



East Coast Railway

Headquarters Office
Personnel Department
Bhubaneswar -751017
Dated: 16-07-2021

No. ECOR/HQ/PERS/IRM/31/2020

All PHODs/CHODs/HODs of ECoR/BBS - PCE, PCPO, CAO (Con), PCME, PCOM, PCEE, PCCM, PCMD, PCSTE, PFA, SDGM, PCSC, PCMM, PCSO.

Sub: - Minutes of the 43rd Zonal PNM Meeting between ECoR HQrs. & ECoRSU held on 25th & 26th March, 2021

<><>

A copy of the minutes of the 43rd (1st in 2021) Zonal PNM Meeting held between East Coast Railway HQrs. and East Coast Railway Shramik Union in SABHA GRIHA, Rail Sadan, ECoR HQrs., Chandrasekharapur, Bhubaneswar on 25th & 26th March, 2021, is enclosed herewith. It has also been uploaded at the official website of East Coast Railway as per the following title.

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

Heading: IR Personnel

Title: Industrial Relations -> Zonal PNM Meetings

It is requested to take appropriate action on items pertaining to Department / Division / Unit concerned and submit implementation report against items noted each including section "A" to this Office as early as possible for record.

Encl: As above

(R.N.A Parida)

Chairman/RRC

for Principal Chief Personnel Officer

Copy to the **Secretary to GM/ECoR** for kind information of **GM/ECoR**.

Copy to Secy. to **AGM/ECoR** for kind information.

Copy to Executive Director, (IR), Room No. 402, Railway Board for kind information.

Copy to **General Secretary/ECoRSU** for kind information.

Copy to **DGM(G)/ECoR** for kind information.

Copy to **DRMs/CWM of ECoR-KUR, WAT, SBP & MCS** for kind information.

Copy to the **CPO/Admn.**, of ECoR/BBS for kind information.

Copy to the **Sr. DPO/DPO/WPO of ECoR - KUR, WAT, SBP & MCS** for information and necessary action.

Copy to Dy. **CPO/Con, SPO/Gaz, SPO-II, APO-I, APO-II**, of ECoR/BBS for information.

All concerned.

for Principal Chief Personnel Officer

or

**Minutes of the
43rd Zonal PNM Meeting
between
ECoR & ECoRSU**

***Venue: Sabha Griha, 1st floor,
Rail Sadan,
Chandrasekharpur,
Bhubaneswar.***

held on: 25th & 26th March, 2021

MINUTES OF 43rd (1ST IN 2021) ZONAL PNM MEETING HELD BETWEEN EAST COAST RAILWAY HEADQUARTERS & EAST COAST RAILWAY SHRAMIK UNION (ECoRSU) AT EAST COAST RAILWAY ZONAL HQRS, RAIL SADAN, CHANDRASEKHARPUR, BHUBANESWAR HELD ON 25TH & 26TH MARCH, 2021.

MEMBERS PRESENT

OFFICIAL SIDE		REPRESENTATIVES OF ECoRSU	
Srl. No.	Name with designation (S/Shri/Smt.)	Srl. No.	Name with Designation (S/Shri/Smt.)
1.	Vidya Bhushan, GM	1.	B.Damodar Rao, President
2.	Sudhir Kumar, AGM	2.	P.K.Patsahani, General Secretary
3.	Biswajeet Bhoi, Secy. To GM	3.	M.Rama Krishna, Vice President
4.	T.K.Mandal, PCPO	4.	M.Venu, Vice President
5.	P.K.Jena, PCOM	5.	Niranjan Mishra, Addl.Genl.Secy.
6.	R.S.Mitra, PFA	6.	Amrit Mishra, Addl. Genl. Secy.
7.	Gautam Dutta, PCME	7.	V.Narasingha Rao, Addl. Genl. Secy.
8.	N.S.Uikey, PCE	8.	R.V.S.S.Rao, Asst.Genl.Secy.
9.	Dr. K.C.Sahoo, PCMD	9.	Ranjit Kumar Das, Asst.Genl.Secy.
10.	S.Manga V., PCSTE	10.	Sunil Mitra, Asst.Genl.Secy.
11.	H.K.Dutta, SDGM	11.	G.V.Ramana Rao, Asst.Genl.Secy.
12.	P.B.Ninawe, PCMM	12.	Ashok Kumar Padhi, Asst.Genl.Secy.
13.	P.K.Sahu, PCCM	13.	Judhistir Oram, Asst.Genl.Secy.
14.	Shelleyandra Kapil, PCSO	14.	N.Dhanaraj, Asst.Genl.Secy.
15.	D.P.Lal, CAO/Con	15.	Md.Zakiruddin, Finance Secretary
16.	Raja Ram, PCSC	16.	P.R.M.Rao, Joint General Secretary
17.	Basudev Panda, PCEE	17.	Biraja Prasad Mohapatra, Joint General Secretary
18.	Hafiz Mohamed, CPO/IR	18.	Sabyasachi Sarangi, Joint General Secretary
19.	R.B.Jena, Dy.CPO(HQ)	19.	P.K.Banchor, Joint General Secretary
		20.	M.K.Pandey, Joint General Secretary
		21.	Itishree Nibedita Sahoo, Lady delegate
		22.	Tapaswini Mahanandia, Lady delegate

N.B:-

1. *Please read the entire minutes.*
2. *Implement decisions 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 Sri T.K.Mandal, PCPO/ECoR/BBS:-

PCPO/ECoR welcomed the General Manager, AGM, PHODs/CHODs and President, General Secretary, Lady Delegates, Central Office Bearers of the ECoRSU to the 43rd ZPNM with ECoRSU.

PCPO said that in spite of COVID-19 pandemic, as per schedule 02 PNMs have been conducted in the current year. In the previous year, only 02 PNMs were conducted. With the cooperation of Unions, the performance of this Railway is overwhelming. Subsequently, PCPO highlighted the following works achieved by Personnel Department.

- 1) 84% compassionate ground appointment cases have been accomplished. However, rests are under process to materialize.
- 2) Around 86% ONR cases have been settled.
- 3) Apart from above, CA-III & Railway Board cases which are being monitored by Railway Board have been complied 100%.
- 4) Medical reimbursement payment cases have been fully done.
- 5) Ex-Gratia payment to the employees, who demised in course of duty, have been paid.
- 6) SPAD cases have been complied.
- 7) In spite of Covid-19 pandemic, HRMS Module has been successfully implemented. As of now, 685 office orders have been issued through HRMS along with 16000 passes. APARs have been uploaded in HRMS. Till date 53000 pages have been uploaded from where employee can access their APAR through HRMS. Instructions have been issued to Sr.DPOs to scan and upload the APARs in HRMS. In case of any loopholes, employee can submit her/his representation.

PCPO then requested Shri P.K.Patsahani, General Secy/ECoRSU to address the august gatherings.

2. Address of Shri P.K.Patsahani , General Secretary/ECoRSU:-

GS/ECoRSU addressed GM, AGM, all PHODs/CHODs, President, Central Office Bearers of ECoRSU. He expressed thanks to Administration for outstanding

performance achieved in loading during such COVID-19 pandemic situation. Further, he expressed pleasure for record achievements by ECoR in loading year by year. He appreciated the review PNM conducted by Personnel Department wherein fruitful results are being produced.

He put forth the following issues before GM, for his kind consideration.

- i) Requested to lay foundation stone for Multi Disciplinary Zonal Training Institute at KUR.
- ii) Finalization of employment assistance on compassionate ground of Shri Kumalai Chantakri, S/o. late Khagapathitakri, Ex. TM/SSE/KRPU and Shri Rabi Narayan Sasmal, S/o. late Kubera Sasmal, Casual Safaiwala/SM/PSA.
- iii) Non-implementation of SoP regarding sanction of leave by Supervisor instead of JA Grade up-to 14 days.
- iv) The employees, whose results were declared before 01.04.2004 for induction into Railway, have been debarred from OPS because of non-availability of records in RRB.
- v) The staff who are working in Cuttack should be facilitated with Aswini Hospital as Referral Hospital and SUM Hospital for KUR Staff.
- vi) Transfers on spouse ground are being rejected.
- vii) Mismanage of Roster for Station Master and Token Porter in K. R. Line.
- viii) All doctors should be available in Health Unit on every day. No rotational duty should be facilitated.
- ix) ALPs are performing 180 hrs duties in 14 days spell but LPs are performing 72 hours in 14 days spell in WAT Division. For which OT of LP(Goods) are being drawn two times, especially in DVD & Simanchalam. Such type of practice should be avoided.
- x) Sri Prasanta Kumar Mohapatra, B. Peon working under Dy.CCM(PS) has completed 3 years regular service and completed screening test. But he has been forced to attend bungalow work.

3. Address of Smt. Tapaswini Mahanadia, Lady Delegate/ECoRSU

- i) Provision of washroom facility to the lady employees who are working in the Civil Engineering Section.
- ii) Running Staff are facing difficult to get child care leave.
- iii) Women employees of K. R. Line are being harassed by outsiders. Earlier, one

woman employee (Goods Guard) has resigned from service due to harassment (molestation) by outsider.

4. **Address of Shri Hafiz Mohamed, CPO/IR**

He expressed his pleasure that on International Women's Day, 10 women Corona Warriors from different departments were awarded with cash award and certificate by Hon'ble General Manager.

5. **Address of Shri B.Damodar Rao /President/ECORSU:-**

He addressed GM, AGM, all PHODs/CHODs, Central Office Bearers of ECoRSU. He thanked for giving opportunity to bring staff matters for discussion with administration during COVID-19 pandemic. He thanked PHODs/CHODs for their positive response in staff matters and expressed special thanks to PCPO for creating healthy atmosphere to mitigate the issues through this Forum. He also expressed that employees are very pleased with General Manger during annual inspection. On this occasion General Manger personally interacted with employees. He raised the same issue, which was raised by Lady Delegates before, for kind consideration of GM:-

- (i) Women employees of K. R. Line are being harassed by outsiders. Earlier, one woman employee (Goods Guard) resigned from service due to harassment (molestation) by outsiders.

6. **Address of Shri Vidya Bhusan, GM/ECOR/BBS:-**

He addressed President, General Secretary, Office Bearers of ECoRSU, AGM, all PHODs, who were present in the Forum. As informed by PCPO, the discussion on 1st day of meeting was very productive. Most of the items were closed. The Review PNM meeting is highly appreciated. The items closed and the decision made should be implemented and looked into by all PHODs.

