



East Coast Railway

Office of the
Chief Personnel Officer
Rail Sadan, 2nd Floor, South Block
CSP, Bhubaneswar - 17
Dated: 13-06-2014

No. ECoR/Pers/IRM/P-30/05

All PHODs/CHODs/HODs of ECoR/BBS - PCE, CPO, CAO (Con), CME, COM, CEE, CCM, CMD, CSTE, FA&CAO, Sr. DGM, IG-cum-CSC, COS, CSO.

Sub: - Minutes of the 30th Zonal PNM Meeting between ECoR HQrs. & ECoRSC held on 29th & 30th May, 2014.

<><

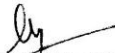
A copy of the minutes of the 30th (2nd in 2014) Zonal PNM Meeting held between East Coast Railway HQrs. and East Coast Railway Shramik Congress in *SABHA GRIHA*, Rail Sadan, ECoR HQrs., Chandrasekharapur, Bhubaneswar on 29th & 30th May, 2014, have been uploaded at the official website of East Coast Railway as per the following title.

Title: Industrial Relations

Heading: News & recruitment.

Official website: www.eastcoastrail.indianrailways.gov.in

It is requested to take appropriate action on items pertaining to Department / Division / Unit concerned and submit implementation against items noted each including section "A" to this Office along with photo copies of all reference letters / Estt. Serials / Railway Board's letters as early as possible, since the next ZPNM meeting between ECoR HQrs. & ECoRSC will be held shortly.


(GUNDICHA SETHY)

Dy. Chief Personnel Officer (IR & W)
for Chief Personnel Officer

Copy to the **Secretary to GM/ECoR** for kind information of **GM/ECoR**.
Copy to Director, Estt.(IR), Railway Board for kind information.
Copy to **General Secretary/ECoRSC** for information.
Copy to **DGM(G)/ECoR** for information. Copy to **General Secretary/ECoRSU**.
Copy to **DRMs/CWM** of ECoR-KUR, WAT, SBP & MCS for kind information.
Copy to the **CPO/Admn.**, Dy. **CPO(Gaz)**, Dy. **CPO(Rectt.)**, Dy. **CPO(HQ)** of ECoR/BBS for kind information.
Copy to **SPO (HQ)**, **SPO /Con/Co-ord**, **SPO/Staff**, **SPO/Gaz & Court**, **SPO/Engg**, **APO/HQ-I**, **APO/Rectt.**, **APO/Bills & APO/Welfare** of ECoR/BBS for information.
Copy to the **Sr. DPO/DPO/WPO** of ECoR - KUR, WAT, SBP & MCS for information and necessary action. All concerned.


(GUNDICHA SETHY)

Dy. Chief Personnel Officer (IR & W)
for Chief Personnel Officer



**Minutes
of the
30th Zonal PNM Meeting
between
ECoR & ECoRSC**

***Venue: Sabha Griha, 1st floor,
Rail Sadan,
Chandrasekharpur,
Bhubaneswar.
held on: 29th & 30th May, 2014.***

MINUTES 30TH (2ND IN 2014) ZONAL PNM MEETING HELD BETWEEN EAST COAST RAILWAY HEADQUARTERS & EAST COAST RAILWAY SHRAMIK CONGRESS (ECoRSC) AT EAST COAST RAILWAY ZONAL HQRS, RAIL SADAN, CHANDRASEKHARPUR, BHUBANESWAR ON 29TH & 30TH MAY, 2014.

MEMBERS PRESENT

OFFICIAL SIDE		REPRESENTATIVES OF ECoRSC	
Srl. No.	Name with designation (S/Shri/Smt.)	Srl. No.	Name with Designation (S/Shri/Smt.)
1.	Rajiv Vishnoi, GM	1.	K.S. Murty, President
2.	Manju Ray, CPO	2.	P. Mohan Rao, Working President
3.	P. Kishore Babu, CPO/Admn	3.	L.D. Jena, Vice President
4.	J.S. Gupta, PCE	4.	P.K. Sahani, Vice President
5.	R. P. Diwakar, CAO/Con	5.	R.C. Sahoo, General Secretary
6.	Prem Chandra, CME	6.	T. Narasingha Rao, Jt. General Secretary
7.	R.K. Gupta, CEE	7.	B.B. Samantaray, Jt. General Secretary *
8.	G.D. Brahma, COM	8.	B.K. Mund, Jt. General Secretary
9.	Purshottam Khapre, CMD	9.	P. Balaram Swamy, Jt. General Secretary
10.	N.K. Aktaruzzaman , FA & CAO	10.	B. Satyanarayana, Jt. General Secretary
11.	K. Krishnamurthy, COS	11.	B.B. Padhiary, Jt. General Secretary
12.	S.H. Safdar, CSTE	12.	J.Sampath Kumar, Addl.Jt.Genl. Secretary
13.	S.K. Mohanty, SDGM	13.	L.N. Upadhyaya, Addl. Jt. Genl. Secretary
14.	G.C. Ray, CTPM	14.	L.S.N. Ray, Addl. Jt. Genl. Secretary
15.	B.P. Swain, CSO	15.	S.K. Mohanty, Addl. Jt. Genl. Secretary
16.	D.P. Chaudhury, CE-II/Con	16.	N.S.L.K. Rao, Addl. Jt. Genl. Secy.
17.	C. Marandi, Dy. CSC(I/C)	17.	Bibhudatta Lenka, Addl. Jt. Genl. Secy.
18.	C.R. Panda, Dy. CSO/Traffic	18.	Ashutosh Mohanty, Treasurer
19.	Gundicha Sethy, Dy.CPO/IR & W	19.	G. Sitalaxmi, Lady Delegate
20.	M. Gangabhavani, SPO/HQ	20.	P. Ramlaxmi, Lady Delegate

* Attended on 29th May, 2014.

N.B:-

1. ***Please read the entire minutes.***
2. ***Implement decision already taken concerning your item(s).***
3. ***Intimate progress of action taken at once on all the items (i.e; open and closed items) concerning to you.***

**SECTION - "A"
INTRODUCTION**

1. Address of Smt. Manju Ray, CPO/ECoR/BBS:-

Smt. Manju Ray, CPO/ECoR/BBS welcomed Shri Rajiv Vishnoi, the General Manager/ECoR/BBS, Shri K.S. Murthy, President/ECoRSC, Shri R.C. Sahoo, General Secretary/ECoRSC, all Office Bearers and lady delegates of ECoRSC and all PHODs/CHODs present in the PNM Meeting. She told that, after fruitful discussion and co-operation, out of 36 items, almost 60% items were closed by amicable decision by consent of both sides, and some special items are kept for GM's intervention. She then requested Shri K.S. Murthy, President/ECoRSC and Shri R.C. Sahoo, General Secretary/ECoRSC to place any unsolved items before the GM/ECoR and finally requested the respected GM/ECoR/BBS to address the House.

2. Address of Shri K.S. Murthy, President/ECoRSC:-

Shri Murthy wished Shri Rajiv Vishnoi, the respected General Manager, Smt. Manju Ray, CPO/ECoR, all PHODs/HODs, General Secretary/ECoRSC, lady delegates and his colleague Office Bearers attending the meeting. He thanked the GM for sparing his valuable time from his busy schedule. He told that the meeting was conducted in a peaceful atmosphere, with good remarks and cleared their doubts through clarification, cooperation with the Officers. The following issues were brought to the notice of the GM for his intervention and consideration.

- 2.1 He requested the GM for construction of a market complex at KDJR Railway colony because the existing market is nearly 7 kms. away from the station and employees are facing immense problems. After construction of the same, the inhabitants will be able to get the minimum daily usable items and Railway can also earn revenue by giving that Market Complex on rent.
- 2.2 The staff who are deputed to perform extra work beyond the roster duty hours and deputed to perform outstation duties often by the Administration are not getting OT & TA due to budget constraints which creates discontentment among them. Therefore, he requested through ECoRSC to sanction TA & OT bills on supplementary basis.
- 2.3 At PUI, due to increasing number of trains, one air-conditioning staff has to manage 6 coaches which is not possible. Moreover, daily 28 trains run from/to Puri and due to less number of staff, it becomes very difficult to manage the work. This should be checked up and suitable action taken as soon as possible.
- 2.4 A number of Gr. 'D' posts are lying vacant in all departments. But, due to delay in publishing final results by RRC/BBS, the posts are not yet filled up. The issue should be looked into and the recruitment process should be completed early, so that, the vacancy can be filled up.
- 2.5 Because of combined seniority, both the Electrical and Diesel ALPs should be given training in both the fields as per Board's orders. He requested the GM to take personal interest in arranging dual training to them.

