

WESTERN RAILWAY EMPLOYEES' UNION
GM PNM AGENDA (Item Nos 01 to 30 of 2024)

Item No.1/2024	Counting of training period for eligibility criteria for selection to the post of CMS in GP 4600/- against LDCE.
	(PL/WS/1/2024 dated 30-01-2024)
<p>In continuation of our letter of even no. dated 12-01-2024, it is stated that,</p> <ol style="list-style-type: none"> 1) CWM-PL have issued a Memorandum vide letter dated 15-11-2021. A list of 22 CMAs who have qualified in final retention test in terms of CWM-PL's Office Memorandum even no. dated 30-10-2021 & Ch.OS/Conf/PL's Note No.E246/CW/confi./FR Test/CMA/2021 dated 01-11-2021. 2) CWM-PL have also issued two office orders under the same number in which indicated a foot note that employees at Sr.1,2,3,5,6,8,9 were not given mandatory UST training but passed in the retention exam. These candidates will be posted on further job training against regular vacancy in the respective units. It is further stated that candidates at Sr. No.4, 7, 10 & 11 were failed in the mandatory UST training but passed in the retention exam may be posted on further job training in respective units. The stipend for upcoming UST training from 13-12-2021 to 24-12-2021 for these candidates may be stopped as per extent rules. 3) CWM-PL vide letter dated 15-11-2021 in which name of 11 candidates appearing, showing that they have been absorbed as CMA in GP 4200/-. But these 11 candidates are appearing in the initial order of dated 15-11-2021 at Sr. No. 1,4,5,6,8,9,10,11,13,14,15 out of the 22 meritorious candidates. It is evident that there is a serious anomaly in giving UST training and test to all these 22 meritorious candidates. 4) Further it is to inform you that Railway Board letter No.E(NG)I-2019/PMI/24 (RBE No.102/2019) dated 25-06-2019 emphasize that the initial training period is to be counted as service for the purpose of appearing in departmental examination including LDCE. <p>General Manager is therefore requested to advice CWM-PL to consider all these 22 CMAs working in GP 4200/- as eligible for appearing in the selection to the post of CMS in GP 4600/- against LDCE as per their date of initial appointment.</p>	
Item No.2/2024	Coverage under Railway Service (Pension) Rules, 1993, in place of National Pension System of those Railway employees whose selection for appointment was finalized before 01-01-2004 but who joined Railway service on or after 01-01-2004.
	(DHD WS /21/2023 dated 14-12-2023)
<p>CWM-DHD have sought clarification on the above subject vide their letter No.EL 890/1/Vol.1 dated 26-10-2023 and reminder on 09-12-2023. We have represented this matter to General Manager vide our letter No.PL/WS/20/2023 dated 14-12-2023. Neither clarification issued to CWM-DHD nor suggestion initiated on letter dated 14-02-2023. General Manager is requested to examine this issue and issue necessary clarification to</p>	

CWM-DHD and action on our letter dated 14-12-2023 be advised.	
Item No.3/2024	Delay in installing and commissioning LHB Secondary (Bolster) Spring Pressing Machine.
	(PL/WS/19/2023 dated 06-09-2023)
<p>It has been brought to the notice of union that the foundation for installing the machine is also in incomplete condition. We were told by the employees working in that shop that, for this particular job they have to take the infrastructure to the earlier machine manually which creates lot of inconvenience and hardship to the employees. We have also seen the incomplete structure of the LHB Coaches unnecessary dumped there, as at present there is only one operating machine of pressing Bolster Springs.</p> <p>It is pertinent to mention that this LHB Secondary (Bolster) Spring Pressing Machine was received in Parel Workshop on 27-03-2023 with a condition of Commissioning it in 120 days i.e. on or before 25-07-2023. This contract was awarded by COFMOW to M/s. United Engineering.</p> <p>This issue was brought to the notice of CWM-PL in the PNM forum. Besides discussed the inconvenience several occasions, though assured but CWM-PL has not taken any action for installing this machine.</p> <p>General Manager is therefore requested to advise CWM-PL to get this machine installed as soon as possible to improve the productivity and avoid unnecessary conjunction in that shop and also to reduce the hardship faced by the workers.</p>	
Item No.4/2024	Request for organizing Preparatory Coaching Camp of Volleyball Team of Western Railway at Baroda.
	(BRC/02/2024 dated 01-02-2024)
<p>It is ascertained that indoor or outdoor Volley ball court for regular practice for the volley ball team of Western Railway is not available in Mumbai which badly affecting the performance of the team. The existing indoor volley ball court at Mumbai Central is in very bad condition and the place is also acquired by the Mumbai Metro Rail Project.</p> <p>Hon. Secretary, VDSA and Sr. DEN(Co.)-BRC vide its letter addressed to the Hon. Secretary WRSA & CE (TMC) CCG has shown very much interest for providing adequate facility (indoor/outdoor) for organizing regular practice and periodical coaching camps for the volley ball team of Western Railway which would be convenient and beneficial for the current players representing Western Railway in the field of Volley Ball.</p> <p>Hon. Secretary-VDSA also mentioned in his letter that a qualified FIVB level-2 Volley ball coach (Shri Babeesh Kumar T M (CS-AKV/BRC) available in BRC division who have given willingness to coach the Western Railway volley ball team. He has a vast experience in coaching and coached the Under-21 boys Gujarat Volley ball team and won the National Youth Volley ball championship-2023.</p>	

General Manager is therefore requested to look into the matter being a Sports enthusiast and do the needful as requested by the Hon. Secretary-VDSA and Sr. DEN(Co.)-BRC for the betterment of Volley ball team of Western Railway.

Item No.5/2024	Grant of One more chance for switching over to 7th CPC.
	(ADI/29/2023 dated 24-11-2023)

Railway Board vide RBE No. 89/2023 cited under reference has provided three months period for exercise/re-exercise the option for pay fixation to the employees those who were promoted after 01-01-2016. According to the above RBE, concerned employees has to avail the opportunity of exercise/re-exercising the option for pay fixation within 90 days from the date of issue of RBE cited above.