GM made the following remarks regarding issues put forth by ECoRSU: -

- i) It is not possible to lay foundation stone of MDZTI as the case is pending at Railway Board.
- ii) PCPO will look after the compassionate case of Shri Kumalai Chantakri and Shri Rabi Narayan Sasmal.
- iii) Instruction will be issued by PCPO for non-implementation of SoP regarding sanction of leave by Supervisor.
- iv) PCPO will look after the issue of NPS to OPS.
- v) The matter is under consideration to increase the number of referral hospital for better treatment of employees.
- vi) There is uniform policy for transfers on spouse ground. In case, any problem

- persists then PHODs will materialize the issue. Thereafter, if any interventions are required, the matter should be forwarded to GM.
- vii) PCPO will study the mismanagement of roster in K. R. Line, if any.
 - viii) The matter will be examined by PCMD for posting of doctors in Health Unit to attend everyday.
 - ix) PCEE & PCPO will take care of the matter regarding duty of ALP and LP. OT of LP(Goods) being drawn twice in DVD & Simanchalam will be examined strictly. Promotion cannot be linked with crew review.
 - x) In case of Sri Prasanta Kumar Mohapatra, B. Peon, willingness of candidate has to be scrutinized.

The meeting ended with vote of thanks by PCPO.

SECTION 'B'
NEW ITEMS

Srl. Item No. SUBJECT MATTER

No.

01. 43U-01-2021 **IMMEDIATE IMPLEMENTATION OF ED, TRANSFORMATION, RAILWAY BOARD'S LR. NO. 2017/TRANSF. CELL/ CIVIL/03, DT: 05-02-2018 OVER ECOR i.e. REPORT OF THE COMMITTEE TO REVIEW UNIFORM & TOOL KITS FOR TRACKMEN / KEYMEN / PATROLMEN.**

PCE
PCMM

Sr	Description / # Functional specification	Scale	Approx Cost (in Rs.)	Remarks
i.	Rain Coat with cap/hood and separate waterproof trouser.	Once in a year	1200/-	Provided
ii.	Winter Jacket	Once in 2 years	2500/-	Provided
iii.	Safety Shoes # As per IS 15298 (Part 2).2011/ ISO 20345:2004 Some of the reputed brands are Bata, Liberty, Action etc.	Once in six Months	1400/-	Provided once in a year
iv.	Luminous vest # Retro-reflective orange colour, IS-15809 of 2008 specified by EN471 Standard.	Once in six months	500/-	Provided 3 years back
v.	Safety Helmet with detachable miner's light # Miner's helmet to IS specifications IS2925-1884 (modified in 2010) with detachable headlights having flexibility for rotation provided with straps.	Once in a year	1400/-	Provided 4 years back with limited number.
vi.	Tool Kit Bag # As developed by PUNE Division, CR or Ferozpur Division of NR Material - Matte Nylong-1680 Black, Red & Orange Colour with canvas for lining.	Once in a year	1400/-	Provided only to key men.
vii.	Tricolour LED 3-cell Torch/ rechargeable torch # As being used by SCR/NR	Once in a year	1000/-	Provided 4 years back only two staff in a gang

"Rakshak" a protection device /system for patrolmen /trackmen has

been adopted by SCR which is useful in getting advance information regarding approaching trains by way of LED indication along with audible buzzer and vibration. Keeping in view large number of run-over cases of Trackmen that occur during discharge of their duty on Tack, putting in place a Rakshak type protection device / system is essential and needs to expeditiously implemented. Improvised staff for patrolman, as being used on SCR may be provided in place of conventional staff.

ECORSU demands for immediate implementation of ED, Transformation, Railway Board's Lr. No. 2017/Transf. cell/Civil/03, dated 05-02-2018 and arrange to procure & provide the items to Trackmen / Keymen / Patrolmen recommended by the committee immediately.

**ADMINISTRATIVE REMARKS
STORES DEPARTMENT**

Agenda item			
Immediate implementation of ED/Transformation/R B's letter dated 05.02.2018 over ECoR to review Uniform & Tool Kits for Trackmen/Key men/Patrolmen			
Item Srl. No.	Description	Comments available	Remarks from Stores Department
1	Rail Coat with cap/hood & separate waterproof trouser	Provided	No comments. However, 3331 Nos. covered dues in KUR division & 1938 Nos. tendered in SBP division. PDC-15.03.2021
2.	Winter Jacket	Provided	No comments. However, 1938 Nos. covered Dued in SBP division. PDC-06.02.2021
3.	Safety Shoes	Provided once in a year	CRW/MCS-1436 Prs Covered Dues KUR-3331 Prs Covered Dues, awaiting sample approval. SBP-1938 Prs Covered Dues

			PDC-06.02.2021 WAT-3724 Pr Covered Dues, awaiting sample approval.
4.	Luminous Vest	Provide d 3 years back	KUR- No Indent SBP-1938 Nos. Tendered, PDC-31.03.2021 WAT-2234+1490 Nos. Covered Dues, awaiting sample approval.
5.	Safety Helmets with detachable miner's light	Provide d 4 years back with limited number	GSD/MCS-Stock-200 Nos., Covered Dues-1384 Nos. KUR-500 Nos. Covered Dues, awaiting sample approval. SBP-1938 Nos. Covered Dues PDC-15.03.2021
6.	Tool Kit Bag	Provide d only to Keymen	KUR-1000 Nos. supplied in December, 2020 SBP-1938 Nos. supplied on 06.01.2021 1938 Nos. tendered, PDC- 31.03.2021
7.	Tricolour LED 3-cell Torch/recharg eable torch	Provide d 4 years back only two staff in a gang.	KUR-No Indent. SBP-550 Nos. tendered, PDC-15.03.2021

KUR DIVISION

The dress allowance of Rs.5000/- (Per Annum) for Track maintainers as per RBE No.141/2017, dtd 03.10.2017 are being paid through Salary. For the year 2020-21, it will be paid in due course.

Tool Kit Bags, Safety Shoes, Safety Helmet, Rain Coat, Winter Jacket and RR Luminous Jacket have already been issued in the year 2019-20.

Provision for supply of Tool kit bag to Track Maintainers in KUR Division is a regular Practice. Accordingly the division is regularly supplying this item once in a year

For year 2020-21, P.O. issued for Tool-Kit bags, Safety shoes, Safety helmet. The same will be supplied very soon.

Water bottles and RR Luminous Jackets have already been provided to the Track Maintainers in the current year 2020-21.

RAKSHAK: The item has been processed for procurement and accordingly, letters were sent to HQ for clarification for vendors. But as per RDSO, Lucknow letter No: STT/Tele/ATWS/795/Vol-IV, Dtd 15.09.2020, there is no RDSO approved Vendor for the item as on date.

Rain Coat with cap/hood and separate waterproof trouser: PO issued for 3331 Nos. through GeM on 23.12.20. Sample rejected on 25.01.2021 and communicated to the firm for resubmission of fresh sample TDS-28.02.2021.

Winter Jacket: It is under process. TDC-31.03.2021.

Safety Shoes: PO issued for 3331 pair on 03.12.2020 and sample approved for further supply. TDC for supply-28.02.2021.

Luminous vest: Distribution has been completed.

Safety Helmet with Detachable Miner's light: PO issued for 500 Nos on 25.09.2020. Sample already approved. Material yet to be received. TDC-28.02.2021.

Tool Kit Bag: Distribution has been completed.

Tricolour LED 3 Cell Torch rechargeable: NSR submitted to Sr.DMM on 21.01.2021 for procurement. TDC for supply:- 31.03.2021.

RAKSHAK HDN Route KUR: Tender for 49 Transmitters & 291 Trans-receivers has been floated and will be open on 24.02.2021 through store department.

ENGINEERING DEPARTMENT

The status of supply of uniform & tool kits to Track maintainers are given below:

Sl No.	Description of material	Eligible	Scale/ Frequency	Approx Cost (inRs.)	Previous Remark of PNM	Current Remarks
1	Rain Coat with cap/hood & separate water proof trouser	All TMs	Once in a year	1200/-	Provided	Provided
2	Winter Jacket	All TMs	Once in 2 years	2500/-	Provided	Provided
3	Safety Shoes	All TMs	Once in six months	1400/-	Provided once in a year	KUR: Date of last supply is 02.11.19. Fresh order placed through GeM on 13.11.20, TDC for supply - 28.02.21. SBP: Date of last supply is 17.02.19. Fresh order placed through GeM on 09.01.21. TDC for supply - 31.01.21. WAT: Date of last supply 16.11.18. Fresh order placed through GeM on 08.01.21. TDC for approval of sample - 25.01.21, TDC for supply - 28.02.21.

4	Luminous vest	All TMs	Once in six months	500/-	Provided 3 years back	<p>KUR: Date of last supply is 31.11.20. No Due.</p> <p>SBP: Date of last supply is 29.01.20. Supply of 1st half quantity for 20-21 completed and requisition for 2nd half quantity tender opened on 09.02.21. TDC 28.02.21.</p> <p>WAT: Date of last supply is 12.12.18. Fresh order placed through GeM on 04.01.21 & 15.01.21. Sample rejected, retendering to be done. TDC for supply - 15.03.21</p>
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5	Safety Helmet with Detachable Miner's Light	All TM plain helmet and keymen/ patrolmen with miner's light	Once in a year	1400/-	Provided 4 years back with limited number.	<p>KUR: Date of last supply is 15.02.18. Fresh order placed through GeM on 25.09.20, TDC for supply - 15.02.21. Sample is yet to be received.</p> <p>SBP: Date of last supply is 20.09.18. Fresh order placed through GeM on 09.02.21, TDC for supply - 20.02.21</p> <p>WAT: Date of last supply is 14.01.19. Fresh requisition placed on Sr.DMM on 19.01.21, tender is not yet floated.</p>
6	Tool Kit Bag	Patrolmen and Keymen	Once in a year	1400/-	Provided only to keymen.	<p>KUR: Date of last supply is 15.11.20. No Due.</p> <p>SBP: Date of last supply is 28.09.18. Tender has been opened by Sr.DMM. TDC for supply - 31.03.21</p> <p>WAT: Date of last supply is 30.11.20. No Due Provided to both Keymen and Patrolmen in all divisions.</p>
7	Tricolour LED 3 cell Torch rechargeable	Mate, Keymen and patrolmen	Once in a year	1000/-	Provided 4 years back	<p>KUR: Date of last supply is 02.04.18. Fresh requisition submitted to Sr. DMM</p>

					only two staff in a gang	on 21.01.21. Tender not yet floated. TDC for supply - 31.03.21. SBP: Date of last supply is 25.09.19. Tender opened by Sr. DMM on 10.02.21. Sample under scrutiny and approval. TDC 28.02.21. WAT: Date of last supply is 21.12.20. No Due.
8	Rakshak (for Gangs on HDN route)	In gangs	KUR & WAT			KUR: Tender for 10 Transmitters & 78 Trans-receivers on developmental order is being opened on 24.02.21. The WP sanctioned work was freezed by RB for the year 2020-21. WAT: For 22 Transmitters & 167 Trans-receivers PO placed on 05.05.20 on Ms Sanchar Communications/NDLS with DP of 13.08.20. DP is extended upto 13.02.2021. Further extension of DP is under process as a special case due to Covid situation.

