



Minutes
of the
36th Zonal PNM Meeting
between
ECoR & ECoRSC

*Venue: Sabha Griha, 1st floor,
Rail Sadan,
Chandrasekharpur,
Bhubaneswar.*
held on: 17th & 18th December, 2015

MINUTES OF 36TH (4TH IN 2015) 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 17TH & 18TH, DECEMBER, 2015.

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.	B.N.Mohapatra, AGM	2.	P.Mohan Rao, Wkg.President
3.	Manju Ray, CPO	3.	P.K.Sahani, Vice President
4.	P.Kishore Babu-CPO(A)	4.	B.N.Swain, Vice President
5.	V.P.Srivastava, CTE	5.	R.K.Karri, Vice President
6.	H.Sharma, CE/TM	6.	R.C. Sahoo, General Secretary
7.	S.B.Ninawe, CAO(Con)	7.	T.Narasingha Rao, Jt. General Secretary
8.	A.K.Sharma, CME	8.	P. Balaram Swamy, Jt. General Secretary
9.	B.N.Mishra, CEE	9.	B.K. Mund, Jt. General Secretary
10.	Dr.S.K.Mohanty, CMD	10.	B.B.Padhiary, Jt. General Secretary
11.	B.P.Swain, CCM	11.	B. Satyanarayana, Jt. General Secretary
12.	Vijay Kumar, FA & CAO	12.	J.Sampath Kumar, Addl.Jt.Genl. Secretary
13.	I.S.Upadhaya, COS	13.	B.N.Dash, Addl.Jt.Genl. Secretary
14.	S.K. Mohanty, SDGM	14.	B.P.Mohapatra, Addl. Jt. Genl. Secretary
15.	S.H.Safdar, CSTE	15.	R.K.Tripathy, Addl. Jt. Genl. Secretary
16.	H.K.Dutta, CTPM	16.	A.K.Mohapatra, Addl. Jt. Genl. Secretary
17.	S.C.Nayak, Dy.CSO(Elect)	17.	T.V.Mouleswara Rao, Addl. Jt. Genl. Secy.
18.	Atual Pathak, IG-cum- CSC	18.	N.S.L.K.Rao, Addl. Jt. Genl. Secy.
19.	M.Ganga Bhavani, Dy.CPO(IR & W)	19.	Ashutosh Mohanty, Treasurer
		20.	Smt.G.Sitalakshmi , Lady Delegate
		21.	Smt. Ramalaxmi, Lady Delegate

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 your department.*

SECTION - "A"
INTRODUCTION

1. Address of Shri P. Kishore Babu, CPO(Admin)/ECoR/BBS:-

CPO(Admin)/ECoR/BBS welcomed the General Manager, Shri K.S. Murthy, President/ECoRSC, Shri R.C. Sahoo, General Secretary/ECoRSC, all Central Office Bearers and lady delegates of ECoRSC and all PHODs/CHODs present in the PNM Meeting. He told that after amicable discussion, most of the items were closed and a few special items are kept for GM's intervention. He 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 GM/ECoR/BBS to address the House.

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

Shri Murthy wished General Manager, all PHODs/HODs, General Secretary/ECoRSC, lady delegates and his colleague Central Office Bearers attending the meeting. He told that this was their last PNM meeting for this calendar year. He told that 7th PC is going to be implemented w.e.f. 01.01.2016. He raised the following issues before GM for his kind consideration.

- 1) Due to surrender of higher grade posts, loss of higher grade vacancy is being occurred, thus hindering the promotional aspects of the eligible employees.
- 2) Officers of Engineering department are by-passing rules, particularly in the case of Sri K. Dharmaraju. He requested that a fresh enquiry may be conducted in this case.
- 3) It is requested that those employees who are on the verge of retirement or in last

02 years to retirement should not be transferred even on promotion cases.

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

Shri R.C.Sahoo, General Secretary/ECORSC greeted and welcomed the GM, all PHODs/HODs, all Central Office Bearers of ECoRSC including the lady delegates. He appreciated GM for his liberal thoughts and positive attitude and this message has reached to all the employees even working in the bottom level. He told that their organization is also counseling the employees for giving better outputs. He pointed out the following items before the General Manager:-

1. Track Machine staff are facing problems and sometimes taking shelter under trees due to non availability of sufficient camping coaches.
2. Barrack provision at SGPT and Charmal has not been finalized yet. There is also no nearest village at the above stations. Nearby villages are 30 kms away from the above stations and the trackmen are suffering a lot.
3. Special attention for water supply in TLHR may be given.
4. Old school building at PRDP which was to be used for accommodation purpose for running staff has not been finalized.
5. The stenographer's cadre in ECoR Hqrs is suffering a lot. Hence, some W/C stenographers are required to be created.
6. Staff canteen at Rail Sadan is to be made fully operational.

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

Shri Rajiv Vishnoi, GM/ECOR/BBS welcomed the President, Genl. Secy., Working President, Addl. Genl. Secy, Lady delegates and all other office bearers of ECoRSC to the PNM forum. He thanked the ECoRSC for ensuring cooperation in achieving the target of freight loading. He also wished Happy New Year, 2016 to all.

The GM responded to the items raised by ECoRSC as under:-

1. All the vacancies will be filled up. Some creations have been made and the progress is

being chased.

2. DAR case of Sri K. Dharmaraju will be examined. However, the party should give his representation to the Competent Authority as per DAR provision.

3. Selections are being conducted regularly. However, it is often seen that employees are failing to qualify in the requisite examination. Unless employees make themselves fit for the post, nothing can be done.

4. Regarding transfer of employees on verge of retirement, the matter will be looked into. Personnel Branch may reiterate guidelines.

5. Regarding surrender of higher grade posts, the matter will be examined. Personnel Branch will examine and put up.

6. Camping coaches for track machine staff are available. However, if some repair works to be done, it will be carried out.

7. For barrack provision at SGPT & Charmal, no such proposal has been received. PCE will examine the issue.

8. Project for supply of water to TLHR is in progress.

9. Instructions were already issued for conversion of old school building at PRDP for accommodation of running staff. CEE will coordinate.

10. Regarding creation of W/C posts of stenographers, there is a ban from Railway Board up to 31.03.2016. After March 2016, proposal will be examined.

11. CPO will take action regarding staff canteen at Rail Sadan.

'Vote of Thanks' was proposed by the CPO(Admn)

SECTION - "B"
NEW ITEMS

Srl. No.	Item no.	SUBJECT MATTER
01.	36C-01-2015	<u>CHANGE OF SHIFT DUTY TIMINGS FOR STATION MASTERS CATEGORY OVER ECoRLY.</u>

COM
CPO

It is fact that, the Station Masters Category performing duty at stations for smooth operation and they are feeling very tedious and of mental strain. Because of the shift duty timing i.e. 08.00 hrs to 16.00 hrs, 16.00 hrs to 00.00 hrs & 00.00 hrs to 08.00 hrs.

Basically the first night and second night staff are facing a lot of problems i.e.

- (1) After completion of first night shift they have to wait in that station from 00.00 hrs to morning 6.00 am without any remuneration
- (2) To take rest there is no rest room is available in station.
- (3) If any station master wants to return to his house then the 00.00 hrs is not safe for him.
- (4) Sufficient Railway accommodation also not provided at each station.
- (5) The 2nd night staff have to come at before 00.00 hrs which is the particular time of totally unsafe for them.

Keeping in view the above ECoRSC suggest that the shift duty hours of station Master^s Category needs to be changed i.e from 06.00 to 14.00 hrs, 14.00 hrs to 22.00 hrs and 22.00 hrs to 06.00 hrs instead of earlier timings, so that they can be able to perform their duty in a peaceful mind and free from the unsafe atmosphere etc.

ECoRSC urges before Administration to change the timings of Station Master Categories like other Railway.

REMARKS OF ADMINISTRATION

OPERATING DEPARTMENT

The suggestion made by ECoRSC for change of shift duty timings of Station Master category is acceptable. CPO/ECoR/BBS may like to make necessary processing for its implementation.

DECISION

This being a suggestion involving major change in the working pattern of the staff of entire Railway, the matter will be examined.

(CLOSED)

02. 36C-02-2015 COLLECTION OF STATION EARNINGS BY THE BANK AUTHORITIES

COM

CCM

FA & CAO

It has come to knowledge that the earnings above one lakh of road side stations are being deposited daily by the Railway staff in the nominated Banks at their own risk or that cash sent through nominated train to Divisional Head Quarter. For which the staff who are carrying the Railway money from station to Bank or Train are always attending their Job with life risk.

The State Bank and other Banks are available nearest to the most of the important station but they are not collecting the cash from station and refused directly in spite of Rly having good transaction in crores & crores regularly with them.

In Railway there are so many new Technology/Procedure has been introduced but sending of cash of station earning through train is continuing still since a long back.

In view of above, it is suggested that where ever the daily station earning is one lakh or above, the nearest Bank authority should be advised to collect the earning amount from the station at their own risk, to avoid unwarranted incidents.

ECoRSC demands for immediate implementation of the same duly counseling/convincing the concerned Bank authorities where the daily earning is one lakh or above.

REMARKS OF ADMINISTRATION

OPERATING DEPARTMENT

Division	Stations where daily station earnings deposited in Banks.	Remarks
KUR	BHC, CTC, JJKR, BBS, MCS, KUR, PUI, BAM, PSA, TLHR, ANGL, DNKL, BALU, PRDP, PRDPT, NYG, PRNR & KDJR	Concerned bank authorities lift the station earnings from the station premises using their own vehicle & security guards.

