livelihood etc: 1. Sri.P.K.Ranasingh, Guard (Mail & Express)/KUR is suffering from blood cancer forced remain to RMC since last two years. Now he is bedridden, depends upon somebody for his daily work and day to day life. Being a layman it is felt that, he cannot come back to the normal position at any point of time. Now all his leave has been exhausted and he in without pay since so many months. Their family have become like street beggars. His case is still pending, not decided. The clandestine of the case for not taking decision is unknown. 2. Shri D. Jayaram, Tech.-I/OHE/CAP got high voltage electric shock and fell down from a height of 22ft. due to administration lapses, caused serious physical and cerebral damage remain under continuous treatment at Railway Hospital, Khurda Road, ultimately found unfit for that job, for which he has been advised by Specialist of central hospital Mancheswar as well as by CMS/KUR. In their remark vide letter No. CMS/KUR/MB/D. Jayaram/fitness dtd.16.09.2020, it has been mentioned that "the above named patient was referred to HVS/Psychiatric, Central Hospital, MCS. He has opined that Sri D. Jayaram is fit to resume his duties. In view of his illness he should not be given duty near *machineries viz mechanical, electrical*." After his joining on duty he was being deputed on duty of same nature for which he has been restricted by the Doctor. As he expressed his inability to do the duty assigned by the In-charges which might have endanger his life as the same was being restricted by the Doctors, he has been marked absent and subsequently he has been issued with SF-5 and punishment of stoppage of increment for 2 years, which is brutal unhuman in nature should be avoided by the administration. Moreover the default job of Sri.D.Jayaram being a Technician of Electrical TRD department is to work near the machine i.e Mechanical & Electrical. It is not understood how the administration given him fit in the same category disallowing his primary job of work may please be looked in to for its immediate rectification. 3. Sri. Prasant Kumar Satpathy, LP (G)/ANGL, is on RMC since 05.09.2021 suffering from Parkinson decease from 2019 (Related Neuro, taking medicine in every three hours, the neuro system became weak if not taking medicine in regular interval and the party does not able to walk). He has been referred by DRH/KUR to SUM/BBS, AIMS/BBS and also to NIMANS/Bangalore. His disease was confirmed by all the three hospitals through different tests. As per the advice of the specialists of all the hospital, he has to avoid night duty and to avoid driving duty. NIMANS/Bangalore advised him for review after one year. As per the opinion of both the hospital, the treatment is to be continued for life time. Almost he has competed RMC for a period of 10 months now he is in without pay. NIMHNS has sent a letter to DRH/KUR with the remark that the party is unfit for LP duty. Without considering

		his case, he has been advised by DRH/KUR to continue for RMC for another one year till review by NIMAS/Banglore. Such type of decision of administration shows the cruelty at par with British rule in India & smell of venality comes out of this. 4. Sri Bibhuti Bhusan Routray, Ch.OS/Optg/KUR meet with a train accident on 06.04.2022 at KUR Railway station. His life was narrowly saved due to grace of God, but unfortunately both of his legs were lost from thigh, (Just below waist). With the request of this Union, he has been directed by DRH/KUR to attend the medical board on 08.06.2022 and advised again to attend the hospital after two months. It is pertinent to mention here that, there is no possibility of rejuvenation of his limb at any cost to make him independent, even cannot be independent after provision of artificial limb. The case should be resolved immediately. 5. Sri.T.Narayana Rao, Tech/TRD/IPM had met with an accident, while performing AT assembled & replacement duty. When he was working on a 12 feet height pole of OHE, suddenly fallen down from the pole at 13 hrs. on 23.09.2021. His spine near the neck was injured and his left hand was fractured. He has allowed to availed IOD from 24.09.2021 to 23.02.2022, subsequently given RMC from 24.02.2022 to 10.05.2022 and joined on 11.05.2022. It is pertinent to mention here that IOD followed RMC implies that the employee was not fit for duty from 24.02.2022, for which he must be continued with IOD. But he has been forced to go for RMC is not justified. In addition to this it is stated that he had a major neuro operation at his neck due to spine injury. A plate/clip was fixed near the neck during the course of operation, for which he does not able to mobilize his neck properly.
		6. Sri Prakash Kumar, LP (G)/TLHR, RMC from 12.07.2021 to 16.03.2022 (given fit forcibly though not physically). Due to high diabetes taking insulin & medicine. In the railway lab it was tested that Fasting Sugar was-135 in the same day just after few minutes time it was tested in the indoor and the result was surprising, it was Fasting Sugar-295. It was just intentional harassment. During his RMC he remained without pay for a period of 08 months with inordinate financial crisis. He has been given fit to work forcibly. Now he is taking treatment privately from a specialist doctor & occasionally attending nearest Government Hospital. His average Fasting Sugar is more than 200 and he is being advised to keep a portable sugar test machine to have regular blood test. Administration does not have empathy for such type of genuine cases. 7. Benudhara Barik, TM-IV / P.Way/KUR is suffering from Oral Cancer since 2014. He was under treatment at Hemlata Hospital since 2014 and continued with treatment. Subsequently forwarded to Yasoda Hospital / Secundrabad on March/April-2022. The operation could not take place as his mouth is not opening and not able to take food through mouth. He has been referred to Yasoda/SC for cancer, but due to sudden pain in brain there was a brain surgery at Yoshada Hospital on 18.04.2022. Now he is taking food through a pipe connected to belly directly as his mouth is not opening. Moreover he has lost his memory now. At present he is in RMC since 16.02.2022 may be without pay from next month. The case may be disposed up sympathetically. 8. Sanatan Mohanta, TM-III/ KRIH / SSE/PW/BHC is suffering from oral Cancer since 31.08.2021. He has under gone operation at YASHODA Hospital/SC on 04.10.2021, followed by Radiation & still he is under treatment under Yashoda Hospital. His fooding is still not normal, he is taking liquid food as his lower right jaw is removed, mouth is not opening normally. During the course of operation, the skin of right side chest & upper limb has been removed for plastic surgery of right side of the face (Mouth). The employee is over 45 years, still not physically fit to work, but he has been given fit by DRH/KUR from 30.07.2022. The case should be reconsider, may be allowed to continue in RMC.

	P.R: CMS/KUR	1. Under process for invalidation 2. The staff given fit on 24.09.20 & not in Rly. Sick list at present. 3. Already decategorized. 4. Medical Board will be formed for assessment after using of prosthesis by the staff. 5. Kept under IOD as long as he recovered from injury. 6. Already decategorized 7. Will be decided shortly. 8. De-categorization under process.
	Minutes :-	The cases are being dealt in right spirit expeditiously.
7.	**7U/I/2022** **CMS**	Re-imbursement of emergency/ urgent medical expenses for the following staffs: 1. Smt Sabita Mohapatra W/o Subas Chandra Mohapatra, Tech-I/RCD/Mech./KUR was admitted in SUM Ultimate Hospital on urgent basis for treatment of COVID-19 during the period 11.07.2021 to 20.09.2021. The employee had already submitted the claim on dtd. 12.01.2022, but still the amount has not been sanctioned and the case is pending with administration. 2. Sri.M.R.Sarangi was referred by DRH/KUR and admitted in KIMS Hospital BBS in 2019 for a major Heart surgery. During the course of Operation an ACID has been implanted on 06.08.2019 due to the urgent need of the patient as certified by the concerned Doctor. But the entire amount of Rs 3,80,000/- has been paid by the employee, which was been claimed by reimbursement within the stipulated time and submitted all the requisite documents as per prescribed proforma, but still pending. 3. Sri K.Srinivas Rao, SS/BAM for his emergency treatment during Covid-2021 at KIIMs hospital /BBS, application submitted on 19.10.2021 claiming Rs 1,97,541/-. 4. Smt Piyali Boumik Mondal W/o Chandan Mondal, Ex LP (G)/KUR claimed for tongue cancer for an approximately amount of Rs 20,00,000/- since last one year. 5. Sri Alok Kumar Nayak, SS/BHC has submitted the re-reimbursement claim for cancer treatment at Health Village/ Bhubaneswaar during the peak period of Corona-2020. But his case has not yet been considered.
	P.R: CMS/KUR	Reimbursement of emergency /urgent medical expenses for the following staffs: 1. Case sent to HQs for sanction 2. The patient was referred to KIMS Hospital for cashless treatment. However the reason for extra deposit of amount by the staff was not obtained from hospital for consideration of the case. Hence the case was not admitted and returned back to his department. 3. Case returned with observation vide No.M/19/Reim/KSR, Dt.29.10.2021. 4. Case returned with observation vide No.M/19/Reim/Late CM/1099, Dt.20.09.2021. 5. Case not available in this Office.
	Minutes :-	The cases are being looked into.
8.	**8U/I/2022** **ALL BO**	Issue of acknowledgements, receiving (On hand or Postal) & forwarding of applications / Grievances: Receiving (On hand or Postal) & Forwarding of applications/Grievances (Leave/Sick applications 24X7 for field staffs, Pass applications, Transfer applications, appeal of grievances, quarter related grievances etc;) by the concerned supervisors/In-charges and Issue of acknowledgement to each of the cases to avoid unnecessary harassment to the staff.
	P.R: CMS/KUR	Acknowledgement has been given by Medical department for every application /Grievances.
	P.R: Sr.DOM/KUR	One cell for receiving various letter and application is in operation at Sr.DOM Office/KUR. One clerk has been assigned for the respective job since long. There is no difficulties for giving acknowledgement for the received application and letters to the staff at all.
	P.R: Sr.DEE/TRS/ANGL	Acknowledgement of all such types of letters and applications are being given either through official letter or hand to the individual.
	P.R: Sr.DEE/G	All applications/grievance of staff which are received are duly addressed.

