

NOTE

Sub: Union dealing with – New agenda for 2nd WREU GM PNM meeting 2021.

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A list of new agenda containing 30 items (from 31/2021 to 60/2021) for the 2nd GM PNM meeting to be held with WREU for the year 2021 is enclosed herewith. Items pertaining to HODs/POs are indicated below. In case, marked items are not pertaining to you/your department, the same may be forwarded to the concerned department under advice to this office to avoid delay.

Officer concerned	Item No.
PFA	44/2021, 51/2021.
FA & CAO C	40/2021.
PCMD	33/2021, 41/2021, 43/2021.
PCE	32/2021, 34/2021, 37/2021, 38/2021, 52/2021, 54/2021, 58/2021.
PCEE	58/2021.
PCME	36/2021, 53/2021, 56/2021.
CPO(G)	31/2021.
CPO(IR)	49/2021, 50/2021, 57/2021.
CPO(A)	33/2021, 35/2021, 39/2021, 42/2021, 45/2021, 46/2021, 47/2021, 48/2021, 52/2021, 59/2021, 60/2021.

The concerned officers are requested to kindly examine the items marked for them and send remarks to E(Union) Section latest by **09.07.2021** so that the same can be appraised to CPO(IR)/GS-WREU.

Please treat this as URGENT.

Encl: As above.

(No.EU1160/41/7/7/2021 Vol.II dated 05.07.2021)

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Dy.CPO(IR)
For General Manager (E)

PFA/PCME/PCEE/PCMD/PCE/FA&CAO(C)
DY.CPOs : (NG)/(W)/(Engg)/(RP)/(HRD)/(HQ)
APOs : (B&A)/(R&T)
C/- Secretary-PCPO for kind information of PCPO.
C/- CPO(ADM)/CPO(G)/CPO(IR) for kind information.
C/- DRM(E)s: BCT/BRC/RTM/ RJT/BVP/ADI
C/- GS-WREU/GTR

WESTERN RAILWAY EMPLOYEES' UNION

GM PNM AGENDA (Item Nos. 31 to 60 of 2021)

CPO(G)/Dy.CPO(HRD)

Item No.31/2021

Hardship faced by maximum staff of BVP division regarding issuing of Pass, PTO and withdrawal of PF due to non-availability of proper data in HRMS.
(CCG/4/2021 DT. 20-01-2021)

It is brought to our notice by our local union that quickly implementation of HRMS as per Railway Board and HQ instructions without proper planning and preparation has created lot of hardship to the staff in BVP Division.

In this regard CPO (G) CCG also issued instruction for truly and early implementation of HRMS system in Western Railway as instructed by AM-HR (Rly.Bd). You aware that for uploading of employees data in HRMS portal through private agency. Our division expense huge amount but agency uploaded maximum wrong and incomplete data of employees along their family members. So, maximum employees facing serious problem specially issuing privilege Pass/PTO and withdrawal from PF account in any emergency. Some major error found in maximum employees data are as under

- i. Mobile Number not uploaded or wrong number uploaded
 - ii. Name of spouse and children not available or wrong uploaded
 - iii. Scanned service sheet not uploaded
 - iv. Details filled in ESR also not as per actual SR.
 - v. APAR not uploaded for any year
- Without proper correct data issuing PASS not possible
 - Without proper correct data PF withdrawal not possible
 - Without proper correct data Settlement through HRMS not possible

It is necessary to correct Mobile Number uploaded in HRMS portal for resolving problem

General Manager is therefore requested to advise DRM-BVP for early correction of true employees data in HRMS portal to avoid hardship in future.

PCE

Item No.32/2021

Non-Supply of Safety Shoes to Artisan and Khalasi/Helper of Bridge Department in Safety category.
(CCG/19/2021 DT. 16-06-2021)

It has been brought to the notice of the union that the staff working in bridge organization of Engineering Department has not supplied protective accessories particularly to the Artisans and Khalasi/Helpers though they are safety category staff and their nature of work is hazardous. They have not been considered for supply of safety shoes.

As per Railway Board letter No. E(W)79UN1-16, dated 23.04.1979 the recommendations of Uniform Committee 1970 vide last sub para under recommendation No. 1 & 2 have been accepted by the Board and empowered General Managers to deal with supply of protective/special accessories to staff dealing with hazardous work with Concurrence of the PFA.

General Manager is therefore requested to consider the categories of all Artisans and Khalasi/ Helpers in Bridge department for supply of Safety Shoes on Western Railway.

PCMD/CPO(A)/Dy.CPO(NG)

Item No.33/2021 **Grant of work related illness leave to Doctors and Para Medical staff working in Medical department of Western Railway. (CCG/15/2021 DT. 09-04-2021)**

It has been complained by the staff working in JRH and all Health units of Western Railway that they are involved in treating COVID and Non-COVID and COVID suspected patients for last one year. Now you have extended the facility by creating Corona wards in all Divisional and Non Divisional Hospitals for the benefit of Railway men and their families suffering from COVID-19. Our Geographical area comes under the states of Maharashtra, Gujarat and Madhya Pradesh and all these states are highly infected with COVID-19 Pandemic.

WRIL was granted by MD-JRH to the rightful employee up to November, 2020. Now in JRH COVID and Non COVID activities started and therefore majority of the Para Medical staffs are coming in contact directly or indirectly with COVID infected patients. According to our information there are about 35 employees infected with COVID and are forced to hospitalize for treatment. A reference has been made by MD-JRH on 07-04-2021 to you. The reference itself is self-explanatory. We are enclosing herewith copy of the reference made by MD-JRH for your perusal and sympathetic consideration.

General Manager is therefore requested to consider this matter and issue necessary guidelines to all concerned of the Western Railway Hospitals and Health Unit Incharges for necessary action.

PCE

Item No.34/2021 **Allotment of Habitable Alternative Accommodation to the occupants of Unsafe Quarters in Mumbai Area. (BCT/14/2021 Dated 03.07.2021)**

It is brought out to the notice of the Union that, large numbers of quarters (more than 500) of different types from MX to DIC occupied by the employees of divisional and Non-Divisional units in suburban area are declared unsafe for human habitation by the Engineering department of Mumbai division. Subsequently alternative quarters are allotted at available locations/stations in suburban section by the DRM (E) MMCT with a notice that, the allotted quarters should be occupied within a period of 15 days from the date of allotments.