As per Railway Board's letter No.2017/Transf.cell/Civil/03, dated 05.02.2018, these items may be provided on Division basis, modification if any due to local climatic conditions, may be considered with the approval of DRM.

DECISION

Action has already been taken for deficient items, better modalities will be designed for timely procurement in future in consultation with PCMM.

02. 43U-02-2021 IMMEDIATE PAYMENT OF ARREARS TO RAILWAY EMPLOYEES WORKING IN CARRIAGE REPAIR WORKSHOP, MANCHESWAR W.E.F. 01.07.2017 TO 31.12.2019 IN LIEU OF REVISED RATE OF INCENTIVE.

**PCME
PCPO
PFA**

In accordance to Railway Board's RBE No. 131/2019 on 'Revision of hourly rates of incentive bonus and bonus factor of Workshops/Pus in respect of staff under CLW pattern/GIS'. WPO/CRW/MCS has communicated all concerned regarding implementation of revised rate of incentive in CRW/MCS as well as starting of biometric attendance system vide his letter dated 25.10.2029. Accordingly, the biometric attendance at CRW/MCS is working since January 2020 and also the staffs are being paid @ revised hourly rates of increased incentive w.e.f. 1st Jan 2010. But the Railway employees working in Carriage

Repair Workshop, Mancheswar are yet to receive their arrear payment w.e.f. 01.07.2017 to 31.12.2019 in lieu of revised rate of incentive.

ECORSU demands to immediately finalise and to pay the arrears of beneficiary working in Carriage Repair Workshop, Mancheswar for the period from 1st July 2017 to 31st December 2019

ADMINISTRATIVE REMARKS

MECHANICAL DEPARTMENT

The incentive arrears for the period from 1st July 2017 to 31st March, 2018 for nine months have been paid to the staff concerned including retirees. The payment of arrears for the period of six months i.e. from April 2018 to September, 2018 is to be paid in the month of January 2021.

In addition to the above, required fund has been asked for in RE 2020-21 & BE 2021-22 towards payment of arrears. As soon as, the fund is received, payment of arrears for rest period will be made.

ACCOUNTS DEPARTMENT

Payment of incentive arrears for the period from 01.07.2017 to 31.03.2018 amounting to Rs. 7.44 Crs have already been paid in October, 2020 i.e. in current Financial Year 2020-21. Payment of arrears has been made for the period from April 2018 to September, 2018(six months) amounting to Rs. 4.35 Crs in January, 2021 salary & balance amount of Rs. 1.57 will be paid to retired & transferred employee in February 2021. Further period from October, 2018 will be paid in April 2021.

DECISION

Payment of arrear incentive allowance amounting to 5.87 cr is being paid in MCS Workshop in the month of March' 2021.

(CLOSED)

03. 43U-03-2021 **IMMEDIATE PAYMENT OF ARREARS OF KMA / ALK OF RUNNING STAFF OF ECOR.**

PCOM

PCME

PCEE

PFA

PCPO

As discussed in the 41st ZPNM, payment of Arrear KMA for FY 2017-18 has been paid in the salary bill of May-2020. Dy. FA&CAO/F&B vide her letter No. EcoR/BBS/ACCTS/EFY/MISC/01, DT: 07.05.2020 has intimated that owing to insufficient allotment of funds under BG for FY 2020-21, fund provision for arrear payments for FY 2018-19 will be projected in RE 2020-21, which is yet to be paid by Administration.

ECOR's historical ascendant to pole position in freight loading of

Indian Railways for financial year 2019-20 & 2020-21 but pending payment of arrears of KMA/ALK of running staff over EcoR is due whereas other Zonal Railways have already paid the same.

ECoRSU demands for immediate payment of arrears of KMA / ALK of running staff.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

KMA arrears from 01.07.2017 to 31.03.2018 & 01.04.2019 to 30.06.2019 have been paid. Payment of arrear KMA for first six month for the year 2018-19 has been made in the month of January, 2021 and balance six months arrear of 2018-19 will be paid in February 2021 and all arrear will be cleared.

ELECTRICAL DEPARTMENT

KUR-As per information collected from Personnel Branch, the allowances are being paid as per schedule given below:

- 1) ALK & MMs arrears for the period from July, 2017 to March, 2018 has already been paid.
- 2) ALK & KMs arrears for the period from April 2018 to September, 2018 is being paid in this month i.e. January, 2021.
- 3) ALK & KMs arrears for the period from October, 2018 to March, 2019 is yet to be paid.
- 4) From April 2019 onwards, ALK & KMs allowance is being paid regularly in enhance rate.

WAT-Actual arrears payment due period is 2 years i.e. July, 2017 to June 2019. Major portion of the arrears have already been paid in 3 instalments as follows:

- 1) April, 2019 to June, 2019 (3months) paid in the month of February, 2020
- 2) July 2017 to March 2018 (9months) paid in the month of May, 2020.
- 3) April 2018 to September 2018 (6months) paid in the month of February, 2020 bills passed for payment in the month January, 2021.

Remaining period of arrears i.e. October, 2018 to March, 2019 (6 months) will be paid in due course.

SBP- All running staff of SBP division have been paid arrears of KMA/ALK up to March, 2018. From, April 2018 to September, 2018 arrears is under process, will be paid in the month of February, 2021 for which fund have been made available.

DECISION

Discussed and closed.

(CLOSED)

04. 43U-04-2021 **IMPROPER IMPLEMENTATION OF RESTRUCTURING OF TRACK MAINTAINERS IN ENGINEERING DEPARTMENT ALL OVER EAST COAST RAILWAY**

PCE

PCPO

Restructuring of Track Maintainers has started all over EcoR according to RBE No. 44/2019 but it is improper and allegedly filled with favouritism. It is yet to be implemented in full swing over three divisions. All three divisions have prepared the seniority list / roster point of Track maintainers but it needs rectification so that senior staff will get suitable promotion in time.

ECORSU demands for proper implementation of restructuring of 'Track Maintainers' according to RBE No. 44/2019 involving the staff of Personnel Department who are well acquainted with preparation of seniority list/ roster point in their respective divisions at the earliest.

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

KUR Division has completed the restructuring of Track Maintainers as per Railway Board's guidelines. In SBP and WAT Divisions, re-pinpointing of Track Maintainers has been completed and promotional financial benefits are being processed. Restructuring is under process. TDC:March'2021.

DECISION

Cut off date 30.04.2021 is fixed for submission of representation over ECoR regarding restructuring promotion of Track Maintainers by Personnel Department as regards RBE No. 44/2019. These representations will be examined by Personnel Department. Wherever any discrepancy noticed, the same will be rectified. TDC: 30th June 2021.

05. 43U-05-2021 **PROVISION OF INDUCTION TRAINING OF GOODS GUARD & NTPC CATEGORY THROUGH GDCE & DPQ (LDCE) AS WELL AS EMPANELLED ALPS THROUGH RRB**

PCPO

PCEE

PCOM

Railway Board's vide letter No. E (MPP)/2020/3/1(reopening), Dt: 31.07.2020

has issued SOP for functioning/re-opening of MDZTI and specialised training Institutes after COVID-19 measures and advised for Training programme as far as possible through online/virtual mode along with detailed instructions.

ECORSU demands for early classroom training through online/virtual mode at MDZTI, Bhubaneswar or at other suitable

places over Divisions (KUR/WAT/SBP) for the above candidates.

ADMINISTRATIVE REMARKS

OPERATING DEPARTMENT

Induction training to Goods Guards has started at MDZTI/BBS from 21.12.2020 & at KUR division headquarter since 03.12.2020 in phased manner.

ELECTRICAL DEPARTMENT

KUR- As and when slot allotted by various training centre, empanelled RRB's ALP are being sent on training.

WAT- Class room training at MDTC/VSKP for RRB/ALP's restarted from 01.07.2020 for 6 batches which were discontinued due to COVID-19 pandemic. All the batches have completed their training. Present MDTC/MIPM/VSKP is running with (class room training) full capacity of 335 RRB/ALP's (KUR-175, SBP-115 & WAT-45)

SBP- As per availability/allotted of slot at MDTC/VSKP, empanelled ALPs through RRB are being sent for training.

DECISION

Training for Goods Guard has already been started.

(CLOSED)

06. 43U-06-2021 **EXPEDITING OWN REQUEST (INTER-ZONE/ INTRA-ZONE/ INTER-DIVISION & INTRA-DIVISION) TRANSFERS OF NON-GAZETTED STAFF OF ECOR.**

PCPO

Non-Gazetted staff seems to perform better in their official duties when they are posted near to their native or preferred stations. Many Non-gazetted staff such as Track Maintainers, TPs, Helpers, Station Masters, Guards, LP, ALP, ECRC, CCC, Technicians etc. Have applied for own request transfers (Inter-zone / Intra-zone/ Inter-Division & Intra-Division) which have been kept in abeyance in the plea of vacancies in NG- Gr. C & Gr. D cadre. But all the existing vacancies as well as newly required posts have been filled up.

ECORSU demands for early expediting & materialisation of all pending own request (Inter-zone/ Intra-zone /Inter-Division & Intra-Division) transfers of Non-Gazetted staff over East Coast Railway.

ADMINISTRATIVE REMARKS

WAT DIVISION

As far as transfer cell/WAT division is concerned the inter divisional

Railway transfers are dealt without delay. The NOC received from Divisional/Railway are put up to branch officers for their consent to issue office order.

SBP DIVISION

As per decision of competent authority, staff are being released keeping in view the cadre position for which revalidation has been bought from concerned division.

PERSONNEL DEPARTMENT

RBE No. 131/2017 has been circulated to all concerned for implementation vide EcoR's Estt. Srl. No.141/2017.

KUR DIVISION

Own request transfer applications of staff are being considered and processed balancing the staff cadre without hampering Railways work.

Most of the IROT including IDOT applications have already been sent to Personnel Branch for further process.

Most of the IROT including IDOT applications have already been sent to Personnel Branch for further process.

DECISION

The latest instruction on this matter will be reiterated.