3. Address of Shri R.C. Sahoo, GS/ECORSC:-

The General Secretary/ECORSC wished and welcomed the GM, CPO, all PHODs/HODs, all Office Bearers of ECoRSC to the meeting. He gave thanks on behalf of MCS Workshop to the GM and CME for sanctioning 100 posts in favour of MCS Workshop which is the first time in the history of MCS Workshop. He also thanked for opening of North side back gate of Rail Sadan for smooth movement of staff. He then applauded the actions of present GM for which employees believe that, the GM listens to all their grievances and as much as possible try to solve their problems. He also thanked the GM for his plans to increase the loading capacity in order to make ECoRly the No.1 in Indian Railways. He then placed the following points before the GM for consideration.

- 3.1 At present, Nayagarh is the termination point. But, he requested the GM to allow running staff of ECoR to work up to Jaroli in order to avoid detention.
- 3.2 He thanked the GM for opening the Running Room at Rayagada on 21-2-2014. But, unfortunately, beds and furniture are not provided and cleanliness is not maintained properly for which running staff are staying in a bad condition which should be looked into. The matter has been discussed in divisional level but no result has come.
- 3.3 In the running rooms at PSA, KUR & ANGL, the quality of food supplied is very bad. There is no attendant and complaint register is also not available for which complaints are not put up to the authority. Therefore, it is requested to streamline the system by surprise visits, etc.
- 3.4 It is very unfortunate that Administration has increased the school bus fee by five times i.e. from ₹ 100/- to ₹ 500/-. He requested to increase the bus fees at least two times only for the present so that, the staff will not face financial hardship.
- 3.5 The bio-metric attendance system is not fully worked out. In Stores Department, dual attendance is maintained i.e. manually and by machine which is a wrong practice. Hence, a uniform policy should be adopted in all departments.
- 3.6 In Kanchan Junga Railway colony, electricity is cut for 6-7 hrs. which harass the colony inhabitants. This situation should be looked into.
- 3.7 It is seen that in Rail Vihar Colony, the security is handed over to a private organization for which in presence of and in the knowledge of private security staff some outsiders enter into the colony and steal. Therefore, it is demanded to withdraw the private security at least in the night time and RPF staff should be posted.
- 3.8 After merging cadre of GA, Personnel, Medical with MCS cadre, the transfer orders are issued only against two staff i.e. Shri K.K. Jena and Shri Barik which is a wrong practice. Therefore, it is requested to maintain a uniform policy and it is to be done on rotation basis.

With this, he thanked to all and gave assurance that, ECoRSC always cooperates with the Administration and if there is any mistake or any unlawful action will occur from their side, then anybody can bring to the notice of General Secretary and they should rectify it and solve the problem.

4. Address of Shri Rajiv Vishnoi, GM/ECOR/BBS:-

The General Manager thanked the General Secretary for supporting the Administration in a positive way and for his promise to cooperate the Administration, increasing the loading capacity and make ECoRly No. 1 in Indian Railways. Through this Permanent Negotiation Machinery, the problem can be solved and no other way should be applied. Everybody should listen others' points of view and try to understand the problem.

- 4.1 The Railway budget demand has already been sent to Board and he will try to pay all outstanding pending TA & OT arrears to the staff according to the budget provided.
- 4.2 Due to shortage of Training School, it is not possible to provide dual training to all the ALPs.
- 4.3 Running room problem will be looked into and food quality should be increased.
- 4.4 Management will be increased instead of booking RPF personnel for security in Rail Vihar which seems to be a problem.
- 4.5 Violation of HOER - HOER Inspector should verify and put up a report along with corrective action plan, if required.
- 4.6 All other points are noted by GM and as early as possible, the problem can be solved according to the rule. 1st preference should be given to the customer because a customer is the God of Railway.

Finally 'Vote of Thanks' was given by the CPO.

SECTION - "B"
NEW ITEMS

Srl. No.	ITEM No. / Concern PHODs	SUBJECT MATTER
01.	30C-01-2014	NON CALCULATING THE HIGHER GRADE PAY UNDER MACP FOR PAYMENT OF INCENTIVE BONUS IN CRW/MCS:
	CPO	The financial up gradation benefit has been extended under MACP
	CME	Scheme & the staff those are eligible are availing the benefits with
	FA & CAO	higher grade pay. As per RBE-101/2009, the MACP will also count
	CWM-MCS	for all benefits which are linked to the pay drawn by an employee.

But the authority of CRW/MCS is denying to calculate the incentive Bonus on the basis of MACP, which causes financial loss of the employees.

Therefore ECoRSC urges that, the MACP should be taken into account for the purpose of computing incentive payments for the staff of CRW/MCS.

REMARKS OF ADMINISTRATION

The incentive payment to the employees are on substantive Basic Pay of the regular post held by them and not on basis of pay granted to them on Financial upgradation under MACP as per Railway Board's letter No. 2012/CA/19/2 dated 16-08-2012.

After implementation of 6th PC, Railway Board has revised the hourly rates of incentive bonus and bonus factor of Workshop vide letter No. 2008/M(W)/814/38 dtd. 23-02-2010 and clarified that incentive payment should be decided on the basis of post / designation held by the employees and the hourly rate / bonus factor corresponding to that post / designation.

Recently in response to CPO/ECOR/BBS D.O. No. ECoR/Pers/R/Incentive Bonus dtd. 03-06-2013, Railway Board vide letter No. 2008/M(W)/814/38/Pt.II dtd. 30-07-2013 has clarified regarding incentive bonus for Workshop Staff getting benefit under ACP/MACP scheme which has been communicated by CPO/ECOR/BBS vide letter No. ECoR/Pers/R/Incentive Bonus dtd. 12-09-2013. It has been communicated that equating an employee holding a higher scale on non-functional basis but performing the duties of lower post with another employee who is holding higher scale on functional basis and performing the duties of their higher grade post the purpose of incentive bonus would be treating up-equals as equals.

Hence financial up gradation under MACP scheme is not considered to calculate the incentive bonus.

DECISION

The copy of the letter No.2008/M(W)/814/38/Pt.II dtd. 30-07-2013 received from Railway Board has been handed over to ECoRSC.

(CLOSED)

02. 30C-02-2014 **FIXATION OF AVC FOR STORE KHALASIS HAVING BELOW REQUISITE STANDARD OF QUALIFICATION TO GET PROMOTION AS ARTISAN IN SAME DEPARTMENT:**

CPO
COS
PCE
ALL DRMs

In an item raised by ECoRSC in 22nd ZPNM held on 31/5 & 01/06/2012 regarding fixation of AVC of Store Khalasis, Office Khalasis of IOW, PWI, Office those are not having channel of promotion.

Accordingly in a joint meeting held on 03.08.2012, it was decided to allow them to appear for the selection for the post of Jr: Clerk Cum Typist against 33 $\frac{1}{2}$ & 16 $\frac{2}{3}$ DPQ. By virtue of that decision some staff of those categories those who were having the requisite qualification for the post of Jr: Clerk Cum Typist have availed the opportunity.

But it is to pity that some of employees those are not having the requisite qualification (i.e. Matriculation) are still continuing as Store Khalasis in subordinate Units. Further the system of promotions from Store Khalasis to Khalasi Helper & then to Artisans in their respective Unit/Departments which was prevailing earlies has now been dispensed with. For the reason such Store Khalasis are deprived to get their promotion since along.

Therefore ECoRSC urges before Administration to allow the Store Khalasis those are not having the minimum qualification to merge in Helper Cadre of P.Way/Works wing of Engg Department to get future promotion as Artisan as one time exception.

REMARKS OF ADMINISTRATION

There is no category of Stores Khalasi post operated in Depot cadres of Stores Department. However category of Helper-I, II and Jamadar KSI in GP Rs. 1800/- are being operated who have AVC of promotion to Material Clerk / Jr. Clerk of GP Rs. 1900/- having requisite qualification by DPQ. Artisan category is not operated in the cadre of Stores Department. Therefore, the non-matriculate (or those who could not qualify) Staff in GP Rs. 1800/-, who are not promoted to GP Rs. 1900/- are upgraded under MACP scheme as per extant rule after completion requisite number of years of service.

DECISION

Stores Khalasi of the Engineering Department, who are not having requisite qualification for promotion to Clerk-cum-Typist posts to which their avenue of promotion lies, will be given MACP as per their turn and eligibility. Item discussed and closed.