Despite various difficulties including family problems, employees have been visited to the allotted quarters for occupation and pointed out that alternative quarters allotted are more dangerous than their existing quarters and quarters in ground floor almost in all colonies are prone for flooding during monsoon.

Beat SSE (W) under Sr.DEN (CO) MMCT not at all ready to certify habitable condition of alternative accommodations allotted by the Personnel department as a result large numbers of employees are repeatedly approaching concerned SSE (W) for providing adequate minimum facilities in the quarters allotted as alternative accommodations in lieu of unsafe quarters.

General Manager is therefore requested to instruct DRM-MMCT to form a committee of Officers of different departments who will physically inspect condition of these alternative

accommodations and certify its habitable condition as well as to ensure availability of adequate basic amenities in these quarters as per the norms of Railway Board.

CPO(A)/Dy.CPO(NG)

Item No.35/2021 **Delay in giving the benefit of Pay fixation and revision of PPO- Case of ShriHirachand L. Surve, Ex-Lineman, Gr. I under SSE(OHE)G-BCT.**
(CCG/13/2021 DT. 31-03-2021)

The above named employee was working under SSE(OHE)G-BCT as Lineman, Gr. I. and retired on 31-03-2014. The benefit of cadre restructuring as a MCF was given vide letter No.. E/ELT/839/506(MCF) dated 16-04-2014 in PB-II, GP 4200/-. He is entitled for benefit of increased pay fixation as a MCF w.e.f 01-11-2013.

We are enclosing herewith Pay fixation order issued by DRM(E)-BCT dated 16-04-2014. He had applied for above benefits but nothing is heard from DRM(E)-BCT. The case was represented in Pension Adalat. ADRM was convinced and issued verbal instruction for making necessary payment to the employee concern by revising his pension orders.

Since no action is taken for last more than 5/6 years, General Manager is requested to instruct DRM(E)-BCT for taking immediate action for making difference of the payment as a MCF and revise the PPO as requested by the employee concern on priority.

PCME

Item No.36/2021 **Transfer and promotion – Case of Shri Anil Khillare, CMS, Vatava/ROH**
(WREU's letter of even no 26.10.2020 and 03.07.2021)

The case of above employee with his representation was represented to CWE –CCG vide our letter under reference. PCME–CCG after considering the representation of the above named, have issued instruction to CWM/ LPL in the month of November, 2020

CWM/ LPL vide his letter No. E 839/ CW/SUP/CMS Vol. III dated 05.11.2020 have issued instruction as per headquarters instructions.

Shri Anil Khillare was forced to carry out the order of his transfer dated 17.09.2020 with revised instruction vide CWM/PL's letterNo. E839/CW/SUP/CMS Pt. III dated 20thOctober,2020.

ShriKhillare accepting CWM/ PL instructions carry out his transfer order at ROH/GIM and send his name noting request which has been forwarded by DRM (E)-ADI to CWM/PL on 17.11.2020.

Union will like to point out that despite PCME-CCG's favorable consideration, the instructions given by competent authority are not correctly implemented by CWM/PL and DRM/ADI. The employee concern is facing lot of difficulties and waiting for his posting order as assured by CWM/PL according to his latest name noting

General Manager is requested to direct CWM/PL and DRM- ADI for transferring Shri Anil Khillare, CMS /GIM according to his name noting to Lower Parel Workshop, Mumbai.

PCE

Item No.37/2021 **Proposed Closure of pathway at North end of GIM Railway Station.**

(ADI/12/2021 DT. 08-06-2021) &(ADI/ 17 /2021 Dt. 03.07.2021)

One rail leveled pathway is available at the north end of GIM Platform in station yard over the past more than 50 years. All big installations viz. C&W Sick Line, ROH, Pit line (700 employees), BG Yard & TFC Staff (140 Employees), SSE-PW-BG (110 employees), Two Diesel Sheds (175 employees), Train Lighting & Signal (130 employees) are located on the eastern side of railway line and all the staff colonies are located on the western side. As such, all the staffs are using this & only one pathway round the clock for attending their duty places. Additionally, on duty running staff are also using this pathway for boarding their trains. Most of the staff is using bicycle or scooter/bikes. In addition, 02 RCD are also located in the Yard and Diesel Shed where average 2-3 tankers are reaching using this pathway daily.

The pathway on the eastern side of railway platform is used by more than 1500 railway employees for performing their day to day duties round the clock.

It is pertinent to mention here that no any unusual occurrence with any user of this pathway is ever noted in last 30-40 years.

We have already represented that, this pathway is decided to close at the instance of CRS observation. Further we had categorically mentioned that instance of collision of one road vehicle with engine, which was quoted as reason for closing this pathway, was occurred in yard not on this pathway. Moreover, all the trains are halting at GIM Station so while passing through this pathway, the speed of the train is almost walking speed and therefore there is no chance of any unusual occurrence.

In case this pathway is closed, the staffs will not have any alternate pathway to reach their workplaces and no vehicle can approach above units.

WREU raised this issue before you vide item No. 5 of Memorandum submitted on dated 10-3-2021 at BLDI during your inspection. Further, this problem was also represented and discussed with DRM-ADI by our Divisional Secretary. DRM showed his helplessness to provide any alternate road. However, he has told WREU's Divisional Secretary that administration has planned for providing alternate road.

Now divisional administration planned to provide alternate pathway from Block Cabin to yard and construction of the same has been started on war footing. In this situation as represented earlier, the staff has to face heavy traffic of 4-lane highway at the risk of their life and will have to travel about 09 Kms from Railway colony to workplace. In addition they have to wait due to frequent closer of LC gate on Block cabin.

In view of the above, the alternative road being constructed, will only avoid passing through main line and existing problem of crossing track in yard will remained unresolved. Moreover the staff will have to travel around $9 \times 2 = 18$ Kms daily which is not advisable. Therefore, alternate pathway being constructed by administration is not at all convenient and is uneconomical as well.