	P.R: Sr.DEE/OP	Being followed as per rule.
	P.R: Sr.DEN(Co):	Instruction have been given to all unit in-charges to issue proper acknowledgements on all letters received by hand/postal and process these applications as per extant rules. Cases specific if any, notified from any units of Engg Deptt on the lapses or harassment caused to any staff may be brought to the notice to counsel these units for such lapses.
	Minutes :-	Same remarks.
9.	**9U/I/2022** **ALL BO**	Unnecessary harassment of staff when attending office to resume on duty after PMC or unauthorized absent: A staff when remained on authorized absent or in PMC due to unavoidable circumstances, reports to join on duty, he/she is not being allowed to join and used to run from pillar to post and unnecessary harassed by the administration. Under this circumstance this Union demands to adopt a policy to avoid complications and unnecessary harassment to the staff.
	P.R: Sr.DOM/KUR	As per establishment rule when a staff report for duty after being unauthorized absent or from PMC, He/She allowed to join their duty after full filling the prescribed procedure in force. The observation of procedures followed by the staff while joining the duty from unauthorized absent from PMCis not a harassment of staff rather than it is a normal procedure which can not be ignored by the unit incharges.
	P.R: Sr.DEE/TRS/ ANGL	Staff of ELS/ANGL are dealt with unauthorized absent case as per standard laid down procedures. PMC is not a tool for un-avoidable circumstances. However, for rare and genuine case PMC is being consider as per advice of Railway Doctor.
	P.R: Sr.DEE/G	All staff remained under PMC are allowed to resume duty after necessary certification by Railway doctor. Unauthorised absentees are allowed to join on duty after maintaining due procedure.
	P.R: Sr.DEE/OP	Being followed as per rule.
	P.R: Sr.DEN(Co):	All Units have been advised to deal the cases of staff representation properly especially for the cases where staff is required to resume duty after PME or unauthorized absence adhering to existing instructions/ guidelines. After coming from long absentees/PMC fitness, such staff are deputed to obtain Railway fitness as per extant guidelines. After producing Railway fitness, they are taken on duty.
	Minutes :-	Not discussed.
10.	**10U/I/2022** **Sr.DEN(CO)**	Provision of basic needs at Gate Huts:Engineering Gate Keepers are suffering a lot due to non-availability of basic amenities in the Gate Hut, such as: a. Water/Drinking water facilities. b. Toilet facilities. c. Light & fan facilities. d. Facility of safety Iron grill around the hut. This Union demands for immediate action to resolve the above issues to provide basic facilities at the work spot to discharge their duty properly.
	P.R: Sr.DEN(Co):	Total No of LCs-318, Engg LC. 220, Traffic LC. 98 **Water/Drinking water:-** Available in 300Nos of LCs and rest 18Nos LCs try to provided by 30.12.2022 **Toilet:-** Available in 259Nos of LCs and rest 59Nos LCs try to provided by 15.01.2023 **Light & fan:-** Despite provision of Electricity and Solar arrangement wherever no Fan or light connection is available, the matter will be taken to the notice of Sr.DEE(Genl)/KUR to provide the same. **Facility of safety Iron grill around the hut:-** Provided in 230Nos of LCs and rest 88Nos LCs try to provided by 15.03.2023.
	Minutes :-	Target dates would be adhered to.
11.	**11U/I/2022** **Sr.DEN(CO)**	Provision of Uniform and Protective Gears to the Track Maintainers , who have to walk on ballast in extreme climatic condition: As per Letter of ED/Transformation/RB Vide No.

2017/Transf.cell/Civil/03 Dt. 05.02.2018, considering the importance of Track Maintainers in ensuring safe running of Trains on IR and hardship being faced by them CRB had constituted a committee to recommend measures that would improve their working conditions including better Uniform & Tool Kits.
Rain coat with cap/hood and separate water proof trouser, once in a year.
Winter Jacket with inner lining, orange colour superior quality, once in two year.
Safety Shoes of reputed brand, once in six months.
Luminous Vest, once in six months.
Safety Helmet with detachable miner's light, once in a year.
Tool Kit Bag once in a Year.
Tricolor LED 3-cell Torch/ Re-chargeable Torch, once in a year with, @ Rs 150/- PM for battery to the TM working as Keyman.
But it is observe the items either not supplied or supplied in lateral period which is not benefitted to the field staff. The same may please be ensured and Uniform & Kits should be supplied in time uniformly to all the Units of the Division.

P.R:
Sr.DEN(Co):

Sr	Description / # Functional specification	Scale	Remarks
i.	Rain Coat with cap/hood and separate waterproof trouser.	Once in a year	Date of last supply 30.12.2019. Tender under finalization for next supply.
ii.	Winter Jacket	Once in 2 years	Last supplied on 20.12.2018 and Tender under finalization for next supply.
iii.	Safety Shoes # As per IS 15298 (Part 2).2011/ ISO 20345:2004 Some of the reputed brands are Bata, Liberty, Action etc.	Once in six Months	Last supplied on 15.04.2021 as purchased order cancelled NSR re submitted with fund provision for 2022-23.
iv.	Luminous vest # Retro-reflective orange colour, IS-15809 of 2008 specified by EN471 Standard.	Once in six months	Last supplied on 31.11.2020. and Sample rejected on 28.12.2021, fresh sample not yet received.
v.	Safety Helmet with detachable miner's light # Miner's helmet to IS specifications IS2925-1884 (modified in 2010) with detachable headlights having flexibility for rotation provided with straps.	Once in a year	No due.
vi.	Tool Kit Bag # As developed by PUNE Division, CR or Ferozpur Division of NR Material – Matte Nylong-1680 Black, Red & Orange Colour with canvas for lining.	Once in a year	No due
vii.	Tricolour LED 3-cell Torch/ rechargeable torch # As being used by SCR/NR	Once in a year	No due

Minutes :- All the above mentioned protective gears will be provided by 30th Nov, 2022.

12. **12U/I/2022 Sr.DEN(CO)**

Special Sanction for Renovation / Repairing of Railway Quarters over the divisions :
Most of the Railway Quarters over the divisions are in dilapidated conditions, the codal life of the quarters have already expired and are not in habitable condition. These Qtrs had been constructed keeping in view of the life style and need of the then time i.e 50/60/70 even 100

		years back. Hence this Union demands: The existing Qtrs should be updated / upgraded as per the Railway Board guide line to make it habitable one. The staff are being forced to occupy the Qtrs after allotment order is issued should be stopped as the same quarter is not in habitable condition and need repairing/ renovation/ coloring and the allotment order should be issued with necessary instruction in the allotment order. The Qtrs should be attended on priority basis as per the date of registration of complaint, online registration of complained may be collected as assured by Sr.DEN (Co-Ord) in the last PNM to avoid manipulation of attending the quarter repairing. Separate fund should be allotted for maintenance of staff Qtrs. only to keep a keen care of staff quarters and their welfare. Construction new quarter as per the ratio of staff entitlement and type of quarter due to increase in staff strength & unit. Construction new quarter on replacement account as per the ratio of staff entitlement and type of quarter.
	P.R: Sr.DEN(Co):	Repairing of quarters in habitable condition are taken up regularly. Quarters which are old/dilapidated/unfit for dwelling and with expiry of codal life are proposed for dismantling as per Railway Board circular No. 2011/LMB/II/10/03, Dtd. 20.09.2021 and JPO No. 47/2019, Dtd.11.11.2019 issued by Dy.CMM/CSPR. So far as maintenance of habitable quarters are concerned, it is ongoing and continuous process. All SSE (works) units have been advised to maintain a proper complaint register to attend repair works on priority/turn so as to avoid unnecessary complaint and resentment from the occupants. Construction of new quarters on replacement account as well as increase in staff strength are taken up at all stations/settlements of KUR Division for all type of quarters. The proposal for construction of new quarters of various Units/Section at BHC, KDJR, BBSN, MCS, KUR, PRDP, CSPR, BALU, PSA, BAM, CTC & PUI have been uploaded in IRPSM. These works will be taken up after obtaining Rly Bd sanction
	Minutes :-	Proposal would be mooted for getting special sanction for new quarters against uninhabitable quarters.
13.	**13U/I/2022** **Sr.DEN(CO)**	Drinking water facilities to the employees and their family members:Provision of Drinking water facilities (R.O) to all the Railway colonies, Offices, field units etc to maintain a healthy life of Railway employees and their families.
	P.R: Sr.DEN(Co):	The water supplied to railway colonies are treated properly and hygienic, which is also regularly being sent for testing and checked by Medical Department. The CIG group consisting of officers/Supervisors including representative from trade unions also looks into this aspects and deficiencies if any noticed are rectified.
	Minutes :-	Survey will be conducted to ascertain drinking water quality and wherever required, necessary proposal will be moved.
14.	**14U/I/2022** **Sr.DEE(G)**	Provision of Air condition facility to all the staff irrespective of scale/post: Day by Day the atmosphere is becoming hot and staffs are staying in the Quarters are facing adverse situation during the scorching hot of summer season. Hence all the staff are staying in the railway Qtrs should be permitted for AC connection in their respective Qtrs to maintain a normal life to discharge proper service to Indian Railway.
	P.R: Sr.DEE/G	As per Railway Board's new guideline, revised scale of electrical fitting for the existing staff quarter will be provided when re-wiring of a quarter is undertaken. Hence, AC connection will be permitted as per extant rule to eligible quarters without any discrimination after verifying genuineness of urgency, medical certificate and technical feasibility of the said qrs.
	Minutes :-	The proposal for capacity enhancement will be undertaken in right spirit.
15.	**15U/I/2022** **Sr.DEE(G)**	DG Connections to all the Staff Quarters:Electrical current problem is adversely affecting day to day life and education of the children of railway staff staying in Railway Qtr. This Union demands for minimum provision of DG connection or AT connection to all the offices and staff Quarters over the division.
	P.R: Sr.DEE/G	This should be dealt at Railway Board level.

