

WESTERN RAILWAY EMPLOYEES' UNION

GM PNM AGENDA (Item Nos. 31 to 60 of 2024)

Item No.31/2024	Incentive Bonus to C&M Staff in Work shops (PRTN/WS/ 15 /2024, Dated 21-05-2024)
<p>At All C&W Workshops CMT staff is engaged in Ultrasonic testing of axle coming for POH/IOH/Spl. Repairs and they are eligible for incentive bonus of shop floor with respect to Railway board's letter referred above (5). The same remarks are also recorded while recording minutes of Railway Board's PNM held with AIRF on 6th & 7th December, 2017 under Item No. 12/2009. Moreover, CMT Staff are also doing Non-Destructive Test (NDT) like RDPT and MPT at shop floor which is directly related to the production activities of workshop.</p> <p>Mechanical Directorate of Railway Board has also clearly mentioned that the CMT Staff working on the shop floor of workshops are entitled for incentive bonus while furnishing reply under RTI of Mr. Pritesh Kashyap, CMS-DHD. It is leant that all Production Unit and maintenance work shops are paying incentives to their C&M Staff working on shop floors.</p> <p>General Manager is therefore requested to examine the issue and advise all concerned to make CMT staff working on the shop floor eligible for incentive bonus in all production units and work shops.</p>	
Item No.32/2024	Abnormal delay in conducting LDCE examination for the post of Station Masters, Pointsman and all other categories. (CCG/7/2024 dated 07-05-2024)
<p>It has been complained to the union by almost all the divisions that due to one or other reasons LDCE examination are not conducted.</p> <p>As regard ADI division there are 59 vacancies of Station Master under LDCE quota. Last LDCE examination was conducted around 12 years ago. Last Panel of LDCE (Station Master) was issued on 22-08-2012. Due to this long delay for conducting the LDCE examination number of employees are deprived of this facility. Similar is the position in almost all categories in all divisions on entire Western Railway.</p> <p>General Manager is therefore requested to call for details from all the divisions in connection with LDCE examinations conducted during last 1½ decade. It is further requested to issue instructions to all Divisions and CWMs of the workshop for conducting LDCE examination on priority wherever it has not regularly been followed.</p>	
Item No.33/2024	Non-fixation of pay on want of service record from HQ Office case of Various Tech. working in TMC unit BTD. (BVP/10/2024 dated 07-05-2024)
<p>In reference to the above subject, it has been brought to the notice of Union and staff of TMC Organization has also represented to Union about non-fixation pay after promotion in TECH-III vide ref. promotion order dated 15.12.2023. After enquiring the</p>	

matter in detail, it has been found that for want of service record from HQ office Pay-fixation is not issued till date. It has also come to the notice that three times staff has been deputed to collect the service sheet but HQ office has not handed over the required record till date The list of employees promoted in Gr. III in BOTD HQ on 15-12-2023 is as under: -

Sr. No.	Employees Name	Sr. No.	Employees Name
1	Abhaynarayan	8	Rohit Kumar
2	Baikunth Kumar	9	Ram Babu Yadav
3	Deepak Kumar	10	Rajnish Kumar
4	Deepak Kumar	11	Rajnish Kumar
5	Gorishankar Sah	12	Ranjan Kumar
6	Mahulkar Chetan Suresh	13	Vikash Kumar
7	Naval Kumar	14	Vijay Kr Meena

General Manager is therefore requested to instruct authorities concern to send the record required by BVP division for fixing their pay in Artisan Gr. III be send as early as possible.

Item No.34/2024	Shortage of JE/SSE(Drawing) under Sr. DEN(Co.)-RJT.
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	(RJT/07/2024 dated 14-05-2024)
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It has brought to the notice of union that there is a vacancy of 6 JE/SSE(Drg.) under Sr. DEN(Co). in Rajkot division. Besides 1 SSE(Drg) was expired on 19-02-2024 and 2 JE(Drg.) were retired in October, 2023 and 1 SSE(Drg.) was retired in April, 2024. Thus, the total vacancy is 10 out of the sanctioned cadre of 17. This has resulted to overburden to the incumbents working as JE/SSE(Drg.) under Sr. DEN(Co.)-RJT.