Union therefore urges upon you that in order to ease the railway functioning and to overcome the problem of working staff permanently, union suggest to plan for construction of Road Under Bridge at the place of existing pathway on priority within targeted time frame and also sanction the work and fund allotment for the same out of turn.

PCE

Item No.38/2021 Construction of new integrated Crew Lobby at GIM.

(ADI/07/2021 DT. 08-03-2021)

Our local union at ADI have represented that there is need for constructing new integrated crew lobby at GIM. The details for this necessity are given below.

The details of combined crew lobbies has been evolved by excerpts from report of the ED's committee of Railway Board on improvement in crew lobbies in year 2003 with reference to board's letter No. 2001/M (L)/467/2 dt. 10/11/2003. Accordingly, the lobbies are classified with respect to users and defined depicted about need to develop infrastructure, facilities, amenities etc. subsequently, railway board vide letter No. 2015/M(L)/466/7101 dated 2/3/2015 circulated a hand book prepared by CAMTECH, to all zonal railways for implementation of the contents.

The combined Crew Lobby at GIM is the biggest lobby of ADI division having about 600 users. This lobby is functioning from years old building and could not develop to the desired standard. GIM-lobby has constraint of space; therefore there remained drastic congestion routinely and office staff is also facing much difficulty. The proposal for construction of new combined lobby at GIM is being delayed for one or another reason by ADI Division.

General Manager is therefore requested to advice DRM – ADI for examining this issue and taking immediate steps for construction of new integrated crew lobby at GIM in the larger interest of smooth and safe working of trains as per Railway Board guidelines.

CPO(A)/DY.CPO(NG)

Item No.39/2021 Curtailment of Training- CGA appointee in Artisan Gr. III (Non ITI) in all departments. (BCT/7/2021 DT. 31-03-2021)

The CGA appointees (Non ITI) are given on job training for a period of 3 years. This issue was raised by AIRF at Railway Board level for reducing their training period. The Board vide their letter under reference dated 27-01-2020 have reduced it to 78 days. Mumbai division have made a reference vide their letter under reference no. 3 dated 16-03-2021 that if a Juniors training have been revised the regularization of Senior Trainee Artisan (Non ITI) will be later than their juniors appointed in railway. The reference made by Mumbai division is reasonable and needs proper consideration. Similar situation might be prevailing on other Units of Western Railway.

General Manager is therefore requested to consider this issue and issue a proper clarification for reducing the training period of the Trainee Artisan (Non ITI) under training at par with their juniors appointed in railway on later date.

FA &CAO C- II

Item No.40/2021 Hardship to the family of deceased employees due to unwarranted withholding of DCRG for want of No Due Certificate from JCCS Ltd. (BCT/6/2021 DT. 27-03-2021)

It is brought out that the Establishment and associate Accounts unwarrantedly withholding DCRG of deceased employees for want of No Due Certificate from the JCCS Ltd. Union at Divisional level has been represented against the unlawful act of administration. But the efforts become futile so-far.

01) On enquiry it is ascertained that, President JCCS Ltd and FA &CAO(G) CCG had sent a D.O cited under reference to CPO(Adm) CCG in reference to GME (E) CCG's letter No. E(S)789/1/1 dated 17.06.1988 insists to obtain a **NO DUE CERTIFICATE** from the JCCS Ltd before sending the settlement cases to Account Office for final

disbursement of settlement dues ***in cases where dues are outstanding to the JCCS Ltd.*** Hence the associate Accounts insisting Personnel department for enclosing a **No Due Certificate from JCCS** along with all settlement cases (NR & ONR) to be forwarded by the E-Settlement section to Accounts for disbursement of final settlement and PPO.

- 02) Further, para 2 of the above cited letter dated 24.04.2018 emphasizes that, there are large numbers of non-recovery cases of the JCCS outstanding dues (loan dues etc.) against the borrowers and sureties from the members of the society who were Railway employees and left Railway service on account of Retirement, Death, Resignation etc.
- 03) The above D.O letter further **contends** that, non-receipt of copies of memorandum of Retirement, Death, Voluntary Retirement, removal & Dismissal, Inter Division/Railway transfer are not being marked or forwarded to JCCS Ltd. Hence resulting in non-recovery of out-standing dues from the loan borrower leads to complaints from the sureties.
- 04) In this context, it is pertinent to pointed out that, since 2004 the JCCS Ltd begin to **writing off** the outstanding loan amount payable to the JCCS by the deceased borrower by adjusting Insurance/CTD amount of concerned member/borrower in case of death while in service. Thus, there is no question evolving of default in case of death of borrower.
- 05) In case of deceased employee is a surety to another employee who was borrowed loan from JCCS, his liability on being surety will be null and void on his death while in service, even though the JCCS enforced to obtain **No Due Certificate** from them before disbursement of final settlement including DCRG to the spouse/wards of such deceased employee who was a surety to an employee borrowed loan from JCCS.
- 06) In case of Inter Division/Railway transfer, prevailing system enable to obtain No Due Certificate from the JCCS before his/her relieving to other Division/Railways.
- 07) In case of Superannuation/Voluntary retirement, system instituted in vogue for recovery of payable dues towards JCCS from the DCRG of concerned employees on issuance of clearance certificate from the Pay Bill section for final settlement.
- 08) Despite the above facts, Lakhs of amount payable to the concerned employees/shareholder (CTD, share-money etc.) remain with JCCS for their own final settlement to the shareholder.
- 09) Similar practice is already adhered, even though DCRG in case of all NR and ONR cases are withheld either by the Personnel or Accounts for want of **No Due Certificate** from JCCS Ltd even without issuing a letter by showing the valid reason for withholding the DCRG payable to the employee or the wards of deceased employee.
- 10) Above unethical and illogical practice by the administration at the behest of JCCS Ltd lead to severe harassment to the retired employee and the wards of deceased employee. It also leads unwarranted delay in releasing of settlement dues. It can be seen that, large number of NR/ONR cases are pending with Settlement section for want of **NO Due Certificate** from JCCS Ltd.