	Minutes :-	Work in progress in KUR colony.
16.	**16U/I/2022 Sr.DOM & Sr.DEE(OP)**	Implementation of order vide No. PL3/Running Staff/MGK/15 dtd.26.06.2015. Running Staff are one of the most sensitive staff among all the cadres, their nature of duty is strenuous and they work against the system of the nature at the cost of their health. Railway administration had issued an order on dtd.26.06.2015 as mentioned above regarding 10 Hours shuttling T.O for short trip working of identified sections under MGK scheme. But it is sorry to mention here that the order is not being followed at present, which is adversely affecting the Running Staff. This Union strongly demands for strict implementation of the order over this division.
	P.R: Sr.DOM/KUR	In order to address the discontents of the running staff regarding MGK for the short section over the Division, MGK have been finalized and implemented vide HQ Letter No ECOR/Pers /Allowance(MGK) dtd.13.07.2020 and ECOR/Pers/R/Allowance (MGK) dtd.15.07.2022(copy enclosed). Further as demanded vide ECORSU Letter No SU/2022/105 dtd.22.07.22 process for fixing MGK for Section as demanded has been initiated and will be finalized soon
	P.R: Sr.DEE/OP	T.O is issued by Optg. Dept.
	Minutes :-	The matter would be looked into.
17.	**17U/I/2022 Sr.DEN(CO)**	Women Employee Refreshment Room, Toilet & Dress Changing room provision in all their work places: Gradually the strength of the women employee is increasing in all the departments and in all the Units. Their facing lot of trouble to attend nature calls to change their uniforms, due to non-availability of the above facilities. As per Railway Board Guide line Vide No. E(W)/2021/UN-1/6 dtd.13.10.2021 & No. E(W)/2021/UN-1/6 dtd. 25.03.2022.
	P.R: Sr.DEN(Co):	Concerned Unit In-charges, have been asked to examine the demand and initiate necessary action to protect the interest of women employees.
	Minutes :-	Sr.DEN/Co advised the ECoRSU team to submit the list of 10 priority locations to resolve the issue immediately and rest will be taken up in due course.
18.	**18U/I/2022 Sr.DEN(CO)**	FOB at Chatrapur station especially for the Railway Colony & Railway staff: On West side of the station there is a Railway colony and also Railway offices, for whom there is no proper road communication system to come to the station or to go to the market, since the market is just opposite side of the colony. All the staffs and family members used to attend duty and to go to market crossing the Railway lines in a dangerous position with a lift risk. Many a time they used to go to the station and to the market under the stable Trains standing on the Track/Platform. This Union demands for immediate construction of FOB which is a bare necessity for a Railway Staff and for their family members.
	P.R: Sr.DEN(Co):	The proposal for dismantling of existing FOB & provision of new FOB with extension to required end was uploaded in IRPSM Umbrella Work. But returned due to paucity of fund. However, the proposal will be reinitiated after fund provision received.
	Minutes :-	Administration agreed to the proposal and will resolve the issue on priority basis.
19.	**19U/I/2022 Sr.DEN(CO), Sr.DCM**	Booking of Duty to the staff to other Unit/Station verbally, over phone, Whatsapp, Text message etc. to be avoided or policy to be made to regularize this type of bookings for availing required facilities: It is observed that many staffs of different departments are being booked on duty to other Kilometer areas/Stations/Units through different modes. Such as booking through booking registers, booking verbally, over phone, through text message, through whatsapp message etc; Sometimes booking through above modes except through booking registers are being denied by the officials/In-charges for which the staff are suffering from different facilities after discharging his/her sincere duty to the administration. a. A staff of commercial department Sri. Ajay Kumar, CCI/KUR has been deprived of being payment of TA, during deputation on duty during car festival 2018, rather he has been issued with a show cause notice for claiming of TA. This discourages the staff to discharge sincere and honest duty. b. One of the Track man of Late Chittaranjan Pradhan, Ex.TM-II, DTM-32/BSDP, U/SSE/PW/KAPG was booked on duty for assisting on duty Key man for recoupment of missing fittings was found killed and run over by Train on DN Line between NKP-BSDP at

		KM-484/04-02. He was booked on duty verbally by his mate duly certified by the JE/PWay/KAPG and also duly acknowledged by his co-worker Sri Bishnu Prasad Prusty, TM-IV, DTM-32/BSDP. Moreover in Station Master Dairy entry register, it is being clearly being mentioned that the staff was on duty and run over and the same is reiterated in the report of GRP still ignored by the Railway administration the cause is still unknown. It is important to mention that the duty hour of a key man begins at 5.30 Hrs and the duty hour of a mate begins at 6.30 Hrs. There is no uniform system of taking attends of the keyman over the division. When the duty hour is different, how the key man will give attendance may please be taken into consideration. Justice should be given in both the above cases without any further delay. Henceforth a policy should be prepared by the railway administration to keep a record/proof, while booking the staff on duty verbally, over phone, through text message, through WhatsApp message etc.
	P.R: Sr.DEN(Co):	In the internet era, Whats App being the faster and authentic means of communication the information, message received are given due cognizance alike verbal or written instructions on any matter. However a policy decision may be issued/taken by Competent authority to keep a record/proof, while booking the staff on duty verbally, over phone, through text message, through Whats App message etc.
	P.R: Sr.DCM/KUR:	(a) After receipt a letter from vigilance department regarding claiming irregular TA for the month of July-2018 & Contingent bill for the month of August-2018 by Sri Ajay Kumar, CCI/KUR. After receiving his explanation in this regard he was again advised to produce supporting documents to establish his TA & Contingent bill. But he failed to submit the required documents.
	Minutes :-	1).Guideline would be issued suitably. It has been decided to put up the case to ADRM for final decision. 2).The matter will be examined in detail at the level of Sr.DEN/Co and rightful action will be taken. The attendance system of Keyman in the Division will be examined and necessary instruction will be issued, if required.
20.	**20U/I/2022 Sr.DPO & Sr.DFM**	Payment of OT & Arrear OT:East Coast Railway specially, Khurda Road Division is one of the highest earning division contributes a lot to the national earnings with a lowest employee ratio in comparison to other Zone & Division. The entire credit goes to the hard working employees, who have dedicated their life for Indian Railway & Nation. But it is a matter of great regret, the staff who have worked hard with a challenged to their health, their OT are pending years together. In addition to this the current OT are also pending for a long period which leads to staff dissatisfaction. This Union demands for immediate release of OT to the staff of all departments and the pending OT may please be vetted duly by associate accounts and may be reflected in the pay slips. OT may be drawn and paid concurrently for all the departments uniformly.
	P.R: Sr.DPO:	The OT arrears have been paid upto Dec, 2019 to all the Running staff over the Division and upto March, 2020 in some units. However, arrear bills have been prepared for the year, 219-20, 2020-21 and forwarded to Accounts Deptt for necessary checking and payment. The arrear OT bills for the year, 2020-21 & 2021-22 are in full swing and preparation will be completed within a few weeks time. Payment of arrears can only be made on fund provision by HQ only. However, necessary internal checking and vetting are being done and bills are being kept ready as per provisions. Item may be dropped.
	Minutes :-	OT bills will be prepared concurrently for all units, so that there shall be uniformity in payment. Discussed and closed.
21.	**21U/I/2022 CMS & SR.DPO**	Alternative appointment of Medically de-categorized staff: It is observed that every month there are many staffs are being medically de-categorized and absorbed in other categories, even if in other departments. Their absorption in other department hampers the progress of long standing waitlisted senior staff in their promotion. This system of re-absorption of medically de-categorized staff demoralizes the senior most staff waiting for promotion. Hence this Union demands to absorb the medical de-categorize staff in the same department or if there is no vacancy they may be absorbed in the same department in supernumerary post till such time regular vacancy arises or after taking option from them they may absorbed in entry

		grade on bottom seniority to protect the of senior staff waiting for a promotion for a long period. They should not be engaged in other departments depriving the senior most person who are waiting for promotion. Or A separate cadre may be prepared from the available staff bank to re-engage the medically de-categorized staff, which will not hamper the benefit of other staff.
	P.R: Sr.DPO:	All care has been taken to absorb/appoint the medically decategorised staff alternately in their parent department only, subject to their revised medical fitness. However, if vacancies in the requisite medical fitness are not available, then, they are suitably posted in other departments, depending on their medical condition and work experience/aptitude. There has been no serious complaint in this regard so far, all processes are duly undertaken as per rules. Any individual issues may be discussed separately. Item may be closed.
	P.R: CMS/KUR	Not related to Medical dept.
	Minutes :-	Same as PR of Sr.DPO/KUR above.
22.	**22U/I/2022 Sr.DEE/TRD**	Provision of 3rd board of TPC/KUR in TRD department:Traction power control (TPC) in electrical TRD of KUR Divn. is required an additional TPC board i.e. 3rd board to handle the fully electrified section of 2764.417 TKM consisting of 15 OHE Depots, 05 PSI Depots, 01 RRD Vehicle depot, 01 RRD Store depot etc. for maintenance and Break Down rectification work of complete section. The complete section is having18 Nos. Traction Sub Station and 80 Nos. of switching posts existing for distribution and control of power supply. At present 02 TPC boards are working with highly over burden conditions, which are difficult to manage such an important and vast electrified section. There are always existing uncertain failure on the part of power controllers due to lack of infrastructure at TPC. It is to be mention here that at WAT and KGP division having 1712 TKM and 1754 TKM electrified section respectively are functioning with 03 boards of TPC. So, this union is strongly demands for immediate implementation to establish a new TPC board i.e. 3rd TPC board at KUR Division, Which is not only facilitate the work of TPC but also advanced to better from safety point of view. Moreover the Administration Vide Lr. No. TRD/KUR/E-26/2020/1484 dt.09.07.2020 has assured for opening of 3rd Board shortly.
	P.R: Sr.DEE/TRD	Due to shortage of supervisory staff in Electrical/TRD department, 3rd board is not opened yet. However, steps is taken for operating of 3rd board.
	Minutes :-	Discussed and closed.
23.	**23U/I/2022 Sr.DEE/TRD & Sr.DEN(CO)**	Provision of Vehicle Parking shed at TRD Colony (Retang Colony), Khurda Road:Staff residing at TRD colony (Retang Colony) / Khurda Road consisting of 22 quarters are facing lot of difficulties for the parking of their vehicles, which adversely affecting the longevity of the vehicles. This has unnecessarily becoming a cost effect & burden on the staff for repairing or replacement of vehicles. As such this Union demands for immediate action for construction of vehicle sheds in the colony. Moreover it is sorry to mention here that this has been decided in the 1st DPNM of 2018.
	P.R: Sr.DEE/TRD	Sr.DEN(Co-Ord) was requested to make vehicle parking shed at KUR for TRD staff.
	P.R: Sr.DEN(Co):	Estimate/work order under progress for repair the above mentioned item.
	Minutes :-	It will be completed by March, 2023.
24.	**24U/I/2022 ALL BOs**	Implementation of the PNM & informal meeting Decisions: Many important decisions are being taken place in presence of DRM, ADRM, BOs, Sr.DPO & Union Officials in PNM & Informal meetings. But while implementing the decisions, difficulties arises at grass route level, where the work to be initiated by the supervisor. It is due to lack of proper communication to all concern. Hence it is the demand to issue memorandum / circular / office order on each decisions of PNM & Informal meetings for proper implementation of the decision.
	P.R:	Decision taken in PNM & informal meeting is invariably communicated to the concerned