In this context it has been brought to our notice that large number of employees especially staff working in Safety categories though they were promoted to the higher posts after 01-01-2016 were unable to avail the opportunity granted vide RBE No.89/2023 due to unavoidable circumstances. As a result, they lost the admissible benefit of pay fixation on promotion on the date of next increment under Rule No.10 of Revised Pay Rules 2016.

General Manager is therefore requested to examine the matter in detail and to grant of one more opportunity for exercising/ re-exercising the option for switching over to 7th CPC as well as fixation of pay on promotion to the employees those who were promoted on or after 01-01-2016.

Item No.6/2024	Payment of Night Duty Allowance to the staff working in GP 4800 and above
	(BCT/24/2023 dated 17-11-2023)

As you are aware that, Railway Board vide RBE 83/2020 dated 29.9.2020 have been granted Night Duty Allowance to all eligible employees working in Non-Gazetted categories with a ceiling in basic pay of Rs.43600/- with effect from 01.07.2017. Further, Railway Board vide RBE No.85/2022 dated 21-07-2022 issued a clarification for grant of NDA to the employee those who have been granted the benefit of MACP in GP 4800 (Level-8) with the ceiling limit of Rs.43600/-.

Railway Board vide RBE No.155/2022 dated 17.11.2022 have issued guide lines for up-gradation of pay structure of certain supervisory cadre from GP 4600 (Level-7) to GP 4800 (Level-8) and thereafter from GP 4800 to GP 5400 (Level-9) in prescribed percentage. Accordingly eligible employees were got the benefit of up-gradation in GP 4800 with effect from 1.12.2022 as well as those who were on MACP in GP 4800 have got regularized as per seniority.

However, it is pertinent to point out that, the employees working in GP 4800 and above assigned for night duty are not paying Night Duty Allowance. Whereas they are eligible for night duty allowance on the prescribed ceiling of Rs.43600/-. It is revealed that, the ceiling limit for the employees working in GP 4800 (L-8) on their regularization are not been incorporated in the HRMS/IPAS pay modules by the CRIS so-far. Therefore the HRMS/IPAS system does not accept payment of NDA in favor of employees working in GP 4800 and above on regular basis.

General Manager is therefore requested to examine the matter and do the needful to issue necessary amendments by the Railway Board for payment of NDA to all NG Staff.

Item No.7/2024	Non implementation of Railway Board's instruction dated 07-06-2023 for creation of adequate number of posts of Guard counselor on Western Railway.
	(BCT/18/2023 dated 11-09-2023)

The issue of creation of posts of Guard Counselor was raised by WREU vide PNM Item No.71/2009. As a result of discussion held in the PNM meeting and need of administration for safe running of trains, an instruction was issued for provision of Guard Counselor to all divisions vide letter dated 12-09-2023. While implementing the above instruction, divisions used one or two Guards as a Guard Counselor and not created cadre of Guard Counselor on Western Railway. Now to implement the Railway Board's directives, around 100 Guard Counselor posts are required. The Western Railway is already facing shortage of Guards and the Guard cadre is always reviewed looking to traffic carried in a period under cadre review. While doing so, the need of Guard Counselor is not considered at all on Western Railway.

WREU is of the view that Board directives should be implemented on Western Railway as early as possible. It is Operational Safety requirement to create 100 posts of Guard Counselor at par with Loco Inspectors without any matching value.

General Manager is therefore requested to advice all DRMs to take immediate action to create cadre of Guard Counselors as per the Operational need for implementing Board's directives to ensure the safety of Freight & Passenger Trains at the earliest.

Item No.8/2024	Annual Crew Review of Running Staff
	(BCT/2/2024 dated 15-01-2024)

According to our information on the subject, Western Railway has not reviewed the cadre for the year 2022-2023 on the basis of financial year or for the year 2021-2022. All the divisions on Western Railway are badly facing shortage of running staff. Due to it, Loco Pilots are not been relieved on Inter Railway transfer. This issue was discussed in GM PNM and it was agreed to conduct Annual Cadre Review of Running staff on the basis of calendar year. Railway Board vide its RBE No. 105/2022 dated 30.08.2022 has advised change of mode of cadre review of Running Staff from financial year to calendar year.

General Manager is therefore requested to examine this case once again and advice all DRMs for conducting the Annual Crew Review as per your Circular No.PS.88/2022 dated 01-09-2022 for the calendar year 2022 and 2023.

Item No.9/2024	Enhancement of Torch Cell allowance from Rs. 225/- to Rs.450/- per month payable to the Train Managers.
	(CCG/1/2024 dated 23-01-2024)

It is brought to the notice of the Union that, at present Cell allowance of Rs. 225/- per month is being granted to the Train Managers for procuring 15 number of Torch cells in a month. But, the cost of the torch cell is increased in the market; looking into the existing cost of torch cells other railways have been enhanced the cell allowance from Rs. 225/- to

Rs. 450/- per month. For an instance, in this connection letter was issued by PCOM-North Central Railway vide No.टी/ओपीजी/ उ.म.रे.क.सं/ मीटिंग/उमरे /2017 टिनांक 10-10-2023 and enhance the Cell allowance from Rs.225/- to Rs.450/- to the TM's working in NCR.

General Manager is therefore requested to examine the matter and do the needful for enhancement of cell allowance payable to the Train Managers from Rs. 225/- per month to Rs. 450/- per month as soon as possible.

Item No.10/2024 **Revised Percentage of Nursing Category- Medical Department, Western Railway.**
(No.BCT/26/2023 dated 11-12-2023)

In terms of Railway Board letter no. E(NG)/2017/PM I/13 Dated 22/10/2019 (RBE No.178/2019) the avenue of promotion (AVC) of non-gazetted nursing category has been reviewed in consultation with Health Directorate, and model AVC has been framed which is also circulated by GM(E)-CCG vide PS No. 166/2019 dated 02.11.2019.