General Manager is therefore requested to examine the matter in detail and do the needful to discontinue above unethical and illogical practice initiated for obtaining **No Due Certificate** from the JCCS before disbursement of settlement dues to the family of deceased employee which leads to withholding of DCRG and thereon severe hardship to them from JCCS Ltd.

PCMD

Item No.41/2021

Non conducting of medical examination by CMS-BRC – Case of Shri Sonu Kumar, Track maintainer-IV under SSE/P.Way/BRGY.
(BRC/7/2021 DT. 15-05-2021)

The above named was removed from Railway Service, fortunately Appellate Authority has considered his appeal and he has been reinstated into Railway Service vide memorandum No. E/(MPP)/2021/3/12 dt. 11/5/2021. While the employee visited Railway hospital along with sick memo for special medical that time his case was regretted on the ground of Railway Board's letter dt. 21/4/2021 & official memo dt. 11/5/2021.

It is to point out that Railway Board's letter is not restricting for conducting the special medical examination. Our local union approached Sr. DPO-BRC & CMS-BRC. Sr.DPO-BRC verbally requested CMS-BRC for conducting the special medical examination but in vain.

General Manager is therefore requested to instruct CMS-BRC for conducting special medical examination of the above named immediately.

CPO(A)/Dy.CPO(NG)

Item No.42/2021 Incorrect maintenance of percentage of Goods Guard and Sr. Goods Guard.- Loco running staff- RJT division.
(RJT/4/2021 DT. 26-03-2021)

It has been brought to the notice of the Union by our local Unit at RJT that DRM(E)-RJT after raising this issue have agreed to maintain bifurcation of the 50% ratio in PB1 GP 2800/- and 50% ratio in PB2 GP 4200/- as per cadre restructuring instructions vide Railway Board's order No.PC-III/2013/CRC/4 dated 08-10-2013. File was put up to Sr. DFM who had not agreed with the contention of Sr. DPO-RJT.

DRM(E)RJT have made a reference to GM(E)-CCG vide his letter No.ET/830/2 Vol.I dated 22-06-2020 with a reminder on 06-11-2020. We are enclosing herewith references made by RJT division for your ready reference.

General Manager is requested to examine the case and issue necessary instructions to Sr. DFM-RJT that all the temporarily posts which are in operation for more than 3 years may also be taken into account for the purpose of applying revised percentage as per Para No. 2 of Board's letter under reference.

PCMD

Item No.43/2021 Provision of Health Unit for staff working and retired staff at Morbi. (RJT/6/2021 DT. 26-03-2021)

Morbi is a District place in a Gujarat State at present more than 500 railway employees are working in the Geographical area of Morbi section. Around 900 RELHS Card Holders and their families are also residing in Morbi area. In case of medical assistance or public treatment they have to travel either WKR or RJT. WKR is 25 kms and RJT is 67 kms away from MVI. It is very difficult to travel for medical treatment during sickness to both the places. In case of emergency they are facing lot of hardship.

In past Medical facility of Health Unit was available round the clock at Morbi but due to reduction in staff strength this dispensary was converted into lock-up Health Unit. The existing structure is available and in good condition. Now, one CMP Doctor is visiting at Morbi for 1 to 2 hours in a week along with One Pharmacist who is quite insufficient. This demand WREU is raising from past so many years but nothing is materialized.

General Manager is therefore, requested to advise DRM-RJT for examining this demand and sending a proposal for converting present lock-up of dispensary to full pledge dispensary for the benefit of around 500 railway employees and 900 RELHS card holders and their families.

PFA

Item No.44/2021 **Considering Promotion from JAA to AA w.e.f 26.05.2020 instead of 10.08.2020- Case of ShriAmitKamani AA- DFM office RJT.**
(RJT/1/2021 DT. 05-02-2021)

ShriAmitKamani, AA, DFM Office RJT, was due to promotion of AA w.e.f. date 26.05.20 on completion of 3 year service as he has qualified 2A exam (ref. IREM Para 171(5)). But he has been granted promotion from 10.08.2020 i.e. two & half month late due to administrative delay, i.e. because of delay in conducting typing test. Hence the employee will suffer for life time as his increment will be delayed for 6 month without any fault of him. In this connection, the employee has represented to DFM-RJT vide his application dated 27.08.2020 but it is not considered by DFM-RJT and replied vide above referred letter.

As per Railway Board's policy, typing test needs to be conducted within 2 years' time but the administration has not conducted typing test within time even after repeated requests by the employee. This is the first time in Accounts Department of Rajkot Division, such a delay in promotion has occurred and singling out an employee will create heart burning.

As per Para 228 IREM, due to administrative errors if eligible staff is granted late promotion to higher grades because of administrative delay, pay in the higher grade on promotion may be fixed on Proforma basis irrespective of the date of promotion. The enhanced pay may be allowed from the date of actual promotion. No arrears on this account shall be payable. So Administration can give him Proforma promotion w.e.f. 26.05.2020 i.e. on completion of 03 years service.

General Manager is therefore, requested to grant him promotion w.e.f. 26.05.2020 on proforma basis as per IREM and Railway Board's policy quoted above, so that the employee may not lose one increment for life time.

CPO(A)/Dy.CPO(Engg)

Item No.45/2021 **Abnormal delay in promoting employees in Level 1 against Ranker quota in S&T department-RTM division.**
(RTM/9/2021 DT. 14-06-2021)

DRM-RTM have not conducted any selection for last 2 years for promoting the Level-1 employees i.e helper, GP-1800 to TCM-III, ESM-III, Blacksmith-III, Cable Jointer-III etc. According to their information there are around 90 vacancies in Artisan-Grade-III in S&T department. When this issue was brought to the notice of DRM-RTM, the reply of the administration was "since there are more than 27% vacancies in level-1 we are not in a position to relieve helpers on promotion against ranker quota. Therefore, we are not processing ranker quota selection in RTM division".

This issue was also raised before General Manager, Western Railway on his visit to RTM division on 23-02-2021. This issue appears at Sr. no.5 in Memorandum given to General Manager on 23-02-2021. The recommendation of Group 'D' promotion committee and cadre restructuring committee are to provide promotional prospect to deserving eligible Group 'D' employees. If ranker selection is not processed then the employees in level-1 i.e.Khalasi and Khalasi helpers will be deprived of their due promotions and financial losses.