(CLOSED)

03. 30C-03-2014 **NON IMPLEMENTATION OF ZPNM DECISION ON RBE No.64/2013 BY ADMINISTRATION REGARDING MERGING OF PWS WITH JE IN ENGG DEPARTMENT:**

CPO
PCE
ALL DRMs

On the item 28C-03-2013 regarding " Early implementation of RBE 64/2013" raised by ECoRSC, ECoR Administration has offered the decision in the minutes that SBP & WAT Division have already implemented the merging w.e.f 19.11.2013 & 27.11.2013 respectively & KUR Division will complete by 31st JAN 2014.

Even after completion of four months to the decision of ZPNM & follow ups by CPO/ECoR vide letter No.ECoR/Pers/IRM/P-II/68 Dt.30.01.2014 as well as by this Organisation vide letter No.ECoRSC /CENT/DRM/KUR/14/73 Dt. 31.03.2014, KUR Administration has still not implemented.

ECoRSC therefore demands immediate implementation of same by KUR Division & the letter of SBP & WAT be supplied to ECoRSC.

REMARKS OF ADMINISTRATION

WAT & SBP Divisions have implemented RBE No.64/2013.

In KUR Division, the case has been re-submitted on 26.03.14 vide Lr. No.Engg/Estb/Cadre/2014 to Sr. DPO/KUR duly certifying the required matching money value. Sanction Memorandum is awaited.

DECISION

It will be implemented in KUR Division within a month.

(CLOSED)

04. 30C-04-2014 **FIXATION OF LIEN & SENIORITY OF CONSTRUCTION (PCR) STAFF AFTER REPATRIATION:**

CAO/Con
CPO
ALL DRMs

Against the item No.30 of 26th ZPNM/ECoRSC held on 20th & 21st JUNE 2013, the Administration has offered the remarks & Decision as follows.

Remarks :

"Seniority list of HQ/BBS & KUR is under preparation & to be published shortly.

For SBP Division seniority lists of all categories have been published.

WAT Division has published seniority list as on 01.01.2013 combining the PCR Staff.

Decision :

Copies of seniority list published will be supplied to ECoRSC.

The fact is that despite objections from this Organisation Administration has implemented the proposal made vide SPO(C) BBS's letter No. SPO/COM/Co-ordn/BBS/NG/Fixation of lien of PCR/115/05365 Dt.17.04.2012. But even after passing 10 (ten) months to the decision of 26th ZPNM, Administration is still unable to publish the seniority list of HQ/BBS & KUR as well as more unable to supply the copies of published seniority list of SBP & WAT.

ECoRSC demands for early completion & supply of copies of same.

REMARKS OF ADMINISTRATION

In SBP Division, necessary Office Order has been issued vide O.O. No. Engg (Misc.)/63/2012, dtd. 29-06-2012 to grant lien to the PCR Staff and interpolation of their name in the respective seniority list.

In WAT Division, seniority list already circulated to all concerned including Unions duly incorporating PCR staff. The same has also been uploaded in the ECoR web site.

DECISION

Divisions will be advised to give the copies of seniority lists to ECoRSC. PCR cadre has already become redundant. At this stage, there is no question of regularizing construction staff against any PCR staff which no longer exists after discussion with CPO.

(CLOSED)

05. 30C-05-2014 REGULARIZATION OF CONSTRUCTION STAFF THOSE ARE CONTINUE IN AD-HOC BASIS SINCE A LONG:

**CAO/Con
CPO
ALL DRMs**

Complaints are being received from the regular Construction staff that, though they are allowed to work against the next regular higher grade vacancies for pretty long period on Ad-hoc basic & availing to monitory benefits they have still not been regularised against the post they are working.

The second Ad-hoc promotion has been denied interms of RBE. No.86/2011 & circulated by ECoR vide ES No.106/2011. Accordingly

the 2nd & 3rd Ad-hoc promotions which were prevailing earlier in construction Organisation have been restricted.

The vacancies in higher grade posts are still existing & the regular construction staff are working since long against that higher grade post on Ad-hoc basis, In spite of that still Administration has not regularised them, which is unfortunate.

ECoRSC demands to regularised them as per the Railway Boards Guide Line.

REMARKS OF ADMINISTRATION

ECoRSC's demand can be examined only after receiving list of such Staff with their representations.

DECISION

ECoRSC said to club this item to Item No. **30C-04-2014** and to provide the interpolated seniority list of PCR and open line staff, then the issue will be decided bilaterally. Zonal Hqrs. seniority list will be published within a month.

(CLOSED)

06. 30C-06-2014 NON IMPLEMENTATION THE ZONAL PNM ITEM TO PROVIDE OFFICE ACCOMMODATION FOR SBP BRANCH OF ECoRSC:

**PCE
SDGM
DRM-SBP**

It is the foremost responsibility of the Administration to provide Office Accommodation to all the Branches of Organised Labour of PREM Group Constituent under PREM facilities. Accordingly the SBP Branch was also provided under the same scheme.

But without providing any alternative accommodation, Administration has dismantled the existed ECoRSC Branch Office at SBP since along. For that since along back ECoRSC has facing a lot of difficulties to maintain the Organisation without having any accommodation.

Because of that, the issue was raised vide Item No. 19 of 21st ZPNM held on 22nd & 23rd FEB 2012, wherein the decision was taken "A building will be provided for Unions Office on first availability it self".

But though more than two years has already been passed to the decision of a higher forum, the ECoRSC still not get the accommodation which is really unfortunate.

Therefore ECoRSC demands for early provide the accommodation for SBP Branch.

REMARKS OF ADMINISTRATION

There is scarcity of office accommodation in SBP. Till construction of a new office accommodation, it has been proposed to renovate AC sheet roof building, near RPF office and besides station building of SBP to accommodate recognized trade union's branch office in this building.

DECISION

There is scarcity of office accommodation in SBP. Till construction of a new office accommodation, it has been proposed to renovate AC sheet roof building, near RPF office and besides station building of SBP to accommodate recognized trade union's branch office in this building.

(CLOSED)

07. 30C-07-2014 NON IMPLEMENTATION OF ZPNM DECISION IN REGARD TO 08.00 HRS DUTY ROSTER FOR Optg Gr "D" STAFF OF KR LINE:

**COM
DRM-WAT
DRM-SBP**

The above item was first raised in 21st ZPNM, wherein it was agreed & decided to change the roster from E1 to Continuous after job analysis is over.

Again the said issue has been raised vide item 23 of 24th ZPNM & lastly being item No. 15 of 26th ZPNM held on 20th & 21st June 2013, wherein Administration has offered remark that the "Roster duty hours of all Class III employees in SM Category is changed from E1 to continuous & roster for Group "D" is also changed in KK Line except KR Line of WAT Division".

Though near about 10(ten) months has already been passed to the decision, the change of roster from E1 to continuous of Group-'D' Staff of KR Line has not been changed, which is un-tolerable for them.

ECoRSC demands for implementation of 08 hrs duty roster for Group "D" Optg Staff of KR Line like KK Line early.

REMARKS OF ADMINISTRATION

The job analysis for change of roster from "EI" to "Continuous" for Group 'D' Staff of KR Line has been taken up by the Committee consisting of Inspectors from Operations, Personnel & Accounts Departments as per the following details.

Srl. No.	Station	From	To	Report submitted to P/Branch on	Accepted by Sr. DOM on	Approved by DRM on	Sent to Hqrs. by P/Branch
1.	DMTR	31-01-2014	03-02-2014	05-02-2014	28-02-2014	03-03-2014	04-03-2014
2.	KTGA	03-02-2014	06-02-2014	17-02-2014			
3.	TKRI	06-02-2014	09-02-2014	17-02-2014			

The observations raised by Personnel Branch of HQrs. Office vide letter No. ECoR/Pers/R/HOER dated 25-04-2014 is under compliance in WAT Division.

DECISION

This issue will be expedited and decided within a month's time.

08. 30C-08-2014 **TO STOP DEDUCTION OF SO CALLED EXCESS PAYMENT DUE TO GRANT OF 3RD MACP IN PB-III, GP Rs 6600/- TO NURSING STAFF:**

**CPO
FA & CAO
ALL DRMs**

It has come to the knowledge of this Organisation, on the representation of the Nursing Staff that Administration is intending to deduct the over payment made to them due to grant of 3rd MACP in PB-III Scale 15600-39100 with Grade Pay Rs 6600/-, due to misinterpretation of rule. It is not only giving financial hardship to the concern staff but also putting in mental strain.

In this connection, attention of Administration is invited to Para-6 of Office Memorandum issued vide F.No.Z 29011/1/2012-N by Ministry of Health & Family Welfare/New Delhi dated 11th April/2013, wherein it has been clearly Ordered to grant the benefit of 3rd MACP in PB-III, Scale 15600-39100 with Grade Pay Rs 6600/- to the Assistant Nursing Superintendent on completion of 30 years of service & no recovery shall be made & also this issue is under active consideration of Railway Board still.