WAT	VSKP, VZM, CHE, VBL, PVP, RGDA & JDP	Bank officials collect station earnings from the stations.
SBP	JNRD	Bank officials collect station earnings from SMR/BWIP.

ACCOUNTS DEPARTMENT

Cash pick-up arrangement by Banks from the roadside Stations is under process in ECoR with the Railway's accredited banks on the basis of service charges. At present, 208 stations/collection points involving cash earnings irrespective of amount have been offered to banks to check up feasibility. Consent of banks is awaited.

SBP DIVISION

The stations like SBP, SBPD, BRGA, BLGR, KBJ, KRAR KSNG, MNGD and MSMD over SBP Division are having daily earnings of Rs. 1 lakh or above. The earnings of the stations except KRAR & MNGD stations are being directly lifted by nominated banks. Further vide this office letter dated 20.05.2015 & 12.11.2015, FA & CAO(T)/BBS has been requested to expedite the finalization lifting of cash by Banks.

COMMERCIAL DEPARTMENT

At present station cash is being collected by Bank at 56 stations and efforts are being made to extend the facility to more number of stations.

DECISION

Apart from the position enumerated in the agenda, 09 more stations have been included. Efforts are being made to ensure collection of the station cash by the banks. It has been agreed that Traffic Accounts will be requested for early finalization of lifting of cash from IPM, Sompeta, KRAR, KRPU & MNGD by nominated banks, subject to the station satisfying the laid-down criteria.

For stations like KRPU, Sompeta & IPM, efforts will be made to get the bank agreed for lifting of cash from the stations.

(CLOSED)

03. 36C-03-2015 SELECTION PROCEDURE FOR RECRUITMENT OF APPRENTICES

CPO

It is observed that in the other Zones i.e SCR, SR, WR etc are conducting the selection Act Apprentices through written test and the merits of written test is the criteria of selection though the applying procedure of EcoR and other Railway is same.

In EcoRly the candidates are being selected basing on the highest marks secured in Matriculation only by ignoring the present higher qualification and caliber of the candidates.

For which the candidate who are more experienced technically and having more qualification/capability are being deprived from getting the chances and Railway is losing the skilled hands.

Therefore ECoRSC urges before Administration to adopt the written test procedure only for selection of Apprentices instead of marks obtained in Matriculation when the applying system is same.

REMARKS OF ADMINISTRATION

In terms of RBE No. 120/2015 and Master Circular issued vide Board's letter No. E(MPP)/2001/6/7 dated 22.07.2002 and sub Rule 4 (b) the selection procedure for centralized notification (xiii), the selection of Act Apprentices by the unit is to be made on the basis of merit list prepared in respect of all the candidates who apply against the notification. The merit list is to be made on the basis of marks obtained by the candidates either in matriculation above or ITI combined, as the case may be decided by the Zonal Railway. In case two candidates having the same marks the candidates who have older age shall be preferred. In case the dates of birth are also same, then the candidates who passed matriculation exam earlier shall be considered first.

In ECoRly with the approval of CPO/ECoR/BBS the above procedure is being adopted for selection of Act Apprentices.

Hence the guide-lines given by the Railway Board as stated above and with the approval of the Competent Authority the selection procedure of Act Apprentice of Mancheswar Workshop is being conducted on the basis of percentage of marks in Matriculation.

DECISION

Discussed and closed.

(CLOSED)

04. 36C-04-2015 **PROVISION FOR CAR PARKING SHED IN RAIL SADAN PREMISES.**

PCE

SDGM

It is observed that, the basement of Rail Sadan partly being used for car parking of ZHQ staff, and near about 1800 nos staff are working in Rail Sadan including Officers, out of them all most all staff are having four wheelers, for which the existing basement for car parking area is inadequate to keep their vehicle .

Secondly some unidentified out siders are also permanently keeping their four wheeler inside that basement. Further no any specific shed has been provided for parking the four wheeler of Zonal Head Quarter staff and officer.

Because of that, all the four wheelers are being kept under the open sky in summer, rainy & through out the year, for which their vehicles conditions are going to be damaged day by day.

In view of above ECoRSC suggested that a specific cover shedded area within the premises of Rail Sadan should be provided for parking of the four wheelers of staffs & officers of Rail Sadan.

Therefore ECoRSC urges before Administration that action should be taken in this regard early to avoid the uncomfort situation of Rail Sadan staff as well as officers also.

REMARKS OF ADMINISTRATION

GENERAL ADMINISTRATION DEPARTMENT

Four wheeler parking area at Rail Sadan is available. Garage for two wheelers have been provided.

ENGINEERING DEPARTMENT

There is no scope for providing covered shed for 4 wheelers around the Rail Sadan. Regarding unidentified vehicles being parked in the basement, RPF may take up the issue to get them vacated.

DECISION

It has been complained that the basement area is perpetually occupied by unauthorized outside vehicles. Action will be taken to prevent such unauthorized parking by the outsiders.

A joint survey will be conducted by representatives of Security Department, GA Department & Personnel Department to take stock of vehicles which are unauthorizedly parked in basement.

(CLOSED)

05. 36C-05-2015 NON UTILISATION / DISTRIBUTION OF WELFARE INSPECTORS PROPERLY AS PER REQUIRMENT OVER THREE DIVISIONS AND ZONAL HQ.

CPO

It is observed that maximum staff of all the road side stations are deprived off from availing the help of WI to put forth their grievances and get it disposed off early.

It has come to the knowledge that in all Divisions less nos of S & WIs are working against minimum requirement. Because of that the existing S&WI's are allotted with the area more than one section, which makes them unable to cover the allotted section within the stipulated time and are unable to disposed of the staff matters in time.

All the Divisions are running in a less nos of S&WI as per Railway Board yard stick and the sanctioned cadre of all the Division & ZHQ are not been reviewed since a long, Because of that the staff are facing a lot of difficulties.

In view of above position, ECoRSC urges that, the existing sanction strength of S&WI's of all Divisions & ZHQtrs are to be reviewed as per the yard stick fixed by Railway Board and re pin point the posts as per requirement of Divisions and ZHQrs a fresh to minimize the work load over Zone.

REMARKS OF ADMINISTRATION

The workload of S & WIs of East Coast Railway is being reviewed and suitable action will be taken.

DECISION

Discussed and closed.

(CLOSED)

06. 36C-06-2015 NON IMPLEMENTAION OF CADRE RESTRUCTURING FOR THE STAFF OF CENTRAL HOSPITAL MCS.

CPO

CMD

Since long back it was told by the Administration that the cadre restructuring of all most all departments over the Zone have been completed and the remaining will be completed very soon.

But it has come to knowledge that the cadre restructuring in favour of the staff of Central Hospital/MCS has not yet been started though the staff of all the departments including the staff of Medical departments at Divisional level over the Zone have already been completed.

The matter was brought to the knowledge of GM/EcoR & MD/CH/MCS vide this office letter No- ECoRSC/CENT/GM/15/141 Dt: 07/07/2015. But still no action is taken which is very unfortunate.

Therefore ECoRSC demands for early implementation of cadre restructuring in favour of the staff of Central Hospital/MCS.

REMARKS OF ADMINISTRATION

MEDICAL DEPARTMENT

Sanction Memorandum for Cadre restructuring for the staff of Central Hospital/MCS has already been circulated vide memo No. EcoR/Pers/Med/12/Cadre Restructuring/Zonal/1106 dated 28.09.2015.

PERSONNEL DEPARTMENT

File has already been put up to nominated committee members for adjudging suitability for promotion (for 5 persons i.e. Pharmacist-1, Lab Superintendent-1, Radiographer-1, Dresser-II-02 Nos) under cadre restructuring. Promotion orders will be issued after completion of suitability.

DECISION

Cadre restructuring has been completed. Promotion orders will be issued by 31.12.2015.

(CLOSED)

07. 36C-07-2015 NON TAKING OF HIGHER GRADE VACANCIES AGAINST DPQ OF (JE/SSE) IN TMO WING OF ENGINEERING DEPARTMENT FOR PROMOTING TECH-GR-I TO SR.TECH IN ECoRLY.

CPO
PCE

It has come to knowledge of this organization that the Administration of EcoRly is not calculating the vacancies of higher Grade i.e. JE/SSE against DPQ while promoting the Tech Gr-I to the post of Sr Technicians in Track Machine organization on the plea of provisions prevailing in the Divisions.

In this connection ECoRSC wish to clarify that, in the Divisions there are various Trades (i.e. Fitter, Carpenter, Machinist, Welder, Blacksmith etc) in each department like S&T, Elect, Mech etc, for which Divisions are used to call for the options from the all eligible staff from each Trade of all the Departments to get promotion then conducting written examination among the optees to fill up the posts.

But in the Track Machine organization there is only one Trade i.e Technician-TMO Gr-I, II & III and there is no need to call for the options for giving promotions and vacancies can be filled up according to seniority/ suitability.

Because of the above reason the vacancies of JE/SSE in TMO are need to be taken in to account while promoting the Tech Gr-I (TMO) to Sr Tech (TMO) against DPQ.

In this regard this organization has attracted the attention of Administration vide letter No-ECoRSC/CENT/CPO/15/161 Dt-27/07/2015, but no action is still noticed and staff discontentment is raising up.

