



East Coast Railway

Headquarters Office
Personnel Department
Bhubaneswar -751017

No. ECoR/HQ/PERS/IRM/24/2024

Dated: 06.02.2024

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 47th Zonal PNM Meeting between ECoR HQrs.
& ECoRSU held on 28th & 29th November, 2023.

<x>

A copy of the minutes of the 47th (2nd in 2023) 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 28th & 29th November, 2023, has been uploaded at the official website of East Coast Railway as per the following title.

Heading: IR Personnel

Title: Industrial Relations -> Zonal PNM Meetings

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

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

P.

(Penta Radhakrishna)

Assistant Personnel Officer(HQ)
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/G, Dy.CPO (HQ), Dy.CPO (Gaz)** 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 **APO/Con & APO/HQ** of ECoR/BBS for information.

All concerned.

P.

20.02.2024

for Principal Chief Personnel Officer

**Minutes
of the
47th Zonal PNM Meeting
between
ECoR & ECoRSU**

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

held on: 28th & 29th November, 2023

**MINUTES OF 47th(2ndIN 2023) 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 28TH& 29TH
NOVEMBER, 2023.**

OFFICIAL SIDE		MEMBERS PRESENT REPRESENTATIVES OF ECoRSU	
Srl. No.	Name with designation (S/Shri/Smt.)	Srl. No.	Name with Designation (S/Shri/Smt.)
1.	Manoj Sgharma, GM	1.	R.V.S.S.Rao, President
2.	Biswajeet Bhoi, Secy to GM	2.	K.V.T. Rao, WKG President
3.	Siddharth Kati, PCPO	3.	N. Murali Krishna, Vice President
4.	Sanjay Mohapatra, SDGM	4.	U.A.N. Raju, Vice President
7.	S.K. Sadangi, PCMM	5.	P.V.J. Raju, Vice President
8.	V. R. Lenin, PCCM	6.	Sabyasachi Sarangi, Vice president
9.	P.C. Sahu, PCSO	7.	P.K Patsahani, General Secretary
10.	P.Sreenivas, CAO (Con)	8.	Ranjit Kumar Das, Addl. General Secretary
11.	Rajneesh Mathur, PCE	9.	Sunil Kumar , Addl. General Secretary
12.	Alok Bohra, IG-Cum-PCSC	10.	B. Damodar Rao, Asstt. General Secretary
13.	Y.N. Babu, PCOM	11.	S.N. Rout, Asstt. General Secretary
14.	B. Moitra, PCME	12.	P.K Ray , Branch Secretary
15.	Alok Sahay, PCEE	13.	V.S. Chakravarthy, Asstt. General Secretary
16.	Asish Mukherjee, PCMD	14.	Md. Zakiruddin, Finance Secretary
17.	S. Manga V., PCSTE	15.	P.J.J Raju, Jt. Genl. Secretary
18.	Sumana Mohanty (L/A), PFA	16.	Deepak Kumar Mohanty, Jt. Genl. Secretary
19.	Surya Prakash, CPO (G)	17.	P.K. Banchhor, Jt. Genl. Secretary
		18.	Bibhuti Bhusan Padhiary, Jt. Genl. Secretary
		19.	B. Tirupati Rao, Jt. Genl. Secretary
		20.	Amrit Mishra, Zonal Youth DC
		21.	Sasmita Sarkar, Lady Delegate
		22.	Umarani Sahoo, 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 , PCPO/ECOR/BBS:-

On arrival of GM, PCPO welcomed the gathering. Briefed about the proceedings of the PNM and appraised GM that 25 agenda items closed out 75, which is nearly 33.33 %. And also elaborated the achievements of Personnel Department for the period from April'2023 to Nov'2023.

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

On behalf of the staff and participating delegates in the 2ndPNM of ECoRSU during the year 2023, he conveyed his thanks to GM for organising the PNM and also the cordial relation with the union under his administration.

A request was made by GS that the agenda items of PNM are to be decided on YES or NO basis, if either of the side is convinced.

It was informed by GS, that a lot of senior citizens/retired Railway employees are visiting at Division/Headquarters of ECoR for one or the other reason and as there is no nominated visitors lobby for them anywhere over the Divisions of ECoR and HQ as well, they keep loitering/wandering in the corridor. Hence, requested GM for earmarking a space for visitors lobby for senior citizens/retired Railway employees.

GS informed that many promotional cases where the Running Staff have been selected to higher posts through DPQ Examination like Controller Cadre are denied the benefits of fixation is reckoning of 30% pay element, duly mis-quoting RBE No. 34/2023, which is related to promotions to General Selection posts.

GS requested to provide Air Condition facility to all the subordinate/supervisor offices over ECoR, in terms of Rly. Brd. Letter No. 201/Elect(G)/114/1 dated 15.05.2023 so that the staff working in critical conditions can discharge their duties efficiently. Presently, some of the supervisors/subordinate offices over ECoR are being fitted with air-conditioning facility but still several offices are not equipped with air condition.

The appointment of lady employees over ECoR is increasing in manifolds in various categories and it is very difficult and awkward during the critical situation, which are purely personal matters of women employees and hence, GS requested for providing the facilities like rest room, changing room, etc for lady employees over ECoR like as available in KUR. Also, requested that the women employees over ECoR may not be posted in remote and critical locations, which may be life threatening to them.

ECoRSU requested to adopt uniform system for suitability, selections as there is an exorbitant delay in conducting the same duly quoting RBE No. 97/2019, Para 10. This delay is resulting to dissatisfaction to the employees and affecting the seniority and promotional aspects to them during service. GS also requested that all the suitability test, selection, trade test, etc. are to be conducted in a time bound manner strictly, so that the benefit of the same can be extended to the employees and it will boost the efficiency of the employees.

GS requested to reconsider the case of Sri Kartik Bhuyan, Ex. TM-II/SSE/PW/KAPG as he was critically ill and bed ridden for almost two years and was physically unfit for all categories of job in Indian Railways but, due to delay in decision of CMS/KUR he was declared physically invalid on 06.07.2023 and after medical invalidation he was forced to work upto 31.08.2023, though he had submitted his application for VR, he was given retirement on superannuation on 31.08.2023.

Some Station Masters in Rs. 4200 & 4600 (GP) and supervisory Station Masters who are working on continuous roster not getting Over Time Allowance (OTA). GS requested GM to take adequate steps for sorting out the issue to the utmost satisfaction of the Station Masters, who are working in continuous roster and deprived of OTA.

GS informed that at some of the supervisors are being supplied with Smart/Android phones at stations and working units over ECoR, so that they can discharge their duties efficiently and effectively. He requested GM to extend the same facility to all supervisors over ECoR.

GS informed that the process for promotion of ALP to Sr. ALP is in a slow pace in KUR Division, which is to be streamlined and requested administration to kindly look into the matter.

GS informed that there is a stringent hike in the cases of IVF and the treatment cost of IVF in private hospital is very high as compared to the amount of medical reimbursement sanctioned by administration and requested GM for supplying of medicines meant for IVF treatment so that the cost of the treatment will be curtailed to some extent and should not affect the employees pocket.

GS informed that there is an acute shortage of parking place for the employees working in Rail Sadan and requested GM to look into the matter and may explore the feasibility for construction of multilevel parking in Rail Sadan campus so that the Rail Sadan employees should not face issues in parking vehicles.

GS requested GM to post an Anaesthetist at DRH/KUR in view of vacancies.

3. Address of Shri , GM/ECoR/BBS:-

Addressed the gathering. He appreciated the success of ECoR which was achieved due to smooth cooperation of staff and administration literally and also said that this system of working should be continued in the same manner in future.

Elaborated the admirable performance of ECoR during the current financial year, which is upto the Railway Board targets.

GM assured that the possibilities of identifying the place for visitors lobby for Sr. Citizens/Retired Railway employees duly instructing all the Divisions.

GM advised PCPO to look into the matter regarding promotional cases where the Running Staff have been selected to higher posts through DPQ Examination like Controller Cadre are denied the benefits of fixation reckoning of 30% pay element, mis-quoting RBE No. 34/2023, which is related to promotions to General Selection posts.

GM advised PCEE to look into matter and explore the possibilities to provide Air Condition facility to all the subordinate/supervisors offices over ECoR, in terms of Rly. Brd. Letter No. 201/Elect(G)/114/1 dated 15.05.2023. In reply, PCEE informed that the file is under process of sanction and assured that it will be sorted out very soon.

GM informed that the matter will be advised to all Divisions and suitable arrangements like rest room, changing room, etc will be ensured in favour of women Railway employees.

GM advised PCPO to initiate necessary measures with Divisions regarding adopting uniform system for suitability, selections in terms of RBE No. 97/2019, Para 10 so that this will not affect the seniority and promotional aspects of the employees. The suitability test, selection, trade test, etc. are to be conducted in a time bound manner strictly.

GM assured that the case of Sri Kartik Bhuyan, Ex. TM-II/SSE/PW/KAPG will be looked into duly advising KUR Division to take necessary steps deemed fit.

GM informed that the matter of Over Time Allowance (OTA) to Station Masters in Rs. 4200 & 4600 (GP) and supervisory Station Masters who are working on continuous roster not getting OTA will be pursued with Railway Board and also assured that if there is no response from Board necessary steps will be initiated at par with adjacent Railways where OTA is paid to the Station Masters.

GM advised PCSTE to explore the feasibility for supplying Smart/Android phones to Supervisor cadre at stations and working units over ECoR. PCSTE assured that as soon as Divisions will submit the proposal for requirement of No. of Smart/Android phones for the Supervisor cadre staff, the same will be sanctioned by Competent Authority duly observing the stipulated rules and guidelines laid down by Railway Board.

GM advised PCPO to follow up the matter with Divisions, especially KUR Div. regarding the process for promotion of ALP to Sr. ALP, so as to streamline the process of promotion.

GM advised PCMD to pursue the matter with Railway Board regarding supplying of medicines meant for IVF treatment so that the cost of the treatment will not affect the employees.

GM assured that the feasibility of nominated parking place in Rail Sadan will be examined and advised PCE to explore the feasibility of multilevel parking in Rail Sadan campus.

GM advised PCMD to post an Anaesthetist at DRH/KUR, subject to available vacancy.

The meeting ended with vote of thanks by CPO(G).

SECTION B
NEW ITEMS

Srl. No.	Item No.	SUBJECT MATTER
01.	47U-01-2023	<u>REGULAR WATER CRISIS AT PARADEEP STATION</u>
	PCE	<p>Regular water crisis at Paradeep Station creates problems for the staff & their families at quarters & also in work place creates following problems:</p> <ol style="list-style-type: none">1. In sufficient water supply to Railway quarters & to work places creates social & family crisis among the staffs ultimately hampers the smooth railway services.2. Due to lack of supply of pure drinking water facilities to the quarters and to the work places the health hazard problems creates panic among the railway fraternity of PRDP station. <p>Paradeep Station is one of the important station of KUR division multiply the earnings of the Division & Zone. Hence this Union demands for immediate action to resolve the issue of water crisis at PRDP.</p>

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

Regarding drinking water facility, presently Railway settlement at Paradeep is provided with drinking water procured from Paradeep Port Trust (PPT) Authority. Two times/day drinking water supply have been made to all colonies. There is also one bore well to meet the scarcity of water in emergent situation. Recently about 3 months back one new deep tube well has been commissioned and water quality is satisfactory. Tender for provision of additional two nos. of bore well was awarded but as the agency did not turn-up for execution of agreement, the contract was terminated. Refloating of tender is in progress. TDC: June'2024.

DECISION

The issue of taking potable water from State Govt. shall be examined by CGE along with KUR Div. Feasibility of laying a pipeline from such a source will be examined and suitable work shall be proposed for sanction. Meanwhile, Paradeep Port Trust will be requested for enhancing the supply of potable water to our colonies and station building.

02. 47U-02-2023 REQUIREMENT OF A PLAY GROUND AT PURI STATION FOR THE STAFF & THEIR FAMILY MEMBER,S RECREATION, SPORTS ACTIVITIES, PHYSICAL FITNESS ACTIVITIES ETC. IN VACANT PLACE AVAILABLE BESIDES THE HOTEL CHANAKYA. (ABOUT SEVEN ACERS).

PCE

IG-cum-PCSC

1. During the cyclone FANI / April-2019, the quarters at the above ear-marked area were completely damaged. Administration has assured for construction of new quarters at the same place on replacement account of the old quarter at the same place still pending for execution.
2. In addition to the above the total railway area available in that periphery will be around seven Acers. This complete Railway area were engaged with encroachment of little part of it by outsiders, abandoned quarters engaged with illegal activities & some plain vacant land still vacant and waiting encroachment.

In view of the above this Union demand for a provision of a Play Ground for Puri Rail family in addition to the above proposed quarters on replacement account damaged during FANI-2019 in a form of multi storied building for the benefit of the railway family & to protect the railway land from miscreants.

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

1. For construction of newly 280 Nos of Ty-II Quarters have been uploaded in IRPSM on 07.12.2021. The proposal is with DRM/KUR at present. The works could not get sanctioned due to shortage of funds.

DECISION

Proposal for 280 Nos. of Type II Quarters is pending with DRM. It will be processed further. The issue of 52 Qtrs at PURI sanctioned but funds diverted to construct Type V Quarters at KUR for officers was raised by ECoRSU. The full facts and figures of reappropriation, if any, in this case shall be communicated by CGE to GS/ECoRSU in a letter within 15 days. Further, efforts will be made to obtain funds for these 52 sanctioned quarters by KUR Div. and the position will be brought out in the next meeting.

Regarding the issue of encroachment at PURI, ECoRSU suggested that the structures which are not under any encroachment should be first brought under Railway occupation and secured by providing a fencing and garden etc. Further, regarding the encroached portions the detailed position will be given in a letter to ECoRSU by CGE.

03. 47U-03-2023 **PROVIDE PROPER FACILITIES TO RAILWAY PATIENTS FOR INFERTILITY TREATMENT AT EMPANELLED HOSPITALS AND FACILITIES TO PATIENTS BY THE RAILWAY ADMINISTRATION / DEPARTMENTAL AUTHORITIES.**

PCMD

At present there is no facility for Railway patients who are opting for IVF treatment i.e. neither at Railway hospitals nor at empanelled hospitals. The treatment cost of IVF procedure is also very costly making it unaffordable for the Railway patients. The approved reimbursement cost limit for Railway patients for IVF treatment is Rs. 65,000/- for each cycle which is also very less as compared to the present treatment cost at authorized IVF treatment centers.

Hence, this union demands the following in this regard

- i) Facilitate Railway patients at Railway empaneled hospitals for IVF treatment where ever such facility is available.
- ii) Empanel more hospitals for IVF treatment of Railway patients.
- iii) Till such time, arrange Advance payment to Railway patients to meet the cost of medicines.

Issue orders to all Controlling officers to sanction leave to the Railway patients who are advised bed rest by the IVF treating physician.

ADMINISTRATIVE REMARKS

MEDICAL DEPARTMENT

IVF treatment for Railway beneficiaries is guided by the Railway Board circular No. 2014/H/6-3/IVF(policy)., dated 01.07.2014 and MoHFW OM No. Z.15025/5/2011-CGHS III/CGHS(P) dated 22.11.2011.

DECISION

Discussed.

(CLOSED)

04. 47U-04-2023 **PROVISION OF FACILITIES FOR TICKET CHECKING STAFF:**

PCCM

- a. **CONSOLIDATED TA TO TICKET CHECKING STAFF.**
 - b. **BRIEF CASE ALLOWANCE TO THE TICKET CHECKING STAFF AS PER RAILWAY BOARD ORDER.**
- a. After a duty of long hours by Ticket Checking Staff for the entire month, writing TA for the staff is a herculean task for the employee. More over timings of Train is also a constraint of staff to write the timings after obtaining a certificate.
- b. Although there is provision of providing briefcase to the Ticket Checking Staff, but it is not being followed for the staff.

Due to above issues there is huge discontentment among the Ticket Checking staff to work smoothly to discharge better service to railway.

Hence, this union demands to fulfil the above essential requirements of the Ticket Checking staff (Who are the user interface of costumers) to work smoothly to discharge better service to Indian Railway.

ADMINISTRATIVE REMARKS

COMMERCIAL DEPARTMENT

The issue of Consolidated Travelling Allowance (CTA) to ticket checking staff have been processed and forwarded by this office to finance department for according concurrence. Finance branch has returned the proposal on the plea that "Consolidated Travelling Allowance provision can lead to source of profit which is against canons of financial property."

As per SOP, Sl. No. 4 on miscellaneous matters, Officers, Sr. Supervisors/Inspectors/Chief OS (with GP Rs. 4600/- and above in PB-2) are eligible for provision of Briefcase.

Brief case may be procured by the officials as per their entitlement on self-declaration and claim reimbursement duly furnished the original invoice/bill.

DECISION

Discussion will be held in next meeting

05. 47U-05-2023 **IMPLEMENTATION OF RAILWAY BOARD'S ORDER FOR TIMELY FILLING UP OF THE VACANCIES THROUGH GDCE WITH PROVISION OF QUESTIONNAIRES IN REGIONAL LANGUAGE AND ALSO HINDI IN ADDITION TO ENGLISH.**

PCPO

It is observed that despite several orders/guidelines from the Railway Board, ECoR Zonal administration has not notified any vacancies through GDCE to facilitate departmental candidates as a result of which the discontent among the eligible staff is growing day by day. It is a fact that, the GDCE mode of selection is the only ray of hope for the employees of cadres/departments where there are promotional avenues are limited and also it is a good opportunity for meritorious candidates who are toiling hard in the fields for Railways. Hence, this union demands implementation of Railway Board order and timely filling up vacancies by GDCE with provision of questionnaires in regional language and also Hindi in addition to English.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

East coast Railway has published GDCE notification dated 04.08.2023 for the post of ALP/Tech-III, JEs and Goods Guard. RRB/Kolkata is the nodal RRB vested with power to conduct the CBT. Earlier the CBT was conducted in English/Hindi. This GDCE is being conducted on CBT mode including the regional languages as per the geographic jurisdiction.

DECISION

ECoRSU requested for holding GDCE examination in regional language also. It has been agreed in the forthcoming GDCE examinations.

(CLOSED)

06. 47U-06-2023 IMPROPER IMPLEMENTATION OF POLICY DECISION RAISING THE INDIVIDUAL GRIEVANCES AVOIDED & IGNORED BY THE RAILWAY ADMINISTRATION FORCES A EMPLOYEE TO TAKE THE SHELTER OF RTI / COURT CASES OF THE ZONE. DUE TO COUNSELLING BY THIS UNION THE AMOUNT OF RTI & COURT CASES REDUCING.

ALL PHODs

But some of the executives discourages the employees (even threats them indirectly) not to take the shelter the Union and also avoid to discuss with Union in connection with such type of individual critical cases hampers the IR & loss to employee.

Hence this Union demands for issue of advisories to all concern in connection with the above.

ADMINISTRATIVE REMARKS

There are various forums to resolve grievances, if there are specific cases may be brought to the notice of the administration.

DECISION

Individual items where there is a violation of policy will be examined at Branch Officers level. Notwithstanding to above any individual grievance brought to the notice of officer concerned either by organised Union or by individual should be examined and reply should be ensured.

07. 47U-07-2023 PROVIDING ANSWER KEY TO CANDIDATES OF DEPARTMENTAL PROMOTIONAL EXAMINATIONS AT DIVISIONAL AND ZONAL LEVEL BEFORE PUBLICATION OF WRITTEN TEST RESULTS.

PCPO

It is reported that, in many of the departmental selections the candidates are not satisfied with the method of assessment and the

procedure adopted for the examination is also raising many doubts among the candidates. This is the reason why the candidates are often filing RTIs and approaching Tribunals/courts for justice. It is observed that, for a few examinations the Zonal authorities have published Answer key immediately after few days of the written examinations. So that candidates could able to verify or reconcile the answers with the key and raise disagreement (if any) through representation. This is a healthy and transparent practise and should be followed by all the departments / Divisions/Workshops/RE/Construction while conducting the examinations to reduce the number of RTI & Court cases.

Hence, this union demands to publish "Answer Keys" immediately after completion of the written test of departmental promotional examinations at different levels and give a fair chance to candidates to appeal in a more transparent way and clear ambiguity from the minds of the candidates.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Mechanical: Answer key is uploaded in ECoR website immediately after completion of written exam held at ECoR/HQ.

Civil: Answer key is being published/uploaded after completion of written examination.