Therefore ECoRSC demands to stop the recovery immediately & if required the case to be referred to Railway Board.

REMARKS OF ADMINISTRATION

Statement of over payment due to MACP of one Chief Matron has been vetted at KUR Division for effecting recovery as per Railway Board's letter No. PC-V/2009/ACP/2 dated 10-06-2009 (RBE No. 101/2009).

For HQ & WAT portion will be ascertained. No representation has been received from any cadre.

DECISION

It is understood that the case is under active examination of Railway Board. The proposal will be sent to FA&CAO to keep pending recovery for about 02 months or till receipt of letter from Railway Board whichever is earlier. If anybody is retiring within this period then the amount will be released or kept pending from DCRG.

09. 30C-09-2014 INDUCTION OF STAFF AGAINST 10% INTAKE:

PCE

CPO

CWM-MCS

In terms of Para 179, Sub-Para XV (ACS/132) of IREM -Vol-1 (1989) Circulated vide RBE No.14/2009 & CPO/ECOR's Estt: Srl:No.16/2009, this Organisation has raised this issue in 25th ZPNM held on 7th & 8th Feb 2013 to consider the transfer of Trackmen, Safaiwala, Store Khalasi to other Departments against 10% intake quota with 50% seniority.

Further it was also decided & minutes drawn in 25th ZPNM that on completion of publication of all pending panels (i.e. 2006 & 2010) the 10% intake rules shall be considered.

In this regard it is stated that all most all Group 'D' pending panels have already been published & new faces have also been joined in ECoR, but still the notification has not been issued to fill up the post against 10% intake.

Therefore ECoRSC urges before Administration to notify for induct against 10% intake early.

REMARKS OF ADMINISTRATION

Waltair Division was issued notification against 10% intake & completed the screening vide O.O. dated 23.12.2013.

RBE No.14/2009 was issued then with a view to improve the promotional prospects of trackmen etc. by transferring them to other Depts. (against 10% quota), but only after ensuring successful recruitment of trackmen in time so that the no. of trackmen required for track maintenance not compromised due to the said transfers.

Recently trackmen/trolley men/G.K./Keymen/ Mate cadre has been restructured by creating a "unified Track maintainer" cadre as per RBE No.91/2012 and No. 33/2014 which open a channel of promotion for qualified trackmen up to G.P-Rs.2800/- thus enhancing their promotional prospects considerably which will help in satisfying their ambition to reach higher G.P. while still staying in their parent Dept.

About 33% vacancy exists in trackmen cadre on date and also the ongoing recruitments is yet to be completed.

It takes several years to train the trackmen in maintenance skills, patrolling, manning of LC gates etc. which involves safety of track. In view of this, and as large no. of gates are to be manned, sparing of experienced trackmen to other Dept. at this stage will compromise maintenance of track, manning of gates, track patrolling etc. and hence cannot be considered.

DECISION

The divisions will be advised to initiate 10% intake selection from Gangman to other category following extant instructions. Calculation will be based on the intake in the year 2013-14 on vacancies as per RBE No. 14/2009.

(CLOSED)

10. 30C-10-2014 **PHYSICALLY NON VACATION OF RAILWAY QUARTERS AT RAIL VIHAR:**

PCE
SDGM

Earlier the Central Bank, State Bank & Urban Bank were functioning in the Qtr:No. C/45/F, C/46/G, C/46/F, C/91/G & C/95/F at Rail Vihar, which existingly has been shifted to Old Office Building of COS/BBS, PCE/BBS & FA & CAO(T) since a long time back.

Inspite of the banks are already shifted to new building & presently running in new place, still the above Railway Quarters (05 no's C-Type) are not vacated by the above Organisations practically.

Railway has lossed the revenue since near about six months back of those 05 no's of C-Type Quarter, & allowing them to occupy without any rent, which is irregular.

Therefore ECoRSC urges before Administration to make them vacated from by them above 05 no's quarters & the damage rent from the date of shifting to new building to be recovered from them & allot to the employees of ZHQ early.

REMARKS OF ADMINISTRATION

Out of five quarters both C/92/G and C/95/F have since been vacated and handed over to Engineering Department by SBI and Urban Bank respectively. Central Bank has also informed that they will hand over the quarter by the end of May-2014. Besides, rent will be assessed and recovery by Engineering Department as per norms till these quarters are handed over for allotment for further action and vacation of remaining Qr. No. C/45-F, C/46-G, C/46-F & C/95-F is being pursued.

DECISION

The matter will be looked into.

(CLOSED)

11. 30C-11-2014 **PROVISION OF TRANSPORT VEHICLE FOR THE RUNNING STAFF OF KDJR RESIDING OUTSIDE:**

COM
CME
CEE
DRM-KUR

At present near about 150 Running Staff (LP & ALP-100 & Guards-50) are stationed at KDJR. Out of that, only 20 to 25 no's have been provided with Railway accommodation & others are remaining outside on rented private accommodations at a far distance from

their working place.

Due to non availability of Railway accommodation the Running Staff those are residing outside are facing a lot of troubles while coming to duty or returning home during 20.00 hrs to 06.00 hrs through that remote road. Sometimes they are facing robbery, threatening to murder which becomes life risk for them.

Since the Administration is unable to provides Railway Quarters at KDJR & to & fro of Running Staff for timely attending duty is inescapable/unavoidable, Administration should arrange road transportation facility from their residence to work spot & back to avoid life risk to them.

ECoRSC demands to provide One Bolero for them for their Transportation during 20.00 hrs to 6.00 hrs to avoid their life risk like JKPR Staff.

REMARKS OF ADMINISTRATION

KUR Division has already processed for hiring of a road vehicle to provide transport facility in night time.

At all Crew & Guard base stations of all Division 100% accommodation of Railway quarter is not possible. The Staff, those are not having Railway Quarter have to remain outside as per their convenience.

Following 6th PC recommendation, all Staff are entitled and are receiving transport allowance for travelling to Office from their residence.

DECISION

Transport facility is expected to be provided within 02 months.

(CLOSED)

12. 30C-12-2014 PROVISION OF LEASE ACCOMMODATION FOR THE RUNNING STAFF AT TLHR:

**SDGM
DRM-KUR**

At present the TLHR Running base is consists of 140 LPs, 242 ALPs & 140 Guards i.e. 522 in toto.

Out of above 522 Running Staff, only 65 no's of LP & ALPs & 35 no's of Guards have been provided with Railway Accommodations & other 422 no's of Running Staff are compelled to reside in private rented houses at a distance from TLHR Station due to non availability of Railway Accommodation.

Since the TLHR area is under the developed Industrial belt of

Odisha, the rents of private houses are in Sky touching rate, they are facing financial burden & some of them are unable to afford so high rates.

Apart from that, there is no vacant place is also available to construct New Quarter at TLHR.

In view of the above facts ECoRSC urges before the Administration to allow lease accommodation for TLHR Staff for smooth Running of ECoRly in particularly KUR Division.

REMARKS OF ADMINISTRATION

Lease accommodation for the running staff at TLHR is under process in KUR Division.

DECISION

Suitable decision will be taken very soon.

(CLOSED)

13. 30C-13-2014 **AN UNIFORMAL POLICY TO BE ADOPTED OVER KUR DIVISION AS WELL AS OVER ECoRly, REGARDING BOOKING OF GUARDS:**

**COM
ALL DRMs**

It is seen that, in the Running bases like, TLHR, PRDP in KUR Division, where CMS is introduced the roster of Guards of those respective bases are being managed by the Crew Controller of concern bases & also seen that system is more beneficial to Railway in saving manpower as well as train detentions.

But in KUR base though the strength of Guards is very less then TLHR & PRDP & CMS has also been introduced since long, the roster Guards is being managed still separately by utilising manpower like 01 OS (roster), 03 roster clerks, 03 Guards, & 03 TPs along with 03 Call Boys(Private), which is causing wastage of men power & Railway Money.

It may be stated that due to shortage of Guard at KUR, Administration is utilising TPs to run the train. But 03 Guards & 03 TPs are being utilised in Guards roster at this crucial stage is seen Mis utilisation of Men Power.

Therefore ECoRSC demands for bringing the Guards roster/KUR under the control of Crew Controller at KUR like other bases for the benefit of Railway.

REMARKS OF ADMINISTRATION

There is a base of 210 Guards at KUR. Booking of Guards by Crew Controller through CMS is not possible at KUR due to shortage of

Crew Controllers.

The roster establishment at CMS/KUR can only be withdrawn if additional Crew Controllers are deployed to look after the establishment matters of Guards. As informed by KUR Division no Guard is booked to work in KUR CMS Office.