General Manager is therefore, requested to issue instructions to all DRM's for conducting ranker quota selection timely in their divisions for maintaining spirit and instructions of Railway Board in implementing their instructions time to time for providing timely promotional prospects to all level-1 employees on Western Railway.

CPO(A)/Dy.CPO(NG)

Item No.46/2021 Acuteshortage of staff in TRD Ratlam division.
(RTM/8/2021 DT. 11-06-2021)

There is acute shortage of staff in TRD department. This issue was raised before you in the PNM meeting. Our local union also raised this issue with DRM-RTM for filling up the existing vacancies and creation of post against newly commissioned asset. The administration has created 100 posts in the financial year 2019-2020. Instead of operating 100 posts in RTM division, 78 posts are transferred to RJT division. 7 TCN and 4 JE recruited by RRB are directly posted in RE on deputation by HQ office. 6 new depots are commissioned without providing proper manpower.

The staff is facing lot of problem for manning total work.

General Manager is therefore, requested to examine this issue and atleast provide 100 additional staff against the newly created posts and post them in RTM division jurisdiction. It is also requested to advise DRM-RTM for taking necessary steps for filling up the existing vacancies.

CPO(A)/Dy.CPO(NG)

Item No.47/2021 Screening of Running staff to non-Running post- Case of Shri Kamal KishorGehlot, TLC, RTM Division.
(RTM/2/2021 DT. 24-02-2021)

The above named Loco Pilot Goods in PB-2, GP 4200 was temporary redeployed in TLC. After completion of his penalty, as per Railway Board instruction for his redeployed from Loco Running staff to Non Running Stationary Staff a reference was made on 3/12/2020 with reminder on 17/2/2021 for necessary guidance.

General Manager is requested to examine this case and send necessary guidelines to DRM – RTM for further necessary action.

CPO(A)/Dy.CPO(HQ)

Item No.48/2021 Non- availability of AVC to SafaiJamadar, Safaiwala and Anti-malaria Khalasi- Case of A.M.Jamadar, RTM and BCT Division.
(RTM/1/2021 DT. 10-02-2021) & (BCT/ 13 / DT. 03.07.20221)

- (A) It has been brought to the notice of the Union by our local unit that the above named employee Shri A.M. Jamadar is working as SafaiJamadar under Health Inspector in PB-1 GP 1800 for more than last 25 years. Since there is no AVC, he has not been granted any promotion during the past 25 years.
- (B) Railway Board vide its RBE No.77/2016 dated 24.06.2016 has issued guide lines for review of existing channel of promotion for Safaiwala/Jamadars of Medical department for providing adequate improvements and opportunities to them. Further Board vide RBE No.16/2021 dated 4.3.2021 have issued instructions as follows.
- 1) 33&1/3% quota will be filled by General Selection from staff in Level-1 and Level-2 including Safaiwalas of Operating and Commercial departments.
 - 2) 16&2/3% quota fill be filled by LDCE from the staff in Level-1 and Level-2 of Operating and Commercial departments.
 - 3) Safaiwalas of all departments would also be eligible against LDCE quota of 16&2/3% in terms of RBE No. 77/2016.

It is to bring to your notice that, neither of the Divisions are adhere with the above guidelines and included Safaiwala of all departments in the field of eligibility for selection to the post of Commercial-cum-Ticket Clerk in GP 2000 against 16&2/3% quota. For an instance Safaiwala working in Medical department in Mumbai Division vide their letter dated

8.10.2020 has represented to the DRM (E) MMCT for their inclusion in the ambit of eligibility for selection to the post of Commercial-cum-Ticket Clerk in GP 2000 against 16&2/3% quota in terms of RBE No.77/2016. But no action has been taken so-far. Same phenomenon may be prevailing in all other divisions.

General Manager is therefore requested to link Railway Board's letter No. E(NG)I-2010/PM1/22, dated 03.01.2014, 24.06.2016(RBE No. 77/2016) and RBE 16/2021 and decide further avenue of promotion to the category, and allowing them further promotion keeping in view Railway Board's guidelines.

CPO(IR)/APO(B&A)

Item No.49/2021 **Abnormal delay in payment of final settlement dues and regular pension, case of ShriDilbagsingh M Gill, Ex. Crane Driver, Engineering Workshop-SBI.**
(ADI/16/2021 dt. 01-07-2021)

ShriDilbagsingh M Gill was working as Crane Driver in scale PB 5200-20200, GP-2400 under CWM, Engg. Workshop-SBI. He was retired from service on superannuation on 30.11.2012. On being retired the due amount against final settlement has been withheld and employees was granted provisional pension vide PPO No. WR/12218/552186 dated 01.12.2012. Despite of repeated representations, the payment of settlement dues are yet not paid to retired employee.

The chronology of case is as under:

1. ShriDilbagsingh M Gill was working as Crane Driver under CWM-SBI Engineering Workshop.
2. He served the railways for 40 years and was retired on superannuation on date 30.11.2012.
3. Just in the month of retirement, D&A R initiated against employee and SF-5 No. E/308/2050/10 dated 24.11.2012 was issued by WM- E/W-SBI with the charges to violated Rule No. 21(2) of Railway servant (Conduct) Rule 1968. Whereby, employee was charged to enter into a marriage with other person having a living spouse. The same was received by ShriDilbagsingh on date 26.11.2012.
4. The proceedings to D&AR started after his retirement. Accordingly, EO was appointed of vide letter dated 11.03.2013 and enquiry started, which ended in the year 2014 with the submission of final finding by EO on 11.10.2014.
5. At the time of retirement payment of settlement dues was not paid to employee. However, PPO bearing No. WR/12218/552186 granting provisional pension was issued.
6. In this connection CWM-E/W-SBI forwarded the complete proceeding of disciplinary action to GM(E)-CCG in the year 2015.
7. The case was further referred to Railway Board by GM(E)-CCG for final decision through "Single Window" under Railway Service (Pension) Rule-1993 Sub Rule 9.
8. Railway Board vide letter No. E(D&A)2016/SWS-14 dated 11.04.2016 raised some queries, in turn GM(E)-CCG vide letter No. E(S)789/2015/03(PM) dated 16.11.2016 submitted the clarification along with reply to Board.
9. The facts remain that during the period of such D&A proceedings, Smt. Shantaben wife of ShriDilbagsingh, expired on 15.08.2019, for whom nomination was sought form, disputed. In this situation employee does not have spouse for nomination.