Suitable guidelines have been issued on the subject matter to all concerned over E.Co.Railway in compliance to RBE No. 122/2023.

DECISION

CLOSED

08. 47U-08-2023 WRONG INTERPRETATION OF RAILWAY BOARD INSTRUCTION NO. E(P&A)II/2022/RS-2 (RBE NO. 34/2023) DTD. 20.02.2023 WHILE ALLOWING FIXATION BENEFITS OF PAY TO RUNNING STAFF ON PROMOTION TO THE POST OF CONTROLLERS (L-7).

**PCPO
PFA**

- i) It is reported, that in many promotional cases where the Running staff have been selected to higher posts through Departmental Promotional Quota Examinations like the Controllers Cadre are denied the benefits of fixation reckoning of 30% pay elements mis-quoting the RBE No. 34/2023 which is meant for promotions to 'General Selection' posts.

Therefore, ECoRSU demands to allow the running staff for the benefit 30% pay element in case of DPQ in pay fixation on joining promotional post as controller.

ADMINISTRATIVE REMARKS

The fixation of pay of running staff on promotion to the post of Controller (L-7) is followed as per RBE No. 34/2023. On above subject, reference has been made to Railway Board. Suitable action will be taken accordingly.

DECISION

A reference will be made to Railway Board regarding creation of posts.

(CLOSED)

09. 47U-09-2023 **INCREASING OF MANPOWER AT ELS/ ANGL, DLS/WAT & ELS/WAT AS PER YARDSTICK AS PER RAILWAY BOARD GUIDELINES TO REDUCE THE CASUALTY.**

PCPO

PCEE

In ECoR, the ELS/ ANGL having least manpower and the next are DLS/ ELS - WAT having second / third lowest manpower in Indian railways.

As per yardstick, above 200 vacancies are existing in ELS/WAT. In ELS/WAT the present holding of locos as follows:

WAG5-81, WAP4-11, WAP7-52, WAG9-218, WAG6-6 with a total holding of 368 locos. Due to less manpower, unsafe practices are being adopted by the employees at Electric Loco shed of ANGL &WAT to complete the assigned work.

At present the total loco holding at ANGL is 267: G7-256, G9-11 total staff on role 440 which is much less then the requirement as per Yard sticks.

In the similar ways DLS/WAT is also suffering from staff crisis as per yard sticks.

Hence this union urges before the administration to provide the manpower in accordance with the yardstick at the earliest.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

The shortage of manpower is accepted. However there is all round ban on creation of new post, because of which sanction continues to be low.

To take care of requirement out sourcing/AMC is being considered on case to case basis.

80 Nos. of NG posts have been transferred from DLS/VSKP & CRW/MCS vide PCPO/ECoR/BBS's memorandum No. ECoR/Pers/08/NG15/W-K/DLS-ELS/ANGL(80)55/738 dated 17.12.2021(55 posts)

ECoR/Pers/08/NG15/W-K/DLS-ELS/ANGL/JE/05/740 dated 11.07.2022 (05 posts)

DECISION

Same remarks

10. 47U-10-2023 **IMPLEMENTATION OF RBE NO. 93/2017 AND GRANT CYCLE (MAINTENANCE) ALLOWANCE AS THE REVISED RATES.**

PCE

PCPO

It is learnt, that the Cycle (Maintenance) allowance is not being paid to the eligible employees of this Zone even after clear guidelines of Railway Board.

Therefore, ECoRSU strongly demands to grant the revised Cycle Maintenance Allowance benefits at the earliest.

ADMINISTRATIVE REMARKS

All divisions have been advised this office letter dtd: 18.09.2023 for early implementation of RBE No: 93/2017.

DECISION

Since, instructions have been reiterated for strict and immediate implementation. However, a feedback will be called from the units.

11. 47U-11-2023 **PARKING PROVISION FOR EMPLOYEES AT ECoR/ ZONAL HEADQUARTERS INSIDE RAIL SADAN CAMPUS, KANCHAN JANGHA AND MCS RAILWAY COLONY.**

PCE

PCPO

The use of Road vehicles by employees to commute to office has increased by many folds during the last decades for which the Parking space is falling short at the administrative offices & other Railway establishments. Therefore, the staffs are compelled to park their vehicles outside the boundary which is causing traffic problems & theft of vehicles.

Hence, ECoRSU demands to chalk out a plan and develop parking facilities at all the major administrative offices and other Railway establishments for the benefit of employees.

ADMINISTRATIVE REMARKS

MCS WORKSHOP

Location and feasibility to be examined.

ENGINEERING DEPARTMENT

Parking facility at Rail Sadan campus:

Personnel department being the nodal authority for staff amenities may advise for additional parking facility with due justification, mentioning size of additional parking space required. According proposal shall be uploaded on IRPSM for further processing.

Parking facility at Kanchanjanga and MCS Railway colony:

Personnel department being the nodal authority for staff amenities

may advise for additional parking facility with due justification, mentioning size of additional parking space required. Accordingly, proposal shall be uploaded on IRPSM for further processing.

PERSONNEL DEPARTMENT:

Requirement of additional parking facility will be examined and suitable action will be taken accordingly.

DECISION

Personnel Department may kindly decide the level of parking admissible to different categories of staff as per extant rules and practices elsewhere. Based on that they may propose additional requirement. Accordingly, a solution shall be worked out in association with DGM.

Regarding parking facilities in colonies the CIG may recommend and PCPO may approve and give the requirement to Engg. Deptt. for making proposal.

The above exercise will be completed before 31st Dec.

12. 47U-12-2023 **MERGER OF TICKET CHECKING STAFF (TC), COMMERCIAL CLERK (CC) AND ENQUIRY-CUM-RESERVATION CLERK(ECRC), COMMERCIAL INSPECTOR AND CHIEF COMMERCIAL-CUM-TICKET-SUPERVISOR.**

PCCM
PCPO

The Railway Board has issued merger guidelines in the Ticket Checking Staff(TC), CommercialClerk(CC) and Enquiry-cum-Reservation Clerk(ECRC) vide RBE No. 28/2018 and modified by RBE No. 59/2019. Thereafter, with RBE No.85/2023 with addendum RBE No.87/2023 the AVCs for the above categories were issued along with merger guidelines of Commercial Inspector with Chief Commercial-cum-Ticket-Supervisors.

Now, with all guidelines in place, the authorities at divisional level are not implementing the above AVC and other recommendations causing suffering of staffs of commercial department in promotion for their future prospects.

Hence, ECoRSU demands to take immediate steps for implementation of orders for the benefits of the staffs at different levels (L-3, L-5, L6, L-7, L-8 & L-9) of commercial departments.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

All the instructions received from Railway Board has been circulated to Divisions for early implementation by incorporating ECoR's Estt. Srl. Nos.

DECISION

It will be discussed in the next meeting.

13. 47U-13-2023 **SPECIAL SANCTION FOR RENOVATION/REPAIRING OF RAILWAY QUARTERS OVER THE DIVISIONS.**

PCE

It is observed that, most of the Railway quarters over the division are in dilapidated condition, the codal life of many of the quarters have expired and not in a habitable condition. Such damaged quarters are allotted by the quarter committees to the eligible staff but the staff have to wait further 7/8 months for actual occupation due to the delay in repairing work owing to non-availability of funds.

Therefore, ECoRSU demands special sanction of funds for renovation/repairing of Railway Quarters for the benefit of the employees.

ADMINISTRATIVE REMARKS

MCS WORKSHOP

Estimate has been prepared and lies pending for want of fund provision and shall be submitted to division after finance clearance.

WAT DIVISION

During the financial year 2023-24, the fund allotted for repair and maintenance of residential quarters is Rs. 17.05 cr. And expenditure incurred as on 30.09.2023 is Rs.9.43 Cr. However, additional fund of approximately Rs. 22.27 Cr. Has been asked in revised estimate for 2023-24 and the repairing work will be taken up for improvement of staff quarter accordingly.

ENGINEERING DEPARTMENT

During the financial year 2023-2024 the fund allotted for repair and maintenance of quarter is Rs. 52.76 Crore and expenditure incurred till 30/09/2023 is about Rs. 30.93 Crore. Additional funds to the tune of Rs.27.44 Crore has been asked for under RE.

SBP DIVISION

During the financial years 2023-24, the fund allotted for repair and maintenance of residential quarters is Rs. 4,27 Cr. However, additional fund of approximately Rs. 3,00 Cr. has been asked in revised estimate for 2023-24 and the repairing work will be taken up for improvement of staff quarter accordingly.

DECISION

Additional funds have been asked for in the revised estimate. Details of KUR Div will be included in the minutes of this meeting.

14. 47U-14-2023 ALTERNATIVE APPOINTMENT OF MEDICALLY DE-CATEGORIZED STAFF.

PCMD
PCPO

It is observed that, every month there are many staff who are medically de-categorized and absorbed in other categories of the same department or some other department. Their absorption in other cadre /post hampers the career progress of long standing promotion of senior staff of that cadre. This system of re-absorption of medically de-categorized **staff actually demoralizes the senior staff working in that cadre.**

Hence, this Union demands to form a pool of vacant posts borrowed from all departments and utilize the same for alternate appointment of Medically de-categorized staff. They may work in any department according the convenience of the Administration but their seniority should remain in that pool. It will be a win-win situation for the staff and the Railway administration as well because

- i) The de-categorized staff will not have any financial/promotional loss.
- ii) The promotions of the senior staff will not be affected.

Administration can utilize such staff in any post/department as per exigency.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Action is being taken as per Railway Board guidelines. As on date total 53 cases of CGA has been made. No pending cases lie as on date.

DECISION

Action will be taken within a month.

15. 47U-15-2023 HIGH LEVEL I.E. ZHQR. LEVEL INQUIRY IN THE RUN OVER CASE OF LATE CHITTARANJAN PRADHAN, TRACK MAINTAINER-II UNDER SSE(P.WAY)/KAPG RUN OVER AND KILLED BY RUNNING TRAIN ON 02.06.2021 WHILE ON DUTY.

SDGM
PCPO
PCE

It is reported that, Late Chittaranjan Pradhan, Track Maintainer-II working under SSE(P.Way)/KAPG was run over and killed by running train on 02.06.2021 while on duty. Later during the inquiry at Supervisor level and JAG level it was concluded that, Late Chittaranjan Pradhan, Track Maintainer-II was run over and died at the sport but he was not on duty.

It is pertinent to mention here that, both the inquiry committees have neither taken the circumstantial evidences (statement of SSE/Section & co-worker Sri B.P.Prusty, TM-IV, Mustor Roll, Diary Entry of the Station Master) into account nor taken any statements

from locals independent witnesses but concluded the inquiry abruptly. The matter was raised in the Divisional PNM but till date no re-inquiry of the case has been ordered.

Hence, ECoRSU demands to re-enquiry the case by the Vigilance to establish the fact that, the staff was on duty at the time of his run over by the train and action must be initiated against the Inquiry officers who have callously submitted the Inquiry Report to the Railway administration.

ADMINISTRATIVE REMARKS

GA DEPARTMENT

Vigilance department is an independent body, who does enquiry of the cases after receipt of complains where the malafide intensions are there. It is a case of department enquiry, the case may be enquired at higher level by the concerned department. However, if the Unions is not satisfied then they can lodge a written complain separately to the CVO with sufficient evidence for an impartial enquiry.

ENGINEERING DEPARTMENT

The entire case file of Late Chittranjan Pradhan, Ex.TM-II, DTM-32/BSDP under SSE/PW/KAPG is with Personnel department/KUR division since dated 21.03.2023.

As reported by Division the case is closed.

DECISION

A JAG level Committee comprising Sr. DEN/Co/KUR, Sr. DPO/KUR and Sr. DSO/KUR will enquire into the matter and submit a report to DRM within one month.

16. 47U-16-2023 **TIE UP MISSIONARY HOSPITAL, BMCK,SBP DIVISION., TATA STEEL MEDIA, JAJPUR KUR DIV AND MEDIC OVER HOSPITAL AT SRIKAKULAM FOR ECOR.**

PCMD

BMCK section is remotely located and it is too difficult to get the medical facility for staff and their family members. The section is very isolated area and there is no nearby medical facility available for the staff working in the section. They have to reach VSKP, Raipur or SBP/BBS for availing any emergency critical care.

Similarly, the staff of JJKR-KDJR, HDS-PRDP section depend on CTC/BBS for any medical emergency and staff of VZM to BAM and Gunupur-Naupada section depend on hospitals of VSKP for medical treatment.

Earlier, in ZPNM Item 45U-14-2022, it was decided that, the CMS

of the respective divisions will conduct survey with their doctors for empanelment of the hospitals.

Therefore, ECoRSU demands to tie up BMCK hospital, SBP Tata Steel Media hospital of Jajpur and Medicovert hospital of Srikakulam Road for the benefit of the Railway employees.

ADMINISTRATIVE REMARKS

MEDICAL DEPARTMENT

Divisional Railway Managers of the respective Divisions are empowered to accord sanction for tie up with private hospitals with Railway. Therefore, the item may be raised at Divisional forums.

DECISION

Padmini Hospital under DRIEMS Medical Institute.

Tie up with Medicovert Hospital, Srikakulam Road will be processed duly advising CMS/WAT.

17. 47U-17-2023

OPENING OF HEALTH UNIT AT MSMD, RETANG COLONY, KUR & BBS STATION.

PCMD

The MSMD is a remote section and as such there is no basic medical facility is available for staff and their family members. The staff are suffering due to non-availability of medical practitioners and are deprived from getting emergency services. It is very difficult to reach DRH/SBP during the time of emergency. Hence, this union demands to open a Railway Health Unit at MSMD for the benefit of the employees.

Further, at Retang Colony, KUR there is a Health Unit in place with all necessary infrastructure. Some time back it was closed due to unavailability of Doctors. Hence, this union demands immediate re-opening of the Health Unit in view of the benefit of the staff.

Opening of Railway Health Unit was a agreed upon agenda item of ECoRSU. It was agreed by the Railway administration to open a Health Unit at BBS Railway station on account of closure of Loco Colony health unit of KUR.

As the place for the proposed health unit has not been decided by the Railway administration, this union demands to accommodate the Health unit in the proposed new Model station building of BBS Railway station.

ADMINISTRATIVE REMARKS

MEDICAL DEPARTMENT

As decided earlier the Health Unit at BBS station will be opened after adequate space is provided in the new model station building. MSMD HU/SBP division is in operation at present. Retang colony HU/KUR division has been closed due to minimum attendance of Railway patients/beneficiaries.

DECISION

For opening of Health Unit at BBS Stn. is agreed in principle. PCMD along with GS/ECORSU will examine the location within a month.

18. 47U-18-2023 **PUBLICATION OF MACP/REGULAR PROMOTION/ SELECTION/ CALENDAR EACH YEAR AND IMPLEMENTATION OF THE PROMOTIONS AS DUE OVER ECoR.**

PCPO

It is observed that, the Promotional selections, Regular Promotions & MACPS are not being given to eligible staff within the due time. The MACPS are getting unusually delayed thereby causing financial loss to the employees. The Promotions through selections (DPQ/LDCE/GDCE) and though suitability are also getting delayed for one or another reason and vacancies are not filled up. This union demands to publish Selection/Promotion/MCAPS calendar every year so that, the progress in the process can be reviewed from time to time.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Selection calendar is being prepared by all units of East Coast Railway and cases of MACP are also being monitored.

DECISION

Discussed.

(CLOSED)

19. 47U-19-2023 **VIOLATION OF HOER BY CURTAILMENT OF HOURS OF CREW AND TMR OVER THE ECoR WHEN RELIEVED IN SECTION DUE TO LONG HOURS/YARD CONGESTION.**

PCOM

PCEE

PCPO

It has become a wrong practice of the administration, that the crew and TMR are being relieved in road side stations/mid-section due to long hours, operational problems or yard congestion and their duty hours are calculated excluding the weighting period at road side stations (treating as off duty from the road side station which is a violation of HOER). As per rule the duty of Crew & TMR should be calculated from CMS Kiosk point to Kiosk point of CMS/Destination. This is causing loss of duty hours to the Crew & TMR and which has a cascading effect on the staff, like the staff has getting less rest, Crew turn down is also getting affected.

Therefore, this union demands that, the duty hours of Crew & TMR should be calculated from Kiosk to CMS Kiosk/destination i.e. 9+2+1 hour basis as per the guidelines.

ADMINISTRATIVE REMARKS

HOER provisions being followed over East Coast Railway, if Union has specific cases then cases will be examined and suitable corrective

measures will be taken.

DECISION

Sample case will be provided by the Union, thereafter subject matter will be examined by PCOM and suitable action will be taken.

The duty details of Running staff will be faithfully entered in the CMS by the Data Entry Operator strictly as per T34 HF trip sheet. In case of doubt the staff can demand for monthly summary details which can be provided for self-verification.

20. 47U-20-2023 **BETTER RUNNING ROOM/REST ROOM/LOBBY AS PER RB GUIDELINES AT AMB AND MSMD OF SBP DIVISION AND RJGR AND MRDL OF KUR DIVISION.**

PCOM
PCEE

The running staff plays a vital role in ensuring the smooth and efficient operation of the Indian Railways. These hardworking individuals work tirelessly day and night, and away from their families, to keep the trains running on schedule and ensure the safety of passengers etc.

Recently two crew base have been opened in SBP division at AMB and MSMD. The lobby & running room provided for the staff are not as per the Board's Guidelines.

Similarly in KUR division, the Rest room at RJGR to be modified and renovated & contraction of new Crew Lobby and Rest room at MRDL is very much essential for smooth movement of trains and proper rest to the Crew and TMR as there is no quarter facility is available for the staff.

As the current accommodation provided at above rest rooms/running rooms are inadequate and fail to meet the facilities as per the guidelines of Railway Board hence the this union demands that, facilities should provided with immediate effect or the Crew Bases / Crew Changing point in mid-section may be closed.

ADMINISTRATIVE REMARKS

OPERATING DEPARTMENT

Specific complaints, if any, may be reported to the concerned Divisional authorities.

If any improvement is required, the same may be proposed.

ELECTRICAL DEPARTMENT

KUR DIVISION

Sr.DEE(OP)/KUR: work under process.

SBP DIVISION

Both running rooms at AMB and MSMD are new, all efforts are being

taken to provide all facilities at per Board's guidelines.

DECISION

The Rest Room at AMB and RJGR will be improved. At Miramandali the Rest Room will be arranged to take over from Construction and operate for the crew rest. DRM/WAT will be advised by PCPO of the issues raised in the PNM for developing facilities in the VZM Running Room as per the Rly. Brd. Guidelines.

At MSMD the crew base will be reviewed and if required proper rest room facilities will be developed. The above issues will be implemented by 26.01.2024.

21. 47U-21-2023 PROVISION OF SMART PHONES HAND SET TO ALL STATIONS AND SUPERVISORS.

PCSTE

With the evolution of internet and 4G/5G technology everything has gone digital and every work is done through digital platforms/ Smart phones. The Railway administration is also monitoring its supervisors through whatsapp. The Railway Board is monitoring the passenger feedbacks and grievances through various social media platforms like twitter, facebook etc. More importantly they are asking the field level supervisors for immediate compliance/circulation/collection of data. The station Masters are also instructed to send station amenity photographs, complaint books photographs, Diary Entry photographs (in urgent cases) & station cleanliness photographs on regular basis.

At present the supervisors have been supplied with CUG SIMs (4G) but have not been provided with any smart phones to provide the above data as desired by the administrations.

In view of the above this union demands to supply Smart phone handsets to all Stations and Supervisors for smooth operation and compliance of orders/instructions of higher administration.

ADMINISTRATIVE REMARKS

S & T DEPARTMENT

- All the stations have been provided with Smart phone hand set.
- Railway Board has not issued any guidelines to provide Smart Phone hand set to supervisors.

DECISION

Smart phone may be provided if such proposal receives from the divisions.

22. 47U-22-2023 PROVISION OF AIR CONDITION TO TRAINING SCHOOL AT CTC, SBP AND BLGR AND OTHER RAILWAY CENTRES AND OFFICE BUILDINGS.

PCEE

There are three training schools at CTC, SBP and BLGR. Most of the time the trainees suffer due to the tremendous heat wave & hot and humid weather as there is no provision of AC in the Training class rooms and hostel.

Hence, this union demands to provide ACs at the training schools at CTC, SBP and BLGR with immediate effect as per the guidelines of the Railway Board.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

Present training school at CTC is going to be dismantled under CTC station redevelopment work. Necessary, AC will be provided after completion of new building for training school.