General Manager is therefore requested to do the needful for allotment of adequate number of candidates recruited as JE(Drg.) to RJT division.

Item No.35/2024	Provision for supply of Portable drinking water from GWSSB (Narmada Water Supply) to Railway colonies in RJT Division.
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	(RJT/08/2024 dated 14-05-2024)
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The above matter being a basic amenity was discussed with DRM-RJT number of times vide PNM Item No.35/18 by Divisional Secretary-RJT for providing portable drinking water to the following railway colonies: -

- a) Lakhamanchi b) Vagadia c) Ramparada d) Muli Road e) Digsar,
f) Chamaraj g) Amarsar h) Sindhavadar i) Wankaner Rly. colony & Station.

Presently borewell water is being supplied to these colonies which is not portable to drinking purpose as such residence of these colonies are compelled to purchase portable drinking waters from the market. It is pertinent to mention that water supply line of GWSSB is passing nearby the above railway colonies. But the railway administration is least bothered to get the drinking water connection from GWSSB for these colonies due to dubious reasons. On enquiry it is revealed that there is some dispute in between railway and the GWSSB in case of deposit for water supply and

sewerage charges. Unfortunately, the residence of the above railway colonies are becoming prey on account of dispute between the district authority and RJT division.

General Manager is therefore requested to advise DRM-RJT for initiating appropriate action for providing portable drinking water to the above railway colonies from GWSSB to avoid health hazard to the Railwaymen, families including children residing in the above railway colonies.

Item No.36/2024	To provide shunting staff and basic facilities (proper resting and fooding) at GNC Station of ADI DIV for running staff of JLR HQ.
	(BVP/ 13 /2024, Dated 18/05/2024)

It has been brought to the notice of Union by running staff of JLR-HQ that they are facing several problems at GNC Station of ADI division regarding shunting and lack of basic needs such as fooding and proper resting facilities.

Some trains are diverted from ADI to GNC station due to redevelopment of ADI station. Train No. 19119/19120 (VRL-GNC-VRL) Inter-city Express and Train No. 22958/22957 (VRL- GNC-VRL) Somnath Express of BVP division are diverted from ADI to GNC. Both trains working belongs to JLR HQ. This work of station development will take at least 3 to 4 years to complete. Hence there is a need to arrive at a permanent solution for smooth & safe working. It is requested to make following necessary arrangements for avoiding hardship to Running staff at GNC.

1. There is no shunting staff available at GNC station, although more than 5 pair of trains either terminate or originate from this station.
2. The watering point and stabling point is 3 kms. far from the station.
3. There is a highway crowded gate between station and stabling point.
4. After doing more than 8 hours duty, the crew and train managers have to perform shunting duty at least 2 hours daily for pushing back the empty rake up to stabling and watering point.
5. The points need to be set manually and need to observe during shunting.
6. The crew and guard have to walk back up to the station through narrow and kachha road which is a big problem and will intensify in rainy season.
7. To perform the whole duty, it will take more than 11 to 12 hours and after performing the duty staff has to search for breakfast and lunch as there is no fooding facility available at GNC station. As you know that Gandhinagar City is divided in sectors, for any type of fooding facility one has to go to nearest sector 12, which is 8 km far from station by hiring taxi/tempo and it takes at least 2 hours to consume breakfast/lunch/dinner.
8. The train reaches at 4.45 early in the morning and after performing shunting duty and having either lunch or breakfast in day, can the running staff complete his rest as they have to work again the train No. 22957, on duty time 21.05, and before that they have to take dinner, which requires at least 2 hours.
9. There is lack of resting facility, even basic facility is not available at GNC station. There is no separate Wash-room for staff and the staff has to use Public toilet at station. No separate drinking water facility is available and they have to

consume water from cooler available at station. 9 beds are fitted in a small room where no space available for free movement in the room.