However, it has been brought to the notice of union that the above RBE No.178/2019 dated 22-10-2019 and revision of cadre of nursing category is not yet implemented in Western Railway.

Sr. No.	Designation	Pay Band	Level	Existing cadre	Revised Percentage	Revised Strength
1	Chief Nursing Superintendent	15600-39100	10	63	45%	78
2	Sr. Nursing Superintendent	9300-34800	8	49	35%	61
3	Nursing Superintendent	9300-34800	7	61	20%	34
Total				173	100%	173

General Manager is therefore requested to instruct concerned authority to examine the matter in relevance to RBE No.178/2019 and to advice all concerned to review the percentage of staff strength accordingly as per the above RBE w.e.f date of issue of RBE (22-10-2019) expeditiously.

Item No.11/2024 **Incorrect denial benefit of Old Pension Scheme to Act Apprentices recruited in the year 2004/2005 as a Substitute-Case of Act Apprentices recruited as per Railway Board's order dated 21-06-2004**
(No. PL/WS/20/2023 dated 14-12-2023)

Railway Board vide RBE No.41/2023 dated 14-03-2023 have permitted the employees recruited against the notification of vacancies on or before 22-12-2003 should give their options for Old Pension Scheme latest by 31-08-2023. The Ministry of Railway vide their letter RBE No. 198/99 dated 19-08-1999 have kept in hold recruitment of Act Apprentices trained under Apprentices Act 1961 mentioning there in that Act Apprentices will get preference with other candidates if all other things are being equal. The AIRF represented to Railway Board continuously for recruiting the Act Apprentices in railway against the existing vacancies as there was heavy shortage of staff on Indian Railway. This issue was

finally decided and Railway Board issued instructions vide letter No. RBE No.136/2004 dated 21-06-2004. There are number of Act Apprentices recruited as a substitutes under General Manager's special power against the vacancies existing prior to 22-12-2003.

In case of selection of the candidates for giving the training of Apprenticeship and further absorbing them as substitutes and regularizing as Railway employees on Indian Railways, Southern Railway administration filed an Affidavit on behalf of Chairman, Railway Board, which have been narrated in Para 31 of Madras High Court's verdict on WP No. 8821 of 2007 is as under.

In the further Affidavit (dated 18.08.2009) filed by the appellants, it is stated that the candidates for Act Apprentices training are taken based on the numbers prescribed by the Directorate of Apprenticeship training by issuing open notification calling for applications from open market with copies to Employment Exchanges and selections are being conducted by a process of written test and viva voce. Therefore, it cannot be said that engagement of substitutes in the safety categories are illegal appointments. As discussed, earlier para, 2, 4.4, 5.1 and 5.3 of Master Circular provides for engagement of substitutes and conferring permanent status and then absorption therefore engagement of substitute cannot be said to be without reference to extant rules. The aforesaid 530 substitutes are said to have been working from 2000. Having regard to the mode of selection of candidates for Act Apprentices and keeping in view the period of their working, the appellants be permitted to regularize the services of 530 substitutes from the date of their engagement. As per Para 32 – in the result, confirming the order of Tribunal in OA No. 520 of 2005 dated 16.11.2006, the Writ petition is dismissed. However, permitted the appellants to regularize the services of 530 substitutes engaged in Safety category vacancies from the date of their engagements.

It says that the proper procedure was followed for selecting them as a trainee under Apprentice Act 1961. The contention of the Act Apprentices are that, we have selected against the vacancies prior to 22.12.2003 and in continuation to our Act Apprenticeship we have appointed as a substitute under the special power of General Manager and there is no any other notification was issued for our recruitment in Railway. We have given the appointment on passing our Act Apprenticeship without any examination. And therefore, we are entitled for one time option for taking the benefit of old pension scheme as per RBENo. 41/2023 dated 10.03.2023.

It is also brought to the notice of this union that CWM-MX gave an appointment and option for Old Pension Scheme to 17 employees who has been appointed in the year 2006 and 2007 as per CWM-MX's Letter No. E/MX/PB/774/NPS-2018, dated 04.09.2023. Whereas

30 CCAA who have successfully qualified and appointed as a substitute Khalasi and regularized them before these 17 employees are denied one time option for joining the Old Pension Scheme vide letter No. CWM-MX Note No E/MX/PB/774/New Pension Scheme- 2018, dated 15.09.2023. This 30 CCAA were recruited in Indian Railways on the basis of their Apprenticeship without any further recruitment notification and therefore they are eligible for Old Pension Scheme. Similarly, CWM-PL gave appointment to 4 employees after 110 Act Apprentices regularized in the year 2005-06 and gave them one time option

to switch over from New Pension Scheme to Old Pension Scheme vide their letter No. CWM-PL E(R&T)890/CW/Gen/2023, dated 08.12.2023.

It is pertinent to note that other Central Government organizations in Mumbai viz. Naval Dockyard & Central Railway have considered cases of CCAA's trained before 22-12-2003 for coverage under Railway Service Pension Rules 1993 in place of NPS. (Ref: (i) Office Order No.MTN/EM/E1/New Pension Scheme dated 11-11-2023 of CWM- Matunga Workshop (ii) Memorandum No. DYP/P/9107/NPS-TO-OPS (2023) dated 09-08-2023)

Since all CCAA's recruited on Western Railway without any notification but due to their joining as Act Apprentice for which notification given prior to 22.12.2003 should be given one time option for Old Pension Scheme.

There are numbers of such CCAA's were recruited in other workshops and open line on Western Railway. Therefore, PCPO may be advice to examine it and issue necessary clarifications to all these units including divisions for giving one time option for switching over to Old Pension Scheme to all CCAA's trained before 22-12-2003 and recruited as Substitute Khalasis in open line and workshops.