Air condition already provided at training school at SBP and BLGR.

DECISION

It is reported that condition of furniture is not good at MDTC/VSKP. Action will be initiated to provide additional furniture.

23. 47U-23-2023 PROVISION OF REVERSAL OF NPS AMOUNT CONTRIBUTION TO PF ACCOUNT WITH ACCUMULATED INTEREST FOR STAFF WHO HAVE BEEN SHIFTED TO OLD PENSION SCHEME FROM NPS.

PCPO

PFA

After notification from the Railway administration and DoPT eligible staff have opted for OPS and were subsequently shifted to OPS from NPS. But, their NPS contribution fund is lying as such and has neither been paid to the employees nor transferred to their PF account.

Hence, this union demands immediate attention to this issue and return the hard earned NPS contribution to their PF account with interest.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

The employee contribution of employees who have been shifted from NPS scheme to old pension scheme (OPS) has already been transferred to individual PF account. A letter has been sent to Railway Board vide office Lr. No. ECoR/Acct/PF/NPS/Int/1610 dated 19.08.2022 followed by reminders dated 24.05.2023 & 26.07.2023 to develop software for crediting of NPS corpus to the PF Account of the concerned employee. But the reply is still awaited

from Railway Board.

DECISION

This will be followed up with the Rly. Board for development of the software for updation of the PF account of the OPS employees.

CLOSED

24. 47U-24-2023 **NON-IMPLEMENTATION OF PNM AGREED AGENDA OF WAT DIVISION: PROVISION OF ELECTRICITY & WATER SUPPLY FOR 53 No. OF LC GATES IN NWP-GNPR:**
- PCE
PCEE
- There are 53 Nos. of LC gate goomties in NWP-GNPR section without the provision of electricity and water supply. Due to lack of illumination at goomty the engineering staff facing trouble. The Divisional authorities had agreed in the PNM meeting to address this issue and complete the electrification under PH-36 within 6 month. But till date nothing has been done.
- Hence, this union demands to provide electricity and water supply to all the identified LC gates and goomties with immediate effect on humanitarian grounds.
- ADMINISTRATIVE REMARKS**
- ELECTRICAL DEPARTMENT**
- Out of total 49 Nos. of LC gates available between NWP-GNPR line, electricity has been provided in 17 LC gates. Tender for provision of Solar power to 12 LC gates is under finalization. Application for provision of local power supply from state authority to the rest 20 LC gates is under process.
- ENGINEERING DEPARTMENT**
- A proposal has been mooted for all 46 nos. for LCs for provision of bore well which has uploaded in IRPSM for 2023-24. The proposal is with DRM/WAT at present for sanction.
- DECISION**
- The work has been proposed under Plan Head 29 for borewells in IRPSM. It is with DRM for sanction.
- After implementation of electric supply at 12 stations, work for balance station will be proposed in next year Law Book.
25. 47U-25-2023 **REDUCTION IN NUMBER OF TOOLS TO BE CARRIED BY LOCO PILOTS IN LINE BOX/TROLLEY BAGS WITH IMMEDIATE EFFECT AS COMMUNICATED BY THE RAILWAY BOARD VIDE LETTER NO. 2019/ELECT(TRS)/440/6 LINE BOX DTD. 19.07.2023.**
- PCEE
PCOM
- As per the report of the committee constituted by the Railway Board, the optional tools are not mandatory to be carried by the LPs but shall be made available at the lobbies for issue at the time of

Sign ON.

Hence, this union demands immediate implementation of the above guidelines of Railway Board and give relief to the LPs.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

Implementation of guideline is under process in all three divisions and reduced number of tools are only carried.

DECISION

Implementation of Item No.1 of Railway Board guideline dated 19.07.23 shall be examined.

26. 47U-26-2023 **PROVISION OF DUTY HOUR TO THE STAFF (ELECTRICAL TECHNICIAN) ATTENDING TROUBLE SHOOTING ARE TRAVELLING FROM RAIPUR TO WAT AND RETURNING FROM WAT TO RAIPUR.**

PCEE
PCOM

The technicians (Electrical) who are attending trouble shooting are travelling from Raipur to WAT and returning to WAT from Raipur are denied the duty hours to avoid granting OTA to them, as the Locos return at a speed of 20kmph Ex- Raipur to WAT taking good lot of time, which is beyond the roster hours.

Hence, this union demands to grant the actual time taken as Duty hours i.e. till the time the technicians reach WAT to calculate the hours for OTA.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

Duty hours are being provided to the escorting staff booked in AC coaches of all the trains originating from VSKP as per norms.

DECISION

Details will be called from WAT division, will be examined by PCPO in consultation with PCEE.

27. 47U-27-2023 **LEAVE RESERVE CUM TRAINING RESERVE ARE NOT MAINTAINED AT ECoR AS PER RULE, IN THE NAME OF OT CONTROL AND LACK OF SUFFICIENT CADRE PARTICULARLY IN RUNNING STAFF.**

PCPO
PCEE
PCOM

As per provisions and guidelines the Leave reserve percentages, wherever they are below the minimum percentage prescribed, should be brought up to the minimum, except in respect of posts chargeable to the demand pertaining to the administration. In case of Loco Running Staff and TMRs, the leave reserves may be provided at the maximum of 30% and 25%, respectively.

[R.B.'s No.E(G)73 LR1/11, dated 3.12.1973, No. E(G)78 LR1/2, dated 30.6.1978 and No. E(G)70 LR1/2, dated 27.4.1973]

The provisions of leave reserves is intended to cover absenteeism on various counts, i. e., not only leave but also other purpose like joining time on transfer, vision tests, training courses, court attendance, attendance at enquiries, PNM meetings, selections, etc., Leave reserves should, therefore, be utilised for the purpose for which they are intended and they should not be posted against regular vacancies by keeping the leave reserve posts vacant for long periods. [R.B.'s No. E(G)70LR1/15, dated 12.11.1970, No.E(G)73 LR1/11, dated 3.12.1973, and No. E(G)78 LR1/5, dated 3.5.1985.]

[22/07, 18:19] COB R. V. S. S WAT 1: 4)

Hence, this union demands to maintain LR/RG/TR as per the guidelines for enabling the staff to meet their social obligations and other responsibilities.

ADMINISTRATIVE REMARKS

OPERATING DEPARTMENT

During annual Crew Review 2022-23, the issues relating to leave Reserve percentage of Running staff are taken care of.

ELECTRICAL DEPARTMENT

30% LR/RG is being calculated in the sanctioned cadre. However they are not shown separately in the sanction.

DECISION

Application of leave by running staff should as far as possible be considered positively by Crew Controller.

CLOSED

28. 47U-28-2023

NON-IMPLEMENTATION OF DIVISIONAL PNM ITEM OF WAT DIVISION REGARDING POSTING OF DOCTOR AT LAKHIMPUR (LKMR), DLS AND VADLAPUDI HEALTH UNIT OF WAT DIVISION.

PCMD

The LKMR section is a remote location consisting forest area for which it is very difficult to travel for medical treatment in times of urgency. The road communication to other towns is not good. Further there are no frequent trains stoppages at the station and also there is no referral tie up hospital is available. Hence, the Railway doctor is the only life saver for the Railway staff.

Hence, this union demands to post doctors/Medical Practitioner at the above Railway Health Units without further delay.

ADMINISTRATIVE REMARKS

At present 18 posts of IRHS cadre doctors are lying vacant in East Coast Railway. The vacant posts of doctor at Health units will be posted after joining of new IRHS doctors in ECoR. IRHS doctor is

DECISION

Discussed.

CLOSED

29. 47U-29-2023 **IMMEDIATE IMPLEMENTATION OF RBE NO. 155/2022 IN THE LEFT OVER DEPARTMENTS, SPECIALLY OPERATING DEPARTMENT OVER ECoR.**

PCPO

PCOM

The financial up gradation from Level-7 to Level-8 and Level-8 to Level-9 communicated vide above RBE has been implemented in some departments and some categories like Commercial, Personnel etc. But there are also many departments/ categories where the same has not been implemented yet.

Hence, this union demands to immediate implementation of the above up gradation for the benefit of employees across ECoR and in all departments.

ADMINISTRATIVE REMARKS

OPERATING DEPARTMENT

SBP &WAT:-Financial upgradation from Level-7 to Level-8 is under process.

KUR: Matter is under consideration for early finalization.

PERSONNEL DEPARTMENT

Mechanical: In terms of RBE No. 155/2022, when Mechanical and Signal & Telecom department will provide matching money value by surrendering the Level-1 revenue post, 50% of the Level-07 will be upgraded to Level-08.

Further, 50% of the Level-08 post will be upgraded to level-09 after 04 years up-gradation of Level-07 post on providing matching money value by surrendering level-01 revenue post.

Civil: Up-gradation of level-07 to level-08 is under process and memorandum has been issued in Civil Engineering department/HQrs vide No. ECoR/Pers/04/Engg/Up-gradation of cadre, dated 17-10-2023.

TMO: Matching savings has not been provided.

50% up-gradation of posts from Level 7 to Level 8 in Operating department/ECoR/HQ/BBS could not be implemented, since matching surrender money value could not be provided by Operating department by surrendering level 1 posts.

WAT DIVISION:

RBE No. 155/2022 has been implemented in all departments except OPTG of WAT division. Sr.DOM has now offered surrender

of posts required for up-gradation vide RBE No. 155/2022 and the same has been put up for approval of DRM after obtaining finance concurrence. On receipt of approval, the same will be implemented to the eligible staff of optg. Department.

SBP DIVISION

07 Nos of GK post has been surrendered by Operating department of SBP division for implementation of RBE No. 155/2022 and case file submitted to Personnel department for further action.

Promotion/selection calendar of SBP division has been published & followed the same. MACP of eligible staff of the division have been granted as per their eligibility.

DECISION

A letter will be issued to Rly. Brd. from PCOM regarding funding of upgradation proposal.

30. 47U-30-2023 DISTRIBUTION OF WORKLOAD AS PER IRPWM OF SECTIONAL SSE/P.WAY/KUR OVERBURDENED WITH WORK LOAD IN COMPARISON TO OTHER SECTIONAL P.WAYS.

PCE

PCOM

PCSO

It has come to the notice that, the work load of the sectional SSE/P.Way/KUR is very high at present.

The present jurisdiction of SSE/PW/KUR(Sec) is as follows:

KUR-RTN MID line 450/200-455/820	= 5.620km
KUR-RTN- KPXR DN line 450/200-457/200	= 7.0 km
KUR-RTN- KPXR UP line 450/200-457/200	= 7.0 km
KUR-PUI DN line 455/820-458/0	= 2.2km
KUR-PUI UP line 455/820-458/0	= 2.2km
<u>ARGL-HPGM Tie line</u>	<u>= 3.0km</u>

Total 27

Km.

Points & Crossings (Motor Operated)

KUR SOUTH Yd -	46
CENTRAL Yd -	44
NORTH Yd -	34
<u>HPGM -</u>	<u>04</u>

Total 128 nos.

Hand points

KUR yd	- 12
MEMU Shed	- 12
<u>IOH Shed</u>	<u>- 02</u>

Total 26 nos.

Running Lines:

KUR Coaching yard R1 to R12 Excluding main lines) = 2 km

KUR DN Marshalling Yd (R2 to R5)= 2.8 km
 KUR UP Marshalling Yd (R8 to R14) = 4 km
 Sick Line (R1 to R3) = 0.9 km
 LR & HR Siding = 0.4 km
 SORTING Line (R1 to R3) = 0.9 km
 Shunting Neck Line 3 nos = 1.3 km
 Saloon Siding 2 lines = 0.3 km
 Tower Car Line = 0.2 km
 IOH Line = 0.3 km
 Ballast Siding = 0.3 km
MEMU SHED (R1 to R6) = 3.0 km
Total 16.4 km

Private Siding - 03 nos.

FCI Siding
 IOCL Siding
 HPCL Siding

Summary

Main Line - 27 km (130 kmph)
Yard line - 16.4 km.
Points & Crossing - 128 + 26 = 154 nos
Total Running Lines = 30 lines
PVT.Siding - 03 nos

In comparison to other Sectional P.Ways of KUR Division, the work load of SSE/P.Ways is very high causes / may cause :
 Danger of Rail Safety & Employee safety. Hence this Union demands for splitting of the above sectional jurisdiction into three sections to avoid breach of safety.

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

Sectional PWI/KUR is having ETKM of 94.02 which is mainly KUR yard and the total ETKM of SSE(P.W) In-charge/KUR is 262.98 who is having 3 sectional PWIs i.e. Khurda road : 94.02, Sakhigopal : 79.37 and Puri: 89.59.

As per ETKM circular No. EB/65/Statistics/CE, New Delhi, dated 27.02.1971, yard Stick prescribed for Sectional PWI is 80 ETKM(Max). In KUR divn, Sectional PWIs are being ETKM of 90-130.

DECISION

CLOSED

SECTION C
REVIEW ITEMS

Srl. No.	Item No.	SUBJECT MATTER
31.	46U-01-2022	<p><u>DECENTRALIZATION OF SUPERVISORY CADRE OF JE/SSE/BRIDGE IN ENGINEERING DEPARTMENT.</u></p> <p>PCE</p> <p>It is observed that, the supervisory cadres of all departments including Electrical, Mechanical & Engineering etc. are operating in a decentralized manner but the Bridge wing of Engineering department utilizing the Supervisory cadre in Centralized manner i.e. it has a unified cadre across the ECoR, which is causing serious repercussions on the personal day to day life of the staff and also staff are feeling harassed due to inter-state transfers.</p> <p>In this regard this union demands to issue guidelines for decentralizing the Bridge supervisory cadre like Engineering (P.Way, Works) & other department supervisors which will benefit the employees.</p> <p>ADMINISTRATIVE REMARKS</p> <p>The decision for centralized control of the Bridge units is as per Rly. Board's letter dated 16.07.2007 & JPO dated 08.05.2015.</p> <p>LAST MINUTES</p> <p>Case will be reviewed.</p> <p>PRESENT POSITION</p> <p>ENGINEERING DEPARTMENT</p> <p>The decision for centralized control of the Bridge units is as per Rly. Board's letter dated 16.07.2007 & JPO dated 08.05.2015.</p> <p>DECISION</p> <p style="text-align: right;">CLOSED</p>
32.	46U-02-2022	<p><u>UNUSUAL DELAY IN DISPOSING D&A CASES IN APPEAL AND REVIEWING STAGE.</u></p> <p>ALL PHODs</p> <p>It is observed that, in majority of the D&A cases where the DA has finalized the punishments and Charged Officials prefer appeal or pray for Review of the cases, are lying pending before the Appellant Authorities and Reviewing Authorities for very long periods. There are instances that, DA has imposed the punishment and the punishment period is also over but the Appeal & Review has not been disposed off, which is a violation of D&A appeal rules and needs immediate intervention at the highest level.</p> <p>In this regard this union demands speedy disposal of all the D&A</p>

cases as per extant rules and to make the employees free from mental burden and agony.

ADMINISTRATIVE REMARKS

The D&A cases except where the matters are sub-judice are decided on top priority. Instructions have been given to all the appellant Authority to take up the above issue and finalized at the earliest.

Appeals and revision petitions are being disposed off regularly. In order to expedite the process of putting up the files to the Appellant Authorities and Reviewing Authorities.

However, Divisional cases coming to HQ under D&A rule 1968, quickly put up to the concerned PHOD/HOD for further disposal of the cases.

LAST MINUTES

All Divisions/Units will be advised to follow the timeline given by the Railway Board for disposing of the D&AR cases.

PRESENT POSITION

All efforts are made to comply the timelines. In few cases where court cases are there, delay arises. Specific cases of excess delay may be indicated.

DECISION

All efforts are made to comply the timelines. In few cases where court cases are there, delay arises. Specific cases of excess delay may be indicated.

33. 46U-03-2022 FORCIBLE CURTAILMENT OF TRAVELLING ALLOWANCES OF STAFF.

ALL PHODs

It is observed that, in many cases the staff are being booked for duties by sub-ordinate in-charges for more than 21 days for Railway work. But when the staff claim T.A for the period they are forced to delete the number of days from the T.A journal in the name of Controlling T.A/instruction from higher authorities. It is causing serious discontent among the staff as their rightful allowances are denied without any valid reason.

In this regard, this union urges before administration to address the issue on immediate basis and grant T.A to all staff as per their actual work out of head quarter or else stop booking of staff more than the stipulated number of days as the authorities have fixed in the name of controlling T.A.

ADMINISTRATIVE REMARKS

WAT DIVISION

All the TA claims are being cleared after proper scrutiny and no forcible curtailment TA has been done.

SBP DIVISION

No such case has come to notice.

KUR DIVISION

No TA bill is pending with DRM(P)/KUR office.

Railway Board has instructed to adopt austerity measure in all financial expenditures and keeping in view the above aspect all the Subordinate in-charges have been advised to book the staffs for duties in Railway work within the stipulated period. In emergent situation, where the staff is required to be booked for more than the permissible period, sufficient reason and approval of competent authority should be obtained.

LAST MINUTES

PCE :- As per actual movement TA has to be paid unless otherwise ordered by GM or Railway Board.

PFA :-

PRESENT POSITION

As per information received from all units of East Coast Railway, TA claims by the employee are paid timely. No instances have come to notice regarding forcible curtailment of TA.

DECISION

Instructions should be issued to all the units to arrange for the payment of TA as per the claim/entitlement. Claim should be put up to the concerned Competent Authority, as per the number of days without curtailment after due examination.

CLOSED

34. 46U-04-2022 **TRANSFER ORDER PROPOSAL BY EXECUTIVE (B.O.)S ARE BLINDLY APPROVED BY NOMINATED PLACEMENT COMMITTEES.**

ALL PHODs

It is observed that, the placement committees of various departments are blindly approving every proposal of the concerned Branch Officers without going to the details of the cases. It is a serious matter that, sometimes they are not verifying the actual vacancy provisions, applications of own request, pin-pointing position, recommending administrative transfers setting aside own request application of staff.

It is also pertinent to mention here that, the appeals before the Appellant authority against the irregular transfer orders are also overlooked and not considered.

In this regard, this union demands to stop such type of practice by the Placement committees or else it will defeat the purpose of setting of such committees for the benefit of the employees. This union also demands that, every application of staff/Unions pertaining to transfers should be disposed of before their transfers from their working place.

ADMINISTRATIVE REMARKS

In terms of Railway Board's Lr. No. E(NG)I/87/TR/NFIR/JCM/DC dated 27.09.89(RBE No. 244/89) read with Estt. Srl. No. 37/80, there is a provision of rotational transfer of staff holding sensitive posts. In order to implement the above instruction as and when any proposal received for such rotational transfer wherein branch officials of recognized Trade Unions are involved, after recommendation of Placement Committee the cases are forwarded to Headquarter to obtaining personnel approval of General Manager. As such the transfers are considered as administrative exigency.

LAST MINUTES

In all placement committee Personnel Deptt officers are members. All Sr. DPOs/WPO are advised to ensure that when Placement Committee Report is prepared staff whose spouse are working at the same station/academic session/priority position for own request transfer/trade union office bearers/periodical transfer rule are duly considered. The recommendations of the committee should be prepared with application of mind. A letter will be issued to all Sr. DPOs/WPO by CPO/A.

PRESENT POSITION

At present, all the transfers & postings of NG staff are being done with the recommendation of Placement Committee as per explicitly stated applicable norms under various extant instructions on the issue. Violation of instructions, if any noticed may be specified.

DECISION

Detailed instructions will be issued by Personnel Dept. HQ regarding role of Members of Placement Committee, especially Personnel Officer for strict implementation.

35. 46U-05-2022 OTA TO STATION MASTER'S CATEGORY OVER E.CO.RAILWAY.

PCPO
PCOM
PFA

It is reported that, the Station Masters of this Railway are not being allowed OTA for their extra hours duty period as per the Roster issued by the Personnel branch. The SMs are not paid OTA citing their supervisory cadre(Exclude category) although they are working in Continuous Roster. But, other Railways already have such provision of OTA to Station Master Categories in accordance to Railway Board's letter dated: 30.11.1984.

In this regard, look into the matter and requested to grant of Payment of OTA to Station Master Categories at the earliest.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

A D.O. vide No. ECoR/HQ/Pers/IRM/Pt.VI/55 dated 19.09.2022, & 21.09.2022 from PCPO and CPO/Admn. respectively has been sent to Railway Board for clarification regarding eligibility of SS category in level-7 working in continuous roster, but no reply has been received in this regard. A reminder letter No. ECoR/HQ/PERS/IRM/Pt-VI/55 dated 14.03.2023 has also been sent. Recently, a D.O. Lr. No. ECoR/HQ/PERS/IRM/Pt-VI/55 dated 09.05.2023, 16.05.2023 and 02.06.2023 has also been sent to Railway Board.