DECISION

From 1st June 2014, we will implement booking of Guards through CMS except maintaining manually the roster of Gr.D staff presently used as Guards.

(CLOSED)

14. 30C-14-2014 PROVISION OF PATHOLOGICAL TEST FACILITY WITHIN THE PREMISES OF RAILWAY HEALTH UNIT AT TLHR:

**CMD
DRM-KUR**

A Railway Health Unit is functioning at TLHR under Control of Sr.DMO/TLHR with some Para Medical Staff.

But due to non availability of facility for Pathological Test at the Health Unit, particularly the Running Staff are being directed by the Sr.DMO/TLHR to get the Pathological Test Outside, which is situated at a distance of 5-6 Kms from TLHR Health Unit.

Since it is an outside agency, the non Railway men also attending to that for which the Railway Staff have to wait in Que to be tested which is consuming more time & made them unable to attend their duties in time or compels to avail one day leave.

Therefore ECoRSC urges before Administration the facility for Pathological Test to be arranged within the premises of Health Unit for the benefit of Running Staff of TLHR as well as for Administration.

REMARKS OF ADMINISTRATION

It is not feasible to open a Pathology laboratory at peripheral Health Unit as it requires additional manpower and machines. Moreover a cash imprest of Rs. 5000/- is provided to Sr. DMO/TLHR exclusively for laboratory tests locally.

DECISION

Item discussed and Closed.

(CLOSED)

15. 30C-15-2014 VIOLATION OF RULE FOR TREATING THE PERIOD SPENT FOR PME AS DUTY:

**CMD
COM**

In terms of Chapter Vth, Para-524 of IRMM/2000, the Periodical Medical Examination (PME) should be completed within 03 (three)

CME
CEE
ALL DRMs

days. In case if a Railway Doctor is unable to come to a conclusion within a Period of 03 (three) days, then the entire period required for a Doctor to come to a final conclusion of the PME should be treated as duty.

But complaints are being received from the concern staff that, all the Divisional Authorities are treating the Period in excess of 03 (three) days for PME as Absent or sanctioning leave by compelling the staff to apply, which clear violation to above rules.

The matter was brought to the notice of Railway Board vide PNM Item No.37/2012 held on 30th & 31st Jan-2014 & decided that instructions already exist in Para 524 of IRMM 2000 for treating period of absence from duty when an employee is sent for Periodical Medical Examination to an authorised Medical Authority the same have been re-iterated vide Board's letter No.2013/H/5/1(Policy) dated 10.01.2013.

Therefore ECoRSC urges that a suitable instruction should be issued to Divisions for ensuring scrupulous adherence of Railway Board's Guide Line.

REMARKS OF ADMINISTRATION

Existing instructions laid down in Para 524 of IRMM 2000 for treatment of the period of absence of Railway employees sent for periodical medical examination are followed.

Periodical Examination of an employee should invariably be completed in 3 days. If a Railway Doctor is not able to come to a conclusion within a period of 3 days, the entire period required for the Doctor to come to a conclusion of the P.M.E. should be treated as duty. However it will not include the time taken by the employee to procure spectacles or any willful delay by the employee.

However this rule does not apply to those cases who are detected with certain diseases and need treatment. Such cases are kept in sick list in continuation of PME i.e. beyond 3 days for treatment purpose and declared fit accordingly on latter date.

Appropriate entry in regards to time spent on various reasons during PME from the date of appearing for PME are recorded in the movement card in each and every PME case.

Above instructions have been issued to Divisions.

DECISION

Existing instructions laid down in Para 524 of IRMM 2000 for treatment of the period of absence of Railway employees sent for

periodical medical examination are followed.

Periodical Examination of an employee should invariably be completed in 3 days. If a Railway Doctor is not able to come to a conclusion within a period of 3 days, the entire period required for the Doctor to come to a conclusion of the P.M.E. should be treated as duty. However it will not include the time taken by the employee to procure spectacles or any willful delay by the employee.

However this rule does not apply to those cases who are detected with certain diseases and need treatment. Such cases are kept in sick list in continuation of PME i.e. beyond 3 days for treatment purpose and declared fit accordingly on latter date.

Appropriate entry in regards to time spent on various reasons during PME from the date of appearing for PME are recorded in the movement card in each and every PME case.

Above instructions have been issued to Divisions.

If there is any specific case, it may be referred to CMD.

(CLOSED)

16. 30C-16-2014 NON IMPLEMENTATION OF PERIODICAL TRANSFER CONSTRUCTION ORGANIZATION AND PERSONNEL DEPARTMENT OF ZHQ OFFICE:

**CAO/Con
CPO**

It is observed that so many staff in Personnel Department of Hd:Qtrs Office & construction Organisation are continuing in particular seat beyond the stipulation under RBV No.10/2008.

The name of long standing of Personnel Department of ZHQ has already given to Administration vide ECoRSC letter No. ECoRSC/CENT/Confidential/14/97 dt. 10.04.2014 but still no action has initiated on that.

Further, for the Construction Department, against item 14 of 29th ZPNM, it was made known that "Orders have been issued by Construction Organisation" but no copy of that has been endorsed to ECoRSC & also observed that no any Order has issued from Construction Department still.

Therefore ECoRSC urges to implement the Order of Periodical Transfer to Personnel & construction Department early.

REMARKS OF ADMINISTRATION

Periodical transfer in all Units of Construction Organisation have been implemented. Office Orders for transfer of officials have

been issued and also being continuously monitored for release / reporting of Officials.

Periodical transfer of the Staff from Construction Organisation to Open Line is being implemented in Accounts Department. Periodical transfer list is under preparation in Personnel Department.

DECISION

Board's instruction on rotation of staff in sensitive posts who are working for more than 04 years will be followed scrupulously.

(CLOSED)

17. 30C-17-2014 NON PAYMENT OF TA AND OT SINCE LAST ONE YEAR TO THE STAFF OVER THREE DIVISIONS:

**CPO
FA&CAO
ALL DRMs**

Complaints have been received from the staff of various categories that though they have been deputed to perform out station duties often by the Administration, but still they are not been paid with the TA.

Similarly those staff are deputed to work beyond the roster duty hours are also entitle to get OT for the extra hours. But the same also not been paid since long.

The Staff those are directed to perform out of Hd:Qtr: duty & extra duty beyond rostered hour, they are always with a hope of getting some remuneration. But it is unfortunate that the remuneration like TA & OT has not been paid to them since last one year, which is becoming financial burden on them & creating disinterest for performing out station & extra duty.

Therefore ECoRSC demands for early payment of due TA & OT to them.

REMARKS OF ADMINISTRATION

OT & TA Bills have been restricted to the budget allotment of every year. The latest status are below:-

WAT:- All OT vouchers up to February 2014 of Operating Department Staff have been sent to DPO/WAT vide letter No. WTX/5/OT/14 dtd. 08-04-2014. Further, payment of TA was done upto December, 2013, and payment of OT was done up to December, 2012.

KUR:- OT bills of Operating Department have been countersigned and submitted to Sr. DPO(Bills) upto February 2014. No TA bill is pending in Operating Department.

DECISION

Decision will be taken on receipt of Budget provision from Railway Board.

18. 30C-18-2014 **ARBITRARY CANCELLATION OF SELECTION HELD AGAINST DPQ FOR THE POST OF Sr. CLERKS IN COMBINED CADRE OF GA, PERS & MED OF ZHQ & WPO/MCS at ZHQ:**

**CPO
CMD
SDGM**

As per assessment of vacancies, a suitability test to fill up the said 04 vacancies (UR-2, SC-1 & ST-1) of Sr.Clerks in PB-I Scale-5200-20200 with GP-Rs 2800/- was conducted & 04 Jr:Clerks, who were coming within the zone of consideration against 1:1 basis were found suitable as well as processed for issuing promotion Orders vide letter No.ECoR/Pers/NGE/02/Suitability/Sr.Clerk dt.30.10.2013.

But the same has been cancelled without assigning any valid reason, vide letter No.ECoR/Pers/NG (P)/02/ Selection/ Sr.Clerk/DPQ dt.08.11.2013 though the selection was processed in a fair manner.

It has come to the knowledge of ECoRSC that on the plea of C.C.Camera that selection has cancelled, because of that the ECoRSC desires to know the following if that Selection cancelled on the plea of C.C. Camera then:

- a. The date of introducing C.C.Camera system in Rail Sadan to be provide.
- b. How many selections have been conducted from the date of fixing C.C.Camera upto 30.10.2013.
- c. How many selections have been cancelled on the same cause?
- d. The reason for cancelling the instant selection each.

The above points to be clarified, to know the cause of cancellation of Selection.

Therefore ECoRSC requested to take action for rectification of the Order & make stands good the result of dt. 30.10.2013.