General Manager is requested to advise CWM-PL and CWM-MX to examine the cases of these 110 CCAA's of PL workshop and 30 CCAA's of EMU POH workshop-MX and giving them the benefit of switching over from New Pension Scheme to Old Pension Scheme on the options submitted by them.

Item No.12/2024	Supply of Safety Gadgets to staff working in TMC organization.
	(No. BCT/27/2023 dated 14-12-2023)

It has been brought to the notice of union by the staff working in TMC/DMC/ZMC departments that the Safety Shoes issued to them once in four years duration, whereas their nature of duty is as good as similar to that of Track Maintainer. Hence, they have demanded for supply of Safety gadgets such as Safety Shoes, Luminous Vests, Safety Helmets and Hand Gloves etc. within a duration as cited below.

Sr. No.	Description	Frequency of Supply to Trackman	Frequency of Supply to TMC Staff	Demand by the staff
1	Safety Shoes	Once in 6 months	Once in 4 years	Once in 6 months
2	Luminous Vests	Once in 6 months	No Periodicity	Once in 6 months
3	Safety Helmet	Once in a year	No Periodicity	Once in a year
4	Hand Gloves	Once in 6 months	Not being issued	Once in 6 months

General Manager is therefore requested to do the needful for providing the above safety items to the staff and supervisors working in TMC organization as per the frequency as demanded by the staff cited above considering their nature of work is at par with Track Maintainers.

Item No.13/2024	Provision of potable drinking water on way side stations, ADI division.
	(No/ADI/35/2023 dated 18-12-2023)
<p>It has been brought to the notice of union that about 60% of the ADI division experiences difficulties in getting potable water due to the absence of a reliable water source. As soon as ADI division started functioning, this issue was brought to the notice of General Manager and recommended to get supply of Narmada water at wayside stations, which are in the proximity source. As a result, ADI division took initiative and the Gujarat Water Supply and Sewerage Board (GWSSB) was able to successfully provide potable Narmada water at some stations in the VG-MALB section.</p> <p>However, the remaining stations and the stations on the PNU-SIOB section were unable to get Narmada water due to a lack of consistent efforts. As a result, water is being provided to stations by a contractor via road tankers, which seems to be non-potable and poses health hazards to railway employees and their families. Furthermore, RDHP & MALB and nearby locations where large number of railway quarters are located facing severe shortage of supply of drinking water. We should create a strong mechanism to ensure the availability of adequate supply of potable drinking water from Narmada water through GWSSB especially at the stations in PNU-SIOB and VG-SIOB sections.</p> <p>General Manager is therefore requested to do the needful to ensure regular and adequate supply of drinking water through GWSSB at the above stations and railway quarters in ADI division.</p>	
Item No.14/2024	Severe Shortage of Railway Quarters in ADI Division.
	(No/ADI/36/2023 dated 18-12-2023)
<p>It has been brought to the notice of union that the ADI division's Engineering Works department declared 4234 various types railway quarters as unsafe and abandoned. Out of which 3240 quarters have already been dismantled and the remaining 187 are proposed for demolition. Construction of in lieu quarters on replacement account has been proposed under Plan Head 51 by ADI division but no fruitful result emerged so far. These proposals of ADI division are not been even shortlisted at Zonal level.</p> <p>ADI division is an important part of the Western Railway, with almost 18,000 employees working in this division. There is a huge demand of railway quarters amongst the employees but acute shortage of quarters causing significant hardships to the staff.</p> <p>General Manager is therefore requested to provide additional funds to ADI division for construction of new quarters on replacement account in lieu of unsafe and dismantled quarters so as to mitigate the persisting problems.</p>	

Item No.15/2024	Disparity amongst employees working as Artisan, Gr. III in S&T department resulted into deprival for promotion to the post of JE/Signal (LDCE).
	(No. BRC/21/2023 dated 18-12-2023)
<p>It has been brought to notice of union that 12th Std.,(HSC) passed candidates are being appointed as ESM/MSM/TCM/WTM against Compassionate Ground. They have to complete 3 years Pre-Induction training for posting as ESM/MSM/TCM/WTM. Similarly, Group 'D' staff in S&T department possessing the qualification of 10th pass being promoted to the post of ESM/MSM/TCM/WTM, Gr. III against 50% Promotional (Ranker) Quota. 50% posts are being filled through direct recruitment.</p> <p>However, it is ascertained that in case of selection to the post of JE/Signal against LDCE quota employees working as ESM/MSM/TCM/WTM in Gr. III possessing the qualification of 12th+Science or 10th+ITI (Electrician/Electrical Fitter/Wireman) are only considered as eligible to appear in the selection as JE against LDCE quota. Other employees are being considered as ineligible, this disparity causing severe discontentment amongst the employees working in same grade and posts as it jeopardizing promotional prospects of employees recruited against compassionate ground as Artisan, Gr. III and promoted against ranker quota in Artisan category.</p> <p>General Manager is therefore requested to examine the issue in details and consider all Grade-III Artisans in S&T department with minimum 3 years' service eligible for promotion to the post of JE so as to mitigate the disparity amongst the Group 'C' employees.</p>	
Item No.16/2024	Acute shortage of staff in Coaching Depot-Indore and Dr. Ambedkar Nagar resulting hardships.
	(No. RTM/ 2 /2024, Date: 16-02-2024)
<p>It has been brought to the notice of this Union that there is severe shortage of staff in Mechanical as well as Electrical Section in Coaching Depot-Indore.</p> <ol style="list-style-type: none"> 1. Indore Depot has assigned for maintains of train no. 12962/12961, 12927/12928. Besides primary maintenance of IND-NGP Vande Bharat as well as Holidays Special trains are being maintained by Indore Depot. But due to severe shortage of staff including supervisors existing staff are in severe pressure to complete the scheduled maintenance of above trains within the prescribed time limit with proper workmanship. Sr.CDO-ICD/IND has addressed a letter to CRSE(Coaching)CCG vide No. M.442/Sr.CDO(ICD)/IND/02/24, dated 05.02.2024 for providing adequate man power to meet with the requirement in order to yield optimum efficiency and fruitful result with quality output. Appropriate action on the letter dated 05.02.2024 is pending at HQ level. 2. SSE(AC/TL)IND vide its letter dated 24.01.2024 addressed to Sr.DEE(Chg)RTM for increasing the manpower including supervisory post in terms of Railway Board directives as the maintenance activity in Dr. Ambedkar Nagar Coaching Depot increasing day by day. <p>General Manager is therefore requested to examine both the above matters and do the</p>	

needful to increase the man power in the above Units for proper maintenance of Coaches with optimum efficiency within the prescribed time period.