LAST MINUTES

General Secretary/ECoRSU requested to GM/ECoR to make a special D.O. to CRB on the above issue.

PRESENT POSITION

Regarding the subject matter, a remainder to Railway Board has been made for guidance. Once again a clarification has been sought from Railway Board on date 23.11.2023.

DECISION

A D.O. Letter No. ECoR/HQ/Pers/IRM/Pt-VI/55 dated 12.12.2023 has been issued to Railway Board in this regard.

36. 46U-06-2022 ARBITRARY SURRENDER OF WORKING/VACANT POSTS/SAFETY CATEGORY POSTSAND REDEPLOYMENT OF THE SURPLUS CATEGORY WITHOUT DISCUSSING WITH THE RECOGNIZED TRADE UNIONS.

ALL PHODs

It is observed that, the Railway administration has been surrendering working posts arbitrarily without following the laid down guidelines/provisions of Railway Board. It is reported that, the administration is imposing the surrender memorandum bypassing the

procedures of the Master Circular 22. Many employees have been declared surplus 2/3 times due to mis-mangement of manpower. The redeployment is being done in pick and choose method violating the laid down policy. Staff option applications & views of the recognized Trade unions are often not taken into consideration while deciding their redeployment in various categories. Further, it is also observed that, Safety Category posts are also being surrendered violating the recommendations of RBE 65/2022dtd. 08.06.2022 which will have a catastrophic effect on Railway safety.

In this regard, this union demands to finalize a JPO considering RBE 65/2022 and Master Circular 22 regarding surplus /abolition of posts & redeployment taking the trade unions into confidence and all disputed redeployments/surrenders should be reviewed in consultation with the recognized Trade unions.

ADMINISTRATIVE REMARKS

CRB &CEO's vide D.O. letter No. E(MPP)2022/1/1 dated 18.04.2022 has directed Zonal Railway for surrender/redeployment of posts based on "Rationalization of Man Power". Accordingly, as per direction of General Manager, list containing posts to be surrendered/redeployed has been issued to Divisions/Workshop of ECoR, under intimation to both the recognized Labour vide letter No. ECoR/Pers/16/NGCS/ZPNM/Org.Labo/P-I/1506 dated 01.08.2022. In addition, regarding outsourcing of sanitation and housekeeping services in Central Hospital/MCS, both the recognized labour has also been informed vide letter No. ECoR/Pers/12/NG44/H/HKA/Med/RoM/1146 dated 07.09.2022.

LAST MINUTES

PCE : In Engineering Deptt. it is the constant effort to resist surrender of posts as already all possible surrender has been effected. Moreover, as per extant policy re-designation is being resorted to wherever absolutely essential.

PRESENT POSITION

All the surrender/redeployment of working/vacant posts are being done with the approval of competent authorities as per RB guidelines and work study carried out from time to time.

DECISION

Discussed.

(CLOSED)

37. 46U-09-2022 PROVISION OF TREATMENT TO THE EMPLOYEE/DEPENDENTS& RELHS BENEFICIARIES OF EAST COAST RAILWAY DIRECTLY IN ALL THE TIED-UP HOSPITALS.

PCMD

It is observed that the medical beneficiaries of East Coast Railway of any stations/Units of Head Quarter, three divisions, Workshop, RE, RRB & construction while attending for treatment in Tied-Up Hospitals are facing problems with a cause that the Hospital is Tied-Up with a particular division or Head Quarter. The patients has to go through proper channel from one Railway Hospital to other Railway Hospitals and then to Referral treating Hospital of the concerned division for treatment. People use to come for treatment only in case of urgency and in need, they never come casually for a visit to the Hospitals. This procedures kills the time of patients and attendants and it is a harassment to the patients leading acute condition of the diseased.

Hence this Union demands for easy and quick policy of treating of the patients directly from parent Medical Units to the Tied-Up Hospitals of any division or Head Quarter with the necessary formalities raising debit.

ADMINISTRATIVE REMARKS

MEDICAL DEPARTMENT

Procedure for referral to tie up hospital is available. The patient has to go to Railway Hospitals for treatment. If Railway Doctor feels the patient needs tertiary treatment/management, then they refer to other Specialized Railway Hospitals, Govt. Hospitals or tie-up private hospitals of zones and divisions. In emergency condition like road accident, burn cases, heart attack, Obstetrics & Gynecological cases etc the patient can get treatment at any tip-up Hospital directly by producing their Railway UMID or Identity Card with intimation to the concerned Railway Hospital. All Units in-charges have been advised for referral of patients directly to tie-up hospitals of ECoR in emergencies by the Health Unit In-charge doctors vide PCMD/ECoR's letter No. ECoR/BBS/MED/46th ZPNM/ECoRSU/472 dated 27.09.2022.

LAST MINUTES

Guidelines in Railway Board's letter 2018/Trans/Cell/Health/CGHS/e-Office No. 3270783 dated 28.12.2020 will be reiterated to the Divisions for strict compliance. All Units in-charges will be strictly advised for referral of patients directly to tie-up hospitals of ECoR in emergencies by the Health Unit In-charge doctors vide PCMD/ECoR's letter No.

PRESENT POSITION

MEDICAL DEPARTMENT

All the CMS's & MD/CH/BBS have been advised vide PCMD/ECOR's letter No. ECoR/BBS/MED/46th ZPNM/ECORSU/472 dated 27.09.2022 to instruct Health Unit in-charge in this regard.

DECISION

Instructions will be reiterated to all the Divisions of ECoR for immediate implementation.

(CLOSED)

38. 46U-10-2022 PROVISION OF AIR CONDITION FACILITY TO ALL THE STAFF QUARTERS AND OFFICES.

PCEE

Now a days Air Condition facility to all the employee and their family members has become necessary, because:-

1. Day by Day the atmosphere is becoming hot.
2. The structure of the Quarter making the room hotter than the outside atmosphere.
3. Employees are staying with their old parents.
4. Nearly every employee has a patient in their Home.

Providing Air condition to some Quarters and some offices create discrepancy and diversity, leadings employee discontentment.

In viewof the above this Union demands for provision of Air condition facility to all the staff Quarters and offices.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

As per RB's new guidelines issued vide letter No. 2021/EEM/180/11 dated 09.11.2021 revised scale of electrical fittings for the existing staff quarters will be provided when re-wiring of a quarter is being undertaken.

As per RB's letter No. 2012/Elect(G)114/1 dated 01.12.2016 Air Conditioners are being provided in the Railway offices, Buildings & other centres as per requirement/demand duly considering feasibility.

WAT DIVISION

As per Railway Board circular No. 2006/Elect(G)/180/11 Pt. dated 21.06.2016, AC connection upto Ty-III are eligible and for Ty-I and Ty-II on medical grounds based upon technical feasibility, so connection may be permitted as per extant rule without any

discrimination.

As per CESE's circular No. ECoR/EL/O450/13/285 dated 06.02.2006, for Rs. 1395/-rupees has been charged for Supervision of electrical assets, without supervision of electrical assets cannot be charged. Hence, supervision charges to be paid.

KUR DIVISION

For Staff Qrs: As per Railway Board's new guideline, revised scale of electrical fitting for the existing staff quarter will be provided when re-wiring of a quarter is undertaken. Hence, AC connection will be permitted as per extant rule to eligible quarters without any discrimination after verifying genuineness of urgency, medical certificate and technical feasibility of the said qrs.

For Offices: As per Railway Board's letter No.2012/Elect(G)/114/1 dt.01.12.2016 Air Conditioners are being provided in the offices as per requirement/demand received with funds provision from the concerned department with approval of DRM/GM.

SBP DIVISION

The capacity of transformer, switch gear and size of cable to be enhanced to meet the excess load. As such, separate works to be allotted for the said purpose.

LAST MINUTES

Survey will be carried out by Divisions to assess upgradation of transformer and cable of higher capacity to cater additional load as per Rly. Brd. Ltr. No. 2021/EEM/180/11 dated 09.11.2021 due to AC point and geyser point by 30.09.2023.

PRESENT POSITION

ELECTRICAL DEPARTMENT

As per Railway Board circular No. 2021/EEM/180/11 dated 09.11.2021, AC points are being provided up-to Ty-II quarters. AC points are being provided in Ty-I quarters on medical grounds as well as on the basis of technical feasibility. In terms of RB's letter No. 2012/Elect(G)114/1 dated 01.12.2016 it is stated that "Keeping in view the importance of these buildings/offices and various developments being made in Railway offices, Railway can decide on their own the requirement of air-conditioning with approval of Divisional Railway Manager. The same is being followed for provision of AC in Railway offices.

However, a survey of all distribution sub-stations shall be done to ascertain the feasibility of up-gradation.

DECISION

Division will be advised to immediately carry out the survey of sub

stations capacity and distribution dealer capacity and maintain data base. This will facilitate easy decision making.

39. 46U-12-2022 **PROVISION OF CONTINGENCY AT PAR WITH THE PROVISION OF CONTINGENCY OF STATE GOVERNMENT TO THE RAILWAY EMPLOYEE WHILE DEPUTED ON DUTY TO OTHER AREAS FROM HEAD QUARTER :-**

PFA

PCPO

The Railway administration is providing contingency to its employee, while deputing them on duty to other place from the Head Quarter. The rate of contingency is old one with a very low rate of its actual cost. The state government has already revised the contingency for their employees after 7th CPC.

Hence this Union demands and the contingency amount of Railway should be revised at par with the rate of State Government, which is presently the actual cost of contingency.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

Contingency in favour of employees is being paid/admitted in Accounts office as per the extant rule. PCPO office has to process for revision as per extant rule if any.

PERSONNEL DEPARTMENT

Earlier, a D.O. letter dated 12.03.2021 from CPO/IR had been sent to Secy. to Govt. of Odisha Commercial Transport. But not reply has been received till date. Again, on 20.01.2023 one Ch.OS Sri R.C.Biswal, booked to collect revised rule mileage from Secretariat but under Secy. to Transportation department stated that no further revised contingent has been made.

A letter No. ECoR/Pers/R/4/20/TA/Contg./8/23 dated 13.06.2023 has been sent to Railway Board in this regard.

LAST MINUTES

Position will be called from MCSW and decision will be taken.

PRESENT POSITION

A reminder letter to State Government has been sent via Ch.S&WI to get the updated revised contingent chart.

DECISION

Discussed.

(CLOSED)

40. 46U-13-2022 REGULAR INFORMAL, RUNNING INFORMAL, NON-PAYMENT AND PNM MEETINGS AT DIFFERENT LEVELS TO HAVE A PROPER INDUSTRIAL RELATION:-

PCPO

To have a better Industrial relationship and staff Welfare, administration use to conduct Informal, Running Informal, Non-payment and PNM Meetings at different levels to resolve the issues. But after COVID, it is observed all the above meeting are not being conducted regularly. Moreover it is felt in some of the cases the procedure of conducting the above meetings is not known to the administrators at their level, for which the cases have been delayed for a pretty long time.

Hence this Union demands for taking necessary actions to conduct the above meetings regularly and reiterate the procedure to all concerned to have a better Industrial relation, welfare of the staff and redressal of the grievances.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

The remarks received from divisions is as under:

WAT DIVISION

Waltair division is conducting informal, Divisional Joint Running staff meeting, PNM meeting regularly as per tentative calendar.

SBP DIVISION

Regular Informal, Non-payment and PNM meetings are being held timely as per scheduled calendar year in this division for better industrial with employee.

KUR DIVISION

Noted.

LAST MINUTES

Division will be advised to conduct regular Informal, non-payment and PNM meeting timely.

PRESENT POSITION

So far, all the units have been advised to conduct PNM/Informal meetings/Non - payment meetings regularly.

DECISION

Division will be advised for conducting the biennial joint running meeting, informal meeting.

(CLOSED)

41. 46U-14-2022 **FILLING UP OF PROMOTIONAL VACANCIES IN SUPERVISORY CADRE.**

ALL PHODs

There are huge vacancies lying in supervisory cadre across all departments and the eligible hard working staff are being deprived from their rightful promotions. In this regard an advisory was communicated by the Railway Board to all the Zonal Railways vide Letter No.E(NG)I/2020/PM1/5Pt.1 dtd.01.07.2022 for timely filling up of the promotional posts in Supervisory cadres.

Hence, this union demands before the administration to expedite filling up of vacant posts in supervisory cadres on top priority basis across all departments.

ADMINISTRATIVE REMARKS

WAT DIVISION

The vacancies in all departments are being filled up as per the selection calendar. Filling up of the vacancies will be expedited.

SBP DIVISION

Selection committee has been nominated for conducting to the post of CLI.

KUR DIVISION

Selection/suitability test are being conducting in regular manner as and when vacancies are available.

PERSONNEL DEPARTMENT

Vacant posts of supervisory posts are being filled up from time to time and when arises. However, the suggestion of ECoRSU for filling up vacant posts in supervisory cadres on top priority basis is accepted to speedy up the same. However, it come to know that from 01.04.2022 to 31.03.2023 Selection=66, suitability=201, total =66 finalized.

LAST MINUTES

All selection/suitability/trade tests are being monitored by all PHODs and GM. Details will be called from Divisions regarding pending promotions/selections.

PRESENT POSITION

Departmental selections are being conducted in a regular manner as reported by the units.

DECISION

Discussed.

(CLOSED)

42. 46U-16-2022 PROVISION OF CHANGING ROOMS, TIFFIN ROOMS AND SEPARATE TOILETS FOR WOMEN RAILWAY EMPLOYEE AND PROVISION OF NAPKIN VENDING MACHINE AND DISPOSAL MACHINE AT WORK PLACE.

PCE

It is matter of great discontentment that, despite repeated discussions in various forums at divisional & zonal level the matter of provision of Changing rooms, Tiffin rooms and separate toilets for women Railway employee and provision of Napkin vending machine and disposal machine at work place has not been addressed neither by division nor by the zonal railway. Further, an advisory was issued to all Zonal Railways by the Railway Board regarding provision of the above vide Lr.No.E(W)2021/UN-1/6 dtd. 25.03.2022. But it is quite disheartening the say that, till date the above guidelines of the Railway Board has not been complied yet.

In this regard, this union demands to take up the matter at the earliest and implement the guidelines on war footing across the zone.

ADMINISTRATIVE REMARKS

WORKSHOP/MCS

04 nos. of changing rooms for women Railway employees of MCS are existing (Paint shop, Trimming Shop, Wheel shop & CF). Separate toilets are also available for women Railway employees. Napkin vending machines are available near Time office and staff canteen at MCS.

ENGINEERING DEPARTMENT

KUR Division:

Dress changing & Tiffin room have been provided in the Railway offices where a substantial women Railway Employees are working. In division office (DRM's office)/KUR, one common Tiffin room for ladies have been provided. In all offices separate toilets for women employees have been provided. Regarding provision of Napkin vending machine and disposal machine at work place to be decided by competent authority.

SBP Division:

In the Railway offices where a substantial number of women Railway Employees are working, separate toilets have been provided in SBP division. However, the proposal for separate dress changing, Tiffin room, provision of Napkin vending machine and disposal machine may be initiated by Sr.DPO/SBP for obtaining approval of the Competent authority.

WAT Division:

At DRM Office complex one rest room and dining room (Tiffin room) have provided on 30.06.2022.

Dress changing & Tiffin room have been provided in the Railway offices where substantial women Railway Employees are working. Currently no special agreement for providing separate changing rooms, Tiffin rooms and separate toilets available at other places. Further, survey will be conducted to develop the same in near future.

Napkin vending machine and disposal machine pertains to Medical department.

Remarks of Sr.DEN/Estate/BBS:

Following the policy for provision of convenience facilities for women at workplaces, vacant office spaces which are found suitable, are being converted into Rest Rooms/Dress changing Rooms for Women employees of workshop. During renovation of existing toilets, separate toilets for ladies are also being provided wherever feasible.

Also, ladies toilets are constructed through sanctioned infrastructure development works under PH-42 wherever provisions are kept, at locations identified by the Workshop authority.

Adequate no. of ladies toilets are available in the ECoR HQ office and in the Administrative office of CWM/Mancheswar.

For further provision of such facilities, new works, as and when sanctioned under various Plan Heads, works will be taken up.

WAT DIVISION

Provision of changing rooms, Tiffin rooms and separate toilets for women Railway employees are provided at DLS/VSKP. 02 Nos. of napkin vending machines are also provided. Procurement proposal for napkin incinerator machine is under process. Extension of one ladies room is under progress.

At DRM office complex one rest room and dining room (Tiffin room) for ladies have been provided on 30.06.2022. the details as follows:

Sub division	Changing room	Tiffin room	Toilets
ADEN/Est-II	Provided	Provided	Provided
ADEN/Tr	--	--	Provided
ADEN/VZM	--	--	Provided
ADEN/CHE	--	Provided	Provided

ADEN/RGDA	--	--	Provided
ADEN/LKMR	--	--	Provided
ADEN/ARK	--	--	Provided
ADEN/KRPU	--	--	--
ADEN/JDB	--	--	--
ADEN/KRDL	--	--	--

LAST MINUTES

Personnel Dept. may pilot the issue. Wherever existing accommodation can be utilized it should be identified by Personnel Dept. and pursued with the administrative head. Regarding construction of extra accommodation, specific proposal should be initiated by Personnel Dept. Engg. Dept. will request Construction Dept. to provide funds for the same.

Sr. DPOs will be advised to survey for the requirement and same may be forwarded to HQ by 10.08.2023.

PRESENT POSITION

Divisions/Units were advised to take suitable action on the subject matter. A reminder has been sent again.

DECISION

Sr.DPOs will be advised to put up the file with the details of places where the facilities to be provided/extended to DRM. DRM to take decision regarding the execution of the work.

43. 46U-17-2022 PROVISION OF COMMON DRESS CODE FOR ALL GENERAL ASSISTANTS IN OFFICE AND FIELD UNITS.

ALL PHODs

It is observed that, the General Assistant of different units are having different dresses codes for which it is difficult to distinguish them. Further, it is also observed that, many outsourced/contractual staff are also using the same kind of uniform as of the General Assistants of Railways which is creating confusion. Sometimes the General Assistant working at stations and public places are getting bad names for the wrong doing of the outsources/contractual staff.

In view of the above, this union demands to make provision for common dress code for all General Assistants working in different administrative offices and field units for working convenience.

ADMINISTRATIVE REMARKS

SAFETY DEPARTMENT

Noted.

COMMERCIAL DEPARTMENT

White uniform is being prescribed for General Assistants in this office.

WORKSHOP/MCS

It will be followed.

MECHANICAL DEPARTMENT

KUR: Policy matters to be discussed at apex level.

SBP: The dress code specified for General assistant in offices are being implemented in Mechanical department of Sambalpur division.

WAT: The dress code as prescribed in the Dress regulation for General Assistant (erstwhile peons) are being followed.

OPERATING DEPARTMENT

It is a policy matter to be decided by the Competent Authority.

ENGINEERING DEPARTMENT

Dress code for General Assistants in Administrative office as well as field unit offices are being followed and they are getting dress allowance of Rs.5,000/- per annum vide Railway Board's Lr. No.PC-VII/2018/1/7/5/1 dtd.20.06.2019.

WAT DIVISION

Will be followed as per guidelines of HQrs/Railway Board.

KUR DIVISION

Administrative decision may taken for Provision Of Common Dress Code For All General Assistants In Office And Field Units. Dress allowance is being paid ever year.

GENERAL ADMINISTRATION DEPARTMENT

Policy decision, can be taken at Apex level.

PERSONNEL DEPARTMENT

There is a provision of white uniform for General Assistant under the purview of Dress regulation Act 2004.

LAST MINUTES

A common dress code should be implemented all over ECoR in accordance to dress regulation act 2004.

PRESENT POSITION

Dress code for General Assistants in Administrative office as well as field unit offices are being followed and they are getting dress allowance of Rs.5,000/- per annum vide Railway Board's Lr. No.PC-VII/2018/1/7/5/1 dtd.20.06.2019.

All PHODs have been advised to issue necessary guidelines to contractors for using different uniform dress code for contractual staff other than Railway Officials dress code.

DECISION

As decided GS/ECORSU will submit a detailed proposal in this regard.