Therefore ECoRSC constrained to raise the issue in this highest forum to derive at a final decision to avoid further discontentment.

REMARKS OF ADMINISTRATION

Since JE, Sr. Tech are two different posts and JE is a selection post & Sr. Tech is a Non-selection post, considering vacancies of JE for selection of Sr.Tech is not appropriate. Accordingly, a clarification was given to GS/ECoRSC vide letter No.ECoR/Pers/13/Restructuring/Sr.Tech/TM dated 19.08.2015.

DECISION

Discussed and closed.

(CLOSED)

08. 36C-08-2015 NON FILLING UP OF VACANCIES OF TECHNICIANS IN TMO OVER ECoRLY.

CPO
PCE

It has come to knowledge that presently a good nos of vacancies in all the Grades are still prevailing in the Track Machine organization over EcoRly. For which the existing staff are compelled to perform their duties with over burdened.

Earlier this issue was raised by this organization through item No-15 of 27th ZPNM held in Aug 2013. At that time the item was closed with remarks that the vacancies out of 48 posts as on the assessment year 2012, 45 posts have already been filled up in two phases and the balance will be filled up in due course.

It is a matter of great regret that neither the balance vacancies up to assessment year 2012 as assured nor the vacancies arised between 2012 to 2015 are filled up still, which is causing more strain on the existing staff.

The Track Machine staff are performing their duties with full devotion for running of trains in a safe condition. But the Administration is not realizing their difficulties as well as not taking any action to fill up the vacancies regularly rather dragging the existing staff to more difficulties, Because of that, most of the staff are continuing in Helper Post since years together.

Therefore ECoRSC demands that the higher Grade vacancies in TMO up to the assessment year 2015 should be taken in to account and filled up immediately.

REMARKS OF ADMINISTRATION

- 1) The following vacancies have been filled up during 2012-2015
Sr.Tech-24 Nos
Tech-I- 17 Nos.
Tech-II- 27 nos.
Tech-III-45 Nos.
Total = 113 Nos.
Besides-

- a) Proposal for promotion of 37 employees for Tech-I is in progress and will be completed by 31.12.2015.
- b) Proposal for promotion of 33 employees for Tech-II through Trade Test is in progress and will be completed by 31.12.2015.

DECISION

Discussed and closed.

(CLOSED)

09. 36C-09-2015 PROVISION OF ADEQUATE AIR COOLERS IN CAMPING COACHES FOR TMO STAFF.

**PCE
CEE**

It has come to notice that the Administration has provided one Air Cooler for each camping Coach in which near about 10 to 15 nos of TMO staff including Artisans and Supervisors are taking rest and Administration has ordered that the same Air Cooler to be used only for the supervisors but not for the Technicians.

For which the Artisan staff are deprived off to avail the said facility and facing a lot of troubles for taking rest in Camping Coaches.

Therefore ECoRSC urges before Administration to provide at least another two nos of Air Coolers for each Camping Coaches early.

REMARKS OF ADMINISTRATION

ENGINEERING DEPARTMENT

The existing camp coaches are due for POH/IOH and the scale of air cooler as per correction slip 12 dated 22.08.2013 to IRTMM-2000 will be taken care of for provision subject to availability of budgetary grant. Railway Board has allotted Rs. 2.5 crore during 2015-16 for camp coach modification which is taken up by MCS workshop.

DECISION

The existing facility will be reviewed and suitable facilities will be provided to the staff at the earliest.

(CLOSED)

10. 36C-10-2015 NON MAINTENANCE OF CAMPING COACHES

PCE

It is observed that the floorings, ceilings, wirings, furnishing of inside bodies of the following Camping Coaches are totally damaged.

- (1) Camping Coach No-88876 for the staff of PBR-07 & DGS-382.
- (2) Camping Coach No-008493 for the staff of BCM-326.
- (3) Camping Coach No-778935/AB for the staff of BCM-34 and
- (4) Camping Coach No-768930/A for the staff of Diometric-8065.

Most important point is, that above four Camping Coaches are also over due for POH i.e. 2011, 2010, 2008 and 2009 respectively & condition of those Coaches may face any unwarranted situation at any time may and accident which may cause life risk for the staff. It needs immediate replacement.

Therefore ECoRSC demands for immediate action in this regard for the safe guard of TMO staff and to avoid the accidents.

REMARKS OF ADMINISTRATION

A fund of Rs 2.5 crore has been allotted by Railway Board for TMO during 2015-16 for modification of camping coaches. MCS workshop is being chased to expedite modification/refurbishment of coaches. Tendering is under process at MCS/workshop. A meeting with Dy.CME/MCS/Workshop was held by Dy.CE/TM/BBS on 01.10.2015 and the urgency for execution of modification/refurbishment of coaches into camping coaches has been spelt out. Further a letter dated 05.10.2015 was also sent to CWM/MCS on the issue for expediting the programme. It was revealed by Dy.CME/MCS that tentatively they are planning to handover 3 coaches by December, 2015 and another 5 coaches by March, 2016. The sanctioned amount for cost of refurbishing a coach is Rs 25 lakhs (RB letter No. 2007/Track-III/TK/11 Vol.III dated 08.07.2015). However, MCS workshop demand Rs. 20-25 lakhs for making fit a coach before refurbishing. MCS workshop is demanding Rs 20-25 lakhs for making fit a coach before refurbishing due to heavily corroded coach. Hence it is desirable that TMO take up the work of refurbishing only of coaches having more than 5 years residual life, so that refurbishing work can be taken up with Rs. 10-15 lakhs. This will result in better

environment in camp coach.

DECISION

Action will be taken to improve the environment in camping coach.
Discussed and closed.

(CLOSED)

11. 36C-11-2015 **PROVISION OF HEALTH CHECKUP FACILITY FOR TMO STAFF AT THE WORKING PLACES.**

PCE

CMD

The nature of duty of the Track Machine staff are very hazardous and not confined to one place. The staff of TMO are always facing the dust prone atmosphere which is quite unhygienic for their health.

Due to non availability of any Medical facilities near by their deployment place, they are deprived off getting the medical checkup as well as treatment for other sickness. It is also found that no line Doctor is attending the TMO staff even in emergency.

Keeping in view the above, it is suggested that the Health checkup facility should be provided in a routine manner basing on the deployment of the machine programme i.e. where 10 (Ten) nos or above Track Machines are deployed to work at a time for, At that spot only the Medical Authority of that Division have to extended the Health checkup facilities to them.

ECoRSC urges before Administration to ensure the health checkup programme a JPO can be made between medical department and Engg. Department to ensure the Health Check up facilities in routine manner for the TMO staff.

REMARKS OF ADMINISTRATION

MEDICAL DEPARTMENT

Health checkup programme for the TMO staff is being done. It was conducted on 18.08.2015 at Gorakhanath Station & 95 nos. of employees were examined. The place of Health Checkup camp is to be informed by CEI to the concerned CMS. CMSs will fix up the date of Health Checkup & inform the same to CEI. Accordingly, this office has communicated to all CMSs & CEI under this office Lr. No. EcoR/BBS/MED/36th ZPNM/ECoRSC/79 dated 12.11.2015.

ENGINEERING DEPARTMENT

A multipurpose health drive camp was conducted at Gorakhanath station on 18.08.2015 where BCM group of 10 nos. machine working in CTC-PRDP section. Now BCM group is working in VZM-KTV section and health camp will be arranged soon. In future health camp will also be conducted regularly.

DECISION

Health check up camp for TMO staff will be regularly conducted at a place where major work is going on. The date will be decided by CE/TM and CMS of that division.

(CLOSED)

12. 36C-12-2015 **NONSUPPLY OF SAFETY SHOES, PROTECTIVE CLOTHINGS, UNIFORMS, HAND GLOVES, SOAP BARS, DUSTERS ETC (CONSUMABLE ITEMS) TIMELY TO THE STAFF OF TRACK MACHINE ORGANISATION.**

PCE

COS

The nature of routine duty of the Track Machine staff are very hazardous. It is not out of place to state that to keep fit the Tracks for smooth operation of train movement, they are being deployed to work at the sites i.e in dense jungle, hilly areas etc.

But the Administration is not taking any care of them and not taking any action to supply the above consumable items, in spite of provisions extended by Railway Board.

The above issue was raised by this organization vide item No-29 of 24th ZPNM held in the month of Nov 2012. The remarks of Administration and the decision of the forum is reproduced below.

Remarks

Protective clothing's at about 100 nos. have been supplied in WAT Division in December 2008 and these were also supplied to the staff in KUR Division. But in SBP Division the requisitions are under process.

Safety gloves were supplied in all the Divisions.

Soap bars and Duster cottons have already been supplied in KUR & WAT Divisions whereas in SBP Division the requisitions are under process.

Safety shoes about 100 pairs have been supplied in Nov, 2007 in WAT Division. KUR & SBP Divisions have not supplied the same. Regarding supply of safety shoes it is to state that the staff

themselves have to purchase the shoes up to RS.450/- and the receipts are to be submitted for reimbursement as per the EcoRly JPO vide No-EcoR/Pers/Reimb of cost of shoes/09 Dt:13/03/2009. Staff have been counseled to do the same but none of the staff have submitted the receipts. It is also noticed that the Track Machine categories/staff are not included in the JPO circulated. Therefore, a correction to the JPO is yet to be issued. It is being processed.