	Sr.DOM/KUR	department for the proper implementation of order. However adequate care will be taken for implementation of decision in future.
	P.R: Sr.DEE/TRS/ANGL	On receipt of PNM decisions pertaining to ELS/ANGL all efforts are put into implement these in true spirit.
	P.R: Sr.DEE/G	All decisions taken during meetings are being communicated to concerned supervisors for due implementation.
	P.R: Sr.DEE/OP	Being followed.
	P.R: Sr.DEN(Co):	Decisions taken by the competent authority in presence of Union officials are communicated/informed to all units for proper implementation of the decision with difficulties faced if any to be brought to the notice of higher authorities for sorting out.
	Minutes :-	Not discussed.
25.	**25U/I/2022 ALL BOs**	Healthy and proper Industrial Relationship of Railway Administration with Trade Unions: 1. It is observed that the memorandums, circulars, office orders, seniority list, Minutes, Policy decisions Etc. issued by different departments are not been circulated to this office for which this union remains in darkness regarding different issues of the employees. In many of the cases, It is observed that copy has been endorsed to Unions, but no copy has been physically given to Unions. This Union demands to give the copy of memorandums, circulars, office orders, seniority list, Minutes, Policy decisions Etc. to have a better relation with the administration & staff. 2. Participation of recognized Trade Unions in policy decisions. It is observed that many policy decisions at local levels has been taken by the administrations without the involvement of the recognized Trade Unions. It should be avoided, hence forth Trade Unions should be involved for such type of policy decisions to avoid complications. 3. Reply to the Union letters. It is observe that the railway administration does not feel important to give a suitable reply to the Union letters issued from DC/Secretaries on different important matter. Sometimes many problems come to the limelight of administrations through this Union letters/information and action also taken according to this. But no reference of Unions used to be indicated in pen and paper while taking action on the same. 4. Introductory meeting of new incumbent officers with Trade Unions. The Officer joining in any post must have an introductory meeting with recognized Trade Unions to have a better Industrial relationship. 5. Reply & response to phone calls, messages of Trade Unions Office Bearers. Many administrators does not respond to the Telephone calls, whatapp message, text message on important issues. A union official never disturbed any administrator unnecessarily without any important issues. There are some administrator does not feel important or don't recognize the calls or the messages of the Union officials, which hampers the Industrial relation. 6. Some of the administrators does not response/care to the physical presence of the Union officials for different issues. Either they don't spare time or if they spare time, they don't attend properly used to show their busyness in their work. 7. Proper response & recognition of administration while inviting the Trade Unions representatives/Officials for any functions / meetings. 8. Committees like Medical, CIG, SBF, DQC are to be functioned properly with participation of Trade Unions representatives. 9. Provision of Inter-cum phone facilities to PREM office to have a easy & quick communication with the administration. 10. Provision of CUG to all Branch Secretary of ECoRSU/KUR Division. 11. Provision of land line connection with rail net to all branch offices. 12. The contact numbers of staff dealers dealing with Union matters of all the departments and Units may please be circulated for an easy and quick communication on the issues. 13. Usually the employees are being deprived to participate in the union activities and even they have been threatened to attend the union activities and discouraged to come through

		any Union for any grievances. SCLs are also being regretted many a time with trivial causes.
	P.R: Sr.DOM/KUR	The industrial relationship of the Railway administration with the trade union is maintained as per the rules and guidelines in force. This department never violates any of the provision under the industrial relation and never hesitate to take the opinion while making policies for the betterment of their employee. The demands which are asked in the said para is beyond the jurisdiction of this department and it requires interference of Zonal / Railway Board Officials.
	P.R: CMS/KUR	Will be ensured
	P.R: Sr.DEE/TRS/ ANGL	ELS/ANGL has been striving to maintain healthy and proper industrial relationship in every manner to increase inclusion, participation co-relation, welfare and development.
	P.R: Sr.DEE/G	1. The same has been followed by this department. 2. Representative of Trade unions is being invited during making any policy decision at Divisional level. 3. Representation of recognised trade unions are always being complied by this department. 4. It is been followed up. 5 to 8. Representatives of recognised trade unions are being addressed properly and phone calls from them are being answered. 13. Union members are being allowed to avail SCL for participating in union activities.
	P.R: Sr.DEE/OP	Industrial relation being maintained.
	P.R: Sr.DEN(Co):	**Healthy and proper Industrial Relationship of Railway Administration with Trade Unions:** 1. All units have been instructed to issue the copy of memorandums, circulars, office orders, seniority list to the Trade unions and proper acknowledgement of sending the same by post or hand delivery should be maintained. 2. Involvement of Trade Unions on all policy decision to be taken by competent authority.. 3. Letters received from trade unions on vital issues are taken into cognizance and action as deemed proper are taken up as per the extant rules and guidelines in force. It is also seen that, introductory meeting of new incumbent are also followed as per the time and convenience available with the officers for a better Industrial relationship. 4. Trade Unions Office Bearers sending message, through whatsapp, telephonic calls are given due importance and action as fit proper are initiated. 5. It is fact that the administrators remain busy on their assigned work and unable to spare pre-fixed time due to their busy schedule. However, whenever they find convenient, they entertain the visits of Union officials and give due weightage to their issues. . 6. The invitation to for any functions / meetings are regularly being arranged. 7. So far as the involvement of Trade Unions in Committees, CIG, DQC are meticulously followed for better functioning . 8. Provision of Inter-cum phone facilities to PREM office to have a easy & quick communication with the administration – :. 9. Provision of CUG to all Branch Secretary of ECoRSU/KUR Division:- the matter does not pertain to Engineering Department. 10. Provision of land line connection with rail net to all branch offices.:- The matter does not pertain to Engineering Department 11. The contact numbers of staff dealers dealing with Union matters of all the departments and Units may please be circulated for an easy and quick communication on the issues. The matter does not pertain to Engineering Department 12. SCL are granted as per rules and the representatives avail the same without any complaint received so far. Cases where SCLs have been regretted at any time without valid and sufficient reason may be brought to the notice.
	Minutes :-	Not discussed.

26.	**26U/I/2022 Sr.DEN(CO) & SR.DPO**	Pin-pointing of cadre of Track Maintainer and other field staff of HDS-PRDP Section: The cadre of Track Maintainers of HDS-PRDP Section has not yet finalized. The staff have been pulled out on option from different Units to work temporarily in the section. The establishment matter of those staff are being dealt by respective P.Way in-charges from where they are being pulled out on option for which the staffs are suffering a lot. Till such time the pin-pointing is completed their establishment matter must be dealt at one place, preferably at ADEN-II Office /CTC.
	P.R: Sr.DEN(Co):	The prime maintenance activities in HDS-PRDP lies with the funding of HPRCL. Day to day maintenance activities in the section such as patrolling, inspection and to meet any emergency situation are being done by 34 Track Maintainers draw in from other PWI units on temporary measure with lien to their respective units. As the section is not yet handed over the open line, pin pointing of track maintainer staff to this unit is not possible at present.
	P.R: Sr.DPO:	No such proposal has been received from Engg deptt.
	Minutes :-	The matter would be finalized within a week's time. Discussed and closed.
27.	**27U/I/2022 Sr.DME**	Uneven distribution of work and intentional harassment to some of the staff: In Railway Consumer Depot/KUR there are 12 staff including supervisors (MCM-03, Tech-I-05 & Tech-II-01, Tech-III-1 & Ministerial staff-01. It is observed that particularly in one shift the assistant of the shift In-charge has been withdrawn, where as in rest two shifts one In-charge and one Assistant are working. In addition to this it is submitted that higher grade staff are underutilized and the lower grade staff are utilized in the work of higher responsibility. This Union demands for proper distribution of staff along with proper utilization of staff to avoid complications. On fueling point two staff must be deputed in all shifts to avoid complications and pressure of work.
	Minutes :-	Item shifted to Sr.DEE(OP).
28.	**28U/I/2022 ALL BOs**	Uniform Transfer policy of all departments separately to maintain transparency, to avoid corruption and to avoid unnecessary harassment to the staff: 1. Pin-pointing of cadre of all categories before any transfer should be circulated to all. 2. The placement committee should verify the pinpointing of cadre, staff availability, staff requirement, only after that the proposal should move for finalization. 3. A register should be maintained for all the seniority units and a registration number should be issued with the acknowledgement receipt to the staff applying for transfer. 4. The status of all applications should be circulated amongst the staff monthly or once in two months. 5. In case of own request transfer seniority should be honoured. 6. In case of administrative interest transfer the long standing staff should be transferred first. 7. Spouse case and mutual case should be given priority. 8. Self-serious illness or family members serious illness may be considered sympathetically on case to case basis. 9. While transferring on administrative interest, the staff concerned may be asked submit options of possibilities. 10. While transferring the staff on administrative interest the scholastic session should be taken into consideration. 11. To maintain transparency the status of applications should be intimated to the party through departments in a every month. 12. Seniority must be decided for transfer i.e Application/ Station /Service /Unit seniority.
	P.R: Sr.DOM/KUR	Uniform Transfer Policy has been introduced in this department to maintain transparency in transfer. All possible efforts are being taken by the authority to avoid corruption and unnecessary harassment to the staff. However points raised in the said para will be taken into account while dealing with transfer cases of staff as far as possible in accordance to rules and procedure.
	P.R: CMS/KUR	Will be ensured