General Manager is requested to remind Railway Board for expediting the process for giving final decision in the matter so that settlement dues can be paid to ShriDilbagsingh M and his pension can be regularized.

CPO(IR)/APO(B&A)

Item No.50/2021 Unnecessary delay for making provisional pension and retirement dues- case of widow of ShriSagarBharatiMahadeoRajak, Ex. Helper, PRTN workshop.
(PRTN WS/24/2019 DT. 14-08-2019) (PRTN/WS/15/2021 dt. 01-07-2021)

ShriSagarBhartiMahadeoRajak, Ex. Helper, Level-I, PRTN workshop was expired on 02-02-2019 leaving behind his wife, one son and widow mother. ShriSagarBharti was appointed under handicapped quota in PRTN workshop on 18-09-2014. Administration has accepted request of Compassionate Ground appointment of his widow wife Smt. Rita Devi SagarBharati. She has received the arrears of family pension but no regular provisional pension is yet granted to her. As regards her nomination for retirement benefits such as GIS, Gratuity, leave encashment etc. her nomination was not filed by the employee as their marriage is after employee's appointment in railway. As per PFDR's letter dated 14-12-2018 a nomination made before such marriage will not be valid and a fresh nomination is required to be made by the subscriber on his marriage and any nomination made before such marriage such be deemed to be invalid.

In the above case, nomination of employee's mother before his marriage is automatically becomes invalid. The administration once accepted his widow as a spouse she automatically becomes eligible for employee's all settlement dues.

APO-DHD/PRTN workshop has made a reference vide their letter No. dated 06-10-2020 seeking certain clarifications (copy enclosed). In our view no further clarification is required after issue of PFDR's letter dated 14-12-2018.

General Manager is requested to examine this case and advice CWM-PRTN for making payment of provisional pension and all settlement dues to the widow of ex-employee Smt. Rita Devi SagarBharti immediately.

PFA

Item No.51/2021 Delay in granting MACP benefit- case of Shri Ashok Kumar, Stock verifier working under Sr. AFA(W&S)PRTN.
(CCG/22/2021 dt. 01-07-2021)

ShriAsok Kumar was granted second MACP in GP 4200/- w.e.f 01-09-2008 vide Sr. DFM-ADI's letter No.Sr.DFM/ADI/Adm/MACP/2010/27 dated 19-05-2010. He is now eligible for 3rd MACPs after 10 years completion of 2nd MACP.

He had made a representation in detail on 16-06-2020. More than one year has been passed but his representation is not yet considered. We are enclosing herewith copy of his representation dated 16-06-2020 for your ready reference.

He has completed 10 years after getting 2nd MACP and total 31 years of service and demanded 3rd MACP in GP 4600/- w.e.f 01-09-2018.

General Manager is requested to advice the concerned authority for granting him 3rd MACP.

PCE/CPO(A)

Item No.52/2021 Problems of Newly Constructed GE Diesel Locomotive Maintenance Shed at GIM.
(ADI/14/2021 dt. 28-06-2021)

In terms of PCM agreement signed between Ministry of Railways and M/s GEDLPL for commissioning and operation of a Diesel Locomotive Maintenance Shed at GIM,

construction work started. The major portion of construction work has been completed and total 23 locos (17 locos of 4500 HP and 06 locos of 6000 HP) have been allotted to shed. As per agreement the shed management and supervision work is entrusted to M/S GEDLPL for three years, and railway employees are deployed for maintenance of locomotive. The present sanctioned strength of railway staff is 153 and same is likely to increase to 380 in future with the increase of loco holding.

This diesel shed is made operational without following basic requirement pertaining to staff matters and facilities as mentioned below:

PCE

1. There is no any proper approach road connecting shed. The work costing Rs 98.76 lac though proposed by division but sanction and provision of fund is awaited from HQ office.

PCE

2. The construction of quarters for shed staff was not included in the project. As such presently there is no any quarter is allocated for the staff of this shed. However, division has proposed construction of 272 quarters, which needed sanction and allocation of funds urgently. In the absence of quarters employees are complaining.

CPO(A)

3. At present sanctioned strength of railway staff is 153 which is likely to increase to 380 in near future with the increase in loco holding. The cadre of Supervisors, Technicians and Helpers/Khalasi has yet not decided. However, 14 fresh recruited JE, 100 directly recruited Tech. Gr. III and 39 Technicians in different grades, joined on option, are posted and shed is made functional. In the absence of defined cadre of Supervisors and Technicians, as per existing rules, the employees working in shed do not have promotional avenue. However, GM(E)-CCG vide letter No. E/839/8/GIM/ADI/2021 dated 05.04.2021 advised to Sr.DPO-ADI to decide the seniority and D&AR issues of staff working in shed with the consultation of both the unions. The administrative action is premature and DS-WREU has already submitted union's view accordingly (copy enclosed).

This is a new setup, perhaps first in Western Railway, where the railway staff put to manned the shed under management of M/s GEDLPL i.e. private party.

Looking in to the difficulties faced by staff, General Manager is requested to issue instructions to the concerned officers for forming a comprehensive policy for dealing the staff matters and staff welfare in consultation with the organized labours.

PCME

Item No.53/2021

Disproportionate cadre posts of Laboratory Assistant (Chemical & Metallurgical wing of Mech. Department) in Diesel Shed-SBI, resulting deprival of promotions of the eligible staff.