(CLOSED)

07. 43U-07-2021 TIMELY COMMUNICATION OF ADVERSE REMARK ON APAR AS PER RBE-92/1993

PCPO

PCME

As per RBE No. 29/2018, Dt: 27.02.2018 based on recommendations of the 7th CPC, the benchmark for grant of MACPs benefit has been enhanced from "Good" to "Very Good" w.e.f. 25.07.2016, for which three (03) years of APARs are taken into consideration. The step has debarred certain number of staff from this financial up-gradation under MACPs. Since, the benchmark for MACPs has been raised to "Very Good" there seems a justification to allow the employees having "Good" or below grading for a period of three years' APAR Grading immediately preceding the cutoff date ibid an opportunity to represent against the same. The representation submitted by such employees may be considered and decided by the Accepting Authority and in case where the accepting authority has demitted office for whatever the reason it may be, by authority higher than accepting authority within a period of 30 days as per RBE-92/1993.

ECoRSU demands for proper implementation of RBE-92/1993 & to

provide opportunity for submitting representation to the employees who have been awarded below "Very Good" grading in their last three years APARs (for the purpose of MACPs).

Also, ECoRSU demands grant of financial up-gradation under MACPs of Station Superintends from Level-8 (GP-4800) to Level-9 (GP-5400) to staff found Unsuitable in SBP Division due to non-communication of adverse remark on APAR.

ADMINISTRATIVE REMARKS

Comprehensive guidelines regarding communication and review of APAR of non-gazetted staff has been circulated to three divisions, MCS/workshop and all PHODs/CHODs enclosing a copy to General Secretary/ECoRSU and GS/ECoRSC vide this office letter No. EcoR/HQ/PERS/@/8/2021 (13/21) dated 12.03.2021 wherein it has been instructed to follow the guidelines scrupulously in order to comply Railway Board's guidelines.

DECISION

Discussed.

(CLOSED)

08. 43U-08-2021 REVIEW OF AVC OF REST HOUSE CARE TAKER & K/H OF ENGINEERING DEPARTMENT

PCPO

PCE

PCME

At present AVC of Rest House care taker & KSIs and Chowkidars of all departments of Division/HQs/Workshop/Stores & Sub-ordinate units are not having any specific time bound channel of promotion except they have been allowed for Jr. Clerk-cum-Typist against 33 1/3% and 16 2/3% departmental promotional examinations as decided in the JPO dated: 06.09.2012. But it is observed that most of the staff belonging to above two cadres are old and not well educated and so can't compete in such promotional examinations. Hence they could not be benefited from the change of above AVC as expected.

ECoRSU Demands to review the promotional progress of above two categories considering the practically by following benchmark promotion for this dying cadre.

ADMINISTRATIVE REMARKS

MECHANICAL DEPARTMENT

Only Chowkidar cadre being maintained at CRW/MCS who have no separate avenue channel of promotion/carrier advancement to other post except Jr. Clerk.

Necessary action in this regard may be taken at HQ level.

PERSONNEL DEPARTMENT

RBE No. 77/2016 has been circulated to all concerned for implementation vide EcoR's Estt. Srl. No. 89/2016.

DECISION

The Caretaker will be redeployed after being declared surplus and merged with another cadre after medical examination. A letter to this effect will be issued to Sr.DPO & Sr.DEN/KUR & WAT.

(CLOSED)

09. 43U-09-2021 NON-IMPLEMENTATION OF ZPNM ITEM NO. 40U-14-2018 & ITEM NO. 41U-01-2019.

PCE

As per the decision taken during the 41st Zonal PNM meeting held on 21st & 22nd November-2019 in connection with the underutilisation of skilled staff in subordinate offices to assist in establishment work causing loss of revenue to Indian Railway, it was decided that, **"Where ever there is no vacancy of Ministerial Staff, deployment of Engineering Field Staff is to be stopped"**. Necessary instructions in this regard has been issued by PCE office to Sr. DEN(Co-ord)'s of all Divisions.

Since no coercive action has been taken in this connection for implementation of the decisions of 41st ZPNM following ECoRSU has submitted 4 reminders for implementation of above decision. But CGE/EcoR/BBS vide. Letter No. W-4/377/ZPNM/ECoRSU/Pt-V/3409, Dt: 14.07.2020 has informed this office that, there is no mis-utilisation of the staff in this respect.

The above information provided from PCE office is just an eye wash, the factual position has not been appraised. It is fact that the skilled staff are being utilised in sub-ordinate offices/ Division offices and their attendance are being maintained in the concerned units. To find out the fact, it is requested to please have a deep enquiry in to the matter through an independent agency.

ECoRSU demands to examine the case carefully to prevent the field staff from exploitation & suggests the following proposals for review & implementation-

1. The existing field staff working in the subordinate offices may be permanently absorbed against the ministerial category as per extent rule.
2. If at all they are being deputed to the subordinate offices against the vacancy of the ministerial category, it should be for a specific period.
3. Moreover as on date all field staff are literate and efficient to work against the vacancy of ministerial category should be given

opportunity to prove their efficiency on rotation till filling up of the vacancy. (Where ever vacancy is available)

4. Under this circumstance it is observed that, there is shortage of field staff to maintain the track properly, which is very important from safety point of view.

With this shortage of field staff, the existing field staff are being over utilised and exploited in response to their allotted job.

ADMINISTRATIVE REMARKS

KUR DIVISION

No Engineering field staffs are being 20 tilized in Bungalows. Recently, 33 Nos. of Trackman have been withdrawn from different Offices/ Units of Engineering Department to work in their respective field. However, some track Maintainers are being utilized against vacant posts of Clerical cadre in Engineering Offices. In some of Units, their services are being 20tilized, as where required nos. of ministerial posts are not sanctioned. In KUR Division, some new field units are also opened with commissioning of new lines and hence the services of track maintainers are being 20 tilized as and when required to the meet target considering the work load in Engineering Offices. The same will be reduced on phased manner in due course.

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ENGINEERING DEPARTMENT

A special drive was launched in which 92 staff have been repatriated from offices to the field. 151 TMs are in various offices including HQ will be decided after alternate arrangements.

PERSONNEL DEPARTMENT

Decision has already been issued to PCE/EcoR, Sr.DPOs-WAT, KUR & SBP, Sr.DEN(Co-ord), General Secretary/ECORSU vide this office letter No. ECOR/HQ/PERS/IRM/08/2021 dated 09.03.2021. Decision by PCE: The subject being of a highly sensitive nature which has an impact on safety of Railways, a thorough study will be made by PCE & further decision will be intimated to the Union.

DECISION

Reminder instruction will be issued for further withdrawal of TMs who are working in places other than TMs Section. A policy guideline regarding allocation of their duties and responsibility is of TM Gr. I & II will be issued by PCE's Office separately, if such guidelines are not available.

10. 43U-10-2021 **FORMATION OF EXCLUSIVE AVENUE OF CHANNEL OF PROMOTION (AVC) FOR EAST COAST RAILWAY**

PCPO

East Coast Railway came into existence w.e.f. 01.04.2003. However, till date there is no exclusive Avenue of Channel of Promotion (AVC) for East Coast Railway and for any AVC related matter, the age old South Eastern Railway AVCs are looked into. For pride only, EcoR should form exclusive AVC for promotional avenues of EcoR employees. As such, technology explosion has made many posts redundant and the employees earlier appointed in those posts have no promotional avenues. Further, outsourcing of several activities and periodical work study and surrender of posts have made many cadres 'dead'.

Preparation of an exclusive AVC of East Coast Railway of EcoR will address the promotional aspects of these neglected employees.

ECoRSU Demands formation of exclusive Avenue of Channel of Promotion (AVC) for East Coast Railway.

ADMINISTRATIVE REMARKS

At present South Eastern Railway's AVC & AVC prepared by PTC/Jodhpur is being followed by this office. No such fresh AVC has been framed out specifically for ECoR.

DECISION

An exercise will be conducted by HQ.

11. 43U-11-2021 **POSTING OF 'HOSPITAL MANAGERS/HOSPITAL ADMINISTRATORS' (CONTRACTUAL) IN CENTRAL HOSPITAL, MANCHESWAR**

PCMD

1) It has been a constant apprehension of referred patients that they are subjected to harassment by Private/Corporate Hospitals in the form of bills for non-drug items, and unnecessary multiple tests just to inflate the bills on EcoR. In-time discharge of referred patients from such Private/Corporate Hospital has always been an issue. The railway exchequer would have been saved 'revenue loss' to the tune of Crores every year if the inflated bills, timely discharge etc. Are taken care of had there were postings of Hospital Managers/Hospital Administrators in CH/MCSW. Also, this

would have ensured referred patients' treatment satisfaction.

- 2) Appointment of a Hospital Manager/ Hospital Administrator would have resulted in savings of railway revenue in multiple lakhs every year. Posting of 'Hospital Managers/Hospital Administrators' in CH/MCSW will free the senior Doctors from administrative jobs, which is unnecessarily preventing them from patient care.

ECORSU Demands Posting of 'Hospital Managers/Hospital Administrators' (Contractual) in Central Hospital, Mancheswar.

ADMINISTRATIVE REMARKS

The administrative requirement of CH/BBS is well managed by MD/CH who is assisted by Chief Physician/Admn., other IRHS officers, SMM and ANO.

There is no such provision of exclusive administrative officers in any of Central Hospital in Indian Railway. The matter pertains to Railway Board.

DECISION

Discussed and closed.

(CLOSED)

12. 43U-12-2021 **PROVISION OF MRI SCAN FACILITY AT CENTRAL HOSPITAL, MANCHESWAR AS WELL AS DIVISIONAL RAILWAY HOSPITALS, KUR, WAT & SBP**

PCMD

Pandemic COVID-19 situation has multiplied the plights of patients needing MRI scans. All the Corporate/Private Hospitals are out of accommodation and treatment to other referred patients in lieu of over-crowded COVID patients. This has resulted for heightened mental and physical agony of the railway patients needing MRI scan. EcoR should have MRI Scan facility at least in Zonal and Divisional Headquarters.

ECORSU Demands for urgent Provision of MRI Scan facility at Central Hospital, Mancheswar as well as Divisional Railway Hospitals, KUR, WAT & SBP.

ADMINISTRATIVE REMARKS

Yearly expenditure of MRI for patients of CH/BBS comes to around 18 lakhs, for having one MRI set up we need equipment around 6-7 crores besides cost of building, full time Radiologist, Radiographer and Technician. This is not cost effective at all.

DECISION

The present system will continue. The possibility of having such facility of PPP mode will also be explored.

(CLOSED)

13. 43U-13-2021 PROVISION OF DIALYSIS FACILITY AT CENTRAL HOSPITAL, MANCHESWAR AS WELL AS DIVISIONAL RAILWAY HOSPITALS, KUR, WAT & SBP

PCMD

The railway patients needing regular dialysis are facing problems galore in Pandemic COVID-19 as the Corporate/Private Hospitals do not show great intent on dialysis during the pandemic. This situation can be averted if, EcoR have dialysis facilities at Zonal and Divisional Headquarters.