Item No.17/2024	System Improvement while attending Signal failures on running line by the staff of S&T, P.Way and OHE staff in Mumbai Suburban section
------------------------	---

(No.BCT/03/2024) dated 02-02-2024

As you are aware that in an untoward incident of run over of Suburban train occurred on 22-01-2024 at BSR near km 49/18 by Train No.90910 Up local and three (Shri Vasu Mitra, SSE(Sig)-BYR, Somnath Uttam, ESM-Gr. I, Shri Sachin Wankhade, Asst.(Sig) employees of S&T department of Mumbai division succumbed while on duty. We had a detailed deliberation with the employees of S&T, P.Way and OHE departments frequently working on the line and herewith narrate the suggestions/grievances submitted by them for immediate redressal and which would be helpful to avoid repetition of such untoward incidents.

We appreciate the efforts taken by the administration for disbursement of lumpsum ex-gratia and payment under WC Act to the families of above three deceased employees and we hope other payable settlement dues as well as CGA will be granted at the earliest.

1. TWS points, when fails, requires crow bar or tommy bar to set in normal or reverse position as per train movement. After setting in normal, the failed point is attended in night jointly by P.Way and Signal department. Till it is attended one staff is kept with crow bar to set whenever diversion takes place. It is requested that, till the point is attended in night, only normal movement to be allowed and if reverse movement is required then testing should be given at the time of failure.
2. Near Signals and between two Signals AWS magnets are provided. previously AWS team of PL station was attending and CT staff were only isolating these magnets. However, since last few years, it is made compulsory to CT staff to attend it. While attending if fault is found and magnet requires replacement, one Assistant comes to Control tower for collecting magnet from the site as other 2 staff are busy in removing the defective magnet at site. Hence, practice in vogue earlier should be adopted. In such cases single person needs to carry heavy magnet for longer distance.
3. Removal of barricades between platform for better and safe movement of employees attending failure / maintaining the system.
4. Many stations are unmanned in suburban since last 2 years which affects maintenance and rise in failures. Those stations to be manned are CYR, JOS, KILE, MIRA, NIG and NSP.
5. Provision of pathway/service road to carry materials and safe walk towards failure site along with boundary.
6. Provision of look out facility while working on tracks.

7. Provision of adequate illumination especially beyond DIC in North direction for better visibility during night maintenance.
8. It is noticed that some of the AC locals having black colour in the front and rear side (Motormen/TM cab). It results poor visibility of such trains while working on the tracks. Hence, front and rear side of AC local trains to be painted with yellow colour for better visibility.
9. It is proposed to explore the possibility for provision of additional light to suburban locals at lower Level to have proper visibility of tracks to the Motorman. At the present circumstances head light of the train has to keep on dim aspect while passing a train from opposite direction to avoid visible hindrance to the Motorman of the opposite train of opposite direction. The additional light at the lower level will be beneficial to improve the visibility of track and any hindrance on the track without disturbing the movement of trains moving from opposite direction.
10. Platform end's to be provided with ramps to carry heavy machinery in case of failures.
11. Proper safety training to be given to fresher before utilization on line for maintenance.
12. Drop to staff at site by local while attending failure till the time dedicated pathway and other arrangements are provided, to save the time of failure and safeguard the life of the employee.
13. Provision of caution order to adjoining lines along with failure line to safeguard the life of workman.
14. S&T staffs are not getting risk allowance, therefore you may please be recommended to Railway Board for the same.

General Manager is therefore requested to examine the above suggestions given by the staff and instruct concerned authorities to initiate suitable action for its implementation for the betterment of staff and system.

Item No.18/2024	Selection to the post of JE(Track Machine) against 25% LDCE quota-BVP division.
------------------------	--

(No.BVP/02/2024) dated 12-02-2024

As per IREM provisions and Avenue Chart issued by the HQ office AVC to the post of JE(TMC) is as under:-

Ranker Quota	– 25%
LDCE Quota	– 25%
DR Quota	– 50%

It has been brought to the notice of union that 25% LDCE quota selections are not being held in BVP division. Hence, vacancies against LDCE is lying vacant and eligible staff are

deprived from promotion to the post of JE(TMC) in GP 4200/- Level-6. Similar situation may be prevailing in all other divisions.

General Manager is therefore requested to advice concerned authority to hold the selections to the post of JE (TMC) against 25% LDCE quota as soon as possible.

Item No.19/2024	Construction of Community Hall for the staff and families at BTJ Junction- BVP division
------------------------	--

(No.BVP/03/2024) dated 12-02-2024

It has been brought to the notice of union that BTJ Junction in BVP division is growing as a special Pilgrim Town and the State and District Authority gives more importance and declared BTJ as a District Town. More than 700 employees of different departments are headquartered at BTJ Junction and also residing in and around BTJ station.

It has been pointed out by the staff that at present there is no community hall or similar facility of railway is available for the to organize any welfare/community activity including social gathering in an affordable price. It is ascertained that the local administration is also facing difficulty in organizing any official programme at BTJ even on special occasions.