Decision

PCE will ensure submission of requisition within one month and within next three months COS will arrange to supply all the above items & Compliance report will be given to ECoRSC & item closed.

But it is a matter of great regret that even after passing near about three years to the above commitments with a recognized labour union, Administration has extremely failed to regularize the supply and forcing the staff to work in that hazardous condition.

Therefore ECoRSC demands for early implementation of the decisions of ZPNM for supply of above consumable items to TMO staff without further delay.

REMARKS OF ADMINISTRATION

STORES DEPARTMENT

Stores Department make supply of stock item based on intimated sanctioned requirement by the users. In most of the cases no sanctioned requirement of the items have been intimated to Stores Department. The details are furnished below:

Industrial safety Boots.

No AAC furnished by Engg. Dept. to any depot.

Protective Clothings

Coat water proof & woolen jersy-No AAC furnished by Engineering Department to any depot. Engineering Department may draw the material by placing stock demands as stock of Rail Coat (PL No. 79321434) & woolen Jercies (PI No. 79252760) are available.

Hand Gloves

Vetted AAC to be furnished by Engineering Department to draw the material from CRW/MCS

Soap Toilets

Engineering Department to draw the material from GSD by placing stock demands, as stock is available under PL No. 81050914.

Duster Ordinary

Vetted AAC to be furnished & Engineering Depot to draw the material from CRW/MCS as stock is available under PL No. 79333590.

Uniforms

Summer & winter uniforms: Engineering Department to draw the material as per AAC from GSD by placing stock demands.

ENGINEERING DEPARTMENT

Status of safety items issued to Track Machine staff is furnished below:

SBP DIVISION

- 1) Hand Gloves have been issued to 14 machines.
- 2) Protective Clothing (V-neck-Jersey-dark-blue) have been issued to Track Machine staff(64 Nos.)
- 3) Protective Clothing (Hot-weather clothing) have been issued to 33 staff.
- 4) Safety helmets (7 nos.) have been issued. And procurement for 100 nos. of safety helmets are under process. Requisition already place to Sr.DMM/SBP.
- 5) Cold weather clothing for the year 2015-indent has been placed for cold weather clothing for 174 staff.
- 6) Safety shoes: 72 staff have purchased safety shoes and submitted bills for reimbursement to APO/Bills/BBS. But the same has not been reimbursed till date.
- 7) Uniforms have been issued to 96 staff in the year 2014-15.
- 8) Safety helmets have been issued to 49 staff.
- 9) 100 pairs of leather hand gloves have been issued.
- 10) 100 nos. of illuminated safety jackets have been issued.

KUR DIVISION:

- 1) Uniforms, Gloves, Helmets have been issued to 120 staff.

DECISION

Engineering Department will prepare a time table for supply of various items required to be provided to the TMO Staff and the same will be followed up.

PCE will be requested to submit vetted imprest requirement of the staff of TMO to COS for regular supply of consumable protective clothing and other items required by TMO staff by 31.01.2016.

(CLOSED)

13. 36C-13-2015 RE-DEPLOYMENT OF TWO SURPLUS M.V.DRIVERS OF STORES DEPARTMENT/ZHQ.

CPO

A decision has been taken in the 33rd ZPNM of ECoRSC held on 18th & 19th Feb 2015 against item No-16 that **"A Meeting on re-deployment of surplus M.V.Drivers of the Zone have been fixed on 27/02/2015. 02 surplus Drivers of Stores Department will also be included in the list."**

Accordingly the names of Sri A.K.Khardaitaray, M.V.Drivers Gr-I and Sri B.C.Gouda, M.V.Drivers Gr-II of Stores Department has been included in the surplus list of M.V.Drivers and also published by CPO/EcoR and handed over to ECoRSC on 27.02.2015.

But it is observed that at present Administration is not in a position to finalize the re-deployment issue due to inability of WAT Administration in submitting the correct figures even after holding two separate discussions on 27/02/2015 and 10/09/2015.

From the above it is clear that until the WAT Division is able to furnish the correct/clear fact, the case of re-deployment of surplus M.V.Drivers of WAT Division cannot be finalized, but for WAT division the above two M.V.Drivers of Zonal Headquarter are not redeployed still and Railway is paying their salary regularly even without any work, which will be a great cause of financial loss to Railway.

In view of the above it is urged that Administration should call for the option from these two surplus M.V.Drivers of Stores Department of ZHQ and re-deploy them separately to avoid the financial loss of Railway.

ECoRSC demands for early action in this issue

REMARKS OF ADMINISTRATION

Re-deployment of two surplus M. V. Drivers is under process.

DECISION

The surplus M. V. Drivers along with other surplus drivers will be given one more chance for giving options for their absorption in NTPC category accepting bottom seniority giving 10 days notice time. The surplus staff those who do not give any options will be redeployed in the same stations against available technical vacancies following seniority. The entire process should be completed by 31.12.2015.

(CLOSED)

14. 36C-14-2015 **SIMPLIFY THE CHECK LIST TO AVAIL HOUSE BUILDING ADVANCE (HBA) BY RAILWAY STAFF.**

CPO

FA & CAO

Railway Board has made a provision for the Railway employees to avail financial help from Railway under the scheme "House Building Advance" (HBA) repayable in easy installments through salary.

But the required documents to be produced as specified for the purpose is making the employees unable to arrange the required documents from various sources. For which they are being deprived off availing the scope.

The matter was brought to the kind knowledge of GM/EcoR by GS/ECORSC during 34th ZPNM, where GM/EcoR was kind enough and advised that "Employees should not be hassled and run after the officials for the same. A very clear and simple checklist specifying the minimum documents required should be notified".

ECORSC urges before Administration to carry out the above instructions of GM/EcoR at the earliest so that many of staff will be benefited.

REMARKS OF ADMINISTRATION

The documents which are required to be submitted as per Manual provisions are being reviewed. A check list will be prepared and circulated to all concerned to follow uniform procedure for sanction of HBA by 31.12.2015.

DECISION

The existing check lists available with SER will be obtained and implemented.

(CLOSED)

15. **36C-15-2015** **UPDATION OF INCOME TAX DEDUCTION DATA BY PERSONNEL AND ACCOUNTS DEPARTMENT.**

CPO

FA & CAO

As per extant rules, the Income Tax is being deducted from the salary of individual staff in due time and A third party has been appointed to have liaison between Tax deducted and the Income Tax Department by paying a good amount from Railways.

But it is seen that the authority of Income Tax are serving the demand notice directly to the employees for depositing the assessed amount without consulting the agency appointed by the Railway for liaisioning, which is causing much strain for the individual Tax payers to overcome of such unnecessary harassments.

Therefore ECoRSC requested that the payment of the Agency which is engaged by Railway to be stopped till they correctly uploaded the data on the income Tax data base and submission of form No-26 (S) (Zero outstanding amount) of all the Tax payer.

REMARKS OF ADMINISTRATION

Up-loading of Income Tax is being done through Income Tax consultant/agency and correction if any required from time to time is being carried out with the help of the consultant/agency. Discrepancies mainly in case of change of DDO/BCO have been noticed and necessary steps have been taken with the help of consultant to sort out the matter.

DECISION

A detailed report will be submitted by ECoRSC to FA&CAO for taking up of the matter with the concerned ITO.

(CLOSED)

16. **36C-16-2015** **NON MAINTENANCE OF REGISTERS FOR CIVIL ADVANCES BY PERSONNEL DEPARTMENT.**

CPO

FA & CAO

CAO/Con

As per codal provision, registers for sanction of civil advances to be maintained for each bill units over Zone to watch the recovery and the calculation of interest and the interest calculation criteria and rebates thereon. But it is seen that no where the said register being maintained in bill sections over Zone.

For that the employee are over burdened at the time of their retirement, As per Rule, After deduction of principal of advance Personnel Department have to send that case to Accounts for

interest calculation within two months maximum.

But, It is seen that, after deduction of principal the Personnel Department has remain silent, and to deduct the interest there is no time limit is maintain and the interest calculation is the will and pleasure of the bill Clerk, because of that so many employees are facing a financial problems at the time of verge of retirement.

Therefore ECoRSC demands to open the said register over Zone without fail and the interest should be calculated timely and deduction to be made as much as possible before the retirement of employees.

REMARKS OF ADMINISTRATION

The instructions in this regard will be reiterated to all concerned and will be followed scrupulously.

DECISION

Calculation of interest through IPAS will be implemented w.e.f. 1st April 2016 which will eliminate the delay in recovery of interest as of now.

(CLOSED)

17. 36C-17-2015 IRREGULAR CHARGING OF INTEREST ON CIVIL ADVANCES IN FAVOUR OF DECEASED EMPLOYEES.

CPO

FA & CAO

CAO/Con

It is seen that, the interests of civil advances except HBA is being charged to the deceased employee till date of calculation of DCRG, But in case of HBA the interest is applicable only to the date of death.

This issue was raised in the PNM of MCS (W/S) held on 16/09/2015 where the remark was given to raise this issue at Zonal PNM.

Therefore ECoRSC urges to take favourable decision to help the family of deceased employees the facilities which provided for HBA to deceased employees to be implemented in all advances.