44. 46U-18-2022 RATIONALIZATION OF CATERING WING CADRE OF COMMERCIAL DEPARTMENT OF ZONAL HEAD QUARTERS, BHUBANESWAR.

**PCCM
PCPO**

It has come our notice that, the Catering Cadre of Commercial department at Zonal HQrs. Has been randomly declared as surplus and have been surrendered. As per the current data, the total sanctioned posts of Catering Cadre stands at 41, On Roll -26 and Vacancy-15.

It is observed that, all vacant posts are in the intermediate stage (approx-7) coming under Reserved Category but all working posts (8 nos.) are in entry grade is occupied by UR candidates. Hence, the future promotions of the UR candidates are blocked forever.

In view of the above, this union demands re-assessment of the Roster Point for giving promotional opportunity and career progression.

ADMINISTRATIVE REMARKS

COMMERCIAL DEPARTMENT

Personal Department will be requested to reassess the roster point for giving promotional opportunity and career progression. One OA is pending before Honble CAT/SC due to which promotion of other incumbents in the cadre Catg. Inspector-II is being hampered.

PERSONNEL DEPARTMENT

As decided by PCPO one (UR) vacant post has been kept reserved, since OA No.896/2018 is sub-judice before the Hon'ble CAT/HYB. After obtaining approval of PCCM notification dated 20.04.2023 issued for filling up of Catering Inspector in L-6 against 80% DPQ i.e. 08 vacancies (5-UR including 1 PWBD, SC-1 & ST-2. Suitability has already completed and 4 candidates empanelled against the vacancies.

LAST MINUTES

Selection process will be completed before 31.08.2023.

PRESENT POSITION

Selection completed. Item may be closed.

DECISION

(CLOSED)

45. 46U-19-2022 NON-IMPLEMENTATION PNM AGENDA NO. 42U-03-2020 I.E. TO EXPLORE FEASIBILITY OF CONSTRUCTION OF RAILWAY KALYANMANDAP & INSTITUTE NEAR BBS STATION FOR FACILITATING THE BBS OPEN LINE STAFF.

PCPO

PCE

The above issue was discussed at length in the 42nd ZPNM and the matter was agreed upon. But after passage of 2 & half years no action has been taken by the Railway administration in this regard.

Therefore, this union demands to immediately examine the feasibility for construction of Railway KalyanMandap& Institute near BBS station as agreed by the administration.

ADMINISTRATIVE REMARKS

Remarks received from KUR division is as follows:

The station development plan for Bhubaneswar Railway station is under finalization. Taking into account the availability of space after the plan is finalized, further proposal for Kalyan Mandap and Institute near Bhubaneswar Station will be initiated.

Since, Kalyan Mandap at CSPR already exists, the same can be availed by the BBS Staff.

LAST MINUTES

One vacant quarter will be identified in BBS Railway Colony for being converted into staff Institute for staff recreation. Dy. CPO/HQ, Sr. DPO/KUR, Sr. DEN/Central/KUR and representative of ECoRSU will jointly identify within 10 days. Letter may be written to DRM/KUR by CPO/A.

PRESENT POSITION

Item will be discussed in meeting.

DECISION

The proposal will be initiated by PCPO. PCE will request CAO (Con) for providing funds for the same.

46. 46U-20-2022 PROVISION OF NEW QUARTERS FOR POSTING OF ADDITIONAL STAFF & OPENING OF NEW LOBBY AT DIFFERENT STATIONS:

PCE

PCOM

New crew lobby has been opened at MRDL, BBS,PURI,CAP and the staff strength of existing crew lobby like CTC, TLHR, BHC,JKPR, KDJR &KUR are increasing. But the quarters at new crew lobbies is to be constructed to facilitate the staff to attend the duty properly & also to take of their family comfortably.

In addition to this the staff strength of old crew lobbies as mention above are increased un expectedly, the existing quarters does not able to cater the additional strength of the staff.

Hence this Union demands for immediate construction of quarters to cater the increasing staff strength.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

Pertaining to Engineering department.

OPERATING DEPARTMENT

The requirement and provision of additional quarters & new lobby will be surveyed and assessed. Provision for new quarters will be included in major infrastructural works.

ENGINEERING DEPARTMENT

Proposals for construction of new quarters of various units/section at BHC, KDJR, BBSN, MCS, KUR, PRDP, CSPP, BALU, PSA, BAM, CTC & PUI have been uploaded in IRPSM. These works will be taken up after obtaining Railway Board sanction.

The station wise details of quarters are as follows:

Unit/ Station	No of Quarters			Date of Uploading
	Ty-II	Ty-III	Ty-IV	
BHC	40	--	06	07.12.2021
KDJR	3 & 40	12	--	For 03 Qtrs. on dtd 07.12.2021 & rest Qtrs. on 15.07.2022
BBSN	20	--	--	04.12.2021
MCS	08	06	--	17.12.2021

KUR	15	250	40	07.12.2021
PRDP	80 & 100	01 & 20	--	For Ty-II 80Qtrs and Ty-III-01 Qtr on dtd 07.12.2021 & rest of Qtrs on 15.07.2022
CSPR	--	--	06	04.07.2022
BALU	110	--	--	03.12.2021
PSA	270	--	--	02.12.2021
BAM	42	--	--	03.12.2021
CTC	100 & 63	--	--	19.10.2021 & 07.12.2021
PUI	280	--	--	07.12.2021

KUR DIVISION

Construction of new quarters on replacement account as well as increase in staff strength are taken up at all stations/settlements of KUR Division for all type of quarters. The proposal for construction of new quarters of various Units/Section at BHC, KDJR, BBSN, MCS, KUR, PRDP, CSPR, BALU, PSA, BAM, CTC & PUI have been uploaded in IRPSM. These works will be taken up after obtaining Rly Board sanction.

LAST MINUTES

Position will be reviewed after March'2024, till such time requirement of transportation from sign on/sign off to the work spot will be augmented. The additional requirement will be suggested by the union representatives. The type of facility available at PRDP and Jhakapurawill be extended to MRDL also.

PRESENT POSITION

OPERATING DEPARTMENT

Provision for new quarters will be included in major infrastructural works.

ENGINEERING DEPARTMENT

The following quarters of different units under KUR Division have been uploaded in IRPSM but due to shortage of fund not shortlisted by Headquarter.

Unit/ Station	No of Quarters				Date of Uploading
	Ty- II	Ty- III	Ty- IV	Tota I	
BHC	85	38	4	127	07.12.2021 & 15.07.2022
KDJR	147	21	0	168	07.12.2021 & 15.07.2022
BBSN	8	0	0	8	04.12.2021
PRDP	180	21	0	201	07.12.2021 & 15.07.2022
CSPR	0	0	6	6	04.07.2022
BAM	42	0	0	42	03.12.2021

DECISION

Proposal will be reviewed.

47. 46U-21-2022 LEASED ACCOMMODATION TO THE OPEN LINE STAFF FROM RTN TO NQR INCLUDING BBS :

SDGM
PFA

The administration does not able to provide required railway accommodation to the staff working in the jurisdiction of BBS Corporation. The staff are suffering from financial loss for paying high rent for private accommodation.

In view of the above it is demanded that the provision of leased accommodation should be extended to all the staffs at par with officers.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

No such proposal is pending at present in Sr.DFM/KUR's office.

GENERAL ADMINISTRATION DEPARTMENT

As far as leased accommodation of division is concerned, the details should come from division through DRM for perusal and sanction of GM for implementation.

LAST MINUTES

Proposal should be initiated from divisions.

PRESENT POSITION

GA DEPARTMENT

As per the decision proposals to be initiated by division.

The matter will be discussed in meeting.

DECISION

It will be discussed in the next meeting.

48. 46U-25-2022 **PREPARATION OF FRESH AVC FOR ECoR FOR ALL CADRES OF ALL DEPARTMENTS.**

PCPO

It is learnt that, our Railway is following the AVC implemented at South Eastern Railway while considering promotional opportunities to staff of this Railway. It's a fact that, Railway working is more or the same all over India but the cadre strength and staffing pattern is different according to the work load of the divisions/zones. The redundant/diminishing categories may also be different in different zones. Hence, following the same AVC everywhere may not be appropriate.

In this regard, this union demands to formulate a new AVC adhering to the guidelines of Railway Board for East Coast Railway considering the staff position and bottlenecks affecting promotional channel of staff.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Railway Board advise to Zonal Railway vide Lr. No. E(NG)I-2017/PM 1/13 dated 03.01.2023 wherein it has been directed to ECoR Zone to frame out AVC for Electrical Department. Accordingly, AVC for Electrical Department has been framed out for onward submission to Railway Board. For other departments AVC, the assignment was given to other zones.

After consolidation the AVC from all Zonal Railways a full phased AVC for all departments will be issued by Railway Board.

LAST MINUTES

A consolidated AVC for all departments is under process at Railway Board.

PRESENT POSITION

A consolidated AVC for all departments is under process at Railway Board.

DECISION

Discussed.

(CLOSED)

49. 46U-27-2022 **INCREASING DATA LIMIT IN CUG SIMS FOR SUPERVISORY CATEGORY**

PCSTE

As the Railway administration has started digitization and all data are transmitted digitally the use of data services have been increased by many folds. As there is no standardized applications provided to Railway personnel the employees are compelled to use the free apps available in the Google Play store which are consuming

a lot of data.

The Railway authorities are demanding progress of works to the supervisors every now and then and thereby the supervisors monitoring work also involves heavy uses of Mobile data. It is observed that, the free data provided in the scheduled plan meant for the supervisors is not sufficient enough to cater their job needs and hence the CUG data plan needs to be upgraded at par with Group 'B' Officers.

In view of the above, this union demands to upgrade the CUG data plan of the staff who are working in Supervisory capacity.

ADMINISTRATIVE REMARKS

SIGNAL & TELECOM DEPARTMENT

As per Railway Board guide line supervisors are coming under Plan 'C' CUG category having 30 GB data per month. Data rollover facility is also available in CUG plan 'C' category. Moreover, supervisors can use the Wi-Fi provided in offices, and at stations.

WAT DIVISION

Data limit in CUG SIMs are provided as per RB Lr. No. 2021/Tele/11(2)/1 (3346054) dated 01.05.2022 & Telecom circular No. 02/2022

Plan A=60GB/for month (SAG & above)

Plan B=45 GB for month (All officers)

Plan C=30 GB per month (Group C staff)

KUR DIVISION

New contract for CUG mobile scheme for Indian Railways is governed by Telecom circular no: 02/2022 vide Railway board's letter no: 2021/Tele/11(2)/1(3346054), dated: 01.05.2022. Upgradation of CUG data plan is a policy matter and to be decided at Railway Board level.

SBP DIVISION

As it is a policy matter, it may be decided from the Competent authority i.e. Railway Board.

LAST MINUTES

This will be looked into.

PRESENT POSITION

SIGNAL & TELECOM DEPARTMENT

As per Railway Board guide line supervisors are coming under Plan 'C' CUG category having 30 GB data per month. Data rollover facility is

also available in CUG plan 'C' category. Moreover, Rail Net facility has also been extended to all supervisors at their office premises.

DECISION

PCSTE has agreed the principle for providing Railnet in Railway quarters. Proposal should put up by concerned Branch Officer regarding Railway telephone is available.

50. 46U-28-2022 INTIMATION TO EMPLOYEES FOR APAR MARKING WHEN THE EMPLOYEE HAS BEEN GRADED BELOW 'VERY GOOD' FOR A YEAR AS THE BENCH MARKING HAS BEEN CHANGED FROM 'GOOD' TO 'VERY GOOD' AS PER RBE 155/2016 FOR CONSIDERING MACPS & ALLOWING ONE TIME EXEMPTION FOR SUBMITTING LATE APPEAL AGAINST THEIR APAR GRADING FOR THE APAR YEAR 2020-21 AFTER IMPLEMENTATION OF E-APARS.

ALL PHODs

It is come to notice that, after implementation of e-APARs the employee's burden /sufferings have been increased rather than decreasing.

The e-APAR system has been introduced from 2020-21, the entire procedure has been digitized. But the schedule (target dates) for Generation of Blank Forms, Reporting, Reviewing, Acceptance & Final Generation has never been met rather it is seen that it lingered on till 2022. But the date for filing Representation against APAR grading has never been extended. It remained the same i.e. within 15 days from the Final marking by the Accepting Authority.

As it is a completely new system, staff are not well acquainted with the procedures and facilities available and faced a lot of difficulties in viewing their APAR assessments. Further, many open line & field staff are not even aware of the new system. They couldn't know when their APARs have been reported and Generated which is very unfair and unjust and also the Railway Administration has failed to intimate the staff at large about the new system and the APAR grading system in due time.

The bench marking has been changed from 'Good' to 'Very Good' as per RBE 155/2016 but the Railway administration is not intimating about the APAR recording of 'Good' which is making the staff ineligible for future promotions which is a serious loss of the employee.

In view of the above, this Union demands to intimate personal intimation to employees whenever there is an APAR grading less

than 'Very Good' is made against an employee. Further, as huge number of staff were not aware of the new system they may be allowed one time exemption of delay in submitting their appeal against their APAR marks for the year 2020-21.

ADMINISTRATIVE REMARKS

APAR are to be drawn within the time frame and the matter is also constantly being chased up from higher authorities. Hence, relaxation in period for submitting APAR and the proposal for the provision of intimating employees getting lower grade is to be decided by the competent authority.

Whenever the APAR is finalized by accepting, reviewing or reporting authority, SMS is sent instantly to the registered number of the employees concerned. By this way, employee is intimated about the status of APAR from time to time. Whenever APAR is finalized, SMS is sent to the registered mobiles of employees advising him to go through it through e-APAR or HRMS and at the sometime, it is advised to file appeal for up-gradation against the findings of accepting authority.

Thus it is evident that intimation is given to all the employees timely to raise objection against the final grading. Moreover, e-APAR is managed by CRIS as per the guidelines issued by Railway Board. Any proposal to provide one time exemption to file appeal for up-gradation will contradict the Railway Board's guidelines. Board has issued specific guideline vide Para-4 of letter No. PCVII/2020/HRMS/23 (Post) dtd. 14.09.2022

LAST MINUTES

ECoRSU requested for reviewing of those cases where "Good" has been awarded in APAR since "Good" grading is not enough for granting MACP. Administration will review the position.

In view of Railway Board Circular No. 68/2015, the cases of staff in which MACP has not been granted in the year 2021 - 22 due to non-communication of award of "Good" should be reviewed on case to case basis by the administration.

All Sr. DPOs will identify such cases which are dealt by Personnel Dept. by 10.08.2023. Letter to be issued by CPO/A on 28.07.2023

PRESENT POSITION

All Divisions/Units have already been advised to review the cases where non-communication of APAR grading.

DECISION

Division will be advised in this regard.

(CLOSED)

51. 46U-29-2022 **HARASSMENT TO STAFF WHILE GRANTING MACP FOR APAR GRADING AMBIGUITY IN L1/L2 FORMATS**

ALL PHODs

It is reported that, staff working in GP: 1,800/- (Level01) & GP:1,900/-(Level-2) are being harassed while considering their MACP. In this regard the following discrepancies have been found.

The new e-PAR formats for(L1/L2) have 8 contributing columns each having maximum 5 marks and the maximum marks is 40.

It is pertinent to mention here that, for Gaz Cadre on a scale of 10 APAR grading marks for 'Good' is 4 to 6, 'Very Good' is 6 to 8 and above 8 is graded as 'Outstanding'.

Similarly on a scale of 5 having 8 contributing factors i.e total marks 40 we should have APAR marks 16 to 24 should be 'Good' 24 to 32 should be 'Very Good' and above 32 should be graded as 'Outstanding'.

But the personnel department has set minimum 32 marks for 'Very Good' and 40 marks for 'Outstanding' which is not supported by any rules or guidelines.

In many cases it is found that, the Staff having APAR marks in between 24 to 33 are considered as 'Good' instead of 'Very Good' and are denied MACP. It sounds ridiculous that for grading of 'Outstanding' one has to get 40 out of 40 APAR marks.

Further, It is reported that, the staff who has got 24 to 33 marks in APAR(considered 'Good' instead of 'Very Good' as per Personnel department) has been graded as 'Very Good' by the 'Reviewing Authority' but still then the same has not been accepted by the Personnel department as their marks have not been upgraded which is ludicrous and to add to the misery, it is known from the format that the 'Reviewing Authority' has not been provided with any column/option to upgrade the APAR marks of the staff.

In this regard, this union demands to sort out this discrepancy on urgent basis and grant the due promotions to the eligible staff.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

All Units have been advised to deal the cases i.e implementation of MACP of staff as per the Railway Boards guidelines and cases where

MACP is due is to be finalized without any delay to avoid harassment to the staff.

APAR for employees having Grade Pay 1800 in 6th Pay Commission (i.e. in Level-1 of 7th Pay commission) was introduced by Railway Board vide RBE No-09/2019 dated 11/01/2019. The Prescribed format stipulated by Board contain different attributes like Attendance, General Intelligence, Physical fitness, Knowledge of Rules, Safety Consciousness, Quality of works, Promptness & overall Performance, each carry 05 marks including the overall performance. It is specifically mentioned in the format that "Below average" is marked as 01 where as "Outstanding is awarded 05 out of 05. Similarly "Very good "is awarded 04 out of 5.

Corresponding Percentage of Outstanding, Very good & Good translated to

1. Outstanding-05 out 05-100%-Total 40 marks out of 40 graded as Outstanding.
2. Very Good-04 out 05-80%-Total 32-39 marks out of 40 is graded as Very good.

Good-03 out of 05 -60% Total 24-31 marks out of 40 is graded as Good. In KUR division. This formula based on percentage is adopted uniformly. Assessment formula shown by the Union is not supported by Railway Board though in any circular. Hence, the logic of Union is not acceptable. As regards the reviewing of APAR, provision already exists for appeal against such review against the grading given in APAR if appeal is preferred within 15 day from the date of finalization. Hence argument of Union is baseless as it is not supported by Railway Board guidelines.

LAST MINUTES

Assessment formula for APAR grading in L-1 and L-2 has already been prescribed by Railway Board vide RBE-09/19. Same may be followed scrupulously by ECoR units.

PRESENT POSITION

Divisions have been advised to implement the decision of PNM.

DECISION

Divisions will be advised to implement the decision of PNM.

52. 46U-30-2022 TRANSIT PERIOD OF PME SHOULD BE TREATED AS DUTY :

PCMD
PCPO

The period for which an employee is absent from duty for periodical medical re-examination should be treated as duty, which are being not follow uniformly in all the hospitals of E.Co.Railwy. It is the breach of order of railway board as per item 524 of IRMM. Hence this Union demands that a uniform policy should be followed

by all the divisions to treat, the period of absent from duty for periodical medical re-examination as duty only.

ADMINISTRATIVE REMARKS

MEDICAL DEPARTMENT

The period of PME is treated as per Para-524 of IRMM and Railway Board's letter No. 2013/H/5/1(policy), dated 13.08.2014 (correction slip of Para-524). The same is followed.

PERSONNEL DEPARTMENT

Periodical examination of an employee should invariably be completed in 5 days. Beyond 5 days requiring relaxation may be reviewed by General Manager's level. In respect of procurement of spectacles to equip himself by the employee with spectacles for the first time or change his existing spectacles should be treated as duty in light of Railway Board's Lr. No. 99/H5/10 dated 12.08.1999.

LAST MINUTES

Railway Board's letter No. 2013/H/5/1(policy), dated 13.08.2014 to be followed.

PRESENT POSITION

MEDICAL DEPARTMENT

Railway Board's letter No. 2013/H/5/1 (policy), dated 13.08.2014 is to be followed.

DECISION

It will be discussed in the next meeting.

53. 45U-01-2022 FIXATION & DETERMINING SENIORITY OF STAFF OF COMMERCIAL DEPARTMENT AFTER MERGER OF GRADES AS PER RBE 59 OF 2019.

PCPO

PCCM

It is observed that, the guidelines provided by the Railway Board for merger of grades is not being followed by the divisions which is causing promotional loss to the departmental employees. The seniority lists are also not maintained and grievances pertaining to seniority are also not properly addressed by the administration. At some places Direct Recruit candidates are given posting to non-existent DRQ posts thereby killing the promotional avenues of the existing incumbent employees at the immediate lower grades.

Further, it is observed that, before merger and determination of seniority candidates pertaining to one seniority category to another seniority category by merely changing their designation and not fixing proper seniority thereby causing loss of seniority to staff.