In view of the above circumstances, it is inevitable to provide a community Hall at BTJ Junction for the staff as well as administrative purpose as a part of welfare measure.

General Manager is therefore requested to do the needful for providing a Community Hall at BTJ Junction for the staff and families at the earliest.

Item No.20/2024	Payment of Transportation Allowance as per classification of City (X) to the staff working at MORA, SNTL and MQA stations of BVP division.
------------------------	---

(No.BVP/04/2024) dated 12-02-2024

It has been brought to the notice of union that MORA, SNTL and MQA stations in BVP division has been upgraded from the category of "Z" to "X" w.e.f. 01-04-2015 in terms of notification issued by the appropriate authority as well as DRM(E)-BVP's letter No. E/SB/774/HRA/2022 dated 10-08-2022. According to the revised classification HRA in the revised percentage as per Classification "X" has been paid to the staff by the administration w.e.f. 01-04-2015. However, the payment of Transportation Allowance payable as per 'X' classification w.e.f. 01-04-2015 has not yet paid to the staff working at MORA, SNTL and MQA stations in BVP division.

General Manager is therefore requested to do the needful for arranging the payment of Transportation Allowance being 'X' Classified City to the staff working at MORA, SNTL and MQA stations in BVP division through the IPAS/HRMS Module as soon as possible.

Item No.21/2024	Difficulty faced by Escorting staff of Power Car to communicate with Loco Pilots- Request to equip them with Walkie-Talkie
	(No.ADI/2/2024) dated 12-02-2024
<p>It has been brought to the notice of union by Divisional Secretary -ADI that Electrical Coaching staffs booked for escorting duties in Power Cars are facing hardship in communicating to the on duty Loco Pilots during supply cuts-off from Electric Loco to Power Car while passing through neutral sections. When the train is on run, sometimes power from Electric Loco to Power Car cuts-off while negotiating neutral section perhaps due to fault in loco converter, for putting this right, the converter is required to reset from engine by on duty Loco Pilot. But in absence of communication between Power Car staff and the Loco Pilots, it does not become possible unless the train stops at the next station.</p>	
<p>WREU at divisional level has raised the issue and discussed it in Divisional PNM Meeting vide Item No.13/2022 and demanded for providing Walkie-Talkie sets to the escorting staff for better communication with the On Duty Loco Pilots. Sr. DSTE-ADI has referred the matter to PCSTE vide letter No. SG244/1/2 dated 08-07-2022 and sought permission for providing Walkie-Talkie sets in similar frequency to escorting staffs for better communication with Loco Pilots. Sr. DEE- ADI has sought clarification from CESE-CCG vide letter No. E/EL/170/G/13/22 dated 24-07-2023 for the very purpose of providing Walkie-Talkie sets to the escorting staff, as it would yield better results and prompt attention for rectification of failure in time.</p>	
<p>General Manager is therefore requested to instruct the concerned authority for providing Walkie-Talkie sets to the Train escorting staff for better communication with On Duty Loco Pilots and attending emergencies in time.</p>	
Item No.22/2024	Ambiguity in fixation of pay on promotion to the post of Chief Loco Inspectors of RTM division.
	(No.RTM/1/2024) dated 12-02-2024
<p>It has been brought to the notice of union that there is an ambiguity and disagreement in between Personnel and Accounts of RTM division on pay fixation of Chief Loco Inspectors. For an instance Shri Rajendra Singh was promoted from LPM as CLI in year 2018 and his pay was fixed considering option from 1st July by DRM (E)-RTM. On being tendered voluntary retirement by the employee his service sheet was sent to accounts department for vetting. Wherein, accounts raised abjection that his pay fixation is not in order. RTM division vide No. E/L/767/4/3/Running Vol. 14(E/O-127513) dated 12.12.2022 has made a reference to HQ office giving details of pay fixation on promotion considering option and objection raised by Account department.</p>	
<p>GM (E)-CCG vide No. EM 773/8/Rajendra Mahawar/RTM dated 24.02.2023 issued clarification. Accordingly, DRM(E)-RTM was advised to adopt methodology for pay fixation on promotion from LP to CLI as adopted by other divisions of Western Railway. Practice in vogue in other divisions viz. granting one notional increment first in lower scale (without option) and then adding 30% and finally fixing in the next cell in Level-7. However, the</p>	

PFA office advised to Sr. DFM-RTM to uphold the clarification issued by Dy. CPO (NG)-CCG dated 24.02.2023. Subsequently, DRM (E)-RTM again made a reference vide letter dated 9.11.2023 sought clarification on following two points:

1. In terms of clarification issued by HQ office vide letter dated 24.02.2023 the fixation of pay on promotion as CLI is to be done without option, together with methodology adopted by other divisions of W.Rly. However, it is noticed that other divisions fixing pay in such cases considering option. Therefore, it is not clear as to how fixation is to be done.
2. As to how grant stepping up of pay of senior employee drawing less pay than his junior whose pay was fixed considering option and drawing more pay.

DRM (E)-RTM has given the illustrations of anomaly in fixing of pay and objections of associate accounts. This reference followed by reminder dated 18.01.2024 stating that VRS cases are pending for want of clarification. It is pertinent to point out that pay fixation on promotion to the post of CLI has to be done in terms of RBE No.108/2019, Rule No.FR-22(1)a(1), Rule No.10 of RS(RP) 2016, RBE No.126/2018 etc for better appreciation and pay fixation to the promoted staff from Running to Supervisory post in running category.

General Manager is therefore requested to give appropriate clarification to DRM-RTM as soon as possible to resolve the ambiguity prevailing for pay fixation in case of promotion to the post of Chief Loco Inspectors in RTM division.