Proper resting facility with availability of food is the right and need of a Running staff. If the crew is derived from proper rest, it may affect the working and safety.

General Manager is therefore requested to advise PCOM for providing proper resting facilities with the availability of food and potable drinking water for the running staff of JLR-HQ at GNC station.

Item No.37/2024	Mental harassment to LP/ALP of BTM HQ-BVP division in the name of shortage.
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(BVP/8/2023 dated 17-07-23 & BVP/15/2024 dtd. 21.05.2024)

We are in receipt of a Joint representation of LP/ALP dated 06-07-2023 complaining about the mental harassment in their routine day to day duties. This serious issue was further discussed with ADME(I) on 07.07.23 and it was requested by the concerned staff for starting earlier working pattern as desired by all LP/ALP of BTM working under CCR (L)/BTM.

Some notable points of their representation are mentioned below: -

- (i) Frequently 30 hrs. rest cancelled & compels to come on duty in any situation.
- (ii) After completion of 11 hrs. they are forced for further duty even they are unable to perform & also no memo has been given for further duty.
- (iii) The families of LP/ALP of BTM HQ are also under depression due to uncertain duty roster of their husband. (iv) After adoption of new working system on temporary basis crew is overshoot so many times from their HQ, this situation creates maximum frustration in Running staff.

General Manager is therefore requested to examine this serious issue related with running staff of BTM HQ on priority basis as we are all aware that frustration developed in mind of running staff is not good for smooth operation of train working, you are also requested to restore previous working pattern of BTM running staff, as this is the only better solution for mental peace of running staff.

Item No.38/2024	Providing Uniform with Safety Tool Kits at par with Trackman to all TMC Techs./Asst. Helpers working in TMC organization in BVP division.
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(BVP/7/2024 dated 21-02-2024)

The Railway administration is aware that recently after approval of General Manager, new headquarter of TMC Organization opened at BTM, BVP division. Initially 79 posts have been sanctioned. The nature of the duties and requirement of TMC Items are more or less similar/at par with the Track Maintenance category.

It has been brought to the notice of the Union that staff working in TMC Organization in BVP division headquartered at Botad that they are not getting required TMC Items and Tool Kits as per Railway Board's specification. The requirement is as under:

Sr.No.	Description	Supply
1	Water Proof Rain Coat	Once in a year
2	Winter Jacket	Once in 2 year
3	Safety Shoes	Once in 6 month

	4	Luminous Vests	Once in 6 month
	5	Safety Helmet	Once in a year
<p>General Manager is therefore requested to advise CE-TMC to provide Uniform and Safety Tool Kits to all Tech/Asst. Helpers working in TMC Organization at par with other eligible category according to nature of work. It is also requested to enhance the quality of safe work and personal safety of Railwaymen.</p>			
Item No.39/2024	Change of working hours to 9.30 to 06.00 hrs with 5 days a week for IT Centre, WR.		
	(CCG/ A/cs /1/2024 dated 07-05-2024)		
<p>The earlier EDP Centre staff is redesignated and working at present in IT Centre-CCG. The IT Centre is located on the 1st floor of the Station building and is part of the Western Railway's HQ in Churchgate. Their main duty is to guide all the sections in IT related work. Their current duty hours is 09.00 to 05.00 pm, six days a week.</p> <p>Keeping in view their nature of duties now data entry is directly done by users end on centralised applications. Mostly in the evenings after 05.00 pm no staff is available for providing/extending help to other departments. Prior intimation is to be given to EDP Centre in order to work/get the work done after 17.00 hrs.</p> <p>General Manager is therefore requested to change their working hours from 09.30 to 06.00 pm, five days a week looking to the job requirement for other departments.</p>			
Item No.40/2024	Issue of directives for releasing NPS Corpus deposited in NSDL to the employees Removed from Service.		
	(ADI/04/2024 dated 26-02-2024)		
<p>It has been brought to the notice of this Union by the Divisional Secretary, WREU-ADI that for want of detailed clarification from HQ Office the ADI division has not been able to process the cases for releasing the NPS Corpus lying with NSDL in case of employees appointed under NPS and subsequently removed from service due to either reason.</p> <p>As an instance, Smt. Reshma Mishra, Sr. Clerk working under SSE(TMC)SBI was removed from service w.e.f. 06.04.2018. She was supposed to be superannuated on 31.07.2019. She had tried her level best to exit from NPS on account of removal from service and again tried to get exit from NPS on completion of 60 years of age being attained the age of superannuation from service, so as to get the Corpus of NPS from NSDL. Her efforts to get the amount from NSDL become futile.</p> <p>Due to the intervention of WREU-ADI, DRM(E)ADI has sought clarification from Headquarter on 22.10.2019. Subsequently sent reminders on 13.02.2019, 19.08.2020, 17.02.2021 and 06.11.2023 but no response received by ADI division so far from headquarters. As such all NPS cases of Removal from Service are lying un-attended despite employees request for refund of NPS Corpus lying in deposit with NSDL. Similar situation may be prevailing in all other divisions and Independent Units.</p>			