REMARKS OF ADMINISTRATION

ACCOUNTS DEPARTMENT

The interest of civil advances except HBA is being charged to the deceased employee till date of calculation of DCRG & in case of

HBA the interest is applicable only to the date of death. Beyond that date no interest is being calculated at this end.

The provision of not recovering interest on HBA from deceased employees exists, who does while some portion of the principal is still outstanding. But rules contained vide IREM Vol.I chapter XI are silent on applicability of this provision for advances other than HBA.

DECISION

Interest on all advances will be calculated till the date of death of the employee.

(CLOSED)

18. 36C-18-2015 PROVISION OF GARRAGE FOR RAILWAY QUARTERS OF CRW/MCS

PCE

Since no Garrage has been provided to the individual Railway Quarters in the MCS Railway colony the staff are facing a lot of inconvenience to keep their two wheelers and some time facing theft also.

On the demand of ECoRSC, works for providing Garrage has been started in Sector-'C' but unfortunately the said work has been stopped due to lapse of tender period.

Despite several discussion neither the work of Sector-'C' has been commenced nor action taken for providing Garrage in other Sectors.

This issue was raised vide item No-33(28) of MCS (W/S) PNM held on 16/09/2015 where the Administrative remarks given "Existing contract has been closed. After that a new proposal has been uploaded to IRPSM for sanction of Law book. But it was not shortlisted. Hence again it will be processed through revenue estimate".

ECoRSC urges before this forum for early sanction of the same to facilitate the Garage provision in MCS Railway colony.

REMARKS OF ADMINISTRATION

MCS WORKSHOP

Construction of left over garage for Railway Colony, Mancheswar, necessary estimate has been submitted to division for tender

processing through revenue estimate.

ENGINEERING DEPARTMENT

The works can be taken up after sanction of the works.

DECISION

Personnel Department will propose the work under Law Book for 2016-17.

(CLOSED)

19. 36C-19-2015 DEMANDING FOR PRODUCTION OF MEDICAL MEMO i.e BN-100 CAUSING HARASSMENT FOR THE PATIENTS

CMD

Prior to issuance of self Identity Card & Medical Cards, there was a provision of issuing BN-100 (Medical Memo) by the concern authority of the employee seeking Medical aid as a authority of identification that the said staff is a bonafide Railway employee working under him. After issuance of self identity and Medical Card, there is no need of producing Medical Memo i.e. BN-100.

But it is observed that in all the Railway Hospital/Health Units when ever any staff wants Medical aid they are not being allowed unless producing the BN-100. Which is causing dissatisfaction amongst needy staff and their family.

This issue was raised vide item No-43 (23) in the PNM of MCS (W/S) held on 16/09/2015 and remarks offered by the Administration that this item should be raised before CMD at HQrs level.

Hence ECoRSC desires that when the employee is having Identity Card and Medical Card for self and family, submission of BN-100 should not be made mandatory & that should exempted.

REMARKS OF ADMINISTRATION

Employees & their family members are given treatment on production of Medical Treatment Book in the Railway Hospitals/Health Units. They are also treated on production of Medical ID card/ID card/any identity proof of the employee during emergency without even production of Medical Treatment Book.

DECISION

BN-100 is not necessary at the time of treatment. Employees and their family members can avail treatment by production of Medical Identity Card or I. Card.

(CLOSED)

20. 36C-20-2015 **PROVISION FOR LINE VISIT OF RAILWAY DOCTORS IN SBP DIVISION**

CMD

Since there is no any provision / programme made for Railway Doctors to visit line, the staff working in road side stations and their family are confronting more difficulties to avail medical aid and in exigency they are being compelled to attend the Medical / H.U and outside Hospitals by availing own leave and passes.

The issue was raised in the PNM of ECoRSC/SBP vide item No-II/II/14 (MED) held on 15th and 16th September 2015 where the remarks offered by the Administration that "As demanded by the ECoRSC a proposal has been sent to CMD for approval.

Keeping in view the welfare of staff and their family ECoRSC urges before the authority to consider the proposal early to get Medical treatment facilities by the Road side station staff.

REMARKS OF ADMINISTRATION

There will be regular health checkup camps/MPHD in roadside stations of SBP Division for the benefit of employees & their dependents.

DECISION

Doctor will visit nominated major stations as per schedule. Divisional Authority will identify the stations.

(CLOSED)

21. 36C-21-2015 **NON IMPLEMENTATION OF REVISED RENTAL CELING FOR THE NON GAZZETTED STAFF OF ZHQ OFFICE / BBS.**

SDGM

Railway Board vide his letter No-2009/LMB/12/1 Dt-26/11/2013 has revised the rental ceiling. Observing delay in implementation of the above order of Railway Board this Organization has raised the issue vide item No-17 of 33rd ZPNM held on 18th & 19th Feb 2015. Where in it was decided to finalize the same within three months.

But it is the matter of great regret that though 07 (Seven)

months time has already been passed; the same is still remain unfinalised which is causing staff discontentment.

ECoRSC urges that the same should be finalized early without further delay.

REMARKS OF ADMINISTRATION

With the approval of Competent Authority, the lease rent has since been revised vide office Memorandum dated 31.03.2015.

DECISION

Discussed and closed.

(CLOSED)

22. 36C-22-2015 NON IMPLEMENTATION OF DECISION TAKEN IN THE ZPNM

**SDGM
CPO**

On the Agenda of ECoRSC vide Item No-26 of 31st ZPNM held on 21st and 22nd Aug 2014 for providing Railway accommodation to the staff of Track Machine Organization (TMO) over ECoRly. Administration vide Memorandum No-EcoR/GA /Qtr/NG/Lease/2028 Dt: 12/08/2014 has sanctioned 150 nos of lease accommodation in favour of the above staff.

But it is a matter of great regret that the said facilities are not availed by the TMO staff still the cause of which is that, due to the check list of document required for lease accommodation.

The check list of documents which is finalized for Zonal Head Quarter/BBS the same is implemented in over Division which is not practicable.

Therefore ECoRSC urges that the check list of documents of lease accommodation to be reviewed and minimized and a simple check list to be circulated, so that all the staff can avail the lease accommodation facilities.

REMARKS OF ADMINISTRATION

GENERAL ADMINISTRATION DEPARTMENT

Out of 150 numbers of lease accommodation sanctioned in favour of TMO staff, 41 staff have already availed by submitting the required documents. The required list of documents as circulated by Engineering department is followed uniformly by the staff of

all departments for availing lease accommodation. Hence, at this juncture there is no need for further review in respect of TMO staff availing lease accommodation.

DECISION

Discussed and closed.

(CLOSED)

23. 36C-23-2015 **IRREGULARITIES COMMITTED BY THE ADMINISTRATION OF WAT DIVISION BY VIOLATING RULES UNDER RBE NO-102/2013.**

CPO

Observing irregularities in implementation of cadre restructuring in C&W Department of WAT Division, this Organization has raised the issue vide item No-28 in 34th ZPNM and the decision taken there is not sufficient on the part of DPO/WAT.

In this regard it is stated that para-4(i) of RBE No-102/2013 says that the panels already finalized on or before 01/11/2013 and current as on date arising out of restructuring (Except DRQ) should be given benefit of promotion w.e.f 01/11/2013.

In the instant issue the process of finalized panel for promotion JE to SSE (C&W) WAT was completed prior to 01/11/2013 i.e. on 26/09/2013 which was kept unimplemented under a plea of pre promotional training which is totally on Administrative reason.

If the empanelled 03 (Three) JEs could have been promoted w.e.f 26/09/2013 the eligible candidates next below to them would have been awarded promotional benefit w.e.f 01/11/2013.

Due to error of Administration the eligible staff are deprived from getting their legitimate dues which is creating staff discontentment & suffering.

Therefore ECoRSC urges before the house to finalize this issue without further delay and the selection which was completed before 01/11/03 that should be separated from the restructuring list.

REMARKS OF ADMINISTRATION

WAT DIVISION

- 1) The Railway Board in terms of RBE No. 102/2013 have envisaged the mode of filling up of normal vacancies as on

01.11.2013 as well as restructured vacancies at para-4.1 & 4.4.

- 2) Prior to implementation of Cadre restructuring and 03 staff were declared suitable and enlisted for promotion of SSE/C&W vide O.O. dated 26.09.2013. But for want of mandatory promotional course training linked for their actual promotion, they could not be promoted before 01.11.13, the crucial date of restructuring.
- 3) In terms of para-4.1 read with para-4.1 of RBE No. 102/2013 it was been clearly indicated that seniors should be given benefit from 01.11.2013 and juniors with prospective date against normal vacancies.
- 4) As per the assessment of vacancies, there are 28 (UR=22, SC=04 & ST=20) vacancies against cadre restructuring and 05 (UR=4 & ST=01) against normal vacancies. Promotions processed for 26 UR (22 UR with promotion from 01.11.13 & 04 UR with prospective promotion) vacancies and 07 SC/ST vacancies were kept unfilled for want of SC & ST staff in JE/C&W
- 5) As mentioned at para-4 above, the 03 seniors who are waiting followed by next 19 seniors have been promoted against 22 restructuring UR vacancies w.e.f. 01.11.2013 and the normal 04 UR vacancies were filled from the next juniors as per seniority order from prospective date as per the extant rules.

Therefore, no irregularities occurred while implementing the restructuring orders for SSE/C&W. This was already examined and detailed reply sent to HQ vide letter No. WPV/131/2018/SSE/C&W dated 15.09.2015.