In this regard this union demands to issue guidelines for determining seniority before implementation of merger of grades without hampering promotional avenue and benefits of the employees at the earliest.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Extant instructions issued by Railway Board (RBE 59/2019) are required to be followed by the Divisions. No specific case regarding the above issue referred to by any of the divisions to Hqrs.

If any specific issue is brought to the notice of the administration the same will be looked into.

Remarks received from WAT division is given as under:

- a) The instructions regarding the merger of cadre of Commercial department circulated vide RBE No. 28/2018 & 59/2019 are being followed in the division. The seniority of existing staff prior to the merger and that of the staff appointed/posted after 22.02.2018 is being maintained separately. No departmental quota vacancies have been filled by DRQ candidates.
- b) The seniority of staff is regulated as per the provisions in the IREM and the seniority lists are published every year.
- c) Separate seniority are published every year duly following the extant rules.

KUR DIVISION - NIL remarks

SBP DIVISION - As per RBE No. 59/2019, PCPO/ECOR/BBS vide its letter ECoR/Pers/06/Clarification/140-A, dated 10.03.2021, issued clarification for partial merger of categories of TC, CC & ECRC in available grades for formation of unified cadres in Commercial department.

This division is of the opinion that unless the cadre is merged totally, there will be no clarity in regard to AVC and also processing of promotions through grey areas will lead to unavoidable errors.

As such, ECoR/HQ, vide office letter dated 02.05.2022 has been requested to issue orders for total merger of the cadre and thereby providing clear AVC to staff of each category as per RBE No. 28/2018.

LAST MINUTES

Railway Board has issued instructions vide RBE No. 87/2023 will be reiterated to Divisions and compliance will be called for.

PRESENT POSITION

Divisions have been issued the Railway Board guidelines vide Estt. Srl No. 87/2023 on dated 13.07.2023 for early implementation.

DECISION

It will be discussed in the next meeting.

54. 45U-02-2022 PAYMENT OF HOSTEL SUBSIDY AS PER RBE 114/2018.

PCPO

PFA

During the Covid-19 outbreak the schools/colleges were shutdown adhering to the guidelines of MHA and also gradually re-opened when the guidelines permitted to do so. The schools have collected the full tuition & hostel fees during admission/re-admission. Therefore stoppage of Hostel subsidy by the Railway administration is unjust and uncalled for as the employees have already paid the requisite fees and there is no guidelines/orders from the govt. available for refund of such fees by the school to the parents. In this regard this union demands for full payment of Hostel Subsidies to all the eligible employees.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

The matter has been referred to Railway Board vide office letter No.ECoR/Accts/BBS/EGA/CEA/2149 dated 11.10.2021. Railway Board vide Lr. No. E(W)2017/ED-2/3 dated 28.12.2021 stated that the case has been referred to DOPT for clarification. On receipt from DOPT the same will be intimated to ECoR. Hence the case is pending with Railway Board.

PERSONNEL DEPARTMENT

The matter has been referred to Railway Board for clarification, a copy of the same will be given to GS/ECORSU. Further, action will be taken based on the clarification given by Railway Board.

SBP DIVISION

Payment is to be made as per item No. F of RBE No. 114/2018 which reads as under.

F: The Hostel subsidy and Children Education Allowance can be claimed concurrently.

LAST MINUTES

A letter will be issued from Finance Dept. for submission of payment of Hostel Subsidy pending during COVID period.

PRESENT POSITION

Clarification on payment of Hostel subsidy has been issued by

Railway Board vide Lr. No. 2023/E(W)/10/03/10 dated 31.08.2023 and the same has been circulated by PCPO/ECOR/BBS to all over ECoR to dispose of the cases accordingly.

DECISION

Discussed.

(CLOSED)

55. 45U-03-2022 DISPARITY IN DETERMINING SENIORITY OF STAFF IN VARIOUS DEPARTMENTS AND CADRE.

PCPO

It is observed that, the candidates of Departmental Promotion Quota (DPQ & LDCE) are not getting seniority as devised in IREM which is creating huge discontentment among the staff. It is also reported that, the seniority list of many departments are not published every year as per rule by the administration.

In this regard this union urges before administration to address all grievances of staff and publish seniority list of all departments/units adhering to the guidelines on 1st January of every year.

ADMINISTRATIVE REMARKS

WAT DIVISION

The seniority list of all units of WAT division are being uploaded in ECo Railway website by 01.04.2022.

KUR DIVISION - Seniority list has been uploaded in ECoR website.

SBP DIVISION -

Seniority of staff on promotion against DPQ & LDCE are being maintained in this division as per IREM guidelines. Specific case if any, may be brought to notice for examination.

i)Seniority list has been published for the department: Civil Engg. (except Ministerial), Mechanical, Elect(OP)/Ministerial & Sr. ALP, Elect(G)/TL wing, Personnel, Medical.

ii)Seniority list to be published shortly for the department: Genl.Admn, Safety, Elect(G)/Power Line, S&T, Commercial, Operations.

PERSONNEL DEPARTMENT

Seniority list as on 01.11.2022 pertaining to HQ office of all Engineering department have already been published. However individual grievance relating to seniority disputes if any may be brought to the notice of administration for rectification as per

extant rules.

Seniority list of all the NG staff are being published as on 1st January every year and copy of the same is uploaded in ECoR's website for information of all concerned. Inadvertent errors if any is received are rectified based on representations.

LAST MINUTES

All divisions/units should publish seniority list for all departments on regular basis as per extant rule. In case any grievance relating to seniority same may be disposed up.

PRESENT POSITION

PERSONNEL DEPARTMENT

Seniority list is published every year as on January and uploaded in ECoR website.

DECISION

Discussed.

(CLOSED)

56. 45U-04-2022 **PINPOINTING OF STAFF, ASSESSMENT OF VACANCIES & FILLING OF VACANCIES ACROSS ALL DEPARTMENTS AND CADRE.**

PCPO

It is a fact that, many staff have retired from Railway service in last few years and there is no substantial recruitment taking place in our zone for replacement of vacuum created by the retirees. And also with expansion of new lines/ units and many new responsibilities are added at every station/unit but they are not translating into vacancies rather the existing staff is burdened with additional responsibilities. The situation is getting critical everyday as the staff crunch is taking a toll on the psyche of the employee due to over work/breach of rest etc. To address this issue the this Union demands proper assessment & filling up of vacancies of all departments and pinpointing of cadres to proper distribution of work.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Proper assessment and filling of DPQ vacancies of Engineering department pertaining to HQ office/BBS are being carried out on timely basis. During the year 2021 and up to March, 2022 total 222 number of staff have already been promoted to higher grade. However, candidates of NTPC categories like Jr. Clerk and Gr. D candidates from RRB open market is awaited.

Selection/suitability tests are being conducted to fill up all the existing & anticipated vacancies in a regular manner in ECoR/HQ/BBS. So the vacancies arise on retirement of staff is taken into account while assessing vacancies for filling up of the posts.

SBP DIVISION

1.Assessment vacancies for all the categories are being done as per rules duly taking into account the DPQ, LDCE & DRQ.

2. Pin-pointing cadre/posts completed for the following departments:

i)Personnel, Genl.Admn., Elect(OP), Elect(TRD), Elect(G), Operating

ii)Pin-pointing is under process:Mechanical

iii)Pin-pointing is still pending from departments: Civil Engg, Comml, S&T,Med, Stores & Safety. Concerned departments has been advised to submit proposal for pin-pointing.

LAST MINUTES

Divisions will be advised in this matter.

PRESENT POSITION

PERSONNEL DEPARTMENT

All units of East Coast Railway are conducting Selection/Suitability test/Trade test as per selection calendar on MCQ base system.

DECISION

It will be discussed in the next meeting.

57. 45U-09-2022 **REMOVING ANOMALY IN FIXATION OF PAY OF LOCO PILOT(GOODS) IN TERMS OF RBE NO. 109/2008 IN STAFF WORKING AT SBP DIVISION.**

PCOM

PCPO

According to RBE No.109/2008 the fixation tables (FTR-1-7) for each stage of the pre-revised scales of Running staff has been clearly indicated that GP 42000/- would be given revised basic pay of Rs.14790/- for pre-revised scale(S-9) of 5000-8000 at FTR/5, which is applicable to Loco Pilot(Goods). However, the Loco Pilot(Goods) of SBP division has not been given the benefit of this pay fixation.

In this regard, this union demands to implement the pay fixation for the benefit of the deprived employees.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT - Remarks received from SBP Division is given as under:

SBP DIVISION

In terms of RBE No. 109/2008, the fixation of revised basic pay for pre-revised scales (S-9) of 5000-8000 at FTR-5 (Running category) have been implemented by this division. Specific case if any, may be pointed out for examination.

LAST MINUTES

Division will be advised to look into the matter regarding anomaly of pay fixation of running staff.

PRESENT POSITION

RBE No. 109/2008 has been followed at the time of fixation of pay of Loco Pilots (Goods) by SBP division in relation to implementation as per 6th Pay Commission recommendation for fixation of pay for running staff.

Specific case may be indicated for better appreciation of the fact.

DECISION

Division will be advised to look into the matter regarding anomaly of pay fixation of running staff.

58. 45U-12-2022 BRINGING TRANSPARENCY IN CREW MANAGEMENT SYSTEM AT CREW LOBBY.

**PCEE
PCSTE
PCOM**

Earlier the booking position/particulars of Crew by CMS was accessible to all crew who are booked on duty. But it has been observed recently that, the CMS booking position is not accessible in mobiles & computers of Crew which is creating confusion and uncertainty among the staff. Thereafter, number of complaints have been received from employees about irregular bookings, favoritism in allotting long/short trips thereby causing irregular opportunity for earning mileage to some handpicked group of employees which is causing discontentment among others.

In this regard, this union demands to adopt a transparency in booking Crew by CMS and give equal opportunity to all the staff for earning equal mileage.

ADMINISTRATIVE REMARKS

OPERATING DEPARTEMENT

Specific complaints, if any, may be reported to concerned divisional authorities.

All necessary data like Crew Sign -on/sign -off, report abnormality, quiz, read/ un -read circular, Crew bio-data, training details.

All necessary data like Crew mileage details, OT details, booking on TA, reported abnormality, Crew availability, Crew current status,

train enquiry etc are accessible to Crew through CMS 'CHALAK DAL' app.

Constant monitoring by divisional Supervisors are in place to check any irregularity.

S & T DEPARTMENT

There is no such proposal from user department for networking requirement for CMS.

Remarks may be called from PCEE.

ELECTRICAL DEPARTMENT

Earlier through CMS reports crew can view all lobbies and other division position. But due to server overload, the facility is restricted to view crew their self position and their lobbies position such as crew sign-in crew sign-off, report abnormality, quiz, read/unread circulars. Crew bio-data, training details, loco competency, LR, mileage details, OT details, booking on traffic account, crew availability, crew current status and train enquiry in 'CHALAK DAL' app. In mobile.

As on date crew booking is being done fetch crew as per rule basis. The February, 2022 the fetch crew as per rule for KUR:88.88%, SBP:88.04% and WAT:86.25%.

KUR DIVISION

Issue of accessibility of CMS report to crew will be raised to CRIS. Uniformity in crew booking is being monitored.

Earlier CMS report was accessible to all crew. Due to restriction from CRIS now the CM report is accessible to only Divisional Supervisors and Zonal Supervisors and Zonal Supervisors. The following limited data are accessible to Crew.

1. Crew sign on/sign off
2. Report abnormality
3. Crew Bio-data
4. Training details
5. Competency details
6. Road learning
7. Mileage details
8. Overtime details
9. Booking on TA
10. Reported abnormality
11. Crew availability
12. Crew current status
13. Train enquiry

Continuous monitoring by the Divisional Supervisors is being done to

avoid any irregularity. Once again the lobbies of KUR division have been instructed strictly to follow the CMS guideline in booking of Crew.

WAT DIVISION

As per the reports received from the SMRs of Crew lobby stations on WAT division, there are no incidences of irregular crew bookings and favouritism. It is also reported that the Crew and Train Managers are being booked in a fair and transparent manner and they can view their booking details by accessing the CMS through "CHALAK DAL" app. No complaints are received from any of the Crew employees about irregular crew bookings and favouritism.

LAST MINUTES

Previous system will be re-introduced within 07 days so that crew can access booking details in mobiles and computers by opening of CMS if it is available in all other Railways.

PRESENT POSITION

OPERATING DEPARTMENT

Letter to permit access to CMS booking position to all crew through web reports is sent to CRIS.

ELECTRICAL DEPARTMENT

In Chalak Dal App or by logging in CMS on PC using his own ID, any crew can access his own data.

DECISION

It will be examined.

59. 45U-16-2022 **IMPLEMENTATION OF CONTINUOUS ROSTER AS PER HOER CLASSIFICATION AT BUGA TO SKPI SECTION FOR TOKEN PORTERS/POINTS MAN IN OPERATING DEPARTMENT OF WAT DIVISION.**

PCPO
PCOM

After due job analysis & work study the roster hours of Station Master category in BUGA-SKPI section has been changed from EI to Continuous but the roster of staff working as Token porters/Points Man/Shuntsman of Operating department has not changed yet although they are working in similar condition at the same stations.

In this regard this union demands implementation of Continuous roster for Token porters/Points Man/Shuntsman category staff of Operating department in BUGA-SKPI section.

ADMINISTRATIVE REMARKS

OPERATING DEPARTEMENT

As per job analysis report, the roster at DMRT & KTGA has been changed from EI to Continuous and rest of the stations could not justify for change of roster in the job analysis.

PERSONNEL DEPARTMENT

Remarks given by WAT Division is given as under:

WAT DIVISION

Job analysis was conducted earlier as per the committee recommendations, the roster at DMRT and KTGA has been converted from EI to Continuous. In the rest of the stations, 'Continuous' roster has not been recommended. For change of classification, fresh job analysis is to be ordered.

LAST MINUTES

Will be advised the Division to speed up by next week.

PRESENT POSITION

Case is under process.

DECISION

Case is under process.

60. 45U-18-2022 **IMPLEMENTATION OF CADRE RESTRUCTURING IN TOKEN PORTERS/POINTS MAN/SHUNTSMAN CATEGORY OPERATING DEPARTMENT OF SBP DIVISION AS PER RBE 102/2013 DTD. 08.10.2013.**

**PCPO
PCOM
PFA**

The Token porters/Points Man/Shunts man category of Operating department of SBP are neglected since last 9 years. The staff are being deprived due to irregular restructuring of cadre. It is learnt that, while considering restructuring the Token porters/Points Man/Shuntsman cadre was not taken as a whole while considering the ratio 89:11, rather restructuring was done only among TPM 'B' to TPM 'A' and hence most of the staff working in the above cadre couldn't get the benefit of promotion of restructuring and are not eligible to appear in any promotional examinations like SM/Guard.

In this regard, this union demands restructuring should be done taking account of the entire cadre of Token porters/Points Man/Shuntsman in ratio 89:11 like restricting in KUR division as per orders of PCPO/ECOR.

ADMINISTRATIVE REMARKS

OPERATING DEPARTEMENT

Cadre restructuring of Token Porter/ Pointsman /Shuntsman

category has been done vide DRM(P)/SPBs memorandum No.cadre/Optg/24/2015, dated 07.09.2015.

PERSONNEL DEPARTMENT

SBP Division has been asked to submit the details to examine the issue.

LAST MINUTES

Sr. DPO/SBP will be called before 10.08.2023 and meeting will be organized with CPO/A, Sr. DPO/SBP & GS/ECORSU.

PRESENT POSITION

OPERATING DEPARTMENT

In terms of Railway Board's letter No. PC-III/2013/CRC/4 (RBE No. 102/2013), dated 08.10.2013, the implementation of cadre restructuring in Token Porter/Pointsman/Shuntsman category have been done vide DRM (P)/SBP's memorandum No. Cadre/Optg/24/2015 dated 07.09.2015.

ACCOUNTS DEPARTMENT

As confirmed by Personnel Branch/SBP, Cadre restructuring of Lever man cum points man (Level-1 & 2) from ratio 8.3:17 to 89:11 as per RBE No. 102/2013 has been implemented in SBP division vide office memorandum No. Cadre OPTG/24/2015 dated 07.09.2015.

DECISION

Sr. DPO/SBP will be called and meeting will be organized with PCPO, Sr. DPO/SBP & GS/ECORSU.

61. 45U-19-2022 PROVISION OF MANPOWER AT ELS/ANGL & ELS/WAT AS PER CURRENT RAILWAY BOARD YARD STICK.

PCPO

PCEE

It is learnt that the required manpower and Loco ratio is way too less than the present approved yard stick in both the ELS/ANGL & ELS/WAT of East Coast Railway. This is creating huge work load to the maintenance staff and taking a toll on their health and personal life.

In this regard, this union demands to provide adequate manpower as per the approved yard stick of Railway Board at both the ELS to ensure safety.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

TRS/WAT

The existing staff in ELS/VSKP is about 661

Type of Loco	Nos.	Yard stick	Required staff	Actual staff
WAG-5(coaching)	12	3.5	42	
WAG-5 (TAO)	38	3.5	3	
WAG-5(TAO CHI)	33	3	99	
WAG-6	05	3	15	
WAG-9	221	2.5	552.5	
WAP-4	11	3.5	38.5	
WAP-7	50	2.5	125	
	370		1005(including Wheel Shop)	661 only

Hence, the proposal for filling the short fall staff of 245 posts has already sent Sr. DPO/WAT vide office letter No. WAT/TRS/E-1/168, dated 29.01.2021 and the same proposal for onward submission to PCPO/ECOR vide Sr.DPO/WAT's letter No. WP/CADRE/352 creation/ELS/2015 dated 12.03.2021.

TRS/ANGL

In view of the acute shortage of manpower not as per Railway Board yardstick, ELS/ANGL has obtained concurrence for 63 NG staff duly approved by DRM/KUR which is at HQ/ECOR/BBS for finalization. Another proposal yardstick for creation of 248 NG safety category staff is under process.

Recently 55 NG staff posts have been transferred from DLS/VSKP vide PCPO/ECOR/BBS memorandum No. ECoR/Pers/08/NG/15/W-K/DLS/ANGL/(80)55/738, dated 17.12.2021 and proposal for recruitment has already submitted to HQ vide Sr.DPO/KUR letter No. P/KUR/Staff-A/Indent/2021, dated 18.01.2022.

PERSONNEL DEPARTMENT

Filling up of DRQ vacancies is being done by RRB and indents for the same are being uploaded on RIMS website regularly. As and when indents are received from RRB the same will be distributed to the Divisions.

LAST MINUTES

Will be discussed in the chamber of PCEE/PCPO separately.

PRESENT POSITION

ELECTRICAL DEPARTMENT

The shortage of manpower is accepted. However there is all round ban on creation of new post, because of which sanction continues to be low.

To take care of requirement out sourcing/AMC is being considered on case to case basis.

80 Nos. of NG posts has been transferred from DLS/VSKP & CRW/MCS vide PCPO/ECOR/BBS's memorandum No. ECoR/Pers/08/NG15/W-K/DLS-ELS/ANGL(80)55/738 dated 17.12.2021(55 posts)

ECoR/Pers/08/NG15/W-K/DLS-ELS/ANGL/JE/05/740 dated 11.07.2022 (05 posts)

ECoR/Pers/08/NG15/M-K/ANGL/P/ELS(10)20/733 dated 06.12.2022 (20 posts).

DECISION

CLOSED

62. 45U-21-2022 **MONTHLY INTIMATION TO EMPLOYEES REGARDING UNPAID TA/OT/MILEAGE/CEA/ LEAVE ENCASHMENT/ ANY OTHER IN SALARY SLIP IN CUMULATIVE BASIS.**

PCPO
PFA

It is observed that, after passage of many months also the employees are not getting the due allowances and disbursement is done only after fund allocation by headquarters. These allowances are paid as arrears by clubbing allowances of several months together which is creating confusion among the staff.

In this regard, this union demands to intimate regarding unpaid TA/OT/mileage/CEA/ Leave encashment/ any other in every month's salary slip in cumulative basis.

ADMINISTRATIVE REMARKS

MECHANICAL DEPARTMENT

Decision may be taken at HQ level for implementation of the above in IPAS.

ACCOUNTS DEPARTMENT

There is no such provision in IPAS for intimation to employees

through salary slips. However , a request can be forwarded to Nodal Railway on receipt of requirement from PCPO office. Employee related data is now being maintained in HRMS, the provisioning of such elaborate report/calculation for onward transfer to AIMS should be done through HRMS only.