<p>General Manager is therefore requested to advice PCPO – CCG to examine the matter in detail with the consent of PFA-CCG and give necessary guide lines to DRM(E)ADI as well as all divisions and Independent Units in order to settle all removal from service cases who were recruited under NPS.</p>	
<p>Item No.41/2024</p>	<p>Grant of financial assistance twice a year from CSBF/SBF to Railway employee suffering from serious ailments.</p>
<p>(BVP/11/2024 dated 17-05-2024)</p>	
<p>Railway Board vide its letter No. 2024/E(W)/13/2 dated 13-05-2024 has advised all Zonal Railways for grant of financial assistance through CSBF/SBF twice a year for railway employees suffering from serious ailments i.e. Cancer, Kidney damage, HIV/AIDS, Liver Disease etc.</p>	
<p>The Railway Board reiterated that as per Rule No.802(2) of IREC Vol. I "Chapter 8 Staff Benefit Fund" CSBF/SBF Committees have been empowered to incur expenditure on any item with the approval of General Manager if the committee considers that such expenditure is essential for the welfare of staff.</p>	
<p>General Manager is therefore requested to do the needful for providing financial assistance twice in a year to the employees suffering from Cancer, Kidney damage, HIV/AIDS, Liver Disease etc which would be helpful for the family to mitigate the hardships faced by them due to the serious ailments of bread winner of the family.</p>	
<p>Item No.42/2024</p>	<p>Complete Stoppage of Engineering works in Lower Parel Workshop.</p>
<p>(PL/WS/11/2024 dated 17-05-2024)</p>	
<p>It has been brought to the notice of union that due to scarcity of fund the repairing and maintenance works of Parel workshop pertain to Engineering department is completely halted. Though the structure of Parel workshop is of British era and more than 100 years old, it requires major attention for its maintenance.</p>	
<p>Our local branch has represented the matter before CWM-PL and discussed in PNM meetings for the upcoming of the building. It has been pointed out that the Engineering maintenance of Parel workshop has been controlled by Sr. DEN(Estate) South and Sr.DEN (Co.)-MMCT in co-ordination with Dy. CME(M&P)-PL, but due attention is not being given by the Engineering department of division even in case of attending leakages in the Shed though which has badly affecting the maintenance and out turn of coaches.</p>	
<p>General Manager is therefore requested to advise concerned PHODs to have a joint inspection of Parel workshop so as to inspect the condition of structures and to ensure allocation of adequate fund for the repair and maintenance of Parel workshop for the benefit of staff and system.</p>	
<p>Item No.43/2024</p>	<p>Supply of Water bottles (2 litres) to the Track Maintainers</p>
<p>(BCT/12/2024 dated 17-05-2024)</p>	
<p>Railway Board vide RBE No.219/2005 dated 27-12-2005 was issued guidelines for providing Uniform and other accessories to Gangman (Trackman), Keyman, Mates and Patrolmen. The letter emphasized at Sr. No.11 for providing Milton type Water bottles</p>	

of 2 liters having proper heat insulation so that water can be kept cool for 5 to 6 hours once in a period two years.