REMARKS OF ADMINISTRATION

CPO has cancelled the selection on Administrative ground and orders for fresh selection on 07-11-2013, which has been communicated to all concerned on 08-11-2013.

As per decision of the Competent Authority, CC TV cameras are being installed for departmental examination.

DECISION

The result of the suitability test has never been approved by the Competent Authority and the entire process was cancelled by order of CPO. Nothing can be done at this stage.

(CLOSED)

19. **30C-19-2014** **PROVISION OF A MARKET COMPLEX AT KDJR RAILWAY COLONY:**

PCE
SDGM
DRM-KUR

There are more than 100 Railway family are residing in the Colony at KDJR. Because of the KDJR Station is situated in a remote area, the inhabitants of the colony are facing a lot of trouble to have the minimum requirement of daily usable items & they have to run to the market which is near about 6-7 kms from KDJR Station.

That area road is always busy for the industrial complex & it is becoming difficult on their part to get the useable items as well as up & down daily.

Apart from that, Railway may earn a good revenue by given rent that Market Complex to the wards of Railway Employees those are unemployed, which will also a welfare work for the Railway Employees.

Therefore ECoRSC urges before Administration to provide a Market Complex within the Railway Colony premises at KDJR for the benefits of Railway Employees please.

REMARKS OF ADMINISTRATION

This is a staff amenity item, hence the proposal is to be initiated from Pers. Deptt. After sanction by competent authority the work will be executed.

DECISION

Division will examine the need and take action.

20. **30C-20-2014** **NON FUNCTIONING OF STAFF BENEFIT FUND COMMITTEE AT DIVISIONAL & WORKSHOP LEVEL:**

CPO
ALL DRMs
CWM-MCS

In terms of IREC-Vol-I, Chapter VIII, Para 808 (1) there shall be a Divisional Staff benefit, Committee in each Division under the Chairmanship of Divisional Personnel Officer & as per Para 808 (2) the Workshop also to have Workshop Staff Benefit Fund Committee, under the Chairmanship of WPO.

The Divisional/Workshop Staff Benefit Fund Committee shall have power to allot funds for the objects specified within the rules & limitations prescribed by the Head Quarters Committee (CSBFC).

Accordingly Staff Benefit Fund Committees were functioning earlier in the Divisions & Workshop level. But gradually it is observed that the functioning of SBF Committees at Division & Workshop level have been stopped & all the distribution is maintained under control of Central staff Benefit Fund Committee (CSBFC) for that a huge amount used to returned every year due to

not distributed from SBF.

Due to the above , the staff working under the Divisions & Workshop & having eligibility for the benefits under the objectives specified are unable to apply directly to Head Quarters & thus the genuine applicants are deprived to get the benefits from SBF .

Therefore ECoRSC to distribute the fund to the Divisions & Workshop as per their Staff Strength & instruction issued to distribute at their level independently by conducting the SBF Committee Meeting as like other Railway for move benefit of Railway Employees.

REMARKS OF ADMINISTRATION

Normally decision on distribution of fund is taken by Committee at Zonal level and money allotted on different heads. There is no provision to allot any lumpsum amount on any head except funeral assistance. So, formation of any further Committee was not warranted.

DECISION

Normally decision on distribution of fund is taken by Committee at Zonal level and money allotted on different heads. There is no provision to allot any lumpsum amount on any head except funeral assistance, Children Camp, Old-age camp and for women empowerments.

(CLOSED)

21. 30C-21-2014 FILLING UP OF VACANCIES IN LP(SHUNTING) IN KUR DIVISION:

**CME
CEE
COM
CPO
DRM-KUR**

Out of total sanctioned 75 Posts of LP(S), at present only 40 no's are on roll & 35 vacancies continuing since long.

The duties of those 35 Posts are being managed by utilising the ALPs, though the ALP strength is very less at par with the actual requirement. On the other hand the existing ALPs are very unhappy to work as Shunter always.

Apart from that, in KUR Division so many Staff are interest to accept promotion as Shunter, but Administration intentionally not filling up that vacancies & forcibly utilized the ALPs & Sr. ALPs in Shunting duty.

Therefore ECoRSC urges for early filling up of LP(S) vacancies of KUR Division for smooth functioning of Operation work in yards particularly.

REMARKS OF ADMINISTRATION

It has been decided not to fill up the vacancies of LP(Shunter) till the vacancies of LP(G), ALPs, LP(M/E), Running Supervisors are filled up, hence the shunting duties are being carried out by ALPs & Sr. ALPs.

DECISION

This issue will be decided before next PNM after discussion with COM, CME & CPO.

22. 30C-22-2014 REGULARISATION OF BUNGALOW PEONS IN GROUP 'D' ON COMPLETION OF 03 YEARS :

**CPO
ALL DRMs
CWM-MCS**

There are more than 100 no's of substitute Bungalow Peons are existingly working under various Departmental authorities of ECoR Office since long back. Out of those some of have already completed continuous 03 years service & some are likely to be completed shortly.

However Administration has processed for regularisation of 08 (Eight) such staff those have completed 03 years & screening was also conducted on 31.12.2013 vide CPO/ECoR's No.ECoR/Pers/B.Peon/Screening/HQ/217/Pt-IV Dt.31.12.2013. But though more than 4 months has been passed the screening date still they have not yet been regularised.

It has come to knowledge that in view of a letter from Railway Board vide No.2013/ERB-5/22(4)/1 Dt.21.02.2014, the ECoR Administration has stop the process for regularisation of those Bungalow Peons & intending to implement 05 years stipulation on the existing Bungalow Peons.

In this regard it may be pointed out that, since in the Railway Board's letter dt. 21.02.2014 has not given any date of effect the Order or any cut off date by which 03 years to be completed, it means the 05 years stipulation should not be made applicable for the existing Bungalow Peon, those are already engaged prior to 21.02.2014.

Therefore ECoRSC urges before Administration to expedite regularisation of those 08 Bungalow Peons already screened on 31.12.2013 & the Order of 05 years should be made applicable those are joining on or after 21.02.2014.

REMARKS OF ADMINISTRATION

Railway Board's instruction dt. 21-02-2014 for regularization & change of designation of TADK/B. Peon after 5 years is withdrawn and existing policy for regularization on completion of three years

service is restored. For regularization of B. Peon after 03 years continuous service has been done by Screening Committee.

DECISION

Railway Board's instruction dt. 21-02-2014 for regularization & change of designation of TADK/B. Peon after 5 years is withdrawn and existing policy for regularization on completion of three years service is restored. For regularization of B. Peon after 03 years continuous service has been done by Screening Committee.

(CLOSED)

23. **30C-23-2014 GRANT OF ONE TIME EXCEPTION FOR INTER UNIT CHANGE /TRANSFER OF STAFF WITHIN SAME DEPARTMENT / DIVISIONS:**

**ALL PHODs
ALL DRMs
CWM-MCS**

Consequent upon the rapid action taken by Administration in publishing the panels & immediate processing for filling up of vacancies, the vacancy position in the categories of Tranckmen, Khalasis, Helper-II, TP etc have considerably been reduced.

As regard the safe working, all the employees are interested to work at their home station or nearest to their home station to maintain the financial position & the work to be done in a mentally peace, if an employee posted in his own choice, then the out put must be more from him as assed.

Therefore ECoRSC urges, to allow one time exception for inter unit change/transfer within the same department & within the same Division for the benefit of employees.

REMARKS OF ADMINISTRATION

During the year 2013 one time exception for inter unit change /transfer of staff within same department / divisions has been given by the General Manager.

DECISION

Existing instructions should be reiterated for own request transfer as per the Board's guideline.

(CLOSED)

24. **30C-24-2014 NON CIRCULATING OF OFFICE BEARER'S LIST OF ORGANISED LABOUR**

**CPO
ALL DRMs
CWM-MCS**

It has come to knowledge that Divisions are with holding the circulation of revised list of Office Bearers on a plea of pending Transfer Order.

In this regard it may be made clear that how could the Organised

Labour know that the Transfer Order is pending against any of the newly elected Office Bearer before electing him by the employees in BGM. Further there is no hard & first rule to not circulate the name of Office Bearer in whose favour Transfer Order is pending.

Still, the list was not circulated on the plea of Transfer Order is pending, over ECoRly but where the rule is existed is not known to ECoRSC. For that rule to be provide to ECoRSC.

In view of the above ECoRSC urges before Administration to expedite circulation of revised list of Office Bearers without waiting for implementation of Transfer Order, to maintain the good Industrial Relationship & the above rule to be handed over to ECoRSC.