Item	Amount passed Rs.	Amount outstanding not yet passed Rs.	Remarks, if any
TA	49,34,65,820	2,71,74,324	1.TA bills amounting Rs. 2.72 Cr. (SBP=Rs.0.25 Cr &WAT=Rs. 2.47 Cr.)are pending in Personnel branch.
OT	84,86,01,308	25,25,58,622	2.OT bill of SBP division amounting Rs. 5.15 Crs. Has already been vetted and to be paid in March'22 salary 3.OT bills of KUR division amounting Rs. 18.68 Crs. (Running staff = Rs. 18.16 Crs and non Running staff=0.52Crs.) pending with executives. 4. OT bills of WAT division amounting Rs. 1.42 Cr. Is lying pending with Personnel branch.

PERSONNEL DEPARTMENT

This item is not to be discussed at the Zonal level PNM meeting.

SBP DIVISION

At present salary slip is not being printed by this division and

employees are viewing their payment status in RESS module. For reflection of mileage and OT period on RESS/Salary slip , Sr. System Manater(IT)/BBS has been requested vide letter No. DRM(P)/SBP/IPAS/AGENDA/ECORSU/2022 dated 21.04.2022. Instructions have been issued to bill clerks for updation of leave in IPAS.

LAST MINUTES

Matter will be discussed with Finance by Personnel Deptt. to formulate a flow chart for providing the information as sought by Union.

PRESENT POSITION

ACCOUNTS DEPARTMENT

There is no such provision in IPAS for intimation to employees through salary slips, a request can be forwarded to Nodal Railway for necessary modification by CRIS on receipt of requirement from PCPO office (Sr. System Manager IT's vide letter dated 19.10.2022 addressed to CPO/Admin/ECOR has requested to make available the details of changes required, along with the suggested proforma of salary slip). Also employee related data being maintained in HRMS, the provision of such elaborate report/calculation for onward transfer to AIMS can also be done through HRMS, for which Personnel office being Nodal office can approach GM/HRMS.

DECISION

Same remarks.

63. 45U-22-2022 STOP HARASSMENT OF TRACK MAINTAINERS & COMPROMISING SAFETY AND IMPLEMENT PROPER PATROLLING DUTY IN ECOR AS PER IRPWM 2020 PARA 1005.

PCE
PCSO

As per IRPWM para 1005 1(b)(ii) on double line section when LWR/CWR exist on both roads - One Patrol Man for 1 Km length of UP & DN road. The beats of each hot weather Patrolman will thus be restricted to **2 Km** & Para 1005 4(b) indicates that, when LWR/CWR rest on both road- One Patrolman of 2 Km length of UP & DN road.

But In ECoR the Patrolman are forced to do Patrolling for more than 20 Kms per day i.e, beat length of 4 to 5 Kms which is violating the guidelines laid in IRPWM and also compromising on safety as close

monitoring of track is not possible due the long stretch of beat length which is in turn affecting adversely on health & psyche of employee.

It is observed that, the Patrolman are facing lot of physical and mental stress due to the wrong practice of long beats which is also hampering their focus on work and making them prone to untoward incidents.

In this regard, this union strongly demands to discontinue the long stretch of beats for Patrolman and order to implement the guidelines of Patrolling as per the of IRWPM 2020.

ADMINISTRATIVE REMARKS

KUR DIVISION

Taking into consideration the status of the track as well as Track Maintainers patrolling duties of the Track Maintainers are arranged as per the HOER. The matter is to be looked by Personnel department and modification to be suggested before competent authority for approval.

ENGINEERING DEPARTMENT

The item mainly focuses for proper implementation of patrolling duty in ECoR as per para 1005 1(b) (ii) of IRPWM-2020, which deals with hot weather patrolling for LWR/CWR. As per this provision, on double line section when LWR/CWR exists on both roads - one Patrol Man for 1 Km length of UP & DN road. The beats of each hot weather Patrolman will thus be restricted to 2Km. Para 1005 4(b), indicates that, when LWR/CWR exists on both roads- One Patrolman of 2 Km length of UP & DN road.

However, as per para 1005 1(b) (iii) and 4(c) of IRPWM-2020, changes in beat length and man power deployment as given above, if found necessary, may be decided by the Sr. DEN(Co) of Division depending on prevailing local conditions, frequency of train service, weather conditions etc.

As mentioned above in 2nd Para of this item, the item does not pertain to Para 1005 of IRPWM-2020, (i.e. Patrolling for more than 20 Km per day i.e, beat length of 4 to 5 Km). It involves monsoon patrolling i.e. para 1004 of IRPWM-2020. As per para 1004 2(a)(v) of IRPWM 2020, the maximum distance covered by a patrolman should not normally exceed 20 km in a day.

In view of above, practice regarding beat length of patrolmen is as per IRPWM-2020.

LAST MINUTES

Instructions will be given to limit the beat of monsoon patrolling where it is touching the upper limit. This should be done by suitable deployment of staff without hindering safety.

PRESENT POSITION

ENGINEERING DEPARTMENT

Patrolling duties of the track maintainers are being arranged in divisions as per the provisions of the IRPWM.

As per IRPWM 2020 PARA 1005 1(b), patrol beat for hot weather patrolling will be as follows-

- (i) On single line or where only one road in a double line section is having LWR/CWR-One Patrolman for 2 km.
- (ii) On double line section when LWR/CWR exist on both roads-One Patrolman for 1 km length of UP and DN road. The beats of each hot weather Patrolman will thus be restricted to 2 km.
- (iii) Changes in beat length and man power deployment as given above, if found necessary, may be decided by the Sr. DEN(Co) of Division depending on prevailing local conditions, frequency of train service weather conditions etc.

Similarly, patrol beat for cold weather patrolling will be as follows as per IRPWM 2020 PARA 1005 (4)-

- (a) On single line or where only one road in a double line section is having LWR/CWR-One Patrolman for 4 km.
- (b) On double line section when LWR/CWR exist on both roads-One Patrolman for 2 km length of UP and DN road.
- (c) Changes in beat length and man power deployment as given above, if found necessary, may be decided by the Sr. DEN(Co) of Division depending on prevailing local conditions, frequency of train service weather conditions etc.

As per IRPWM Para 1004 (2) (a) (v), the maximum distance covered by a Monsoon patrolman should not normally exceed 20 km in a day.

In view of above, practice followed in ECoR regarding patrolling is as per provision of IRPWM.

DECISION

While discussing the burden of patrolling on Track man, ECoRSU stated that some misutilization of Track man is happening in the form of non essential Trolley man and otherwise. Therefore, Sr.DEN(Co) of each division will conduct a survey of Trolley man

being utilized at each level from Sr.DEN to Sectional PWI. The number of trolley man to be utilized at each level will be fixed by Sr.DEN(Co) keeping in mind the functional needs. Any utilization beyond this will have to be stopped.

(CLOSED)

64. 45U-23-2022 IMPLEMENTING PROPER ROSTER AS PER HOER FOR GATE KEEPERS OF ENGINEERING DEPARTMENT ACROSS ECOR.

PCE

PCPO

The Level Crossing Gates are classified into Special Class, 'A' Class, 'B' Class and 'C' class as per the TVU. Unfortunately the roster is allotted only following the TVU figures and gate classification and without conducting proper job analysis and work study. But in actual practice most of the LC gates are working with less than 6 hours of period of inaction. The Gate Keepers are working for long hours without very less period of inaction. Most of the gates don't have approved roster by Personnel branch as per HOER.

Most Gate Keeper are also not provided Railway accommodation within a distance of 0.5 KMs as per guidelines.

Further, it is also reported that, while determining the TVU through Inspector level committee of S&T, Personnel & Engineering department proper procedure is not being followed and TVU report is prepared by the Inspectors while sitting at a different location i.e. without visiting to the site.

In this regard, this union demands implementation of Proper roster as per HOER by conducting fresh work study and job analysis wherever needed.

ADMINISTRATIVE REMARKS

SBP DIVISION

A proposal for conducting Job analysis of OPTG and ENGG gates is under process for nomination of gates and Sr. Supervisors. Job analysis will be conducted and report will be sent to HQ very shortly.

KUR DIVISION

The provision of number of Gate Keepers in different categories of LCs is based on TVU factor as per IRPWM. Any contradiction if detected which violates HOER norms, it is to be examined by Personnel department necessary modification to be processed for approval and implementation.

Regarding the determination of TVU, it is jointly conducted by 3 concerned departments as per the existing guidelines without any

deviation.

KUR DIVISION

This is informed that the job analysis of the Gate men deployed in the LC Gates of Engineering and Traffic department is under process. The concerned Ch. S&WIs/SWIs have been instructed to complete the job analysis of total=170 nos. of LC Gates (both Engg. & Traffic Department) vide this office letter dated 03.02.2022.

Further, this is to inform that so far the job analysis of the following 06 Nos. (Engg=03 & Traffic=03) have been completed, wherein the job analysis teams (Ch.WSI, DTI, SSE/P.Way& Sr.SO(A/C)) have recommended that the existing roster of Gate Man i.e. 12 hours duty is not required to any change due to the reasons indicated against each.

Sl.	LC Gate No.	Between stations	Date of job analysis	Deptt.	Remarks of job analysis teams
1.	35	SIL-MLT	25.02.2022-28.02.2022	Traffic	Existing roster of Gate man i.e 12 hrs duty need not require any changes, to be continued in 12 hrs roster as the average duty hrs per shift is 02.21 hrs.
2.	21	DEF-BRST	11.02.2022-14.02.2022	Traffic	Existing roster of Gate Man need not require any changes, to be continued in 12 hrs roster as the average duty hrs per shift is 01.39 hrs.
3.	37	MLT-PUI	05.03.2022-08.03.2022	Traffic	Existing roster of Gate Man need not require any changes, to be continued in as hrs

					roster as the average duty hrs per shift is 02.17 hrs.
4.	04	KUR-MWQ	25.02.2022-28.02.2022	Engg	Existing roster of Gate Man need not require any changes. The committee suggested to continue the existing roster i.e. EI as per HOER as the average action period per shift is 04 hrs 20 minutes per shift.
5.	05	KUR-MWQ	11.03.2022-14.03.2022	Engg.	Existing roster of Gate man need not require any changes. The committee suggested to continue the existing roster i.e. EI as per HOER as the average action period per shift is 03 hrs 44 minutes per shift.
6.	03	KUR-MWQ	21.01.2022-	Engg.	Existing roster of Gate Man need not require any changes. The committee suggested to continue the existing roster i.e EI as per HOER as the average action period per shift is less than inaction period (average 8

					to 9 hrs in-action period per shift)
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WAT DIVISION

Change of classification from EI to Continuous of Gate Keepers of LC gates No. RV 303 at 410/29-31 between VBL-SNM. This gate has a TVU more than 50,000 and hence fit for change of classification from "Essentially Intermittent to Continuous" as per Board's norms. The job analysis has been done and report of factual job analysis, existing and proposed model rosters, present utilization of man power and proposal to meet the extra manpower after change of classification on the above subject are being sent for necessary action with request to communicate the approval for change of classification of LC gate: RV 303 at KM No. : 410/29-31 from EI to continuous vide Lr. No. WPE/18/Rosters of LC gates/RV dated 30.11.2021.

PERSONNEL DEPARTMENT

No case has been referred by any of the divisions to HQrs regarding the above matter.

ENGINEERING DEPARTMENT

Rosters regarding number of Gate keepers to be deployed at level crossings is prepared by SSE/P.Way (In-charge) based on class of LC, which is classified as per TVU. (As per para - 912(3).

Regarding accommodation, total 49 nos. of Gate keepers have been provided with accommodation within 0.5 km from the LCs.

Regarding census of TVU at LCs, as per para- 917(1) of IRPWM-2020, periodical census of traffic at all level crossings shall be taken once every three years. Thus the census is carried out by a multi-disciplinary inspectorial team consisting of representative of Engineering, S&T and Traffic Departments. All the 3 divisions have confirmed that proper procedure is being followed for LC traffic census.

Regarding census-cum-job analysis, as per para- 917(2) of IRPWM-2020, in the case of manned level crossings, the periodical census may be done by a census-cum-job analysis so as to avail of the opportunity of checking up the adequacy of men on consideration of Hours of Employment Regulations.

LAST MINUTES

ECoRSU to indicate the LC Gate Nos. where they feel that the TVU

calculated is less than the actual. Re-census will be done on such Gates.

PRESENT POSITION

ENGINEERING DEPARTMENT

KUR Division has mentioned that no such reference has been received.

Presently, 2 Gate keepers are working at 1 LC in WAT division for which approval of the competent authority for change of classification from E-I to continuous of LC No 303 at 410/29-31 has been obtained and memorandum also issued for change of classification from E-I to continuous. Similarly for 2 LCs in SBP division are having more than 50,000 TVUs, Sr.DPO/SBP has been requested to do the job analysis of this LC. As and when reference is received or TVU crosses the reference, the roster is revised regularly.

DECISION

As recorded in the last minutes, ECoRSU is requested to furnish a list of LC Nos where they feel that the TVU calculated is less than actual. Re-census will be carried out at such locations.

65. 45U-24-2022 **GRANTING MINIMUM GUARANTEED KILOMETERAGE TO ALL UNIDENTIFIED SECTIONS WHICH DON'T HAVE POTENTIAL FOR EARNING ADEQUATE KILOMETERAGE IN THE STIPULATED DUTY HOURS.**

PCEE
PCOM
PFA

It has been observed Crew working in short sections and during Pilot movements it is impossible to earn adequate Kilometerage despite working the full stipulated duty hours which is creating discontentment among the staff. This union has also represented this issue in its earlier PNMs. Though few sections have been identified for grant of MGK by competent authority vide circular dtd. 13.07.2020, it doesn't cover all the short sections where there is no potential for earning Kilometerage.

Therefore, this union strongly demands to review & consider all the left out sections for granting MGK of 120 Kms and grant 10 hours shuttling whenever booking is done for administrative exigency or operational constraint and requirement of traffic as per CFTM/ECoR's order dtd.01.06.2021.

ADMINISTRATIVE REMARKS

ACCOUNTS DEPARTMENT

It is a matter of policy decision and pertains to Operating , Commercial and Personnel Department. Unless rule exist, such claim

cannot be preferred.

OPERATING DEPARTEMENT

New proposal(s), if any, may be represented through divisional level Standing Review Committee for review and further action. The Zonal Review Committee will examine any such proposal of divisional level Standing Review Committee once it is submitted to it.

ELECTRICAL DEPARTMENT

OP/WAT

Such sections were identified and created the routes in CMS. MGK paid to the staff as per CRIS rules and guidelines.

OP/SBP

Noted and sections which do not have potential for earning adequate Kilometerage in the stipulated duty hours will be verified and if any section is suitable will be processed. However, Sr. DPO/SBP have been informed to issue instructions to Operating department to book Crew for 10 hours shuttling at present to minimize the same.

OP/KUR

Pertains to Operating department.

KUR DIVISION

MGK has been proposed for 5 different sections following in TLHR-TLHD/BDPK/ANGL-KPJG area shortly.

WAT DIVISION

As on date, there are no unidentified short sections pending for granting MGK and coal pilot. For identification of new such sections, suggestions are invited from Trade Unions or staff side so that feasibility study can be done for further process.

LAST MINUTES

A joint meeting with PCPO, PCOM, PFA & GS/ECORSU will be organized on 18.08.2023 (Friday).

PRESENT POSITION

OPERATING DEPARTMENT

New proposals, represented through Divisional Standing committee, will be examined once it is submitted to Zonal Review Committee.

DECISION

A joint meeting with PCPO, PCOM, PFA & GS/ECORSU will be organized on 12.12.2023.

66. 45U-25-2022 NON-COMPLIANCE OF 44TH PNM'S AGREED AGENDA ITEM NO.5 44U-05-2021.

ALLOTMENT OF ZONAL WORKS FUND SEPARATELY FOR RAILWAY QUARTERS & SERVICE BUILDINGS.

PCPO
PCE

It was decided that, "the CIG groups will be instructed to conduct the inspections regularly of Railway colonies and indentify such quarters which can be taken up for repairing works through works program".

It is very unfortunate that, till date no initiative has been taken by the administration in this regard.

Therefore, this union strongly demands before the administration to comply the agreed agenda at the earliest.

ADMINISTRATIVE REMARKS

KUR DIVISION

The inspections of CIG groups are conducted as per guidelines. In zonal contract, separate fund provision exists both for maintenance of Railway quarters and repairs of service building under different allocations head. Apart from the above other special contracts also executed for maintenance of staff quarters and buildings.

PERSONNEL DEPARTMENT

Divisions will be advised to conduct CIG Inspections regularly wherever the same is not being conducted.

ENGINEERING DEPARTMENT

The inspections of CIG groups are conducted as per guidelines.

In zonal contract, separate fund provision exists for both maintenance of Railway Qtrs and service buildings under different allocation head. Before floating of zonal tender, the requirement of repairs and improvements are being identified and included in zonal contract.

Apart from the above other special contracts also executed for maintenance of staff quarters and service buildings.

LAST MINUTES

PCE: CIG meetings/inspections are to be convened by Personnel Department. Inspections of CIG group should be done regularly. The minutes of the meeting/inspection of CIG group will be the basis for 80% of the work orders of zonal contract.

PCPO: Reasons will be called from Divisions for non-implementation of ZPNM decision regarding CIG group.

A time bound action plan will be sought from Divisions wherein a monthly report should be submitted to HQs. The details of committee inspections.

PRESENT POSITION

ENGINEERING DEPARTMENT

CIG meetings/inspections are to be convened by Personnel Department. Inspections of CIG group should be done regularly. The minutes of the meeting/inspection of CIG group will be the basis for 80% of the work orders of zonal contract. The funds are proportionally distributed for staff quarters and service building maintenance as per total requirements identified. Before floating of zonal tender, the requirement of works of repairs, improvements are being identified and included in zonal contract. Apart from the above, other special contracts also executed for maintenance of staff quarters. Divisions have been advised to implement the decision of PNM vide letter Nos. W-4/377/ ZPNM/ECORSU/Pt-VII/7030 dtd.16.08.2023 & W-4/377/ ZPNM/ECORSU/Pt-VII/8384 dtd.18.10.2023.

DECISION

Sr.DPOs will be advised for regular conduct of CIG inspections and details of the no of meetings held should be obtained from the divisions.

67. 45U-26-2022 NON-COMPLIANCE OF THE PNM'S AGREED AGENDA ITEM NO. 40U-14-2018, ITEM NO. 41U-01-2019, 43U-09-20221.

PCE

As per the decision taken during all the Zonal PNM meetings in connection with the under utilization of skilled staff in sub-ordinate offices to assist in establishment work causing loss of revenue to Indian Railway, it was decided that, "Wherever there is no vacancy of Ministerial staff, deployment of Engineering Field staff is to be stopped". Necessary instruction in this connection for implementation of decisions was communicated to all 3 divisions of ECoR vide D.O. letter of PCE.

After which the once again reminder guidelines were issued for further withdrawal of Filed staff from administrative offices but which turned out to be an eye wash. It has been observed by this union that, soon after this agenda gets 'Closed' after promise of affirmative action from administration, again the Field staff are called back for utilization in administrative/unit offices without knowledge of PCE. This practice is like back stabbing to the union and faith of employees for whom this union stands for.

Therefore, In this regard this union strongly demands strong exemplary action against the officials responsible in bringing back

the field staff to administrative offices and to stop utilization of Field staff in administrative offices with immediate effect.

ADMINISTRATIVE REMARKS

PERSONNEL DEPARTMENT

Pertains to Engineering department for implementation. Divisions have been advised to submit status of ministerial category of Engineering department vide this office letter No. ECoR/Pers/04/Engg./PNM items dated 19.05.2022.

KUR DIVISION

No engineering field staff are being utilized in Bungalows. Most of the Trackmen have been withdrawn from different officers/units to work in their respective field. There is no mis-utilization of Track Maintainers as very few of them are utilized against vacant post of ministerial cadre.

ENGINEERING DEPARTMENT

There has been constant effort to repatriate the staff working in offices to field. A special drive was launched in the past, in which 89 staff were removed from offices to the field during the drive taken in Dec'20 to March'21 (KUR- June'21, WAT-March' 21 and SBP-Dec'20).

Subsequently, 61 nos. staff have also been repatriated from various offices. As of now, 74 nos. of TMs are working in various offices in KUR and WAT divisions (KUR-39 & WAT-35) against vacancy of ministerial staff and to cope up with the work load of newly created field units. It is to mentioned that, out of 178 sanctioned posts of clerical posts in 42 units there are not even a single staff posted. Therefore, to manage the units Trackmen are used for Establishment and store matter. The matter is being perused with Personnel department to resolve the issue.