ECoRSU Demands for urgent Provision of Dialysis facility at Central Hospital, Mancheswar as well as Divisional Railway Hospitals, KUR, WAT & SBP.

ADMINISTRATIVE REMARKS

Total expenses on dialysis at tie up hospital is around 1 lakh per month. To have a complete set up of dialysis unit in CH/BBS will be around 1 crore besides cost of full time Nephrologist, back up parameters. Hence, not cost effective.

DECISION

To avoid inconvenience to Railway patient, a liaison officer will be identified at the Railway Hospital and also the referral hospital. They will facilitate the smooth treatment of patient.

(CLOSED)

14. 43U-14-2021 UPGRADATION / EXPANDED FUNCTIONING OF DISPENSARIES AT RETANG AND LOCO COLONY

PCMD

To combat Pandemic Corona virus DRH/KUR has been declared as a Dedicated COVID-19 Hospital. As a result other than COVID patients of KUR suffering from diseases like Bone dislocation, Osteoporosis, Hernia, Piles or heavily pregnant ladies needing maternity wards have to run from pillar to post for private treatment.

It would have been better, if during this pandemic, Dispensaries at Retang and Loco Colony are upgraded/expanded with additional beds and other facilities. Consultant Doctors and surplus contractual Doctors of CH/MCSW and Para-medical staff may be directed to treat the railway patients at these upgraded/expanded dispensaries.

ECoRSU Demands for Upgradation / Expanded functioning of Dispensaries at Retang and Loco Colony and posting of consultants or contractual Doctors and Para-medical staff in these for treatment of general patients of KUR.

ADMINISTRATIVE REMARKS

It was decided in the 42nd ZPNM/ECoRSU meeting to shift Loco Colony Health unit to Bhubaneswar Railway station area.

COVID-19 pandemic is now in decreasing trend. At present 30 beds of Divisional Railway Hospital/KUR are utilized for COVID-19 patients, rest 50 beds are utilized by general patients. There is no need of up-gradation of Retang Health Unit.

DECISION

Discussed and closed.

(CLOSED)

15. 43U-15-2021 **REPAIR/RENOVATE OR NEW CONSTRUCTION OF RAILWAY QUARTERS IN ENTIRE EAST COAST RAILWAY SEVERELY DAMAGED IN CYCLONES 'FANI', 'AMPHAN', 'TITLI', 'HUDHUD' ETC.**

PCE

SDGM

PFA

The devastated Cyclones - 'Titli' in October 2018, 'FANI' in May 2019 and subsequent 'AMPHAN' had ravaged EcoR's moveable and immovable assets to a great extent. While facilitating restoration work aftermath of these cyclones, EcoR Administration have side-stepped some basic staff related essentiality like renovation/repair of staff quarters at peripheries which were damaged by cyclones on plea of 'shortage of fund' at Divisional level. This is still haunting the general employees of Coastal and Non-coastal belts of EcoR.

ECORSU demands that fund for repair/renovate or new construction of railway quarters in severely damaged railway quarters at coastal and non-coastal belts of EcoR is immediately released.

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

KUR Division

The status of repair and renovation of railway quarters in the jurisdiction KUR division are given below:

Sr.DEN/HQ- New work for construction of 55 staff Qtrs at Puri and 70 Qtrs at KUR was sanctioned in lieu of the Quarters which were damaged and beyond repair during the severe Cyclone FANI in May 19". The work is being executed by Construction Organization.

Sr.DEN/South- Repairs have already been initiated through some existing agencies and further improvements are in progress.

Sr.DEN/North: Already repaired.

Sr.DEN/East: Work has been awarded and in progress.

DEN/Central: Necessary repairs to staff quarters and providing basic amenities have been completed in ADEN/BBS jurisdiction. In ADEN/DNKL section, repair and Maintenance work are being taken up through Zonal contract.

Sr.DEN/Estate: Repairing works are already completed except 2 wheeler stand at MCS and work of few sun shades at Rail Vihar colony.

WAT Division:

At present no such damaged quarters exist in the section which are related to cyclones, 'FANI', 'AMPHAN', 'TITLI', HUDHUD' etc. All damaged/partially damaged quarters have been repaired wherever necessary. As such the item may be closed.

DECISION

For expediting the sanctioned works for construction of new quarters in replacement account and repairing of quarters will be taken up in priority and a reminder letter will be issued to the concerned authorities.

16. 43U-16-2021 ADEQUATE IMPROVEMENT OPPORTUNITIES TO SAFAIWALAS/ JAMADARS WORKING IN EAST COAST RAILWAY IN ACCORDANCE TO RB/ESTT.NO. 77/2016

PCPO
PCMD

The brief of the recommendations and decision taken in RB/ESTT.NO. 77/2016 is as under.

Srl	Recommendations	Decision Taken
(i)	In the Medical Department, where strength of Safaiwalas is more, 10% of sanctioned strength of Safaiwalas including those working in Railway Colonies and Railway Stations with 5 years regular service should be given an option every year to go to other departments in same grade on bottom seniority.	Accepted: It may be noted that provision is already in place that Safaiwalas of all departments are eligible to be transferred to the Mechanical Workshop, Works Branch, Traffic and Commercial Deptt. Against 10% annual quota of vacancies.
(ii)	In all the departments, Safaiwalas should be included in the cadre of Helper/Khalasis after 5 years of service on bottom seniority and be eligible for further promotion as Technician Gr.III in GP Rs.1900 as	Accepted: Technician Grade III.....

	per seniority/suitability and their qualifications.	Be made eligible for further promotion as Technician Grade III in GP Rs.1900 as per seniority/suitability and their qualifications.
(iii)	A channel of opportunity..... This can be decided by the Railways Administration in consultation with their recognized unions.	Accepted: Instructions already exist..... In those departments where channel of promotion does not exist, changes in AVC may be decided, as necessary in consultation with the recognized Unions.
(iv)	Safaiwalas of all departments should be made eligible to appear in the examination for ministerial staff.....	The recommendation is accepted subjected to framing of relevant AVCs by the Railways Administration in consultation with their recognized unions.....
(v)	Safaiwalas of all the departments may also be considered for selection to the post of Motor Vehicle Driver.....	Accepted subject to passing selection/suitability test.....
(vi)	The present system of separate seniority group for Safaiwalas in medical department,..... should continue.	Accepted: Seniority of incumbent may be maintained separately..... by the Railway Administration themselves.

ECORSU demandsto immediately provide adequate improvement opportunities to Safaiwalas/Jamadars working in East Coast Railway in accordance to RB/ESTT.No. 77/2016

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Regarding finalization of AVC of Safaiwalas, a Joint meeting was held with both recognized Trade Union on 03.03.2021 where both the Trade Unions agreed to recommend that Khalasi, Helper of

Engineering (works) should be given AVC for promotion to Jr. Clerk-cum-Typist in 33 $\frac{1}{2}$ % & 16 $\frac{2}{3}$ %.

DECISION

Discussed and closed.

(CLOSED)

17. **43U-17-2021** **EXPEDITING FUNCTIONING OF ZONAL TRAINING SCHOOL AT LOCO COLONY, KUR**

PCPO

PCE

East Coast Railway still depends on other Railways for training of its newly recruited technical employees for the lack of a Multi Disciplinary Training School. Though plan has been approved and shifting started at Loco Colony, KUR, the work has come to a halt for reasons best known to railway administration.

ECORSU demands expediting the functioning of Zonal Training School at Loco Colony, KUR

ADMINISTRATIVE REMARKS

KUR DIVISION

Out of 461 quarters, 341 quarters have already been dismantled. For remaining 120 quarters, offer for issue of SRO is in progress. The Construction Department is yet to start the work available land.

DECISION

Discussed.

(CLOSED)

18. **43U-18-2021** **PAYMENT OF ARREARS TO RAILWAY EMPLOYEES WORKING IN CARRIAGE REPAIR WORKSHOP, MANCHESWAR W.E.F. 01.07.2017 TO 31.12.2019 IN VIEW OF REVISED RATE OF INCENTIVE**

PFA

PCPO

PCME

In accordance to Railway Board's RBE No. 131/2019 on 'Revision of hourly rates of incentive bonus and bonus factor of Workshops/Pus in respect of staff under CLW pattern/GIS'; WPO/CRW/MCS has communicated all concerned regarding implementation of revised rate of incentive in CRW/Mancheswar as well as starting of biometric attendance system vide his letter dated 25.10.2029. Accordingly, the biometric attendance at CRW/MCS is working since January 2020 and also the staff are being paid @ revised hourly rates of increased incentive w.e.f. 1st Jan 2010. However Sir, the railway employees working in Carriage Repair Workshop, Mancheswar are yet to receive their arrear payment w.e.f. 01.07.2017 to 31.12.2019 in lieu of revised rate of incentive.

The increased rate of bonus factor in respect of staff under GIS is made applicable from 1st July 2017 with respect to the revised target of 5% improvement with stipulation of a factor of 2.25 for revision of bonus factor for group incentive scheme for all direct categories and Jes/EIWs, 15% of the new basic under 7thPC as incentive to the SSEs etc., which were communicated through WPO/CRW/MCS's letter dated 25.10.2019.

ECORSU demands immediate Payment of arrears to railway employees working in Carriage Repair Workshop, Mancheswarw.e.f. 01.07.2017 to 31.12.2019 in View of revised rate of incentive.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

RBE No. 131/2019 has been circulated to all concerned for implementation vide EcoR's Estt. Srl. No. 188/2019.

ACCOUNTS DEPARTMENT

Payment of incentive arrears for the period from 01.07.2017 to 31.03.2018 amounting to Rs. 7.44 Crs have already been paid in October, 2020 i.e. in current Financial Year 2020-21. Payment of arrears has been made for the period from April 2018 to September, 2018 (six months) amounting to Rs. 4.35 Crs in January, 2021 salary & balance amount of Rs. 1.57 will be paid to retired & transferred employee in February 2021. Further period from October, 2018 will be paid in April 2021.

DECISION

Discussed.

(CLOSED)

19. 43U-19-2021 **IMPLEMENTATION OF RBE NO. 85/2019 DATED 28.05.2019 'IN TOTO' - PAYMENT OF ENHANCED MILEAGE RATE ARREARS TO RUNNING STAFF W.E.F. 01.7.2017.**

PFA

PCEE

PCOM

PCPO

The running staff of other Zonal railways have received their due arrears completely, while the running staff of East Coast Railway are yet to fully receive arrears of Payment of enhanced mileage rate w.e.f. 01.7.2017.