(ADI/15/2021 dt. 28-06-2021)

There exist three grades of Lab Asst. (Chemical & Metallurgical wing of Mech. Department) viz. Grade-I, II & III in the Pay Matrix level- 3, 4 & 5 respectively. Pursuant to implementation of 6th CPC, the Railway Board vide letter No. E(NG)I-2008/PM1/15 dated 03.09.2009 (RBE No. 161/2009) issued revised classification and mode of filling up of vacancies. Subsequent to this the Railway Board vide letter No. E(NG)II-2012/RR-1/16/Pt.A dated 18.03.2015 (RBE No. 21/2015) issued revised qualification for the post of Lab. Asst. Gr. III. Further Railway Board vide letter No. E(NG)-II/2004/RR-1/5Pt. dated 16.02.2018 (RBE No. 24/2018) amended relevant Para No. 168 of IREM Vol. I through Advance Correction Slip No. 240. Para 4 of ACS 240 reads as under:

“A new para 168(2)(iii) may be added as under:

Para 168(2)(iii): Higher grade posts available to Laboratory Assistant, Grade-III in Level-2 in the normal channel of promotion are as under:

Laboratory Assistant, Grade-II (Level-4)

Laboratory Assistant, Grade-I (Level-5)

(Authority: Railway Board letter No. E(NG)II-2012/RR-1/16/Pt.A dated 18.03.2015 under RBE No. 21/2015).”

Further, Lab. Assts. are having channel of promotion against 33-1/3 % posts of CMA with education qualification 12th (+2 stage) with science or equivalent from a recognized Board / University.

It has come to our notice that, on Western Railway the cadre posts of Lab. Asst. are only available in Diesel Shed RTM and SBI. But cadre posts are disproportionately distributed so the employees cannot be promoted to higher graded post, though they are eligible otherwise.

Laboratory in Diesel Shed at SBI is having sanctioned cadre posts of 02 Lab. Asst. Gr.III and 01 Gr. II only.

ShriRajenderYadav working as Lab. Asst. Gr. II is due for promotion, but in the absence of Lab. Asst. Grade-I post he cannot be promoted.

In this connection Sr. DME (Diesel)-SBI demanded post of Lab. Asstt. Gr.I from CWM-PL, the cadre controlling authority. In response, CWM-PL vide his letter No.E1025/CW/Sup/CMA dated 04.07.2019 has advised Sr.DME (DSL)-SBI to submit a proposal to GM(E)-CCG for creation of post of Lab. Asst. Gr. I. As a result, DRM(E)-ADI vide letter No. EM/261/1/Lab. Asst.(2019) dated 25.07.2019 has submitted a proposal, duly vetted by associated account for creation for 02 posts of Lab. Asst. Gr. I for diesel shed SBI. About two years have passed but posts are yet not created. In this situation, the employee is deprived of his genuine right of promotion.

General Manager is requested to look in the matter for providing adequate proportionate cadre posts of all three grades. More particularly, for creation of two posts of Lab. Asst. Gr.-I for Diesel Shed SBI as proposed to avoid stagnation of employees for their promotions.

PCE

Item No.54/2021

Distribution of Cadre at ZMC-BL & ADI.

(CCG/20/2021 DT. 24-06-2021)

The continuation of ZMC-BL instead of VTA was discussed in detail with CTMC & PCE-CCG number of times. During the discussion we were told that the existing cadre and staff working at BL Will continue to work at BL and only willing employees will be shifted to ZMC-ADI.

It has come to our notice that the sanctioned strength of ZMC-BL is 96 and men on roll are 50. The administration has proposed sanctioned cadre at BL will 29 and at ADI is 67. This is violation of assurances given to organized labours. Looking to the present work load the distribution done by the administration is not justified, as total work load at BL and to manage entire work load with 29 staff is very difficult, at the same time 50 employee are working at BL. The problem raised by the unions in regard the education of children of staff

is also going to be continue. The expectation of the staff of BL is that the cadre on roll should not be disturbed and only vacant post be shifted to ZMC-ADI.

Performance of staff working at ZMC-BL is not only good but is satisfactory. Presently CSM-935 machine's maintenance including satellite replacement is done by ZMC-BL staff. The work of clerical and supporting staff is also managed by ZMC-BL staff only.

General Manager is requested that please review the proposed staff cadre at ZMC-BL & ZMC-ADI taking into account the present work load at both the places and see that no staff is transferred from ZMC-BL.

PCME

Item No.56/2021

Payment of Incentive to the Parel workshop staff duly working from home as per CLW incentive scheme.
(PLW/15/2021 dt. 14-06-2021)

Our local union discussed this issue with CWM-PL and requested for counting the work from home period as a idle time in terms of Mechanical Manual Para 429 of Chapter IV I) which states as under:-

*All possible steps should be taken for preventing idle time considering that apart from wages having to be paid for no work done, it entails huge avoidable losses in production. The time taken up in delays and holdups, due to breakdown of service or plant or **any other cause for which the direct worker cannot be held responsible should be booked to "idle time"** and all time so booked should be carefully investigated, responsibility for the delay or breakdown located and such steps, as may be, considered desirable, taken to prevent such waste". **Idle time can be booked on account of the following reasons:-***

7)Miscellaneous

CWM-PL instead considering the request of our local branch has made a reference to CWE-CCG vide his letter dated 31-05-2021. A period of 14 days has been passed but according to our information no verification is issued by HQ –CCG.

There is lot of discontentment among the staff working in Lower Parel workshop of Western Railway due to incorrect calculation of incentive by CWM-PL as all the staff are losing the benefit of incentive scheme due to faulty calculation.

We are enclosing herewith photocopy of CWM-PL's letter No.CWM/PL/NOTES/2021 dated 31-05-2021 and photocopy of Page no.9/12 of Mechanical Code Chapter IV for your ready reference.

General Manager is therefore, requested, to instruct PCME/CWE-CCG to examine this case in detail and a suitable instruction be issued to CWM-PL for counting work from home period in pandemic situation as a idle time under head miscellaneous account and make the incentive bonus payment to all staff of Lower Parel workshop.

CPO(IR)/APO(B&A)

Item No.57/2021

Incorrect notification for payment of HRA to Railway employees having Rly./Govt. accommodation issued by CWM-LPL.
(PL/WS/14/2021 dt. 04-05-2021)

The CWM – LPL vide his letter No. E58/CW/Gen Vol. VIII dt. 9/12/2020 have issued a notification for filling up the forms for admissibility of HRA in case they are staying in Govt. accommodation. According to the notification he has quoted para 1706 of Indian Railway Establishment Code Chapter 17.