LAST MINUTES

Efforts will be made to minimize the use of field staff in offices to the bare minimum required arising out of retirement and non-replenishment of existing personnel.

Divisions to conduct a drive and submit a certificate to this effect.

PRESENT POSITION

ENGINEERING DEPARTMENT

Track maintainers who are working in offices have been repatriated and bare minimum staff being utilized where the vacant posts of ministerial staff exists. Specific cases of violation may be brought to notice.

DECISION

It will be discussed in the next meeting.

68. 45U-28-2022 **NON-IMPLEMENTATION OF PNM AGENDA ITEM NO. 44U-19-2021.PINPOINTING OF POSTS/CADRE OF ALL DEPARTMENTS.**

PCPO

It is observed that, manpower of this Railway are being mis-utilized, underutilized even if sometime not utilized. To arrest this leakage of manpower, it is suggested that, there should be pinpointing of cadre of each unit/department as per requirement.

It was decided by Railway administration that, "The pinpointing should be completed by 31st October 2021 in all 03 divisions by all departments".

But till date nothing has been done in this regard by any of the divisions. It shows the callous attitude of divisional administration towards the agreed upon decisions of higher forum.

In view of the above, this union demands to conclude Pinpointing across all cadres as soon as possible and department/category/unit wise approved copy should be supplied to this union.

ADMINISTRATIVE REMARKS

WAT DIVISION

The pin-pointing of non-gazetted cadre of all departments of WAT division was done in the year 2018-19. Further, changes being done time to time as and when proposals received from branch officers as per the requirement. The same was communicated to the PCPO/BBS vide office letter dated 20.10.2021.

KUR DIVISION

ELS/ANGL is a single unit and functioning in one place i.e. at ANGL, hence there is no need to pin pointing of posts/cadre. The same has already been intimated vide letter No. ELS/ANGL/E-1/Pinpointing of posts/21/5960 dated 28.10.2021.

PERSONNEL DEPARTMENT

Regarding pinpointing of centralized cadre controlled by HQ/office/BBS of Bridge cadre, Drawing & designed have already been done during the year 2020 & 2021.

GA Deptt: Publicity Inspector in L-5, L-6 & L-7 on 18.04.2022 has been sent to Accounts after obtaining views of CPRO

Commercial Deptt.: Catering Inspector & Catering Supervisors in

L200, L-2400, L-4200, L-4600 sent to Accounts on 11.04.2022.

Medical Deptt: Ch.Radiographer in L-6, Radiographer in L-5, Sr.DEE in L-7, DEE in L-6 completed.

In Stores deptt(Zonal) no proposal for pin pointing received.

Further as on 01.04.2022 BOS with pin pointing of posts has been sent for vetting to Accounts on 16.04.2022 and on receipt of vetted pin pointed cadre a copy of vetted cadre will be sent to the organized labour which as desired.

SBP DIVISION

1. Assessment vacancies for all the categories are being done as per rules duly taking into account the DPQ, LDCE & DRQ.
2. Pin-pointing cadre/posts completed for the following departments:
 - i) Personnel, Gen.Admn., Elect(OP), Elect(TRD), Elect(G), Operating
 - ii) Pin-pointing is under process: Mechanical
 - iii) Pin-pointing is still pending from Department: Civil Engg, Comml, S&T, Med, Stores & Safety.

LAST MINUTES

Divisions will be advised accordingly.

PRESENT POSITION

Divisions/Units have been already advised.

DECISION

It will be discussed in the next meeting.

69. 45U-29-2022 NON-IMPLEMENTATION OF PNM AGENDA ITEM NO. 42U-04-2020.

PCMD

To Open an Health Unit near BBS Railway Station area & facilitate the staff & Passengers by shifting Health Unit Loco Colony, Khurda Road to Bhubaneswar Railway station which was agreed by PCMD and vide his letter no. ECoR/BBS/MED/ZPNM/ECoRSU/3633dtd. 15.12.2020 instructed DRM/KUR to initiate proposal for shifting of Loco Health Unit, Khurda Road to Bhubaneswar Railway station area. Further in Informal meeting between PCMD, PCPO & ECoRSU on 07.10.2021 it was informed that, KUR divisional administration didn't agree to convert vacant SSE/Works/BBS office to Health. In the same time ECoRSU proposed to sacrifice for their Branch union office for Health unit purpose in lieu of old SSE/Works/BBS office. Ironically, now neither the Loco Colony nor the Bhubaneswar health unit is functioning.

In this regard, this union demands to start Health unit at

Bhubaneswar with immediate effect for benefit of employees.

ADMINISTRATIVE REMARKS

As per the joint inspection conducted by ADRM(Infra)/KUR & CMS/KUR on date 27.08.2021, it is proposed to construct a new building for the Health Unit instead of using the old building of SSE(Works)/BBS.

LAST MINUTES

Same remarks.

PRESENT POSITION

As decided the Health Unit at BBS station will be opened after adequate space is provided in the newly development of Station building at BBS station.

DECISION

Discussed.

CLOSED

70. 45U-30-2022 **CONTINUES HARASSMENT TO EMPLOYEES ON IOD AND EMPLOYEES HAVING CHRONIC DISEASES WITH LONG SICK BY DIVISIONAL RAILWAY MEDICAL AUTHORITIES, KUR & SBP FOR GIVING PROPER FITNESS CERTIFICATE IN TIME AS PER IRMM AND ALSO HARASSMENT BY DIVISIONAL BRANCH OFFICERS TO THE ABOVE EMPLOYEES.**

**PCMD
PCEE**

It is observed that, the Medical officers of KUR and SBP are not taking proper decision in time of IOD & long sick cases and it is also observed in some cases patients are issued with fit certificates with some remarks which is not complied by the divisional branch officers with a harassment motive.

For example in the case of Shri D. Jayaram, Tech.-I/OHE/CAP received high voltage electric shock and fell down from a height of 22ft. causing serious physical and cerebral damages because of severe injuries obtained while on duty. The chronology of the case is as under:

- (i) Supervisors - Station Superintendent, Humma and JE(TR-D)/OHE/ Chatrapur's accident report from site at 12:30 hrs on 13.09.2015 reg. two OHE staff Shri D. Jayaram, Tech.-I/OHE/CAP and Shri A.T. Patra, Hel-II/ OHE/CAP receiving high voltage electric shock and falling down from a height of 22ft.

- (ii) Post Facto approval dtd. 15.09.2015 of Chief Medical Suptd./KUR for treatment of seriously injured OHE staff Shri D. Jayaram, Tech.-I/OHE/ CAP & Shri A.T. Patra, Hel-II/OHE/CAP at Apollo Hospital, Bhubaneswar on referral.
- (iii) Discharge Memo dtd. 11.3.2016 of Shri D. Jayaram, Tech.-I/OHE/CAP issued by Sr.DMO/Brahmapur after Shri Jayaram remained under medical treatment w.e.f 13.09.15 to 10.3.2016.
- (iv) Psychiatric Consultant, Central Hospital/ECOR/BBS's review of physical and mental condition of Shri D. Jayaram on 10.10.2017 after he was advised complete rest w.e.f. 05.12.16 to 10.10.17 and advice not to allow Shri Jayaram near machinery where there is risk to his own life and life of others.
- (v) Divisional Railway Hospital/KUR's Hospital Discharge Certificate of Shri Jayaram vide Memo No. 378902 dtd. 14.10.2017 with an advice to follow up after 3 months with working report.
- (vi) SSE/OHE/CAP/Chatrapur's report dtd. 22.01.2018 to ADMO/BAM regarding working of Shri Jayaram with a clear mention that he suffers from panic disorder & fear to work T/Car or OHE related work where safety is involved.
- (vii) Addl. Chief Medical Suptd./KUR's referral of Shri Jayaram to Department of Psychiatric, National Institute of Mental Health & Neuro Sciences (NIMHANS), Bangalore on 15.02.2018.
- (viii) NIMHANS, Bangalore's advice of drugs for 4 months to Shri Jayaram vide OP/IP No. P408716 dtd. 02/3/18.
- (ix) SSE/OHE/CAP's Explanation Notice to D. Jayaram, Tech.-I/OHE/CAP regarding his negligence to work & overall unsatisfactory working.

After all these also the employee is being harassed continuously by the medical authorities and divisional officers. The matter was highlighted by this union several times to the authorities but till date the employee is harassed after running from post to pillars for which the family members are in deep anguish and agony.

In view of the above, this union demands natural justice for the aggrieved employee who has almost lost his livelihood for Railways and similar cases pending at the Divisions may also be looked into in priority basis.

ADMINISTRATIVE REMARKS

ELECTRICAL DEPARTMENT

TRD/KUR

After the incident Sri D.Jayram has been transferred from CAP to BALU on own request. He is now working under JE/PSI/IPM and as advised by CMS/KUR for not to provide duty to Sri D.Jayram, Tech-I/PSI/IPM near Electrical and Mechanical machinery, is strictly followed.

MEDICAL DEPARTMENT

The matter pertaining to division and may be raised in the divisional forum.

LAST MINUTES

The case will be reviewed in the first week of Aug'2023, except Monday.

PRESENT POSITION

MEDICAL DEPARTMENT

As informed by CMS/KUR and Sr.DEE/TRD/KUR the employee is working under SSE/PSI/IPM. There is no complaint from the employee regarding harassment.

DECISION

Discussed.

(CLOSED)

71. 44U-02-2021 **CADRE FIXATION OF MEMU / KUR WORKING STAFF (ZONAL) AS PER YARD STICK.**

PCPO

PCEE

In MEMU Shed / KUR there is urgent need of fixation of cadre, so that the working staff can be avail promotional benefits and other associated facilities. MEMU Shed at KUR was made operational from the year 2018 and now the present staff strength of more than 50 numbers. The importance of this shed is always observed for smooth movement of passenger traffic and the present working staff is fulfilling all such requirement up to their optimum capacity. Some of the staff who earlier opted to work at MEMU Shed /KUR has not been spared from their respective departments, though Office Order has been issued from Personnel Department long time back.

The cadre fixation for the MEMU shed should be done immediately as per the established procedures for ensuring promotional benefits

to staff. This union strongly demands for early implementation of the cadre fixation at MEMU shed for benefit of staff.

ADMINISTRATIVE REMARKS

KUR DIVISION

Since it is a policy decision for determination of size of the cadre in MEMU Shed/KUR and it is to be decided at HQrs level, PCPO/ECOR/BBS has been requested vide this office letter No. P/Elect(G)/MEMU cadre/2021 Dt. 19.04.2021 for taking further necessary action in the matter.

ELECTRICAL DEPARTMENT

Proposal for creation of 74 posts for MEMU Car Shed/KUR is under process at PCPO/ECOR. Cadre fixation of MEMU Shed will be done after creation of proposed Cadre strength.

LAST MINUTES

Sr.DPO/KUR will be advised to look into the matter.

PRESENT POSITION

PERSONNEL DEPARTMENT

Creation: 35 Nos. of Non-gazetted posts of DLS/VSKP was transferred temporarily for operation in MEMU shed/KUR.

However, for permanent transfer of these posts, Sr.DPO/WAT has been requested to comply the observations as raised by Finance department/HQrs.

ELECTRICAL DEPARTMENT

Sr.DEE/OP/KUR: Being processed in consultation with Personnel department.

DECISION

It will be discussed in the next meeting.

72. 44U-04-2021 IMPROVEMENT OF EAST SIDE COLONY OF PURI, VACATION OF THE WEST SIDE RAILWAY LAND AND PROTECTION OF RAILWAY PROPERTY FROM THESE ANTISOCIAL ELEMENTS.

PCE

IG-Cum-PCSC

East Side Railway Colony of Puri station is not in a habitable condition. The drainage system, the road and the quarters everything is in a dilapidated condition. This Union demands for the immediate renovation of the Railway Quarters, improvement in the drainage system and completion of the repair work of the

connecting roads of the colony.

In the West side of Puri Railway station a large portion of Railway land has been occupied by unauthorized occupants/miscreants since long. With the intervention of State and Railway authorities few portions of the land were recovered a couple of year back. But a major portion of the land is still in the captivity of unauthorized occupants. These unauthorized occupants cause disturbances regularly which leads to displeasure among the Railway employees. This union demands immediate intervention in the matter for vacation of the land and protect Railway life & property from these antisocial elements.

ADMINISTRATIVE REMARKS

SECURITY DEPARTMENT

Regarding improvement of east side colony of Puri, i.e. renovation of Railway quarters improvement in the drainage system and repairing of Colony connecting road are related to Engineering (Works) department . In regard to vacation of the west side Railway Land and protection of Railway property from these antisocial elements, IPF PUI physically inspected Bali Upparsahi area west side of Puri Railway Station and found that there is no any Railway land demarcation. About 1500 outsiders have constructed their houses. So IPF PUI had issued letter dated 04.07.2021 to ADEN(Track/KUR) for proper demarcation of Railway land boundary in PUI Railway station colony are with the co-ordination of Dist. Authorities and constructing permanent boundary wall or fixing pillar in the entire Railway area, so that the unauthorized activities in colony area can be prevented as per the provision of Law and also encroachment of Railway land can be protected. But no any reply or any action taken by the concerned Engineering department yet received however to prevent and protect criminal activities in the above area the regular RPF patrolling is provided in co-ordination with local police and now a days the criminal activities in Railway colony area is under control.

ENGINEERING DEPARTMENT

The revenue estimate for repairs to the Quarters: Ty I- 71 nos., Ty II- 65 nos. & Ty III- 4 nos. (Total- 140 qtrs.), Drainage System-3 km and Road-2.5 km. amounting to Rs.2.35 crores under J-500 have been submitted to finance for vetting on 06.09.2021.

As regards to unauthorized structures on west side of Puri Railway colony, Railway has filed Misc. case in Sub-collector (settlement)/Puri office on 19.08.2021 for the disputed lands. After finalization of the case, necessary action will be initiated for joint demarcation of railway land by State Govt. and Railway. Subsequently, the unauthorized structures falling in the Railway

territory will be removed.

KUR DIVISION

For repair works to drainage, sewerage and road for East railway colony The same has already been processed and work will be taken up shortly. Regarding unauthorized structures on west side of railway colony, Railway is going to file MISC case for the disputed lands after which there will be joint demarcation of railway land by State authority & Railway authority and accordingly action will be taken for removal of unauthorized occupants over the entire Railway land at Puri Settlement.

LAST MINUTES

General Secretary/ECORSU requested GM to look into the matter.

PRESENT POSITION

SECURITY DEPARTMENT

IPF/Puri physically inspected Bali Upparsahi area west side of Puri Railway station and found there is no Railway demarcation against the protection of Railway property from the anti-social elements. In this regard, coordination has been made with GRPS/Puri, local police, SSE/Works/Puri and District authorities for proper demarcation of Railway Land boundary in Puri Railway station colony area and to construct permanent boundary wall or dicing pillar in the entire colony area can be prevented as per the provision of law and encroachment of Railway land can be protected. Puri settlement will initiate action for removal of unauthorized encroachments over the entire Railway land after getting the judgment of the disputed land in Railways favour.

In this regard, RPF/Post/Puri has made correspondence with ADEN (Settle)/KUR on 04.07.2020 and again vide Lr. No. RPF/Puri/Qtr& Land/13-2022/938 dated 19.02.2022 and requested to initiate legal procedure for eviction of unauthorized structure in Railway are, if any, coordination and correspondence has also been made with SSE/works/Puri & Sr.DCO/Puri vide Lr. No. RPF/Puri/Qtr& Land/13-2022/948 dated 21.09.2022 & Lr. No. RPF/Puri/13-2023/990 dated 06.09.2023 to initiate legal action against the unauthorized occupants/miscreants as per provision of law and demarcation of Railway land boundary in Puri Railway station but no action has so far been initiated and the issue is still pending.

Apart from the above, officers and staff of RPF post/Puri regularly conducting regular drive and raid in these areas to prevent crime against passengers and Railway employee. As a result of such drive and raid, the crime scenario in Puri Railway station area is totally under control. RPF Puri is always available to provide all assistance

to the Engineering department to remove all the unauthorized occupants from Railway area as per provision of law.

ENGINEERING DEPARTMENT

All the basic amenities like improvement of road, repairs to staff quarters have been done. Regarding eviction of encroachment from Railway land, the matter is under process.

LOA already issued for miscellaneous repairs to staff quarters at east colony at PURI for an amount of Rs.1.62 Crore. Another LOA has already been issued for repairs sewer line and drainage system of staff quarters of PURI for an amount of Rs.1.52 Crore. Both the works are going on.

DECISION

The agenda item was raised before the General Manager.

73. 44U-09-2021 **CONSTRUCTION OF QUARTER IN THE MAJOR STATIONS WITH PERMISSION FOR UP & DOWN - TO MEET THE PRESENT DAYS NEED OF THE EMPLOYEES.**

PCE

Employees of the Roadside stations are contributing their best for growth of Indian Railways whereas they are being deprived from several social benefits and urgent needs (proper education facility, medical, health care facility, amusement, marketing etc) at par with the Railway employee working in the urban area stations.

This Union suggests club-up the small road side stations to nearest major stations for the purpose of allotment of Quarters to avail the above basic social and urgent needs of the employee working in roadside stations. This will also solve the grievances of employees for request transfers to some extent.

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

The clubbing of quarters at wayside station at Major station, the proposal to be initiated by division with approval of competent authority.

KUR DIVISION

The proposal to be initiated by Sr.DPO/KUR.

Quarter has been uploaded in IRPS for plan head 51 for the year 2021-22.

LAST MINUTES

Details will be called from all Divisions regarding allotment of quarters to the employees other than the posted place.

PRESENT POSITION

Matter will be discussed in meeting.

DECISION

Proposal for construction of new quarters will be given to PCE.

(CLOSED)

74. 44U-20-2021 **PROVISION OF CENTRAL OFFICE FOR RECOGNIZED TRADE UNION :**

PCPO

This Union is a registered and recognized Union of East Coast Railway functioning actively with administration to see the benefits of the employee and in the same time it also sees the productivity of East Coast Railway. This union does not have a central office for its day today activities.

It is the request of the Union to please allot one central Office at Khurda Road, which will function round the clock to serve the Railway as well as to serve the employee.

ADMINISTRATIVE REMARKS

To be discussed in the meeting.

LAST MINUTES

General Secretary/ECORSU may be advised to raise the issue at divisional level.

PRESENT POSITION

There is no provision to provide Central Office in the divisional territory.

DECISION

(CLOSED)

75. 44U-22-2021 **MERGER OF ESTABLISHMENT OF ENGINEERING DEPARTMENT WITH PERSONNEL DEPARTMENT:**

PCPO

PCE

Railway Board has issued order on Dt. 28.12.2020 with guidelines regarding merger of establishment work of Engineering Department with Personnel Department. Though three months has already been lapsed the order has yet to be executed in this Zone.

It is requested to please expedite for implementation of the order.

It is revealed from different policy decision of administration like out sourcing & surrender of posts, that the participation of this Union has been ignored which leads to an unhealthy industrial relation of Administration with Union.

Hence this Union demands that while taking policy decision the representation of this Union should be should be invited in future days.

ADMINISTRATIVE REMARKS

ENGINEERING DEPARTMENT

Draft Joint procedure order for this purpose has been rectified by

PCE and submitted to PCPO vide Note dtd.22.04.2021 for finalization.

All proposals are sent to Personnel department for further action as per procedure.

KUR DIVISION

As per the draft JPO dt: 02.02.2021, this office has communicated views/remarks of the division to PCPO/BBS vide this office letter no: P/KUR/JPO/merger/Estt.Staff/Enggg/21, dated: 05.02.2021. The reply is awaited.(Copy enclosed).

WAT DIVISION

This office has not received any JPO from HQ/BBS regarding merger of establishment work of Engineering department with Personnel department. This office will process whenever such proposal received from HQ/BBS.

While taking policy decision, the representation of ECoRSU/WAT will be invited in future.

LAST MINUTES

The subject matter already in motion.

PRESENT POSITION

PERSONNEL DEPARTMENT

Matter will be discussed in the meeting.

DECISION

This matter is under process of implementation based on feasibility.

SECTION - "D"

SUMMARY

	Total No. of items	Items closed	Balance items
New Agenda items	30	09	21
Review Agenda Items	45	18	27
Total	75	27	48