REMARKS OF ADMINISTRATION

WAT division is circulating updated co-options/revised lists of Office Bearers to the both Unions immediately as and when received. KUR & SBP Division will be advised to circulate immediately.

DECISION

Guideline will be issued on the subject.

25. 30C-25-2014 CREATION OF POSTS IN CRW/MCS FOR REVIEW OF GROUP INCENTIVE SCHEME:

**CME
CWM-MCS**

Review of group Incentive has been done by the Railway Board vide Letter No.2001/M (W)/814 Dt.06.09.2013 & to implement the same it needs to create 346 additional post in total cadre of CRW/MCS.

Since the Workshop is running under the group Incentives Scheme & all the posts are in accordance with the workload as well as within the knowledge of Administration, there is no scope for offering matching surrender from the existing to create new posts as suggested.

Therefore ECoRSC urges before Administration to consider for creation of 346 new posts, without insisting for offering matching surrender.

REMARKS OF ADMINISTRATION

The proposal for creation of posts is under consideration of HQ since 05-12-2013.

DECISION

100 additional posts have been created. Memorandum is issued. Copy of the memorandum will be given to ECoRSC.

(CLOSED)

26. 30C-26-2014 **IMPLEMENTATION OF CADRE RESTRUCTURING IN CRW/MCS:**

**CME
CWM-MCS**

Railway Board has decided that the Cadre restructurings are done matching surrender of Posts of equivalent value.

But the CRW/MCS is running existingly by shortage of 100 posts as per the Railway Boards decision before the review of Incentive Scheme & the existing Staff are bear the 100 no's manpower extra.

Further Railway Board has review the Incentive Scheme, & has increased the Staff strength by near about 350 posts in the month of Sep. 2013 & also the out turn of coaches has been fixed with revised manpower.

Keeping in view the above, there is no any extra post is available with CRW/MCS Cadre to surrender for matching money value, all the posts are calculated by the Railway Board & on the basis of that the out turn of coaches has been fixed.

Therefore ECoRSC demand to allow the implementation of cadre restructuring without money value as like as a new assets of ECoR.

REMARKS OF ADMINISTRATION

In terms of RBE No. 102/2013, a total money value of Rs. 1,99,40,400/- (per annum) is required in order to implement the cadre restructuring at CRW/MCS. As the required no. of vacant post is not available in the respective category of Mech. & Elect. Department, it has been requested to CPO/ECoR/BBS for arranging money value from Hd.Qrs. Staff Bank to implement the cadre restructuring of CRW/MCS vide letter No. CRW/MCS/Cadre Restructuring/278 dtd. 19-02-2014. But CPO/ECoR/BBS in terms of letter No. ECoR/Pers/05/Restructuring /NG/01/14/03 dtd. 25-03-2014 has intimated that money from Hd.Qrs. vacancy Bank can not be given for restructuring of Mechanical and Electrical Departments of CRW/MCS.

After receipt of CPO/ECoR/BBS's reply on the aforesaid matter, a proposal was submitted to the Competent Authority for matching savings of vacant posts as available as on 01-11-2013 for the purpose of off setting of restructuring. But the said proposal has not been agreed with remarks as under;

1. Existing posts cannot be surrendered as already we are short of sanctioned cadre.
2. As per Railway Board target, Mech. & Elect. Departments of CRW/MCS requires additional post. Hence, question of surrender of posts from existing cadre is not viable.
3. Proposal for creation of 344 posts duly authorized by

Railway Board is being considered at ECoR/HQr.

4. The only option is matching surrender to be provided from HQr. Vacancy bank or the number of posts required to be surrendered against matching saving i.e. 79 posts (03 JEs & 76 Tech. Gr-III) of Mech. Department & 14 posts of Tech. Gr-III of Electrical Department may be deducted after obtaining the sanction of 344 posts.

The proposal for providing matching money value of Rs. 1,99,40,400/ from HQ Staff Bank has not been agreed by CPO due to non availability of fund in Vacancy Bank.

As per RBE 102/2013 Para 12.1 "if the Department / Railways are not able to provide the matching savings, the particular category / Department will not be restructured".

DECISION

A discussion will be held with CWM based on restructuring done in SECRly (Raipur Workshop) and afterwards it will be decided by the administration.

27. 30C-27-2014 PROVISION FOR LENDING OF BOOKS IN THE LIBRARY FUNCTIONING IN ZHQ OFFICE AT RAIL SADAN/BBS :

SDGM

Earlier when the library was running under the control of Individual Departments, the provision for lending the books from library to the staff of concern Department were prevailing duly maintaining a register & in the event of loss or damage of that landed book, the price of the book were used to deduct from the salary & the system was also very fair & smooth.

But after commencement of Central Library all the books from individual Departments have been with drawn & kept under the custody of Central Library & the lending provision has also been stopped.

Since the Central Library is remaining open during Office working days between 12.30 hrs to 19.00 hrs & the staff of ZHQ Office are remaining busy with their routine Office works at that particular time, because of that they are unable to go & seat in the Library to read & they are deprived of availing the facility for reading the books.

Therefore ECoRSC urges before Administration to introduce lending provision of books for the better utility of the Library facilities to the Rail Sadan staff.

REMARKS OF ADMINISTRATION

The matter is under examination.

DECISION

The matter is under examination.

28. **30C-28-2014 PROVIDING OF AN INSTITUTE IN KANCHAN JUNGHA RAILWAY COLONY :**

**PCE
CPO
SDGM**

Existingly there are 188 no's of Quarters in Kanchan jungha Railway Colony & more than 06 Six) hundred inhabitants are residing therein. Apart from that near about 100 no's Quarters are provided in MCS Railway Colony for ZHQ Staff.

The Railway Employees & their family are unable to exhibit & improve their social activities due to non availability of proper place.

Further the inhabitants are facing a lot of troubles for fetching accommodation for celebrating any functions like, Marriage, Thread Ceremony, and Negotiations etc due to non availability of an Institute within the Colony premises for the Rail Awas Staff Particularly.

Therefore ECoRSC demands to provide an Institute in "Kanchan jungha" Railway Colony to facilitate the above for the Staff of Rail Awas early.

REMARKS OF ADMINISTRATION

Justification for the same will be explored.

DECISION

Justification for the same will be explored.

29. **30C-29-2014 NON GIVING OF INTIMATIONS TO ORGANISED LABOUR ABOUT SURPLUS & RE-DEPLOYMENTS BY THE ADMINISTRATION (DIVISIONS & ZHQ):**

**CPO
ALL DRMs**

As per Railway Board's Guide Line vide RBE No.177/1993 the Administration should consult the Organised Labour before proposing for surplus or re-deployment & the implementation of the decision should also be informed to Organised Labour.

But it is unfortunate that ECoR Administration has neither consoled in prior to declaring surplus with Organised Labour nor endorsing the Copy of surplused memorandum to the Labour Unions. Since the Organised Labour is directly answerable to the working class, they are in embarrassing position, this such type of neglected attitude of ECoR Administration towards Labour Unions is violating the Railway

Boards Order.

Therefore ECoRSC demands to supply the copies of memorandums for surplus & re-deployments which already made in last year & Labour Organisation to be called for henceforth to discuss before declared surplus & the views of Labour Organisation to be taken before the re-deployment.

REMARKS OF ADMINISTRATION

One meeting on redeployment of surplus Staff was conducted on 06-05-2014 and decision taken to call for options for eligible staff. Accordingly the case is being processed for calling option shortly.

DECISION

Discussed and Closed.

(CLOSED)

30. 30C-30-2014 HARASSMENTS MET OUT TO LADY EMPLOYEES OF MECHANICAL DEPARTMENT IN WAT DIVISION :

**CME
DRM-WAT**

It has come to the knowledge of this Organisation that the Divisional authority of Mechanical Department of WAT has transferred 16 (Sixteen) Lady Employees from the category of Tech-Gr-I to Safaiwala of SSE(C&W) RYD to under SSE(C&W) CSL/WAT vide O.O.No Estt/C&W/SS-I/Pt-IV/Trf 'C' & 'D'/59/2014 Dt.03.03.2014.

From the above Order it appears that the C&W/Ryd Unit has been made wing up by transferring all the Lady Employees of that Unit, & Administration never felt necessary to call the views of Organised Labour, which is very unfair & violation of procedures.

Further it is also matter of astonish that, not a single male staff has been Ordered for transfer from RYD to CSL. How can it be possible to manage the work of Sick Line with only Lady Staff without any male employee.

In this regard it may be stated that almost all Lady Staff are widow, aged & helpless Ladies, & it is not possible on their part to bear the workload of CSL without help of Male employee.