	P.R: Sr.DEE/TRS/ ANGL	ELS/ANGL has maintained transparency while dealing with transfer cases.
	P.R: Sr.DEE/G	All transfers of staff are being made as per extant rule and administrative exigencies.
	P.R: Sr.DEE/OP	Being followed as per rule and policy guidelines.
	P.R: Sr.DEN(Co):	1. Re-pin pointing of SSE/P, SSE/W, Ministerial staff, all technician cadre, helper and chowkidar has already been done and proposal is ready, it will be forwarded to Sr.DPO/KUR Office after being finally checked. 2. The placement committee comprising of officer from Personnel Department will be instructed to verify the pinpointing of cadre, staff availability, staff requirement, after that the proposal should move for finalization. 3. Instructions will be issued to all field units to maintain register and issue acknowledgement receipt to the staff applying for transfer. 4. Due to shortage of staff strength such proposal for maintaining status of applications amongst the staff on monthly or once in two months is not feasible. 5. Transfer seniority is being followed in Engg. Dept. when transfer applications are considered. 6. The long standing cases of transfer on administrative interest are being followed taking into account the performances and suitability of that staff proposed for transfer. 7. Spouse and mutual transfer cases are considered as per the merit of the case and dealt on priority. 8. The cases of Self-serious illness or family members serious illness are considered as per the factual aspect and merit of the case. 9. Maximum efforts are being made to post the staff taking all factors into consideration such as preference of the staff, administrative requirement etc. in cases of transfer on administrative reason. 10. Consideration of scholastic session are taken before proposing transfer on administrative interest. 11. Due to shortage of staff it is not feasible to intimate the staff on the status of his application. 12. Seniority of staff is being maintained while transfer.
	Minutes :-	Not discussed.
29.	**29U/I/2022 Sr.DEN(CO), Sr.DOM & Sr.DPO**	Apposite implementation of promotion orders: 1. Sri Tapan Kumar Baral, Track Maintainer-II/Gang No.43, SSE/PW/DNM for effect of promotion as Track Maintainer-I. Sri. Tapan Kumar Baral has been promoted as TM-I on 30.01.2018. But due to some family problem he has submitted a request letter for his posting at the same place of working (Gang No.43-A) and refused to move to Gang No.45-A. As per provision he should be given an opportunity of his promotion to avail after one year. If he again does not avail the promotional benefit for the second time, he should be de-paneled. All these formalities has not been maintained. Again he has been invited for test for TM-I in the year-2020 and declared unfit. This Union request that Sri Baral should be given the benefit of his promotion from retrospective effect against the order Dt. 30.01.2020. 2. Sri Ratnakar Pradhan & Sri K.C. Panda, GD/KUR have been issued with the order of promoted as M/E Guard w.e.f 19.11.2015. They have taken over the charge immediately and both have submitted a request to consider for short trips for few days. But they never submitted any refusal for promotion also not remained on leave or absent. But their effective date of promotion has been considered as 24.03.2016 & 26.03.2016 respectively which is injustice to the staff and a recurring financial loss to the party. This may please be considered positively and the deserving benefits may please be extended from retrospective effect.
	P.R: Sr.DOM/KUR	The issues of Sri Ratnakar Pradhan & K.C. Panda, Mail Express GTMR/KUR has been inquired and it has been observed that they are not entitled to get the benefit as desired by

		both of them. In this regard they have been communicated regarding the decision of Competent Authority.
	P.R: Sr.DPO:	Both the cases have been studied in detail. In case no.1, there has been no wrong committed by this office since the new suitability was conducted after a gap of 02 years from the publication of the earlier panel and since the staff did not opt for promotion, he becomes automatically depanelled, after expiry of the earlier panel. So rightfully, he has to appear for fresh suitability test, if he wishes for consideration for promotion. In case of no.2, the matter has been repeatedly perused with the Sr.DOM, who has not agreed for consideration. Item may be closed.
	P.R: Sr.DEN(Co):	For item No.1 which pertains to Engineering department, the detail history has been informed to Sr.DPO/KUR vide this office Lr. No.Engg/Estab/Grievance/2022/66, dtd.07.06.2022 with copy to ADEN/I/CTC, SSE/P/DNM and party concerned.
	Minutes :-	1).The case will be re-examined. 2).The case would be re-examined.
30.	**30U/I/2022 ALL BOs**	Sanction of Private Medical Sick or Government Medical Sick: The sickness of a staff should be considered sympathetically and the leave/commuted leave may be sanctioned on the basis of availability of leave on credit of the staff. But in this division uniformity has not been maintained in all the department / Units regarding sanction of PMC or Government Medical Sick as leave/commuted leave. Those who are working hard and contributing more are being deprived up to avail Private Medical Sick or Government Medical Sick as per railway board guidelines vide RBE 186/2019. It is requested that the guidelines issued by railway board should be used properly without any discretion of department or unit to deprive the railway employees from their right.
	P.R: Sr.DOM/KUR	In general, commutation of sick period of staff of irrespective of category has been commuted to leave on credit of the staff, taking in to the consideration of the health condition and verifying the medical certificate submitted by them. The administration never deprives the genuine staff comes with PMC for commutation of sick period.
	P.R: CMS/KUR	Commuted leave for PMC sick period is sanctioned on the basis of genuineness of the case
	P.R: Sr.DEE/TRS/ANGL	Medical leaves are being sanctioned as per extant rules and guidelines.
	P.R: Sr.DEE/G	RMCs are being sanctioned without any discrimination. Further, PMCs are sanctioned after verifying the genuieness of the case.
	P.R: Sr.DEN(Co):	Decision to be taken by Competent Authority in this regard in Engg. Dept.
	Minutes :-	Not discussed.

Review agenda

1	**2U/I/2021 Sr. DEN/Co Sr. DEE/OP Sr. DOM**	Provision of Rest Room, Drinking water near Box office in Platform No. 3 at Khurda Road Station & Raja Athagarh station: Loco Pilots and Guards those are awaiting for duty as per as per TO deprived to get the minimum amenities they are supposed to have in stations specially at Khurda Road station and Raja Atagarh station i.e. provision of rest rooms, drinking water facility etc. ECORSU demands for immediate provision of rest rooms and drinking water facility near box office in platform no. 3 at Khurda Road station and Raja Athagarh station.
	L.R: Sr.DEE/OP/KUR	Rest room is being provided at RJGR station. Drinking water facilities are available at KUR and RJGR station.
	L.R: Sr.DOM/KUR	Rest Room & drinking water is available on platform-3 at KUR station. The provision of Rest Room at RJGR is already exist at MZY end. Letter has been sent to Sr.DEN(Co-ord) to look into the matter for providing other facilities including provision of drinking water.
	L.R: Sr.DEN(Co)/KUR	KUR: The work for provision of Rest Room, drinking water near Box office in Platform no.3 at Khurda Road station is in progress and will be completed by 30.10.2021.

		RJGR: A Type-II Quarter existing near PF No-1 has been repaired with all required facilities and will be handed over by the end of October'21 for the above purpose.
	L.M:	For RJGR: It will be arranged at the earliest.TDC-31st October,2021.
	P.R: Sr.DOM/KUR	Information has already been given to Engg deptt regarding the same to irradicate the deficiency as the earliest.
	P.R: Sr.DEN(Co):	**KUR:** For provision of Rest Room and drinking water near Box office in Platform No.3 at Khurda Road station has already been completed and used as rest room for Loco Pilots and Guards. **RJGR:** A Type-II Quarter existing near PF No-1 with available of all facilities have been handed over for the purpose of rest room of Loco Pilots and Guards.
	Minutes :-	KUR-complied. The vacant quarter at RJGR will be earmarked for Operating Staff rest room and one vacant room in the station will be earmarked for Crew Guard waiting room.
2	**3U/I/2021** **Sr. DEE/OP** **Sr. DOM**	Preventive measure for the essential & emergency running staff during pandemic COVID-19 & smooth movement of trains: As the situation has worsened this union suggests the following proposals for the safety and benefit of the staff and smooth functioning of freight movement of KUR division. ix) Re-introduction of Line Box instead of CLB should be done to ensure safety and smooth operation of the train. ECoRSU demands for above precautionary & protective measures should be taken by respective authorities immediately to protect our running staff.
	L.R: Sr.DEE/OP/KUR	(ix) HQ JPO reference: 01/2021 will be followed.
	L.R: Sr.DOM/KUR	As a preventive measure against COVID-19 staff were supplied with Mask, Sanitiser and Hand wash. The Brake vans are being sanitized at Crew changing points to avoid spread of COVID-19.
	L.M:-	For Item No. ix, a joint meeting will be conducted with the organized Unions involving Sr.DOM and Sr.DEE/OP.
	P.R: Sr.DOM/KUR	Re-introduction of Line Box instead of CLB cannot be implemented as the case is sub judice before Hon'ble Court and administration is waiting for the order of Hon'ble Court.
	Minutes :-	The matter is sub-judice.
3	**4U/I/2021** **Sr. DEN/Co**	Immediate repair, renovate or new construction of Railway quarters/offices of Khurda Road Division severely damaged in lieu of Cyclones 'FANI', 'AMPHAN', 'TITLI', 'HUDHUD' etc: The devastated Cyclones – 'Titli' in October 2018, 'FANI' in May 2019 and subsequent 'AMPHAN' had ravaged Khurda Divisions moveable and immovable assets to a great extent. While facilitating restoration work aftermath of these cyclones, KUR Administration have side-stepped some basic staff related essentiality like renovation/repair of staff quarters at peripheries which were damaged by cyclones on plea of 'shortage of fund' at Divisional level. This is still haunting the general employees of Coastal and Non-coastal belts of KUR. ECORSU demands that fund for repair/renovate or new construction of Railway quarters/offices (PWI office at DNM) in lieu of severely damaged Railway quarters at coastal and non-coastal belts of KUR is immediately released.
	L.R: Sr.DEN(Co)/KUR	1. Construction of 36 units Ty-II quarters and 04 units of Ty-V quarters are in progress at KUR. 2. Repairs to multistoried staff quarters at Accounts Colony for 68 qrshas been started and is targeted to be completed by 30.06.2022. 3. Estimate proposal for Repairs to Ty-III, IV & V quarters at Accounts & Traffic Colony is under process. 4. Estimate proposal for repairs to multistoried staff quarters (72 units) at Accounts Colony is under process. 5. Estimate proposal for repairs to staff quarters (Ty-I & Ty-II) at Accounts & Loco Colony is under process. 6.New work for construction of 55 staff Qtrs at Puri is to be taken up by Construction Organization.