ECORSU demands immediate Payment of full arrears to running staff of EcoR in lieu of enhanced mileage rate w.e.f. 01.7.2017.

ADMINISTRATIVE REMARKS

WAT DIVISION

KMA/ALK arrear payment already paid as following manner: -

April, 2019 to June, 2019—February, 2020 salary bill

August, 2017 to March, 2018—May, 2020 Bill

April, 2018 to September, 2018—January, 2021 Salary bill

Mileage arrear payment due for the period from October, 2018 to March 2019. Payment could not be arranged due to non availability of funds.

ACCOUNTS DEPARTMENT

KMA arrears from 01.07.2017 to 31.03.2018 & 01.04.2019 to 30.06.2019 have been paid. Payment of arrear KMA for first six month for the year 2018-19 has been made in the month of January, 2021 and balance six months arrear of 2018-19 will be paid in February, 2021.

SBP DIVISION

Enhanced mileage rate arrears to running staff has already been paid through regular salary bill of May, 2020.

PERSONNEL DEPARTMENT

RBE No. 85/2019 has been circulated to all concerned for implementation vide EcoR's Estt. Srl. No. 124/2019 dated 13.06.2019.

KUR DIVISION

As authorized by HQ(Finance) KMA arrears have been paid from 01.04.2019 to 30.06.2019 and 01.07.2017 to 31.03.2018. Now authorization has been received for payment of arrear KMA from 01.04.2018 to 30.09.2018 in the salary of January-2021.

DECISION

Discussed and closed.

(CLOSED)

20. 43U-20-2021 **PROVISION OF ISOLATION COACHES IN RUNNING TRAINS AS PREVENTIVE MEASURE TO CONTAIN SPREADING OF COVID-19**

PCCM

PCME

PCEE

PCOM

Attachment of one additional empty coach in the form of isolation coach or separate berth coupe for working employees of the train is essential to protect them from Corona infection. Further, if any passenger in the running train is detected to be Corona +ve, he/she can be shifted to isolation coach and the panic among fellow passengers can be avoided.

ECORSU demands provision of isolation Coaches in running trains as preventive measure to contain spreading of COVID-19.

ADMINISTRATIVE REMARKS

OPERATING DEPARTMENT

The provision of isolation coaches in running trains is a policy decisions to be taken at Railway Board level.

COMMERCIAL DEPARTMENT

As per Railway Board guidelines, presently, all trains are running as special trains with reserved coaches only. Provision of a isolation coach for working employee is not feasible. Further, the possibility of accommodating them in an exclusive Coupe in 1A is not possible as the berths are already fixed in the PRS system and have already been taken through PRS booking.

However, divisions have been advised to provide adequate mask, hand sanitizer, hand gloves, face field etc to on board staff to prevent them from Corona virus.

DECISION

Discussed.

(CLOSED)

21. 43U-21-2021 **TO IMMEDIATELY FINALIZE CADRE RESTRUCTURING OF MINISTERIAL CADRE OF ECOR HEADQUARTER ELECTRICAL DEPARTMENT W.E.F. 01.11.2013 AND EFFECT PROMOTION TO THE ELIGIBLE STAFF**

PCEE
PCPO

All Departments of EcoR HQ except Electrical Deptt. Have completed restructuring w.e.f. 01.11.2013 and their ministerial staff have availed promotional benefits. However, the ministerial cadre of EcoR Headquarter Electrical Department is yet to be restructured. It is learnt that the proposal is stuck up with Finance for Vetting. In the mean time, some staff of Electrical have superannuated and some have been transferred to other Zonal Railways. It is highly inappropriate to exclude staff of a particular department from the benefits.

ECORSU demands immediately finalization of cadre restructuring of ministerial cadre of EcoR Headquarter Electrical Department w.e.f. 01.11.2013 and immediate Promotional avenue to the eligible staff.

ADMINISTRATIVE REMARKS

For restructuring of Ministerial cadre of Electrical department of HQ office/BBS, it was proposed by PCPO, PCEE for surrender of 02 vacant posts of JE(Drg-Design) from Electrical department generating required money value Rs. 6, 90, 484/- as matching saving.

However, Restructuring is being delayed due to Accounts observation that, posts not be surrendered from other category which has already been restructured and money value to be arranged from the other category without disturbing the restructuring cadre which has already been done. It is mentioned that the cadre of DRG/DESIGN of HQ office has already been restructured and restructuring benefit has been granted to eligible staff.

But there is no specific guidelines from Railway Board not to surrender more posts from the restructuring cadre for matching money value required to restructuring of another cadre. Further, there is no specific guidelines that no posts to be surrendered in normal case from restructuring cadre. So, if no posts to be surrendered from restructured cadre then there is only option either posts to be surrendered from erstwhile Gr.D, from isolated category or category itself. There is no isolated category nor erstwhile Gr.D post in Electrical department.

However, at present RRB candidates are under training against JE(&D) posts and one compassionate appointment has been granted against one JE(D&D) so at present there is no vacancy in JE(D&D). After identifying the post, restructuring process to be done again as soon as possible. Detail statement of restructuring of posts and money value required is given. All other category of posts has already been restructured. The case will be discussed in the meeting regarding identification of posts from the category itself or from any other category/other department/division further.

DECISION

As per Railway Board guideline, the restructuring of 2013 will be completed by 31.05.2021.

22. 43U-22-2021 TO IMMEDIATELY FINALIZE PENDING MACPS OF ENGINEERS (NON-GAZ.) OF EAST COAST RAILWAY FROM ENTRY GRADE (GP=4200) AND TO INCLUDE TRAINING PERIOD IN SERVICE WHILE GRANTING MACPS.

PCE
PCPO
PCOM
PCME
PCEE

Engineers are the back bone of Indian Railways and during pandemic COVID-19, the services of Engineers are highly in demand. However, grant of MACPs w.e.f. their entry Grade of 4200 has not been streamlined. Also, to grant MACPs, their training periods have not been taken into account, which needs to be included in service period.

ECORSU demands immediately finalization of pending MACPs of Engineers (Non-Gaz.) of East Coast Railway from entry Grade (GP=4200) and to include training period in service while granting MACPs.

ADMINISTRATIVE REMARKS

SBP DIVISION

As per rule, training period is not taken into account for entitlement for financial up-gradation under MACPs

PERSONNEL DEPARTMENT

In terms of para 9 of RBE No. 101/2009 service rendered on ad-hoc/contract basis before regular appointment on pre-appointment training shall not be taken into reckoning for the purpose of granting MACP. Railway Board have prescribed pre-appointment raining period for JE/SSE. After completion of prescribed training JE/SSE are posted on regular measure against working posts. So, 'regular service' is commenced from the date of posting to working posts on regular measure after completion of prescribed training but not before completion of training.

It is further mentioned that in response to this Railway's letter dated 27-12-2011, Railway Board vide their letter dated 17.01.2012 clarified that pre-appointment training shall not be taken into reckoning for the purpose of MACPS.

Again on the same issue in response S.E.Railway's letter it is clarified by Railway Board vide letter dated 29.10.2015 that training period would not be counted for the purpose of any financial up-gradation under MACPS. Even DOP&T's office memorandum No. 35034//2015-Estt(D) dated 22.10.2019 circulated through RBE No. 16/2020 also has not allowed to take training period for reckoning MACP.

Since this a policy matter issued by Railway Board and the matter

has already been clarified by Railway Board again and again, so Union may raise the issue at Board's level.

KUR DIVISION

The MACP of Engg(Non-Gaz) staff have been given in due time subject to receipt of APARs from Engg department. As per Ry Bd's letter no: PC-V/2010/ACP/ECOR/2, dated 17.01.2012 & PC-V/2009/ACP/3/SECR, dated 29.10.2015, training period is not taken into account for purpose of MACP.

DECISION

Matter is sub-judice.

(CLOSED)

23. 43U-23-2021 **TO WEED OUT THE CORRUPT SSE IN-CHARGE (ELECT.) DOING IRREGULARITIES AND MANIPULATION IN OFFICES FOR ELECTRICAL ARTISAN & TECHNICIAN STAFF OF COACHING DEPOT, BHUBANESWAR**

PCEE
SDGM

The allegations of severe irregularities and manipulation in booking, duty roaster of staff related to Electrical Artisan & Technician staff of Coaching Depot, Bhubaneswar by SSE In-charge (Electrical) are doing rounds for several months, which is giving a very bad name to entire Coaching Depot. Such supervisor, who has little respect for Indian Railways rules and regulations, should immediately be relieved from duties or transferred and a proper system for proper implementation of duty roaster and work ethics should be established.

ECORSU demands immediate weeding out corrupt SSE In-charge (Elect.) doing irregularities and manipulation in offices for Electrical Artisan & Technician staff of Coaching Depot, Bhubaneswar.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

Booking of staff is being done as per work load and efficiency of staff. Moreover, in view of pandemic COVID-19, staff are being booked as per their physical ability. The supervisor so involved in booking of staff is being changed in regular interval. (recently changed on date 27.10.2020)

DECISION

Discussed and closed.

(CLOSED)

24. 43U-24-2021 TO ACCEPT 'PRIVATE MEDICAL CERTIFICATE (PMC)' OF ECOR EMPLOYEES INCLUDING RAIL EMPLOYEES WORKING IN PERIPHERIES, WHERE RAILWAY MEDICAL FACILITY IS NOT AVAILABLE

PCMD

PCPO

During Pandemic COVID-19 situation, it is highly improbable for employees of EcoR to get bed facility and proper treatment in any Divisional Railway Hospital or EcoR Central Hospital. Besides, at peripheries, where railway medical facility is not available or facility is inadequate, the rail employees have to depend on private treatment. It is inhumane to reject the PMCs submitted by railway employees during this pandemic. The PMCs should be taken into account till such time the Central hospital and Divisional Railway Hospitals function normally.

ECORSU demands acceptance of PMCs of EcoR employees including rail employees working in peripheries, where Railway Medical facility is not available.

ADMINISTRATIVE REMARKS

MEDICAL DEPARTMENT

As per IRMM Vol.-I 538, the competent authority may, at its discretion accept the PMC or, in cases where it has reasons to doubt the bona-fides, refer the case to the authorised Medical officer to advice or investigation. Hence, to accept PMC is discretion of the Controlling Officer.

KUR DIVISION

In view of pandemic COVID-19, employees are being given adequate facility to get proper treatment. Besides, at peripheries, where Railway medical facility is not available or facility is inadequate, PMCS are being accepted taking in to the genuineness of the cases. Every care is being taken and also PMC is being accepted verifying the genuineness.