DECISION

The issue will be examined again by calling for the detailed history of the case from WAT Division.

24. 36C-24-2015 PROVISION OF PROPER DRINKING WATER AT TLHR.

PCE

At present approximately 1000 (Thousand) nos of staff are working and residing with family at TLHR. But the present situation of water supply is unable to cater the minimum need of water. Further the quantity of water which is being presently supplied is not hygienic.

This organization has persistently been raising this issue at

Divisional and Zonal PNMs, since last 03 years but still Administration is not taking any action to regularise the supply of proper drinking water to cater at least need of the bonafide employees. For which they are suffering much with family.

On a further demand raised in the 2nd PNM 2015 of ECoRSC/KUR through Item No-18 of Review Agenda held on 28th & 29th May 2015 Administration was offered his remark that "Augmentation of water supply work has been sanctioned Tender floated and will be opened on 04/03/2015". But unfortunately the above decision of Administration has remained in paper only without any action which proves the intention of Administration to play with the life of his staff.

Therefore ECoRSC demands for immediate augmentation of proper drinking water supply at TLHR and the target date of work starting to be given.

REMARKS OF ADMINISTRATION

A consolidated water treatment plant of 10 Lakh liters per day has been proposed in works programme for 2016-17 at the cost of Rs 2.88 crores. Apart from this, the work of augmentation of water supply by laying new pipe line work is in progress.

DECISION

Same remarks.

25. 36C-25-2015 **POLICY TO BE MADE FOR DEPUTING STATION TICKET CHECKING STAFF ON LINE (AMENITY) DUTY.**

CCM

It is often observed that the concerned authorities are used to transfer the station Ticket Checking Staff on line duty (Amenity) in a pick and choose manner without following the procedure which is creating ambiguity in mind as well as discontentment.

As per procedure the junior most of station Ticket Checking Staff should be deputed on line duty chronologically from bottom to top, keeping the seniors at stations. Administration is transferring the staff from station on monopoly without following any basic principle.

Therefore ECoRSC demand that a policy guide line to be made for transferring the station Ticket Checking Staff on line duty to avoid the monopoly transfer over zone.

REMARKS OF ADMINISTRATION

As per standard practice the Lowest Earners from squads and Amenity duty are being picked up and posted at stations for stationary duty. In place of them the Good Earners of the station are being posted in Amenity/Squad. The said rotation is being done after every three months.

Sr.DCM is controlling authorities; hence the discretionary power vests with him for any changes in duties and place.

DECISION

After detailed discussion, it was agreed that the divisions will be advised to ensure compliance of extant instruction for rotational transfer of ticket checking staff posted in the stations as far as practicable in a chronological order. If any representation is pending for transferring out from link to station duty, the same may be disposed of by the Sr.DCM in view of the merit of the case and interest of the Administration.

(CLOSED)

26. 36C-26-2015 CONSTRAINTS OF ACCAs FOR STAGNATION IN SAME GRADE FOR LONGER PERIOD BEYOND STIPULATION OVER ZONE.

CEE
CPO

It has come to knowledge and complaints are also received from ACCA Category that though they have already completed more than 10 (Ten) years as ACCA and having practical work experience of AC Mechanic, they are deprived of promotional benefits of AC Mechanic Gr-III and Administration is extracting the works of AC Mechanic from them without giving any financial benefits.

It has also come to knowledge that Administration is not initiating any action to create the required post as per the present need as well as not showing interest to fill up the existing vacancies of higher grade of this category which ultimately depriving the existing ACCAs for further promotion.

All the ACCAs are worked in train as a Mechanic by getting the salary of a ACCA. But the promotional benefits of the ACCA over Zone has not considered still.

Therefore ECoRSC demands for immediate promotion of the ACCAs of three Divisions to AC Mechanics so that the long standing experienced ACCAs can be benefited.

REMARKS OF ADMINISTRATION

SBP DIVISION

The cadre of ACCA of SBP division is 01 in GP Rs. 2800/- & same grade staff is working.

WAT DIVISION

For creation of 150 posts, proposal sent to HQ vide Lr. No. WP/Cadre/Elect(G)/Creation/179 dated 15.04.2013.

DECISION

Wherever vacancies are available and promotions are to be issued expeditious action will be taken.

(CLOSED)

27. 36C-27-2015 WRONG IMPLEMENTATION OF CADRE RESTRUCTURING FOR MINISTERIAL STAFF OF GA, PERS & MED. COMBINED CADRE OF ZHQ.

CPO

The above issue was raised by ECoRSC in its 34th ZPNM through Item No-02 and due to need for elaborate discussion on the issue it was decided to hold a separate discussion which was held on 23/07/2015.

Since the decision taken in the separate Meeting, was not up to the satisfaction, this Organization has submitted its opinion on the matter vide letter No-ECORSC/CENT/CPO/15/164 Dt-28/07/2015 for further examination of the issue.

Since no action or reply is noticed even after lapse of two months to the Meeting & letter, ECoRSC constrained to raise the said issue in this forum again.

ECoRSC urges before Administration to be lenient for providing restructuring benefit by maintaining the ratio of total cadre to the staff of combined cadre of ZHQ at the earliest.

REMARKS OF ADMINISTRATION

The basic principle of restructuring is to grant promotion and extend benefits to the employees against the additional higher grade posts as a result of restructuring. So, surrendering of higher grade posts where percentages have been increased won't fulfill the very purpose of restructuring, rather create staff discontentment. Moreover, Railway Board has not set any condition

for proportionate surrender of posts from the higher grade to lower grade for restructuring of the cadre. Regarding the subject matter ECoRSC has already been replied accordingly vide this office letter dated 23.04.2015.

In terms of sub-para 12.2 of RBE No. 102/2013 surrenders are to be effected on the sanctioned strength as on 01.11.2013 and the resulting imbalance/variation in the cadre is to be reviewed at the time of next annual review and in terms of para 13 the next annual Review will be undertaken from 01.04.2015 taking into account the cadre strength as on 01.04.2015.

For annual review of the combined ministerial cadre of GA/Pers/Medical the case is under process and soon it will be sent to Accounts for vetting.

DECISION

Any vacancy arising in the higher grade will not be filled up till the cadre is readjusted in the prescribed percentage of restructuring.

Discussed and closed.

(CLOSED)

28. 36C-28-2015 NON PROVIDING OF RAILWAY ACCOMMODATION FOR ECoRSC BRANCH OFFICE AT BALU.

PCE

On persistent demand of ECoRSC for a better type accommodation for functioning of office of KAPG Branch at BALU the Qr No-E/13 has been allotted at BALU in the DQC Meeting held on 16/06/2011, by surrendering existing accommodation at KAPG Qr No-4/D which was circulated vide Sr DEN (CO) KUR's Letter No-Engg/G/DQC/2011/277 Dt:-21/06/2011.

The same Quarter again allotted in favour of one ministerial staff of ADEN office by ADEN/BALU by passing the DQC allotment order.

Since last 04 years back this organization is going on representing continuously before the concern authorities at Divisional and also discussed in division for providing an accommodation in lieu of that. But at no stage it is taken in to consideration still, which is beyond toleration.

Rather bluffing this organization again re-iterated the said allotment order of date 21/062011 by Sr DPO/KUR vide Sr

DPO/KURs O.O.No-P/Quarters Cell/40/2014 Dt 26/06/2014. But particularly that Quarter is under occupation.

Therefore ECoRSC demands for early finalization of the issue for ECoRSC to maintain healthy industrial relationship.

REMARKS OF ADMINISTRATION

At present, there is already one ECoRSC Union office running at KAPG. It is not possible to allot the staff quarters for the Trade Union office as there is an acute shortage of quarters at BALU.

DECISION

A reference will be made to DRM/KUR on this issue.

29. 36C-29-2015 **EARLY IMPLEMENTATION OF RAILWAY BOARD ORDER FOR REVISED RATE OF SUBSIDIZED MEALS FOR RUNNING STAFF.**

COM
CEE
CME

In terms of Railway Board Letter No-2006/M (L)/467/2 Dt:-07/03/2007 (RBE No-29/2007) Railway Board has extended the facility of providing meals on subsidy for the Running staff in the running rooms. At the first instance it was fixed that 90% of the cost of each meal or Rs. 18/- per meal whichever is less will be beared by the Railway and balance will be beared by the staff concern.

Subsequently the said subsidy has been increased to 90% of the cost of the meal or Rs. 30/- per meal vide Railway Board Letter of even nos Dt 24/02/2010 (RBE No-35/2010).

Now Railway Board has again revised the rate of subsidy from Rs. 30/- to Rs. 41/- per meal keeping 90% of cost constant vide Letter No-2006/M (L)/467/2 Dt:-12/08/2015.

ECoRSC urges before Administration to implement the Railway Board order of Dt:-12/08/2015 early.

REMARKS OF ADMINISTRATION

MECHANICAL DEPARTMENT

For implementation of Railway Board's order regarding Revised rate of subsidy at Running rooms, Divisions have already been advised vide Dy.CME(D)/ECoR's letter No. M7/10/RG Room/3177, dated 21.08.15.

ELECTRICAL DEPARTMENT

This will be included in all new contracts of running room.

DECISION

The contracts are finalized at divisional level. The contracts which have been already finalized, no change in rates will be possible at this stage. However, for the new contracts, the matter shall be reviewed in consultation with the divisions.