		7.Repairs to damaged staff quarters is in progress at PRDP. 8. Repairs to staff quarters damaged by cyclone has been attended at all other sections.
	L.M:	Quarter repairing under progress. New Quarters are under construction.
	P.R: Sr.DEN(Co):	1. Out of 36 units of Ty-II quarters 24 Nos. of quarters are completed and handed over for allotment and Construction of balance 12 units Type-II Quarters Accounts Colony are in progress ; TDC is 31.12.2022 and 04 Nos. of Ty-V quarters already allotted to the occupants. 2. Repairs to Multistoried Staff Quarters at Accounts Colony for 68 qrs are going on. TDC is 30.09.2022. 3. Estimate Proposal submitted for "Repairs to Ty-III, IV & V Quarters at Accounts and Traffic Colony" vide No. A/2/2021/Rep. Ty-III, IV & V Qrs.dtd. 04.06.2021 4. Estimate Proposal submitted for "Repairs to Multistoried Staff Quarters (72 units) at Accounts Colony" vide No. A/2/2020/ Rep. Multistoried Acts. Col dtd. 05.08.2021 5. Estimate Proposal submitted for "Repairs to Staff Quarters (Ty I & Ty II) at Accounts & Loco Colony" vide No. A/2/2021/Ty-I & II/Qrs/ACS & LOCO dtd. 05.08.2021 Further for 32 Nos. Ty-II quarters agency already finalized and work will be started very soon.
	Minutes :-	Discussed and closed.
4	**5U/I/2021** **Sr. DEN/Co** **Sr. DCM**	Provision of public rest shed at west side north gate to Platform No. 1 towards BBS end at Khurda Road station to facilitate the passengers waiting to catch the train: Reserved & Non-reserved categories of passengers are entering via west side north gate to Platform No.1 to catch their respective trains. Some time it is noticed that co-passengers/escorts of passengers are also entering through this gate and making crowd in the different platforms. If rest shed can be developed outside of above gate it will facilitate the co-passengers/escorts those awaiting to receive may take shelter during rainy & summer seasons as well as it restrict the co-passengers passengers entering platform. ECoRSU demands for provision of rest shed at west side north gate to Platform No. 1 towards BBS end at Khurda Road station.
	L.R: Sr.DCM/KUR	04 bays (60 meters) platform shelter has been sanctioned in MWP-2019-20 at BBS end of PF No: 1at KUR station. Work will be executed after withdrawn of restriction imposed by Railway Board. However Sr.DEN(Co)/KUR has been requested to look into the matter vide this office letter no: SDCM/KUR/PNM/ECoRSU/2021/01/4237, dated: 08.10.2021 (copy enclosed).
	L.R: Sr.DEN(Co)/KUR	The requirement of above shed is to be decided by commercial deptt & to be proposed accordingly.
	L.M:-	Feasibility will be examined and accordingly work will be proposed under Works Programme.
	P.R: Sr.DEN(Co):	For 04 bays PF Shelter on PF No.1 at BBS end of KUR station, agency is finalized and work will be started shortly.
	Minutes :-	Work has been sanctioned and the work will start shortly.
5	**6U/I/2021** **Sr. DSTE** **Sr. DSC**	Provision of CC camera in all Railway colonies over Khurda Road Division: It is noticed that due to COVID-19 pandemic, day by day unsocial elements are creating disturbance in the Railway colonies like theft during house lock, chain snatching is common now a days. To prevent such activities in the Railway colonies it is proposed to have installation of CC camera in prominent places of Railway colonies at the earliest. ECoRSU demands for installation of CC camera in all Railway colonies over Khurda Road Division.
	L.R: Sr.DSTE/KUR	It can be provided. Joint survey with RPF will be done. Fund may be arranged from staff benefit fund.
	L.M:-	Provision of CC Camera in all railway colonies over KUR Division will be looked into.
	P.R: Sr.DSTE/KUR	In Railway colonies, there are so many entry and exit points. Please specify the location where CCTV has to be installed, then a joint survey will be done with RPF and accordingly fund may be arranged from staff benefit fund.
	Minutes :-	Not discussed.
6	**7U/I/2021**	Provision of playground & up-gradation of existing Kalyan Mandap with basic amenities:

	Sr. DPO **Sr. DEN/Co**	More than 1000 railway families are residing in the Talcher station but due to non-availability of playground & sub-standard Kalyanmandap they are deprived to get minimum recreation facilities in their railway premises. ECoRSU demands for provision of playground & up-gradation of existing KalyanMandap with basic amenities.
	L.R: Sr.DPO/KUR	In this regard ARM & Hon. Secretary KalyanMandap/TLHR has been requested to look into the matter for the upgradation/renovation. However a detailed estimate proposal from SSE/W/TLHR for repair and renovation of Railway KalyanMandap/TLHR is enclosed.
	L.R: Sr.DEN(Co)/KUR	1.Sufficient vacant land for provision of play ground is not available at TLHR. 2.Proposal for upgradation of existing KalyanMandap has been received from field and is being initiated at division.
	L.M:-	1). Availability of vacant land for provision of play ground will be explored. 2).Same remarks.
	P.R: Sr.DEN(Co):	**DNKL:** **Play Ground:** One play ground is available at the nearest Colony for Small Kids and Children with open shuttle badminton Court. **Kalyan Mandap:** As per the present condition of Kalyan Mandap, the repair works cannot be attended either through Zonal Contract or through any existing Contracts in the section. As such the detail repairs needed in the Kalyan Mandap will be worked out and estimate will be prepared shortly.
	Minutes :-	The issue will be studied further.
7	**8U/I/2021** **CMS**	Provision of dedicated Ambulance facility TLHR, ANGL, PRDP, PUI, BHC & KDJR section: As there is no near-by Corporate Hospital adjacent to the above sections. Railway patients referred have to move to either BBS or CTC for treatment. For lack of ambulance, the life risk of most of the referred railway patients has been heightened for long. ECORSU demands provision of a dedicated hired 'Ambulance' catering to the sections of TLHR, ANGL, PRDP, PUI, BHC & KDJR and also to increase the cash imprest sufficiently so that other private ambulances can be hired as and when needed when the regular hired ambulance is away on duty.
	L.R: CMS/KUR	Will be discussed in the meeting.
	L.M:	Imprests shall be created for all Health Units for hiring Ambulance for shifting of emergency patients. The issue shall be accomplished within 15 days.
	Minutes :-	Same remarks. However, the request of ECoRSU for arranging Ambulance facility at the way side stations will be examined.
8	**12U/I/2021** **Sr.DEN/Co** **Sr.DEE/G**	Opening of Two wheeler /cycles stand already constructed at second entry (east side), Loco colony of Khurda Road station: As many of running staff, C&W, Electrical & other staff are residing in Loco colony area as well private accommodation to east side of Khurda Road. To attend their duties they normally using east side- loco colony entry but facing difficulty to park their two wheelers and cycle stand due to non-availability of stand. ECoRSU demands immediate opening of Two wheeler /cycles stand already constructed at second entry (east side), Loco colony of Khurda Road station as decided in the previous PNM.
	L.R: Sr.DEN(Co)/KUR	Cycle stand has already been constructed and is ready to use.
	L.M:-	Cycle stand has been partially constructed. Remaining work will be completed by 30thDecember,2021.
	P.R: Sr.DEE/G	Electrical fitting will be provided after completion of Civil Engineering work.
	P.R: Sr.DEN(Co):	Cycle stand has already been constructed and is ready to use. Running and Manning of Cycle Stand may be looked into by other Department.
	Minutes :-	Sr.DEE(G) stated that necessary lighting facility will be provided.
9	**13U/I/2021** **Sr. DEN/Co**	Provision of toilet & drinking water facility in all Gang huts / LC gates as basic amenities to working staff: As many LC gates are located near township /locality of people as well females employees are being posted in many LC gates. They are facing difficulties due to absence of toilets or to leave their working place for such natural activities. As well as safe drinking water facility is also not available in many gang huts/LC gates. ECoRSU demands