The matter was brought to the knowledge of DRM/WAT vide this Organisation Letter No.ECoRSC/CENT/DRM/WAT/14/60 Dt.11.03.2014, but still no action is initiated & Sr.DME forced the Lady Employees to release which directly seen harassment attitude against Lady Employees.

Therefore ECoRSC demands for cancellation of above Transfer Order & save the Lady Employees, those are under mental agony

since one month back to maintain a Healthy Atmosphere with the Lady Employees.

REMARKS OF ADMINISTRATION

Due to increase work load at Central Sick Line (CSL)/WAT as compared to RYD (Reception Yard), some Staff were shifted to CSL for their optimum utilization. The female employee cannot be deployed in night shift in Reception Yard.

Hence, decision to shift 16 female Staff to CSL from RYD is justified as they are being utilized during day shift only. Their effective & optimum utilization is possible only at CSL due to enhanced wagon activities.

DECISION

CME will examine the case after discussion with Sr.DME and till that time status quo will be implemented.

(CLOSED)

SECTION - "C"
REVIEW ITEMS

Srl. No.	ITEM No. / Concern PHODs	SUBJECT MATTER
31.	29C-02-2014	FILLING UP OF LOCO PILOT (SHUNTING) VACANCIES IN WAT DIVISION: CME CEE DRM-WAT It has come to notice of ECoRSC that more than 90 Posts of Loco Pilot (Shunting) of WAT is lying vacant since long & the Loco Pilots in GP 4200 are regularly being utilised in shunting duty, which is the work of staff in GP 2400/- there is shortage in Loco Pilot at WAT, In spite of that they are forced to do the work of Shunter. The above system is acquiring more expenditure for the Railway & certainly denial of promotional opportunity of the Asst. Loco pilots in turn for promotion. Therefore ECoRSC demands for immediate filling up of Loco Pilot (Shunting) vacancies & stop utilisation of Loco Pilots in shunting duty at VSKP. PRESENT POSITION HQ has instructed Division not to fill up the vacancy of Loco Pilot (Shunter). DECISION Clubbed with Item No.30C-21-2014. <p style="text-align: right;">(DROPPED)</p>
32.	29C-08-2014	HAZARDOUS FUNCTIONING OF STAFF CANTEEN AT RAIL SADAN: CPO CCM Earlier the Staff Canteen was managed by IRCTC. But suddenly the Staff Canteen has again handed over to a Private Agency. The Private Agency is imposing its monopoly in supplying Meals & Tiffin & also not taking care to cater the needs of staff of Rail Sadan even after several complaints. It happens due to lack of Machinery to supervise the management. Therefore ECoRSC suggests to form a Canteen Management Committee, consisting of Member from Administration & Organised Labour to monitor day to day management system of the Canteen. PRESENT POSITION The Committee has conducted surprise inspection during last one month. Committee will submit a report to Administration for appreciation within a week time. DECISION Report of Committee is awaited.

33. 29C-11-2014 NON ISSUANCE OF DUTY CHECK PASSES FOR PILOTING DUTY:

CEE

CME

ALL DRMs

Most of the time Loco Pilots & Asst.Loco Pilot are book on Pilot duty from the Head Quarter to work Train from a Station out of their Head Quarter in to return to Head Quarter from a station where they have been relived on completion of duty. For such Pilot journey earlier duty Check Passes are being issued to them by the CC In-charges.

But now the said provision has been stopped violated by the In-charge CCs & not issuing the Check passes for such piloting duty. For which they are facing lot of troubles.

ECoRSC demands for early issuance of duty Check Passes to LPs & ALPs booked for piloting duty over ECoRly.

PRESENT POSITION

Duty check pass is not issued to crew working Pilot. Only special duty pass is being issued to them. Duty check pass is issued to crew those who are deputed for training i.e. PME etc. The crew lobbies RGDA, SBP and TIG have stock balance of 750, 500 & 600 respectively of special duty passes. ANGL needs to recoup.

DECISION

Duty check pass is not issued to crew working Pilot. Only special duty pass is being issued to them. Duty check pass is issued to crew those who are deputed for training i.e. PME etc. The crew lobbies RGDA, SBP and TIG have stock balance of 750, 500 & 600 respectively of special duty passes. ANGL needs to recoup.

(CLOSED)

34. 29C-15-2014 INITIATION OF PROPOSAL WITH P.P.T. AUTHORITY FOR TAKING OVER PORT QUARTERS FOR THE RAILWAY STAFF AT PRDP:

PCE

SDGM

DRM-KUR

Presently near about 700 staff are working at PRDP including 300 no's of Running Staff, but out of above total staff only 10 to 15% staff are provided with Railway accommodations & remaining staff are residing scatteredly in the private rented house, which are at near about 20 km distance from PRDP.

Specially the Running Staff are facing much difficulties for attending their duty day to day from 20 km distance. Existingly there is no space available to make New Quarter at PRDP. On the other hand it has come to the notice from reliable source that near about 2000 Quarters of Port Trust are lying vacant since long at Madhubana Port Colony & there is no demand for occupation because the no's of employees is very less than the available Quarters.

ECoRSC urges upon Administration to initiate proposal with Port Authority to take over some of those Port Quarters atleast on lease, particularly to accommodate Running Staff for the better utilisation.

PRESENT POSITION

To be discussed in the meeting.

DECISION

The matter will be pursued with the PPT for handing over of the quarters physically as per their consent.

35. 29C-26-2014 PROVISION OF QUARTERS FOR STAFF OF TRACK MACHINE ORGANISATION.

PCE
ALL DRMs

Track Machine Organization is a newly created wing of Engg. Department. There are near about 400 staff are working in this Organization (TMO) over 03 Divisions of ECoRly, & their HQ is C.S.Pur/BBS (Centrally Control).

But there is no Quarter apportionated for them at ZHQ insite of their HQ is C.S.pur/BBS & no apportionated at Divisional level. Simply one letter has been issued to give them Quarter from Engg. Dept at all Division level. But the Divisions are not agreed to allot their Quarter, because the existing Quarter is very less for Engg. Staff of all Divisions. For that the Divisions are avoiding to receive the applications for Quarter allotment from the TMO Staff, & always behaving step motherly attitude towards them.

Therefore ECoRSC urges before the Administration for apportionment of some percentage of Quarters infavour of TMO Staff at ZHQ & Divisional level is to be fixed or allow for lease accommodation at ZHQ level early.

PRESENT POSITION

The willingness of track machine staff is as given below:

OPTION OF TRACK MACHINE STAFF FOR THEIR QUARTER LOCATION					
Desig.	BBS	KUR	WAT	SBP	Remarks
SSE/JE	46	02	10	03	Other staff have not given willingness for quarter in any location of E.Co. Railway
Technician	64	15	24	07	
KHH/KSI	38	11	54	02	
OS	Nil	01	02	01	
Cook	02	Nil	07	Nil	
Total	150	29	97	13	

DECISION

At KUR, WAT & SBP, if quarters are lying vacant, then Track Machine staff can be accommodated. For BBS, lease accommodation will be explored.

36. 29C-28-2014 **INORDINATE DELAY IN IMPLEMENTING RBE No.91/2012 IN TOTO.**

CPO
PCE
ALL DRMs

Basing on the Joint Committee report on Restructuring & career growth of Track Men over Indian Railway, Railway Board has issued the instructions/Guidelines vide RBE No.91/2012 (R.B.Letter No. 2010/CE-I (SPL)/GNS/15 (Pt) Dt. 17.08.2012).

Consequent upon issuance of above Orders of Railway Board this Organization has first raised for early implementation vide item No.17 of 24th ZPNM held in 1st & 2nd NOV 2012 wherein it was committed to complete within 03 month.

Since no action communicated, the issue was again raised vide item No.27th of 26th ZPNM held on 20th & 21st June/2013. The position was given on 08.08.2013 against review item No.33 of 27th ZPNM stating that Restructuring done & published vide Memorandum No.Engg/04/2013 dated 29.07.2013 & item is closed.

But still, neither the copy of above memorandum is made available to this Organisation nor any further communication is made. It is also ascertained that the same is still not implemented over ECoRly & the Trackman are suffering a lot.

Therefore ECoRSC demands for early implementation of the Board's Instruction. If not possible the same to be referred to Board for necessary action.

PRESENT POSITION

Board's guidelines is still awaited.

DECISION

Pending receipt of Board's decision on duties and responsibilities of Track Maintainer-I in higher grade, Local guidelines can be issued by CPO and PCE in consultation with both the recognized Unions based on practice followed by other railways, if available. A joint meeting will be held.

SECTION - "D"
SUMMARY

	Total no. of items	Items closed	Balance items
New Agenda items	30	21	09
Review Agenda Items	06	02	04
Total	36	23	13

* * *