(CLOSED)

30. 36C-30-2015 PROVISION OF DRINKING WATER AND PROPER FACILITIES IN THE GATE LODGES OVER ECoRLY.

PCE

It is a long standing grievance of the staff performing duty in Gate Lodges. The Gate Lodges are prevailing with roof leakages, cracked wall, non supply of Electricity, non provision of water supply etc. For which they are facing a lot of troubles and bound to perform the night duties in darkness, causing safety hazards to them.

This organization has raised this issue in various forums but ECoR Administration could not able to redress this issue through various pleas.

Now Railway Board vide his Letter No-2015/CE-1/GNS/7 (FTS-155123) Dt:15/09/2015 has instructed to the Zonal Railways to ensure uninterrupted drinking water, power supply and proper Gate Lodge at all Gates for the staff.

Therefore ECoRSC urges before Administration to implement the Railway Boards above order as early as possible.

REMARKS OF ADMINISTRATION

ENGINEERING DEPARTMENT

KUR:

Drinking water: Most of LCs is provided with water supply through Hand tube well, pipe line etc. Proposal is under process to provide hand tube wells to left out LCs where problem of drinking water exist.

Power Supply: At present there are 32 Nos. of manned LCs in KUR Division which are not provided with electricity. Tender is under finalization for 35 Nos. of LCs for supply solar light. It will be completed by 30.11.2015.

SBP:

Drinking Water: Most of the LCs are provided with water supply through Hand Tube Wells. Proposal is under way to provide hand tube wells at 16 nos. left out LCs by January, 2016.

Petty repair: 9 Nos. of LCs need petty repair, which will be completed by January, 2016.

Power supply: At present, there are 11 nos. of manned LCs in SBP division without electricity. Electrical department has been advised for provision of power supply at these LCs.

WAT:

In WAT division, 179 nos. of M/LCs are available out of which drinking water facility is available at 171 nos. and remaining 8 nos. LCs i.e. ML-379, 382, 436, 438, 441, 450, RV-249, KR-4 drinking water facility is not available.

Action Plan: i) LCs ML-379, 382 & KR-4 will be eliminated by construction of LHS.

ii) For LCs ML-436, 438, 441 & 450 agency is fixed work is in progress and targeted to be completed by January, 2016.

iii) For LC RV-249 agency is fixed, working is in progress and targeted to be completed by December, 2015.

DECISION

SBP & WAT Division will complete the provision of tube-wells in this financial year. KUR Division should process and get the work sanctioned for providing water supply and electricity facility at the LC where the same is not available. It was informed during meeting that there are 28 LCs at KUR Division, 11 LCs at SBP Division and some LCs in WAT Division without electricity. Divisions should take expeditious action to provide electricity at the LC Gates.

SECTION - "C"
REVIEW ITEMS

Srl. No.	Item no.	SUBJECT MATTER
31.	35C-04-2015	<u>REPATRIATION OF MINISTERIAL STAFF OF PCE/BBS WORKING IN VARIOUS DIVISIONS OF ECoRLY</u>

PCE

Due to heavy workload of a particular ministerial staff, this organization has represented vide No-ECORSC/CENT/Conf/15/64 Dt:27/03/2015 & the Administration replied vide No-ECORSC/Pers/IRM/P-IX/03 Dt:23/04/2015 that due to acute shortage of ministerial staff in PCE office, all the existing staff are over burdened. Hence it is not possible to consider the proposal.

But it is astonished that, there are so many ministerial staff of PCE/BBS office cadre are working in all the Divisions of ECoR since long back and their lien continue with ZHQ. They are getting promotions from ZHQ and working for Divisions on their will & pleasure and Administration is not taking any action.

Further Administration has not initiated any action to bring back them to HQrs office in order to decrease the existing workload in spite of the Divisions are having a huge Nos of ministerial staff/post in Engg Dept. which is seen avoiding nature.

ECORSC demands for immediate repatriation of the ministerial staff working in Divisions to PCE/Office because their lien is maintained in ZHQ only.

REMARKS OF ADMINISTRATION

No Head Quarter staff is working in any division.

LAST MINUTES

PCE will examine the case.

PRESENT POSITION

ENGINEERING DEPARTMENT

- 1) No Head Quarter staff is working in any division of Open Line.
- 2) 5 Nos. of Ministerial staff (1-OS, 3- Sr. Clerks & 1- Jr. Clerk) are working in Construction Organization having lien

at Hqr. But existing vacancies have already been filled up. At present 18 Nos. of Ministerial Staff are working at HQ/Engg. Department against sanctioned cadre of 18 Nos.

- 3) Engineering Department has already processed for creation of addl. 26 NG posts in HQrs. Out of which 10 posts (3 Ministerial & 7 Technical) have been concurred by Finance which is under process in CPO's office for obtaining sanction of competent authority. If these 10 posts are sanctioned workload of staff in HQrs. Department can be managed more efficiently.

DECISION

WAT division was advised to repatriate Sri P.Satyanarayana, presently working in OS/DRM's office/WAT vide this office letter No.ECoR/Pers/04/Engg/T&P/Misc./PS dated 23.12.2015.

Discussed and closed.

(CLOSED)

32. 35C-15-2015 IRREGULAR SURRENDERING OF POSTS OF TECHNICIAN GR.III IN ELECT(G) DEPARTMENT/WAT.

CEE

Despite clear-cut instructions from Rly:Board to not surrender higher grade posts which hampers the promotional prospectus of staff below grade. About 127 posts of Tech.Gr.III have been surrendered indiscriminately in Elect (G) Dept.in 2013, violating the norms of Railway Board, thus, hampering the prospects of Gr.D staff in the said Dept. The issue has been raised in the divisional PNM vide agenda No.03.dt.18.12.14 and further on 7th and 8th of May in subsequent DPNM with E.Co.RSC and the remarks furnished are evasive and do not correspond to the agenda. E.Co.RSC urges for immediate redressal please.

REMARKS OF ADMINISTRATION

123 posts were surrendered vide DRM(P)/WAT's O/O No. WP/Cadre/Work study report/Elect(G)/Surr/2012 dated 03.03.2012 in compliance to the work study report on power Group & Ministerial cadre of Elect(G) department of Waltair Division vide SDGM/ECoR/BBS's Lr. No. ECoR/GA/EFFy /86/WS /Elect. Maintenance/31 dated 29.03.2010.

LAST MINUTES

It will be examined.

PRESENT POSITION

ELECTRICAL DEPARTMENT

Based on work study report the posts have been surrendered.

DECISION

Details will be called for from WAT division to take a decision.

33. 35C-19-2015 EXTENDING THE BENEFITS UNDER MACP SCHEME IN FAVOUR OF RUNNING STAFF.

CPO

As per the Rly.Board's Ir.No.PC-5/2009/ACP/3/SECR dt.05.10.2011, the promotion to the post of Loco shunters should not be reckoned as promotion since it does not fall in the AVC of Loco Running staff. The contention of the Personnel branch that promotion from ALP/1900 to LP(G)/4200 directly without touching categories in AVC are to be treated as two promotions is wrong as in the hierarchy of promotions, ALP/1900, Sr.ALP/2400, LPS Gr.II/2400 and LP(S) Gr.I/4200 (From ALP/1900 to LP(S) Gr.II/2400, LP(S)Gr.I/4200, over all there is a financial up gradation of two GPs only. i.e. 2400 and 4200only).

ECoRSC urges for proper implementation of MACP with suitable financial up-gradations.

REMARKS OF ADMINISTRATION

As per Board's letter No. PC-V/2009/ACP/2/SECR, dated 05.10.2011 (CPO/BBS Estt.Srl.No.38/2014) it has been clarified that those promoted from ALP to LP(G) directly have earned 02 promotions, whereas as per the actual AVC which shows as under: ALP(1900), Sr.ALP(2400), LPS (2400), LPS-I (4200), LP(G).

As per the AVC LP(G) (4200 GP) to LP(Pass) (4200 GP+500 All) LP(M/E) (4200 GP+1000 All).

Therefore all the LPs are in GP 4200 only hence extending of MACP in such case is not feasible.

LAST MINUTES

Necessary clarification will be issued to the Divisions on this issue within 15 days.

PRESENT POSITION

Divisions have been requested to furnish the details vide this office letter No. ECoR/Pers/R/MACP dated 07.10.2015 and

reminder dated 30.10.2015. Action will be taken on receipt of the same from divisions.

DECISION

Divisions have been advised to follow the relevant guidelines vide this office letter No. ECoR/Pers/R/MACP dated 05.01.2016.

Discussed and closed.

(CLOSED)

34. 35C-23-2015 **STOP OUTSOURCING SYSTEM OF COACH FURNISHING WORK IN(CARPENTRY SHOP) IN CRW/MCS.**

CME

It has come to knowledge that 46 nos of carpenters of Carpentry shop have been deployed in various shops of CRW/MCS to work in other than their assigned Trade works. To manage the said work of Carpentry shop Administration has introduced outsourcing system through private contractors, which is quite illegal.

If the said 46 carpenters will be withdrawn and posted to their parent Trade, their services can be properly utilized to ensure proper quality and quantity.

One side the Carpenter (Sr Tech to Gr-III) are not able to work in other Category which is loss of manpower and on the other side the contractor are being paid bill for the Carpentry work particularly which is seen financial loss to Rly.