DECISION

Ruling section will issue a comprehensive guideline incorporating all the different rules issued in this matter.

25. 43U-25-2021 STRICT IMPLEMENTATION OF TIMELY COMMUNICATION OF ADVERSE REMARK ON APAR TO CONCERNED STAFF

PCPO

Timely communication of adverse remark on APAR with the linking of minimum benchmark of 'GOOD' with MACP up-gradation, it has become an adverse remark per se. Due to lack of timely communication of adverse remark, staff are suffering during MACP and norms of natural are being compromised.

ECORSU demands that the provisions relating to communication of adverse remark be implemented strictly over the Divisions at right from the reporting officer level so that no delay is brooked in MACP up-gradation process and staff are not deprived of their valuable rights arising out of natural justice.

ADMINISTRATIVE REMARKS

Comprehensive guidelines regarding communication and review of APAR of non-gazetted staff has been circulated to three divisions, MCS/workshop and all PHODs/CHODs enclosing a copy to General Secretary/ECORSU and GS/ECORSC vide this office letter No. EcoR/HQ/PERS/@/8/2021 (13/21) dated 12.03.2021 wherein it has been instructed to follow the guidelines scrupulously in order to comply Railway Board's guidelines.

DECISION

Discussed.

(CLOSED)

26. 43U-26-2021 EARMARKING OF QUARTERS IN ECOR FOR STAFF COMING UNDER SENSITIVE CATEGORY

SDGM

Staff coming under sensitive category are subject to cyclic transfer at a fixed interval, whereas other staff are stationary more or less barring some transfers on administrative grounds or own request grounds and whereas the entitlement criteria is the same for both the groups. As the sensitive category staff lack in station seniority one of the prime requisites for allotment, their entitlement is being usurped by stationary staff with no scope of vacation. The net result is the deprivation of essential category staff of Railway quarters that does not augur well for safety and other aspects.

ECORSU demands earmarking of quarters on feasibility for sensitive category of staff as per eligibility for the sake of equity and exigency of administrative convenience.

ADMINISTRATIVE REMARKS

At HQ level, demands of the staff for quarter are taken care by the departmental quarter committee. However, any shortfall of quarter are also met by providing the leased accommodation. Over and above any other requirement by the department are considered and allotted from Zonal quarter pool. As such staff posted in HQ does not come under essential category except posted in control duty.

DECISION

Discussed and closed.

(CLOSED)

27. 43U-27-2021 **TO STREAMLINE SKEWED & ARBITRARY PROMOTION POLICY OF SBP DIVISION WITH RESPECT TO SR.ALP FROM ALP**

PCEE

PCPO

The recent promotion of ALP to Sr.ALP has become a vexed issue for the reason that a promotion list is issued sans seniority and solely on the basis of availability of records. It is learnt that records of most of the ALPs are missing or not available for the reason of which a truncated promotion list is issued that is devoid of merits or seniority.

ECORSU demands that service records of the left out staff be recast and a unified integrated promotion list be issued in order of seniority.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

At present 440 nos. Of ALPs have been promoted to Sr.ALP. All the discrepancy have been shorted out and all ALP having seniority promoted to Sr. ALP.

SBP DIVISION

ALPs found suitable for promotion to the post of Sr.ALP vide memorandum No. ELECT(OP)/54/2020 dated 05.05.2020 & memorandum No. ELECT(OP)/154/2020 dated 16.11.2020 has been rearranged in order of their seniority position vide office memorandum No. ELECT(OP)/162/2020 dated 20.11.2020 and the left out senior staff has been promoted to the post of Sr.ALP vide office order No. ELECT(OP)/163/2020 dated 23.11.2020.

Eligible Senior staff who were left out inadvertently have been granted promotion at par their juniors. As such, there is no irregularity in the promotion of ALPs to the post of Sr.ALP.

DECISION

Instruction will be issued to Division by Cadre Section of PCPO Office on or before 5th April 2021 that the senior staff (Sr.ALP) who are inadvertently not promoted along with juniors due to non availability of SR/APAR will be given benefit fixation of pay at par with the juniors w.e.f. the date in which juniors were promoted.

28. 43U-28-2021 **IMMEDIATE PAYMENT OF UNPAID CEA AND HOSTEL SUBSIDY TO STAFF IN SBP DIVISION**

PCPO
PFA

For second year in succession, Non payment/Delayed payment of CEA and hostel subsidy in SBP Division is continuing with pretext of shortage of funds. Provisions should have been made to provide adequate fund under this head so that the staff don't have to bear the brunt for no reason of their own, when the payment is settled in December instead of July-August of any financial year.

ECORSU demands immediate payment of unpaid CEA and hostel subsidy to staff in SBP Division.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

RBE No. 147/2017 has been circulated to all concerned for implantation vide EcoR's Estt. Srl. No. 148/2017.

Master circular No. E(W)2019/ED-2/1 dated 22.08.2019 has been published by Railway Board on Children Education Allowance and Hostel Subsidy. A JPO has been issued vide No. EcoR/Pers/JPO/7th CPC/CEA dated 13.03.2018 followed by two addendums dated 25.04.2018 and 16.04.2019 and recently an addendum to the above JPO is being processed.

DECISION

Discussed.

(CLOSED)

29. 43U-29-2021 **IMMEDIATE FINALIZATION OF EMPLOYMENT ASSISTANCE ON COMPASSIONATE GROUNDS IN ECOR (I) SHRI KUMALAI CHANTAKRI S/O- LATE KHAGAPATHITAKRI, EX-TRACKMAN/SSE/KRPU OF WAT DIVISION (II) SHRI RABI NARAYAN SASMAL, S/O- LATE KUBERSASMAL, CASUAL SAFAIWALA WORKING UNDER STATION MANAGER, PALASA.**

PCPO
PCE

Employment assistance on Compassionate Grounds to poor family of deceased staff is stumbling on some unwarranted road blocks, which is giving the Indian Railways a bad reputation. For example, employment assistance on Compassionate Grounds is repeatedly denied to ShriKumaLaichanTakri (a poor scheduled caste bereaved son) in lieu of death of Late KhagapathiTakri, Ex. Trackman/SSE/P/ KRPU in the ground that they draw family pension of Rs.12,428/-, which is nothing but atrocity against a poor scheduled caste family and against Indian Constitution as in EcoR employment assistance on Compassionate Grounds is offered on priority to family of deceased Gr.-A officers of EcoR, even in cases where family draws a family

pension in excess of Rs.70,000/- p.m. other than settlement dues nearing Rs. 1 Crore. Another such case of KUR Division i.e. regularization of Shri Rabi Narayan Sasmal, S/o- Late KuberSasmal, casual Safaiwala working under Station Manager, Palasa on completion of more than 120 days of temporary job which is pending since 2008.

ECORSU demands immediate finalization of employment assistance on Compassionate Grounds of above two cases.

ADMINISTRATIVE REMARKS

WAT DIVISION

Smt. Phulamani Takri, W/o late Khagapathi Takri, Ex.Tr.Man/SSE/KRPU has requested for EA in favour of her married son named Sri Kuma Laichan Takri, consequent on the death of her husband (expired on 03.09.2009).

Sri Khagapathi Takri, Ex.Tr.Man/SSE/P/LRPU died on harness on 03.09.2009 at the age of 51 years leaving behind wife, three married sons and one married daughter. Consequent on his death, widow applied for employment assistance in favour of her married son Sri Kuma Laichan Takri whose qualification was 9th at that time as the candidate did not possess minimum education qualification. It was regretted by the then competent authority. Thereafter, candidate approached this office with 10th (NOIS) passed certificate for employment through DRM interview, through Unions as well as the HQrs. Level, same has been regretted after examination of the case.

PERSONNEL DEPARTMENT

The case file of Sri KumaLaichan Takri S/O Khagapathi Takri, Ex. Trackman/SSE/P/KRPU called from WAT division. The same was put up to the GM/EcoR/BBS through PCPO/EcoR/BBS along with file of aforesaid candidate for consideration. But the same has been regretted by GM/EcoR/BBS on 02.06.2020 which has been communicated to GS/ECORSU and division also vide this office letter No. 16.06.2020.

KUR DIVISION

In reference to the above PNM item regarding regularization of Sri Rabi Narayan Sasmal, GS/ECORSU has already been intimated vide this office letter no: P/Rectt./EA/RNS/2020 dt. 09.09.2020.

ENGINEERING DEPARTMENT

As per Sr.DPO/WAT's note dtd.21.01.2021 "Sri Khagapathi Takri, Ex.Tr.Man/SSE/P/ KRPU died on hardness on 03.09.2009 at the age of 51 years leaving behind wife, three married sons and one married

daughter. Consequent on his death, widow applied for Employment assistance in favour of her married son Sri Kuma Laichan Takri whose qualification was 9th at that time. It was regretted by the then competent authority. Thereafter, candidate approached Sr.DPO office with 10th (NIOS) passed certificate for Employment through DRM interview and the same has been regretted after examination of the case as all the children were married and settled and the widow was drawing family pension. Further the case was put up to GM/ECOR/BBS for consideration on request of ECoRSU. On examination, the case has been regretted in view of the reasons "There is no merit in the case in reference to decision of my predecessor. The widow has a house, is getting family pension and is entitled to railway medical facilities" and communicated to GS/ECoRSU vide PCPO Lr. No. EcoR/Pers/Rectt/CompAppt/Misc/Rep/KLT dtd.16.06.2020 and to Sri Kuma Laichan Takri vide Sr.DPO/WAT's Lr. No.WPT/5/EAGG/Regrett/K.L. Takri dtd.10.12.2020.

DECISION

Both the files will be immediately called from the division by the HQ Employment Assistance Section and will be examined at the HQ level on or before 30th April 2021.

30. 43U-30-2021 IMMEDIATE PAYMENT OF ACCIDENT FREE SAFETY AWARD TO RETIREES OF ECoR

PFA

Although the issue of Non-payment of accident free safety award to retirees of EcoR has been highlighted in the previous PNM, Staff are not given any money due to safety award in the pretext of lack of funds under this head. This trend has been continuing since 2015, which should be reviewed.

ECoRSU demandsadequate provisions for the same so that timely payment be resorted to in ECoR and the backlog be cleared.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

All bills received from Sr.DPO/KUR have been passed for payment in KUR division. Accident free safety award for 10 staff pertaining to September, 2020, October, 2020 and November, 2020 will be cleared during the month of February, 2021 in WAT division. No bill is pending Accounts department of SBP division.

DECISION

Discussed.