The para1706 of IREC Chapter 17 states as under

“Accommodation for class groups A&B officers:- No expenditure should be incurred on building houses or on making alternation and/or additions to existing houses for officers without the specific and prior approval of the Railway Board except to the extent of expenditure not exceeding Rs. 5000 works (other than repairs and maintenance) in any one officer’s bungalow provided the total amount on a Railway Administration does not exceed Rs. 1,50,000 in a financial year.

Note – The scale of accommodation and maximum cost of officers quarters are laid down in Board’s letter No. 74W2/21/46 dt.27.10.75 and 27.04.77.”

According to the para quoted above this is not applicable to non-gazetted Rly. employees. General Manager is therefore requested to advice CWM-LPL to revise his notification strictly accordingly para quoted by him.

PCEE/PCE

Item No.58/2021

Lack of Basic Facilities in New Stores Depot at Sabarmati.

(Stores /SBI/ 03/2021 dated 03-07-2021)

In the subject matter our local unit has written a letter to General Manager, RITES on 16.06.2021 for providing basic amenities in the new stores depot at Sabarmati (copy enclosed). Even after passing 03 months after shifting the office, most of the basic amenities are unattended. Actually the stores depot was shifted, even before completing the basic facilities and once the office has started functioning, staff working in the stores depot started complaining about lack of basic amenities.

Currently we are going through COVID pandemic and cleaning of hands is a major precautionary measure for preventing the spread of the deadly virus and it is surprised that sufficient water taps for washing hands of the employees and public is not provided in the depot. This was brought to the notice of Dy. CMM/GS/SBI vide our above referred letter. Keeping water in drums is not full filling the need as water stored in drums is unhygienic. Washing hands with such water will also help to spread the virus and providing water taps in front of each ward is the only solution for this.

Dy. CMM/GS/SBI has also written a letter to JGM – RITES Ahmadabad vide his letter dated 16/03/2021 (copy enclosed) and brought the lack of following primary facilities in his notice and requested or immediate compliance of the same.

1. Pedestal fans are not provided in the wards situated in A,B,C,D& E block.
2. Water Taps in front of each ward
3. One urinal each for Block A & E
4. Covered parking for vehicles of employees
5. False ceiling with aluminum section cabin for supervisory staff working under Iron roofing.
6. Proper seating arrangement for CDMS and subordinate staff with necessary facilities inside the Wards as they are working inhuman condition under the metallic roofing during the summer season.

Further, the construction of scrap office is not yet started and the shifting of scrap depot has been completed resulting the employees includes CDMS, clerical staff attached to unloading and delivery, and Depot Assistants are sitting in the yard here and there under the shades of trees and other means. It is very difficult to work in the yard during the summer by sitting in the open and the monsoon has already approached. It is beyond our

imagination how the employees will work in the yard in this situation and how they will keep their records properly without a secured office.

General Manger is requested to look in to the matter and instruct the concerned officers for providing the above primary facilities immediately.

CPO(A)/Dy.CPO(NG)

Item No.59/2021

Non-granting of proformapromotiom as ELF(TL) Grade –I at par with Junior – case of ShriRajendra V. Makwana, MCF(TL) RJT Division.

(RJT/09/2021 dt. 7/4/2021)

The above named have represented vide his application dated 19.01.2021 for giving him Proforma Promotion with reference to his juniors (1) Smt. PushpaDodiya & (2) Sh. Nitinkumar U. with effect from 01.11.2013 and 23.10.2012 respectively. Both the employees have given Proforma Promotion by DRM(E)RJT vide their letter No E/EL/839/Draft Minutes/WRMS PNM, dated 29.09.2020. DRM(E)RJT neither giving him proforma promotion nor replying to the representation of employee concerned.

Since the employee is retiring within the period of 3 months, the union raised this issue in outset item No. 14 before you on 9.4.2021. More than three months have been passed. DRM - RJT is not submitting his remarks till date to H.Q office also.

General Manager is therefore requested to instruct DRM–RJT for finalizing the representation of the employee dated 9.1.2021 and extend benefit of proforma promotion to him immediately before his retirement.

CPO(A)/Dy.CPO(NG)

Item No.60/2021

Proper implementation of Railway Board order for merging of 3 Categories of Commercial Department, viz. Ticket Checking (TC), Commercial and ECRC in BCT Division.

(BCT/ 12 /2021 DT. 03.07.2021)

The Railway Board has issued instructions for merging of above three categories vide RBE No.28/2018 as per VII th CPC recommendations with effect from 22.2.2018. There was lot of unrest among the existing staff of these categories in the field and numbers of Court cases pending in Hon'ble CAT. Railway Board after consulting both the Federations have been reviewed and issued instructions vide RBE No.59/2019 dated 5/4/2019.

As per RBE No.28/2018 ECRC and Commercial Clerk were merged with effect from 22.2.2018 was withheld and clarified that, the merger of all these 3 categories will effect prospectively for the new comers.

BCT Division instead of maintaining separate seniority group of ECRC, Commercial Clerk and Ticket checking staff have issued list of eligibility for promotion to the post of Sr. Commercial Clerk in GP 2800 by assessing 92 posts vide their letter No. E/C/1025/Sr.ACC dated 17.8.2020. In which Asst. Commercial Clerk and Ticket checking staff are made eligible which is contradictory to the Boards order dated 5.4.2019. It was objected by our Divisional Secretary vide his letter No. DRM/80/2020 dated 28.8.2020, more than 10 months have been passed but no corrective action is taken so-far.

We would like to bring to your notice that, BCT Divisional administration have not taken any step for filling up of the posts of Sr. Commercial Clerk, Sr.TE and ECRC for last more than 2 years.

General Manager is therefore requested to instruct DRM BCT for maintaining separate seniority of Reservation, Booking and Ticket checking staff of all those on role as on 5.4.2019 and to fill up all promotional posts as per Railway Boards guidelines. It is also requested to ask the DRM for processing selections in recruitment grades in these categories.