ECoRSC demands to repatriate all the Carpenters to the carpentry shop and stop outsourcing furnishing work in Carpenters in CRW/MCS.

REMARKS OF ADMINISTRATION

The furnishing work like fitment of upgraded materials has been sanctioned by Railway Board for 84 coaches under RSP. This work is additional work other than POH work for which no extra man power is available and has been out sourced.

The out turn of corrosion shop has been increased to an average of 18 to 20 from 09 to 10 coaches per month. For which more man power is required for furnishing of those coaches as a result more nos. of corrosion of coaches are awaiting for furnishing. Hence partial furnishing work like furnishing of toilets including doorways gangways has been out sourced to turn out the accumulated off

corrosion of coaches.

LAST MINUTES

The issue will be once again examined.

PRESENT POSITION

To be discussed in the meeting.

DECISION

The issue will be reviewed.

35. 35C-25-2015 **FIXING OF JURISDICTION/SECTION FOR JE (WORKS) LIKE JE (P.WAY) TO ENSURE PROPER SUPER VISION OF WORKS.**

PCE

In P.Way wing in Engineering Department of Railway, each and every JE have been allotted with a particular section/jurisdiction to supervise the works of Track maintenance/contractual etc.

But it is observed that in the works wing of the same Engineering Department no jurisdiction has been fixed for the JE (Works). For which one JE is supposed to supervise the works of Quarter maintenance, water supply, supervision of contractual works etc. by covering above 60 km minimum.

Due to the above reason JE (Works) are becoming over burdened and practically unable to supervise all the works properly and Railway loosing to get qualitative work from contractors and also from their staff.

If the jurisdiction of JE (W) will be fixed, then the supervision quality of works department will go high and Railway may be benefitted more.

Therefore ECoRSC urges before Administration to fix the jurisdiction/section for the JE (Works) to ensure better supervision as like JE (P.Way).

REMARKS OF ADMINISTRATION

There is no policy of assigning specific sections to JE/Works within the overall jurisdiction of SE/Works. The assets under SE/Works are not as linearly distributed as P.Way for demarcating jurisdiction. Moreover the present practice has been

found to be satisfactory with respect to Works & Bridge cadres.

LAST MINUTES

The issue will be once again examined.

PRESENT POSITION

ENGINEERING DEPARTMENT

The issue is again examined.

There is no policy of assigning specific sections to JE/works within the overall jurisdiction of SE/Works. The assets under SE/Works are not as linearly distributed as P.Way for demarcating jurisdiction. Moreover the present practice has been found to be satisfactory with respect to Works & Bridge cadres.

DECISION

Discussed and closed.

(CLOSED)

36. 34C-23-2015 SUBMISSION OF DISCRIMINATE FIGURE OF SURPLUS M V DRIVERS BY WAT DIVISION.

CPO

Due to declaring condemnation of maximum departmental Vehicles over ECoRly and utilization of hiring vehicles, The M.V.Drivers have been declared surplus and listed for re-deployment in alternative categories.

Accordingly all the Divisions and ZHQ has prepared the list of surplus M.V.Drivers, where WAT Division has submitted a list of 36 surplus M.V.Drivers vide No-WP/Catre/Re-dep/Edn-Typ-MVD Dt:30/04/2014.

After receiving the list from all the Divisions, CPO/ECoR has called for the options from all the surplus M.V.Drivers, Typist, Teachers to finalize their re-deployment vide No-ECoR/Pers/Re-deployment/Typist Teacher & M.V.Drivers St:24/07/2014.

But surprisingly, after 03 (Three) months to the publication of first surplus list of 36 nos, WAT Division has submitted a revised surplus list of 11 nos M.V.Drivers vide No-WPY/352/MVD Dt:11/08/2014 for re-deployment. Submission of such discriminate figure is creating ambiguity.

In this connection a correspondence has been made with the appropriate authority vide No-ECORSC/CENT/CONF/15/41 Dt:03/03/2015, But still no action is noticed.

Therefore ECoRSC urges before Administration to ascertain the actual figure of M.V Drivers worked in WAT Division and investigate that how the numbers come down from 36 nos to 11 nos only.

LAST MINUTES

Action will be taken up for redeployment of surplus drivers as per works study.

PRESENT POSITION

As per works study report a list of 21 surplus MV drivers of WAT Division has been received. Their re-deployment in technician cadre in their present working place is under process.

DECISION

Redeployment order has been issued vide O.O. No. 619/2015 dated 28.12.2015. Option were also extended to the employees vide this office Lr. No. ECoR/Pers/Re-deployment/M.V.Drivers, dated 18.12.2015.

Discussed and closed.

(CLOSED)

37. 34C-25-2015 ARBITRARY FIXATION OF SENIORITY FOR APPRENTICES OF CRW/MCS:-

**CME
CPO**

It has come to the knowledge of ECoRSC that the seniority of staff of CRW/MCS who are absorbed to the regular post after successfully completion of actual job training, have not been correctly fixed.

In the initial stage of CRW/MCS (i.e. 1998) the candidates have been absorbed against regular post in various shops of Workshop and directed for on job training on their own ITI Trade for more than one year from the actual stipulated period. On completion of on job training prescribed period they have been regularized in the same post.

But their seniority are being assigned from the date of regularization in the post, instead of from the date they have been

absorbed to the post (that is before directing for on job training) which is quite irregular and unfortunate for them.

ECoRSC urges to assign seniority from the date they are joined to the Working Post/directed for job training notionally for the benefit of CRW/MCS staff.

LAST MINUTES

In the year 1983 to 1985, about 900 ITI passed candidates (11A, B & C Batch) were recruited as Trainee Artisans through Special recruitment drive and after completion of the prescribed period of initial training, they were absorbed against the regular vacancy.

But in the year 1985, a group of 144 ITI passed trade apprentices (11-D Batch) were recruited as Trainee Artisans through Special recruitment drive. Though, the prescribed period of initial training was six months but due to non-availability of regular vacancy/working post, the training period was extended till availability of vacancy/working post. They were regularized as per the availability of vacancy as & when vacancy arose in their respective trades and the seniority was assigned from the date of their regularization in the said post as per extant rules.

Hence, the seniority of the Trade Apprentices was assigned correctly from the date of their regularization in the said post as per extant rules.

PRESENT POSITION

MECHANICAL DEPARTMENT

Engagement of a candidate as Act Apprentice for prescribed period of training and subsequent absorption as fresh face is different from each other. The seniority is fixed from the date of initial appointment/actual joining as substitute. The weight-age of training period is not given in fixing seniority.

DECISION

Discussed and closed.

(CLOSED)

38. **32C-10-2014** **EARLY IMPLEMENTATION OF RESTRUCTURING/
REORGANIZATION OF STAFFING PATTERN OF TRACKMEN:**

PCE

Railway Board vide No.2010/CE-1(Spl)/GNS/15(Pt) Dt.17.08.2012 (RBE-91/2012) has sanctioned the revised structure of unified cadre of Track Maintainer Gr-I,II,III & IV @ 3:6:20 & 71% respectively without matching savings.

Further the above percentage structure has been revised as 6:12:22:60% vide No.2012/CE-I/GNS/20 Dt.01.04.2014 (RBE No.33/2014).

For early implementation of above orders of Railway Board, this Organization has raised the issue in 29th ZPNM held on 6th & 7th March 2014. After deliberation PCE/BBS stated that due to non receipt of any clarification regarding duties & responsibilities of Track Maintainer from Railway Board it is getting late.

Now Railway Board vide No.2010/CE-I(Spl) /GNS/15/Pt-I Dt 22.09.2014 has assigned the duties & responsibilities of track maintainers Gr I, II III & IV.

After that this Organization has requested to the General Manager/ECOR for early implementation of the same vide his Letter No.ECORSC/CENT/GM/14/243 Dt.07.10.2014. But still no action has taken in this regard.

Therefore ECoRSC urges before Administration to implement the Railway Board's order without further delay.

LAST MINUTES

WAT DIVISION

Cadre restructuring of Trackman is completed:

1. Trackman Gr.IV (GP Rs.1800/-) to Gr-III (GP Rs 1900/-) 1241 No. of staff promoted.
2. Trackman Gr.III (GP Rs 1900/-) Gr-II (GP Rs 2400/-) 141 No. of staff promoted.
3. Trackman Gr.II (GP Rs 2400/-) to Gr-I (GP Rs 2800/-) is

under process.

ENGINEERING DEPARTMENT

Restructuring of Track maintainer (i.e. from TRM-IV to III & III to II) have been completed in all the Divisions. Further, taking into account 2 years minimum service in TRM-II, it will take about 1 and 1/2 to 2 years for promotion from TRM-II to I.

PRESENT POSITION

ENGINEERING DEPARTMENT

Restructuring of Track Maintainer (i.e. from TRM-IV to III & III to II) have been completed in all the divisions. Further, taking into account 2 years minimum service in TRM_II, it will take about 1 & ½ to 2 years for promotion from TRM-II to I.

DECISION

In KUR & SBP Division, the GP of Rs. 2800 in Track Maintainer Gr. I has not been implemented but only WAT Division has implemented. It should be ensured that uniform procedure is followed and the all the divisions must complete the restructuring process by 31st Jan 2016 wherever due.

SECTION - "D" SUMMARY

	Total no. of items	Items closed	Balance items
New Agenda items	30	26	04
Review Agenda Items	08	05	03
Total	38	31	07