Item No.23/2024	Deprival of Up-gradation benefit in GP 4800 – Case of Shri Ganesh B. Deshaware, SSE(TMC)BRC. (No.BRC/ 3 /2024, Date: 13-02-2024)
------------------------	---

It has been brought to the notice of union that, in terms of RBE No. 155/2022, dated 17.11.2022 50% post of SSE(TMC)BRC in GP 4600, Level-7 have been upgraded to GP 4800, Level-8 w.e.f. 01.11.2022.

Shri Ganesh B. Deshaware is working as SSE(TMC)BRC in the cadre of TMC organization as on 01.11.2022 and his name is appearing in the field of eligibility (50%) of staff working as SSE(TMC) for up-gradation to GP 4800, Level-8. However, name of Shri Ganesh B. Deshaware was not incorporated in the list of upgraded supervisory staff working in TMC Organization in BRC Division. This has resulted into deprival of legitimate benefit of up-gradation to GP 4800, Level-8 to a Senior-most Supervisor working as SSE(TMC)BRC w.e.f. 01.11.2022.

This matter has been represented by our Divisional Secretary, BRC before the appropriate authority at BRC division but no fruitful result yielded or granted rightful benefit to Shri Ganesh B. Deshaware, SSE(TMC)BRC so far resulting recurring financial loss to him.

General Manager is therefore requested to examine the matter and advise DRM-BRC to grant up-gradation benefits to GP 4800, Level-8 to Shri Ganesh B. Deshaware, SSE(TMC)BRC in terms of Annexure-II of RBE No. 155/2022, dated 17.11.2022.

Item No.24/2024	Difficulties in forwarding various applications of the staff working in TMC Organization through HRMS in ADI Division.
	(No. ADI/ 3 /2024, Date: 14-02-2024)
<p>As per laid down procedure, all sort of applications of Staff working in TMC Organization in Divisions are to be submitted to DRM(E) for further process to Headquarter. But, for want of access to the HRMS, DRM(E) is not able to forward their applications to the appropriate authorities, hence the work of employees is being suffered.</p>	
<p>It is ascertained that a technical problem is being faced by Ahmedabad division in forwarding various applications through HRMS for the reasons given below:</p>	
<ol style="list-style-type: none"> 1. Cadre of TMC Organization is controlled by headquarter and the Dy.CPO(Engg)CCG is the Nodal Officer for PRT Matters. 2. The man power controlled at divisional level and the Personnel Officer for the same is APO(Engg.). 3. While forwarding the applications of TMC Staff the APO(Engg.) can't get access for forwarding the applications because APO's name is not incorporated in the drop list of HRMS. 	
<p>This issue was discussed by WREU locally several times and as a result, the Sr.DPO-ADI has written a letter to CRIS, New Delhi on date 22.12.2023. He has pursued with CRIS, but no access is being provided to the APO(Engg.)ADI till date. Similar situation seems to be persisting in other Divisions.</p>	
<p>General Manager is therefore requested to do the needful to mitigate the persisting problems at the earliest.</p>	
Item No.25/2024	Difficulty faced by the employee retired under NPS possessing with RELHS Card in obtaining UMID Card – Case of Shri Babulal Jain, Sr.Cleaner/Catering Dept.-CCG.
	(No. CCG/ 2 /2024, Date: 15-02-2024)
<p>It has been brought to the notice of Union that Shri Babulal Jain, Employee No. 12315527, PRAN No. 110020249559, Bill Unit 00227-HQ/CCG, Sr. Cleaner in D-Car / BCT under Catering Department at HQ was retired on superannuation on 31st January, 2010. The GM(E)CCG has issued RELHS Card vide No. RELHS – 97/RTM/6469/2019, dated 29.08.2019 in favour of Shri Babulal Jain. However, it is learnt that being an NPS case PPO has not been issued to Shri Babulal Jain. As a result he could not be able to apply for UMID Card through the system where the PPO No. is mandatory to register in the system.</p>	
<p>Moreover, it is learnt that in absence of UMID Card Medical department has expressed inability for providing medical aid in OPD to Shri Babulal Jain despite possessing RELHS Card issued by the administration. There may be such NPS cases existing in all Divisions/Units that retired employees possessing with RELHS Card but unable to register</p>	

for UMID Card.

General Manager is therefore requested to do the needful for issue copy of PPO to Shri Babulal Jain in order to obtain UMID Card from the system or the administration may explore the possibility to provide UMID Card without PPO in NPS cases.

Item No.26/2024 **Stoppage of AC Fast Local at Lower Parel Station, P.F.No.3.**

(No. PL .WS/ 2 /2024, Date: 15-02-2024)

It is represented by the staff working in Carriage Work shop Lower Parel that the Workshop functioning in two shifts in day time i.e. 07.00 hrs. to 16.00 hrs. and 08.00 hrs. to 16.30 hrs.

They have brought out that the Workmen Special EMU Rake is originated from Lower Parel Station at Platform No.1 at 16.15 hrs. More than 600 employees including supervisory staff are working in 08.00 to 16.30 shift. It is impossible for them to get the Virar Fast Local originating CCG at 16.39 hrs. and scheduled halt at 16.49 hrs. at Mumbai Central, although they are unable to board the above train at Dadar at 16.56 hrs. due to heavy crowd.

These employees are requested that the AC Local train scheduled at 16.39 hrs. at CCG may be given a stoppage at Lower Parel Station at PF No.3 so that they can comfortably able to board the train from Lower Parel Station itself.

General Manager is therefore requested to look into the aspect and explore the feasibility for providing a stoppage at Lower Parel (Monday to Saturday) for VR AC EMU scheduled to leave at 16.39 hrs. from CCG as a facility to the staff working in Carriage Workshop Lower Parel and EMU POH Workshop-MX.