		immediate two basic facilities in all Gang huts/ LC gates of Khurda Road Division.
	L.R: Sr.DEN(Co)/KUR	Out of 318 nos. of LCs, 301 LCs have been provided with drinking water supply and 259Nos LCs have been provided with Toilet facilities. The rest of the LCs will be provided with drinking water and toilet facilities by 31.07.2022.
	L.M:-	Same remarks.
	P.R: Sr.DEN(Co):	**Water/Drinking water:-** Available in 300Nos of LCs and rest 18Nos LCs try to provided by 30.12.2022. **Toilet:-** Available in 259Nos of LCs and rest 59Nos LCs try to provided by 15.01.2023
	Minutes :-	Discussed and closed.
10	**14U/I/2021** **Sr. DPO** **Sr. DEN/Co**	Change of Roster from EI to Continues as per TVU of Engineering LC gates: Day by day traffic is increasing especially during this Pandemic the use of Road transport is maximum where TVU is doubled in comparison to earlier records such as LC gate No. 315 in between BAM & GTA. It is necessary to change their roster from EI to continues as per TVU. ECoRSU demands for fresh TVU in all such LC gates.
	L.R: Sr.DPO/KUR	The job analysis of Gate Keepers is yet to be undertaken over KUR division. The file has been put up to Sr.DEN(Co)/KUR for formation of Job Analysis Committee since 21.09.2021. On nomination of Inspector by Sr.DEN(Co), Job analysis will be conducted.
	L.R: Sr.DEN(Co)/KUR	*The LC No 315 is a "B-1" class LC gate* between BAM & GTA is having TVU -27516, as per recently conducted TVU Census on Sept.2021 and is functioning with 12 hours roaster based on the stipulated norms given in IRPWM.
	L.M:-	Same remarks.
	P.R: Sr.DPO/KUR	Job analysis committee have been constituted vide this office letter no: Sr.DPO/KUR/WEL/HOER/GK/JA, dated: 25.10.2021 for conducting Job Analysis of total – 161 LC gates of engineering department over KUR Division. Accordingly the job analysis of 10 LC gates have been completed till today and rest will be undertaken in due course of time.
	P.R: Sr.DEN(Co):	Same as previous remarks.
	Minutes :-	Not discussed.
11	**15U/I/2021** **Sr. DEE/OP** **Sr. DOM**	Issue of 10 Hours shuttling TO to running staff while booked to MCS yard shunting i.e. MCS station and inside the workshop: LP and ALPs are granted minimum Mileage for outstation duty i.e. 120 Kms but they are practically being utilised for more than 10 Hours for MCS yard shunting i.e. MCS station and inside the workshop. If the above running staff will be issued with 10 Hours shuttling TO they will get 150 Kms mileage. ECoRSU demands while issue TO for MCS yard shunting they may be issued with 10 Hours shuttling TO.
	L.R: Sr.DEE/OP/KUR	Pertaining to operating department.
	L.R: Sr.DOM/KUR	Only crew issued T.O. at 08.00 Hrs. & 15.00 Hrs. duty except workshop holiday. The practice is 08.00 Hrs. T.O. crew back to BBS with or without vehicle as the case may be & 15.00 Hrs. T.O. crew normally proceed to MCS for 2nd half work and returned to BBS after work by 22.00 Hrs. Administration shall propose MGK in the section.
	L.M:-	One joint meeting would be held involving Sr.DOM, Sr.DEE/OP and Sr.DPO to finalise the issue.
	P.R: Sr.DOM/KUR	Process has been initiated for finalizing for MGK for left over short section over the division. In this context MGK for the section in question will be covered up.
	Minutes :-	Repetition of New Item No.16. Hence closed.
12	**18U/I/2021** **Sr. DPO** **ALL BO**	To accept 'Private Medical Certificate (PMC)' of KUR employees including Rail employees working in peripheries, where Railway Medical facility is not available: During Pandemic COVID-19 situation, it is highly improbable for employees of KUR Division to get bed facility and proper treatment in any Divisional Railway Hospital or ECoR Central Hospital. Besides, at peripheries, where Railway medical facility is not available or facility is

		inadequate, the Rail employees have to depend on private treatment. It is inhumane to reject the PMCs submitted by Railway employees during this pandemic. The PMCs should be taken into account till such time the Central hospital and Divisional Railway Hospitals function normally. ECORSU demands acceptance of PMCs of KUR employees including employees working in peripheries, where Railway Medical facility is not available.
	L.R: Sr.DEE/G/KUR	In view of pandemic COVID-19, employees are being given adequate facility to get proper treatment. Every care is being taken and also PMC is being accepted verifying the genuineness.
	L.R: Sr.DEE/TRS/ ANGL	Railway Health unit available at ANGL and TLHR and further for ANGL employees referral to local private hospital i.e Surendra hospital has also been provided by CMS/KUR. Apart from this PMC is also being accepted but strictly on case to case basis in order to prohibit employees to avail undue advantages of COVID-19 situation.
	L.R: Sr.DPO/KUR	There is provision for availing PMC facilities by railway employees in case of emergencies. During COVID period, PMCs have also been sanctioned by sanctioning authorities. However,' indefinite long PMCs with flimsy documents are subject to verification and cross examination by the railway medical authority. Otherwise, PMCs (especially for NG staff) are accepted and sanctioned in general. Sanction of PMC without valid certificates is not a matter of right.
	L.R: Sr.DOM/KUR	COVID-19, released PMCs were accepted & LHAP in this regard has been sanctioned. Depending on the genuinity and past history of the case PMCs are being considered.
	L.M:-	Guidelines will be issued to all concerned.
	P.R: Sr.DPO/KUR	Same remarks. (i.e previous remarks)
	Minutes :-	Discussed and closed.
13	**20U/I/2021** **Sr. DEN/Co** **Sr. DEE/G**	Provision of tool room cum rest room at Platform for electrical staff at PURI: Tool room and rest room of electrical staff is located outside the platform premise at Puri, It is very difficult for the maintenance staff to carry heavy tools from tool room to platform and back. Further for taking rest in between working hours they have to move to rest room which is far away from Platform. If tool room cum rest room at platform may be provided for electrical staff at Puri, it is very useful for the above maintenance staff. ECoRSU demands tool room cum rest room at Platform for electrical staff at Puri.
	L.R: Sr.DEE/G/KUR	Sr.DCM/KUR was requested vide this office letter No.KUR/EL/Estt/PNM/ECoRSU/2020 dt.22.10.2020 to identify the site. Again Sr.DCM/KUR has been once requested by this office vide letter No.KUR/EL/Estt/PNM/ECoRSU/2021 dt.06.10.2021 to identify the site for construction of tool room.
	L.R: Sr.DEN(Co)/KUR	Site visit and feasibility for provision of tool room-cum-rest room for Electrical Staff has been conducted. The sketch for the same has been prepared jointly. The proposal for the same will be initiated by Electrical Department.
	L.M:-	Sr.DEE/G will visit and decide within two weeks.
	P.R: Sr.DEE/G	Sr.DEE(G)/KUR will visit the site for provision of tool room cum rest room at Platform for electrical staff at PURI. Thereafter proposal for the same will be initiated by Electrical(G)/Department.
	Minutes :-	Not discussed.
14	**23U/I/2021** **Sr. DPO** **ALL BO**	Proper implementation of guidelines issued by Personnel Branch in connection with SCL of staff due to COVID-19: It is come to notice that guidelines circulated by DRM(P)/KUR to all sub-ordinate offices in connection with proper implementation of MHA/*DOP&PW*/Railway Board's guidelines especially CL/SCL for COVID-19 as communicated by PCPO/BBS is not implementing in its true spirit. Department/Unit/ Section heads are issuing their local orders debasing the above guidelines. ECoRSU demands proper implementation of guidelines issued by DRM(P) regarding CL/SCL during COVID-19 pandemic without any deviation.
	L.R: Sr.DEE/G/KUR	All the guidelines issued by Personnel Branch are being followed strictly and Leave are being managed and granted accordingly.

	L.R: Sr.DEE/TRS/ ANGL	Being followed as per issued RB guidelines as well as establishment circular of East Coast Railway in time to time.
	L.R: Sr.DEE/TRD/KUR	SCL to staff are granted following the guidelines issued by Sr.DPO/KUR.
	L.R: Sr.DOM/KUR	As per the letter from PCPO, the leave will be sanctioned by only JAG Grade Officer. Action is taken to implement of guidelines to facilitate of CL/SCL in favour of staff.
	L.R: Sr.DPO/KUR	Guidelines relating for Covid-19 are issued by this office to all the Branch Officers for uniform implementation across the division. It is also endorsed to trade unions for information of all the employees. Whenever any violation of the said guideline is noticed by ECoRSU, it should be brought to the notice of either concerned branch officer or Sr.DPO for enforcing the Covid-19 guidelines.
	L.M:-	Sr.DPO informed that necessary guidelines for grant of SCL to the staff during Covid-19 pandemic had been issued by stating that those staff, who were on leave prior to lockdown and were at their home and could not come to join their duties in course of lockdown (due to non-running of trains/non-plying of buses etc), such staff may be granted 30 days SCL, which had to prevail upto 30th June,2020. Beyond that, if any staff remains absent, then in that case, the staff can take his/her own leave, otherwise it will be marked as absent.
	P.R: Sr.DOM/KUR	Special CL to all staff for Covid-19 are being granted following the guidelines of Sr.DPO/KUR.
	P.R: Sr.DPO/KUR	Same remarks. (i.e previous remarks).
	Minutes :-	Discussed and closed.
15	**24U/I/2021 Sr. DPO Sr. DEE/TRD Sr. DEE/G**	OTA to TRD & TRS, ANGL staff to be implemented properly: To ensure payment of monetary benefit to the staff working at ANGL loco shed due to frequent attending the Loco Engine failures outside the failure spot like RJGR, TLHR etc. But they are not getting any monetary benefits for such extra work to rectify the failures. The staff booked for the said work may be treated as duty & if it is beyond roster hours, OTA may be admissible as per HOER rules. ECoRSU demands OTA to TRD & TRS/ANGL staff to be implemented properly.
	L.R: Sr.DPO/KUR	No such OT vouchers is received by this office.
	L.R: Sr.DEE/G/KUR	Over time allowances of all Electrical(G) staff are being forwarded to Sr.DPO/KUR in regular interval for arranging payment.
	L.R: Sr.DEE/TRS/ ANGL	Break down allowances is being paid to employees who have been nominated for break down works. Further break down staffs shall be admissible OTA as per HOER rules as and when attending loco failure en-route.
	L.R: Sr.DEE/TRD/KUR	There is no case pending at this end regarding payment of justified OT to the staff of TRD department.
	L.M:	Sr.DEE/TRS would be advised in reference to the earlier letter made for implementation.
	P.R: Sr.DEE/TRD	There is no case pending at this end regarding payment of justified OT to the staff of TRD department.
	Minutes :-	The earlier letter will be reiterated.
16	**26U/I/2021 Sr. DPO ALL BO**	Dishonour to Industrial relation by avoiding the Union correspondence by all departments except Personnel Department of Khurda Road Division: ECoRSU regularly raising many staff welfare related issues before proper forum and addressing the issues to concerned head of the department followed by several reminders but all these efforts by recognised trade unions are not properly redressed in time and treated very casually & carelessly by all departments except Personnel department in KUR Division. It implies scant respect to organised labour Unions at KUR Division. ECoRSU demands proper acknowledgement/ redressal/reply from concerned head of departments to communicate the authorised representatives of ECoRSU the status of issues raised by ECoRSU in time.