(CLOSED)

SECTION 'C'
REVIEW ITEMS

Srl. No.	Item No.	SUBJECT MATTER
31.	42U-23-2020	<u>IMMEDIATE INITIATION OF PROCESS FOR 10% INTAKE SELECTION OF GR.-'D' FROM ENGINEERING DEPTT. TO OTHER DEPARTMENTS</u> PCPO PCE Only in SBP Division, 10% intake selection of Gr.'D' from Engineering Department to other Departments has not been conducted. ECORSU demands immediate initiation of process for 10% intake selection of Gr.-'D' from Engineering Deptt. To other Departments.

ADMINISTRATIVE REMARKS

As per the Railway Board guidelines vide letter No. E(NG)II/2018/RR-I/13 dated 20.09.2018, 10% additional intake should first be inducted into Engineering department from the vacancies taken from other departments to which Track maintainers will be spared. At present, there are 509 No. of vacancies available in Track Maintainer cadre in EcoR.

e.g. Present vacancy position of Track Maintainers in SBP division is furnished as under:

Sanctioned strength	Staff on roll	Vacancy
1987	1849	138

As such new Track Maintainers are yet to be posted to fill up the existing vacancies itself. The creation of posts for Track Maintainers as required for the newly added and taken over assets has not yet been sanctioned. With the existing vacancies of Track Maintainers, the divisions are maintaining the newly added assets also, with lot of difficulties.

Therefore, it is not possible to spare the Track Maintainer to other department at this juncture.

However, as and when the induction of new Track Maintainer happens, the matter will be reviewed.

KUR DIVISION

There are number of vacancies in Track Maintainer cadre. It is not possible to spare staff to other departments at this moment. As such new Track Maintainers are yet to be posted to fill the existing vacancies itself. In such case as per the RB guidelines, 10% additional intake should be first inducted into the division before processing of

the transfers. The creation of posts for Track maintainers as required for the newly added and taken over assets has not yet been sanctioned. With the existing vacancies of track maintainers, the division is maintaining the old and newly added assets, which being looked after with great difficulties.

Category of staff	Sanctioned strength	Staff on roll	Vacancy
Trackmen	3406	3248	158

Further, a proposal for 1188 No. of additional Track maintainers to be created for existing and new Assets.

LAST MINUTES

It will be verified by PCE and action will be taken accordingly.

PRESENT POSITION

ENGINEERING DEPARTMENT

At present due to extra workload due to Railway's maintenance of Haridaspur- Paradeep section without extra intake of manpower, existing vacancies, non sanction of additional posts for newly created assets etc., is causing difficult situation to implement the proposal. Considering the requirement of additional posts, intake of 10% extra induction in TM cadre is to be done first to facilitate the process of induction of TM in other departments.

The process for 10% intake selection of Group 'D' from Engineering Department to other department will be done after completion of 10% extra induction in trackman cadre as explained above.

DECISION

On the basis of the notification for 10% intake from Engineering Department, provisional panel may be formed in all three divisions. The empanelled candidates should be released after receipt of the panel from RRC or on receipt of the new candidates.

(CLOSED)

32. 41U-01-2019 NON-IMPLEMENTATION OF ZONAL PNM ITEM NO. 40U-14-2018

PCE

During above said Zonal PNM item it was decided that, "Where ever Time keepers & store clerks are posted in Engineering department i.e in P.Way & Works units, no Track Maintainer/Khalasi should be deputed to assist them in establishment related work. The above decision was agreed by PCE who issued necessary instructions in this regard to Sr. DENs to withdraw assistance from Store keepers and Time keepers, if any. But, the above decision is not implemented yet by the concerned authority and as a result the demand as raised by the ECoRSU is not full filled. Hence, this Union again urges for

immediate action to implement the above order.

REMARKS OF ADMINISTRATION

Literate Track Maintainers are being used against vacant posts of clerical cadres in PWI/IOW offices or where required number of ministerial posts are not sanctioned. SBP Division has proposed for sanction of requisite ministerial posts.

LAST MINUTES

Whenever there is no vacancy of Ministerial staff, deployment of Engineering Field staff is to be stopped. Necessary instructions in this regard will be issued by PCE office to Sr. DEN(Coordn) of all Divisions.

LAST MINUTES

It will be verified by PCE and action will be taken accordingly.

PRESENT POSITION

ENGINEERING DEPARTMENT

A special drive was launched in which 92 staff have been repatriated from offices to the field. 151 TMs are in various offices including HQ will be decided after alternate arrangements.

DECISION

Discussed.

(CLOSED)

33. 41U-04-2019 PROVISION OF TTES REST ROOM AT HIJLI :-

PCCM

It is observed that most of the Trains originating from PURI are being diverted through Hijli instead of KGP. The working TTEs after arriving at Hijli Station are bound to travel to KGP Station to avail the basic needs at the Rest room, as there is no Rest room facility available at Hijli Station. So, the difficulties of the working TTEs can be well accessed as the Railway administration has not arranged any Road vehicle for KGP. Further, the arrival to departure timings of some trains is less than 2 hours & in those cases the TTEs are not even getting slightest relief. Hence this Union strongly demands for a Rest Room at Hijli Station and till such fulfillment the 1st Class Waiting Room of Hijli Station should be allowed to be utilized for TTEs for their refreshment.

REMARKS OF ADMINISTRATION

CCM/SERly has been requested to provide TTE rest room of 15 beds at Hijli station vide office DO letter No. CCM/114/Pt-VIII/41st PNMU/18-19 dated 22.11.2018. KUR division has also requested KGP

division vide office letter No. SDCM/KUR/ ZPNM /ECoRSU /2018/8131, dated 21.11.2018 for provision of TTE Rest Room at Hijili station for ticket checking staff of Khurda Road Division and permission for freshening up of TTE staff in 1st class waiting room till provision of TTE Rest Room.

LAST MINUTES

It will be pursued by PCCM.

PRESENT POSITION

COMMERCIAL DEPARTMENT

New TTE Rest Room is in use at Hijili and it has 12 beds with other essential amenities. Ticket checking staff of 03 train (originating from ECoR) are availing the Rest Room facility there.

Further, vide this letter No. PCCM/94/tktchg/manning/ZPNM/2020-21 dated 05.10.2020, PCCM/SE Rly has been requested to expedite the matter for provision of two additional beds at TTE Rest Room HIJLI.

KUR DIVISION

At present one rest room having 12 beds with all facilities has been provided at HIJ for ticket checking staff of KUR & ADA Divn. Out of which 08 nos beds are used by KUR staff & 04 nos beds are used by ADA staff.

DECISION

Discussed.

(CLOSED)

34. 41U-19-2019 **NON-IMPLEMENTATION OF RBE NO.146/2018 VIDE LETTER NO.E(NG)II/2018/RR-I/13 DTD. 20.09.2018; REGARDING INDUCTION OF TRACK MAN IN TO OTHER DEPARTMENT :-**

PCE

The above mentioned RBE No. 146/2018 has clarified regarding procedure for induction of Track man in to other departments, and accordingly instructed for early implementation. But, the above order is not implemented yet in this Railway. As a result the the concerned employees are deprived from the benefits. Hence this Union strongly urges for early implementation of the RBE No.146/2018 for the benefits of the Railway employees.

REMARKS OF ADMINISTRATION

There are number of vacancies available in Track Maintainer cadre. It is not possible to spare staff to other departments at this

moment. However as and when new Track Maintainers are posted in sufficient number, the process will be started.

Category of staff	Sanctioned strength	Staff on roll	Vacancy
Trackmen	6059	5920	139

Further, a proposal for 2002 No. of additional Track maintainers for maintaining of new assets being created in the Zone as on 01.04.2019 has been submitted to HQ Finance for vetting.

KUR DIVISION

Notification issued for 10% intake. Applications received. Integrated seniority list circulated to all concerned.

WAT DIVISION

Notification issued. Though, cut-off date is over, applications have not been received from Engineering department.

SBP DIVISION

As per Hon'ble Supreme Court directions, all vacancies including anticipated vacancies have been kept for land losers candidates. Once land losers recruitment is over, this issue will be looked into.

LAST MINUTES

It will be verified by PCE and action will be taken accordingly.

PRESENT POSITION

ENGINEERING DEPARTMENT

At present due to extra workload due to Railway's maintenance of Haridaspur- Paradeep section without extra intake of manpower, existing vacancies, non sanction of additional posts for newly created assets etc., is causing difficult situation to implement the proposal. Considering the requirement of additional posts, intake of 10% extra induction in TM cadre is to be done first to facilitate the process of induction of TM in other departments.

The process for 10% intake selection of Group 'D' from Engineering Department to other department will be done after completion of 10% extra induction in trackman cadre as explained above.

DECISION

Discussed.

(CLOSED)

35. 41U-23-2019 **ANNUAL APPRAISAL REPORTS OF EMPLOYEES TO BE MADE PUBLIC IN EVERY UNITS :-**

PCPO

In WAT Division the Annual Appraisal Reports of Employees are not made public in every Units. As a result those employees are being deprived from viewing their correct rating of their work. And hence are not able to modify themselves as per the requirement of the management. So, to develop a competitive and transparent environment in the organization, this Union demands for regular publicizing of APARs in every Unit employees as per Railway Board guidelines.

REMARKS OF ADMINISTRATION

Railway board vide Estt. No. 68/2015 in regard to communication of entry of the APAR (whether average, good, very good or outstanding) to the public servant has been published vide ECoR's Estt. Sl. No. 88/2015, the same has been communicated to all concerned over Divisions/Workshop for strict compliance.

Web portal has been developed by IT centre, where staff can view their APAR by using employee No. and DOB.

LAST MINUTES

The APARs of staff will be got scanned and uploaded in the APAR module. This can be accessed by the employee concerned and examined.

GS mentioned that employees who have been given grading Good and below have not been conveyed their grading. They should be conveyed their grading and an opportunity should be given to them to represent to competent authority.

This issue will be examined.

PRESENT POSITION

PERSONNEL DEPARTMENT

Comprehensive guidelines regarding communication and review of APAR of non-gazetted staff has been circulated to three divisions, MCS/workshop and all PHODs/CHODs enclosing a copy to General Secretary/ECoRSU and GS/ECoRSC vide this office letter No. ECoR/HQ/PERS/(R)/8/2021 (13/21) dated 12.03.2021 wherein it has been instructed to follow the guidelines scrupulously in order to comply Railway Board's guidelines.

Now APAR is uploaded on HRMS. Every employee can view his/her own APAR for the desired year.

DECISION

Discussed.

(CLOSED)

**SECTION - "D"
SUMMARY**

	Total No. of items	Items closed	Balance items
New Agenda items	30	21	09
Review Agenda Items	05	05	00
Total	35	26	09