Item No.27/2024 **Deprival of up-gradation benefit in GP 4800 to Senior most 05 SSEs of Parel Work shop working on Ex-cadre post at CCG under PCME-CCG.**

(No. PL W/S / 3 /2024, Date: 16-02-2024)

In terms of Railway Board letter eligibility list for up-gradation to GP 4800 for SSE's working under CWM-PL was issued vide Letter No. E/1025/CW/SUP, dated 11.04.2023 and order for up-gradation have been issued vide Letter No. E/768/CW/MSCP/SUP, Vol.IV, dated 19.04.2023. Pay fixation order in GP 4800 also issued on 09.05.2023 (cited under reference). A total of 87 employees working as SSE under CWM-PL including 5 employees working at HQ Office on ex-cadre post appearing in the final list of up-gradation. Names of that 5 employees are ; Shri C.V. Kulkarni, (Sr.No. 1), Shri Makdum Hussain (Sr.No. 2), Shri Raju Kashikar(Sr.No. 27), Shri Naresh L. Kataria (Sr.No. 65), and Shri Kailash H. Kandekar(Sr.No. 85). A remark of On Deputation indicated against their names, which seems to be the reason that their names have been over looked/deprived from the benefit of restructuring in GP 4800 w.e.f. 01.12.2022, wherein numbers of juniors to the above 5 employees were granted restructuring benefits in GP 4800 by CWM-PL which is totally incorrect and unlawful.

On intervention of our local branch at PL Workshop SPO(W)PL has sent a letter to

Dy.CPO(NG)CCG vide letter No. E/767/CW/MACP/SUP Vol.IV, dated 19.04.2023 and advised to grant up-gradation to GP 4800 to the above 5 employees w.e.f. 01.12.2022. Further SPO(W)PL vide its letter No. E/1025/CW/SUP/2 SSE/Coaching dated 28.08.2023 in response to HQ letter No. EM/839/8/2023/Up-gradation, dated 26.04.2023 informed that out of 6 permanent post of SSE(Workshop) working at HQ Office, 3 permanent post of SSE for up-gradation in GP 4800 vetted by Associate Accounts at PL with the approval of CWM-PL. However, the above 5 employees though seniors amongst the SSEs working under CWM-PL were deprived from the up-gradation benefit by CWM-PL as well as HQ Office.

Astonishingly it is noticed that Dy.CPO(NG)CCG vide Note No. EM/Up-gradation/Mech/SSE/2024, dated 12.01.2024 have given up-gradation to 03 SSE seems to be senior amongst the SSEs working in HQ Office as per their integrated seniority issued by HQ office on 11.01.2023. It is totally incorrect and injustice to the eligible 5 SSEs enlisted for up-gradation to GP 4800 by CWM-PL as per seniority and lien maintained by CWM-PL.

General Manager is therefore requested to grant the benefit of up-gradation in GP 4800 to the above named 5 SSEs who's seniority and lien maintained by CWM-PL as their juniors working as SSE under CWM-PL have granted up-gradation in GP 4800 by CWM-PL vide Office order dated 09.05.2023 (cited under reference) and they may be repatriated to CWM-PL as soon as possible.

Item No.28/2024	Holding of Informal Meeting at ADEN level in Divisions to address the Grievances of TMC Staff.
	(No. CCG/ 3 /2024, Date: 16-02-2024)

It has been brought to the notice of Union that there are several grievances brought out by the staff working in TMC Organization in Divisions are remained un-addressed and un-resolved. This has been brought to the notice of CE(TMC) in a joint meeting held at Headquarter in December, 2023 and requested to hold Informal meetings at ADEN level in order to redress grievances of staff in time. CE(TMC) has agreed to look into the matter and to do the needful to hold Informal meetings with Unions at ADEN level for the betterment of staff and system.

General Manager is therefore requested to do the needful to hold Informal meetings with Unions at ADEN level so as to address the grievances of TMC Staff in time at Divisional level which would yield better result.

Item No.29/2024	Difficulty faced by the Pensioners during Hospitalization due to Non-indication of Basic Pension in UMID Card.
	(No. CCG/ 4 /2024, Date: 16-02-2024)

It has been brought to the notice of Union by the Pensioners/Family Pensioners that while Pensioners or their family member's hospitalization in JRH or Divisional Hospitals; they are facing severe difficulties during discharge from the Hospitals due to non-availability of Basic Pension amount on the UMID Card data.

As a result the Hospital authority insisting them to bring copy of PPO as evidence to note

the Basic Pension amount for Hospital records and further proceedings, though the UMID Card seems to be the important document incorporated with HMIS System.

General Manager is therefore requested to do the needful for incorporating basic pension amount in the UMID system in order to mitigate the persisting difficulties faced by the Pensioners/Family Pensioners.

Item No.30/2024	Injustice with SSC and HSC passed compassionate appointee by non granting of appointment in Group "C" category.
	(No. RJT/ 2 /2024, Date: 16-02-2024)

As per GM(E)-CCG's guidelines compassionate appointee who are having SSC or HSC qualifications are eligible for Group "C" category and if the candidates obtain following minimum marks in written test conducted by the Division.

- (A) Marks obtained 30% to 40% considers for Artisan category.
- (B) Marks obtained 40% to 50% considers for Commercial category.
- (C) Marks obtained more than 50% considers for Clerical category.

In this connection, it is noticed that in RJT Division CGA candidates possessing SSC or HSC qualifications and passed the requisite written test for appointment in Group-C Category obtaining the prescribed marks shown above are not been considered for Group "C" posts even in Artisan categories.

For an instance Shri Krishnapal singh, S/o Late Shri Anopsingh Jadeja, Ex-DSL Mechanic, SSE(DSL)-HXP has attended written test examination of Group "C" category and secured more than 40% marks, even though he has not been considered for Group "C" and Artisan category posts. On persuasion it is revealed that the CGA candidate is not possessing with graduation therefore this case has not been considered for Group-C category, despite attaining 40% marks in the written test held for Group-C posts against CGA.

General Manager is therefore requested to advise Divisions to give CGA in Group-C category to the candidates possessing qualifications of SSC/HSC and above and attaining the prescribed percentage of marks in the written examination to be held for Group-C posts in Divisions.