	L.R: Sr.DEE/TRS/ ANGL	ELS/ANGL is always proper acknowledge the letter/grievances of trade unions. Simultaneously reply/redresses being communicated to the trade union in due time.
	L.R: Sr.DEE/TRD/KUR	Noted. However, no such justified representatives are kept waiting in this office.
	L.R: Sr.DOM/KUR	Operating department shall continue the correspondence in the lines of Personnel department as the case may be & it will be take care always in future.
	L.R: Sr.DEN(Co)/KUR	The genuine grievances/ demands of the Trade Union are always taken into cognizance for implementation as per the feasibility.
	L.M:	Chairman advised all Branch Officers to ensure proper and timely reply is given to the staff union.
	P.R: Sr.DOM/KUR	Operating department observe the principle of personnel department as per the case and will take care of all correspondence in future.
	P.R: Sr.DEN(Co):	All Compliances as per the demand has been made to the staff of Union.
	Minutes :-	Discussed and closed.
17	**27U/I/2021** **Sr. DEN/Co**	Construction of proper boundary wall for identification of Railway & Private places: Over KUR Division in many places it is noticed that private encroachment by outsides in Railway land due to improper demarcation of land by Engineering department leads to unauthorised persons passage in Railway area. If a proper demarcation can be made or boundary wall can be construction in between Railway land and private land for proper demarcation of Railway land. ECoRSU demands immediate construction of proper boundary wall for identification of Railway land and unauthorised encroachment by outsiders.
	L.R: Sr.DEN(Co)/KUR	In most of the Railway areas boundary walls are available to protect the railway land from encroachments. In some areas due to the land dispute as well as missing of proper land records, the construction of boundary wall has not been taken up. Moreover, due to financial crunch and to exercise prudence in expenditure, such aspect will be looked into after availability of sufficient fund.
	L.M:-	Same remarks.
	P.R: Sr.DEN(Co):	Same as previous remarks. Recently two separate contracts for provision of boundary wall in Traffic Colony and Accounts Colony in KUR Settlement have been awarded.
	Minutes :-	Discussed and closed.
18	**28U/I/2021** **Sr. DPO** **Sr. DEN/Co**	Provision of Railway Institute at DNKL & KDJR for both social and recreation facility: Railway families are residing in DNKL & KDJR are lacking for any entertainment/recreation facility or to organise any social function at their Railway premises as no such KalyanMandap or Railway Institute is available to them. ECoRSU demands for construction of Railway Institute in the Railway colonies of DNKL & KDJR for aforesaid recreation and social purpose.
	L.R: Sr.DPO/KUR	KDJR:- There is a Rly Institute at KDJR/station premises. DNKL:- provision for Rly Institute at DKNL has been uploaded in IRPSM for 2021-22.
	L.R: Sr.DEN(Co)/KUR	KDJR: Railway institute is available for entertainment/recreation facility or to organize any social function at railway premises. But, election for institute committee members to be conducted which pertains to Personnel department. DNKL: There is one abandoned godown existing near SSE (Electrical Office). Proposal will be initiated for approval of competent authority, after which necessary renovation work will be taken up.
	L.M:-	1).Institute at KDJR will be repaired by March,2022. 2).Survey will be conducted and the work will be identified for repair for DNKL.
	P.R: Sr.DPO/KUR	Adhoc management committee has already been formed vide letter no: DPO/KUR/WEL/Rly Institute/KDJR/3, dated: 09.02.2022.
	P.R: Sr.DEN(Co):	KDJR: Repairing work of Railway institute at KDJR is under progress and will be completed on 31.12.2022.

		DNKL: Existing Godown may be converted into Railway Institute by providing required bath room and laboratory.
	Minutes :-	Not discussed.
19	**30U/I/2021 Sr. DME**	Installation of movable big size iron dustbins/containers in appropriate locations instead of concrete dustbins for solid waste management in Railway Colonies: Collection of waste in all Railway colonies over zone is being badly affected due to the improper organization. All Railway colonies have permanent concrete dustbins. Considering to the size of the colony, dustbin capacity provided is highly inadequate. Inappropriate placement of dustbins contributed to unorganized waste collection. Untreated solid waste is dumped on open land after collection.It has to rethink the strategy and follow a technology led path by installation of big size movable iron dustbins/containers in all Railway colonies, for shifting solid wastes from colonies to dump yards through road transport. ECoRSU demands for procurement of big size iron dustbins/containers and keeping in appropriate locations immediately for proper solid waste management.
	L.M:	Material under procurement.
	P.R: Sr.DME/KUR	Consolidate demand for provision of prefabricated Vats for 3 divisions have been sanctioned under ERW fund. Procurement and supply will be done by SBP Division. Materials yet to be received.
	Minutes :-	Alternate arrangement will be made to ensure cleaning of colonies.

Concluding session (Day-2 on 16.09.2022):-

(i) In the concluding session, the convener thanked Hon'ble Chairman & DRM/KUR, ADRM(OP), ADRM(Infra), GS/ECoRSU, Branch Officers, DC/ECoRSU and other representatives of ECoRSU for being a part of this august meeting. He expressed his satisfaction over the last two days discussions and support extended by ECoRSU. He informed that out of 49 agenda items submitted (New-30+Review-19), 39 items were discussed, and due to paucity of time, the remaining 10 items are carried forward to be discussed in the next PNM meeting. Further he said, out of 39 items discussed so far, action were taken on 16 items and decided to be closed and in 05 items, administration have committed to execute the works within the targeted dates. And in rest 11 items, decision were taken for monitoring the works for its gradual implementation. Then he requested GS/ECoRSU to speak a few words in the concluding session.

ii) Sri Patsahani thanked Chairman/PNM and DRM/KUR, ADRM(Infra), ADRM(OP), all the Branch Officers, DC/ECoRSU and other office bearers of ECoRSU for being present in the last two days discussion. However, he said, as per schedule, we need to conduct 06 PNMs, but after a gap of 9/10 months, only 01 DPNM could be feasible, may be due certain administrative exigencies. However, he urged the administration to fix up another date to clear all the outstanding issues. Then, he stated that despite DRM Sir's advice, some of the Branch Officers are impolite and not responding to their letters, and under this circumstances, how can we expect good industrial relationship would prevail. However, in the course of discussion, Shri Patsahani appealed the administration that the AIRF's Annual Convocation is proposed to be held at PURI, and he was assigned to look after the success of the meeting and hence requested the administration to help out in the success of the said meeting.

Then, the convener requested the DC/ECoRSU to speak a few words on the occasion:-

iii) Shri R.K. Das, DC/ECoRSU welcomed Chairman, ADRM(Infra), ADRM(OP), GS/ECoRSU, Branch Officers, Central Office bearers and other delegates present in the meeting. He said after a long gap, this PNM meeting is being held and thanked the administration for facilitating the same. However, he also thanked the administration for its co-operation in resolving many staff issues during last two days meeting. In fact, the need of the union is for the progress of the division with reciprocity between the administration and the unions, then the industrial relations would flourish, he stated. He further stated that the industrial relations with some of

the officers could not be proper due to staff harassment and non-co-operation in resolving staff issues. However, he thanked DRM Sir for giving nice statement during last PNM meeting and hoped that the PNM would be result oriented in future meetings.

He further said, except few officers, most of the officers are not going through the agenda items, nor giving proper remarks, hence it is affecting the industrial relationship. He appealed the chair to advise the officers to behave properly with the staff. He also said that the combined transfer policy not became effective and the rights of differently abled staff may be also looked into. Lastly, he requested Sr.DEN/Co to look into the repairing works of some of the union offices, which are in miserable condition.

Then the convener requested the Chairman & DRM to speak a few words before concluding the last session of the PNM meeting.

iv) Chairman/PNM & DRM/KUR thanked GS/ECoRSU, DC/ECoRSU, members of ECoRSU, ADRMs, Sr.DPO and Branch Officers for being a part of this successful meeting. He thanked ECoRSU for maintaining cordial relationship. The Chairman felt sad to listen that the behavior of some of the officers are not proper towards the staff, he advised all officers as well as ECoRSU to maintain reciprocity between both. He said, being public servant, we need to listen to all, rude behavior with any human being is not desirable. Regarding rights of differently abled staff, he advised Sr.DPO to circulate necessary guidelines to all concerned. He further informed that water problem at KUR and at some other stations are being sorted out. He also informed that some of the offices (in DRM office building) will be shifted to the new (TMC) administrative building and there will be more space for other departments to work comfortably. He further stated that the DRH/KUR is going to be modernize and necessary proposal is on the table. He further informed that requisite lightings will be provided in the stadium, and 300 sitter auditorium is also coming up. More new type-II staff quarters will be built at TLHR and PRDP. New running room is also coming up at CTC, sub-ordinate rest rooms are coming up at different locations. 13/14 stations will be up-graded in near future and cleanliness of most of the stations have been improved. There will be improvement in the quality of quarters in the CTC-PRDP sections as well as the children parks wherever available, manning of the children parks may be done by both the Unions. Staff quarters and running room will be built at MRDL in future. He advised Sr.DOM and Sr.DEE(OP) to sit and sort out MGK issues at the earliest. He hoped that the spirit of positivity, reciprocity and co-operation would prevail by ECoRSU in future meetings also.

CONCLUSION:-

Finally, the convener thanked Chairman/PNM for giving inspirational speech and valuable suggestions. He also thanked all Branch officers for their sincere co-operation and ADRM(OP) for necessary guidance. He further thanked GS/ECoRSU, DC/ECoRSU and other office bearers for extending their co-operation in bringing the last two days meeting into a successful conclusion.

The meeting ended with a vote of thanks.

(**P.K. Patsahani**)	(**R.K. Das**)	(**R.N.A.Parida**)
General Secretary/ECoRSU	DC/ECoRSU	CONVENER – CUM- Sr.DPO

30/8/23

A.D.R.M