It has been pointed out that hardly any divisions on Western Railway have been complied RBE No. 219/2005 in toto as a result water bottles have not been supplied to the Trackmen so far. Now the Railway Board vide its letter No.2024/E(W)/20/3 dated 09-05-2024 have been reiterated the earlier instructions issued vide its letter dated 27-12-2005 (RBE No.219/2005) and advised Zonal Railways for providing Water bottles of 2 liters capacity having proper heat insulation to the Track Maintainers (erstwhile Gangman/Trackmen/Keymen/Mates/Patrolmen) keeping in view of ensuing intense heat wave condition across the country.

General Manager is therefore requested to advise all DRMs and PCMM to ensure supply of Heat Insulated Water bottles (2 liters) to the Track Maintainers at the earliest.

Item No.44/2024	Career Progression for Helper, Watchman, and Other Staff in GP-1800 of Works Section in the Engineering Department.
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(ADI/06/2024 dated 16-05-2024)

There is widespread discontent among staff, including Helpers, Watchmen, and others, working at Level-1 (GP-1800) in the Works section of the Engineering department regarding their career progression. The reasons for this dissatisfaction are as follows:

According to current provisions, staff with lower medical classifications, such as Bee Two and below, are posted to the Works department through RRC candidates and medically de-categorized employees. Due to their lower medical standards, these employees are not eligible to participate in any selection process for departmental promotion. Moreover, promotions for Artisans in the Works department are conducted from eligible staff of both Works and P Way sections combined, further limiting their promotional opportunities. Consequently, many of these staff retire at the initial grade pay level without receiving regular promotions, with only marginal benefits of MACPS Scheme, retiring at the highest GP-2400.

In light of the above, General Manager is requested to institute a suitable policy ensuring proper career progression of staff working in works department through department of promotions. Feasibility may be explored for enabling them to participate in departmental selections other than Engineering departments with prescribed percentage.

General Manager is therefore requested to examine the promotional prospects of staff working in GP 1800 in Engineering (Works) department since long and suitable initiative may be taken for channelising their promotional prospects in other departments too.

Item No.45/2024	Difficulties in transferring NPS corpus to OPS to the employees selected before 01.01.2004 but joined the railway service after 01.01.2004 and now covered under OPS
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(ADI/05/2024 dated 16-05-2024)

It has come to our notice that employees, initially covered under NPS, later transitioned from NPS to OPS as per Railway Board RBE No. 28/2020. However, there have been

challenges in transferring the NPS Corpus, particularly for those employees who had previously made voluntary contributions to NPS Tier I.

In this regard, the ADI division, through letter No. DFM/ADI/NPS/2023-24 dated 09.01.2024, has sought clarification from AFA/PF/NPS - CCG, citing the cases of Shri Manoj Inder Raj Manglani (PRAN No. 110010252809, Contribution to NPS Tier I Rs. 300000) and Shri Alok Agrawal, PRAN No. 110070252062.

Additionally, it has been noted that HQ finance has also referred the matter to the Railway Board to issue guidelines regarding the accounting procedure for NPS corpus against voluntary contributions made by employees to NPS Tier I during NPS to OPS.

General Manager is therefore requested to advise PFA & PCPO for expediting the solution for settling this issue at the earliest.

Item No.46/2024	Unsafe and depleted working condition of cranes in Lower Parel workshop
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	(PL/WS/10/2024 dated 17-05-2024)
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It has been brought to the notice of union that a total 27 EOT cranes installed in the workshop since many years. Location of these cranes are CR-I, BUF-II, ACC-I , ACC-II, BUF-I Lifting and BUF-I assembly, roller Bearing and wheel shop. Major maintenance work of coaches at the above locations are wholly depend upon the EOT cranes installed at these workshops. The entire out turn of FIAT, Bogie, Air Brake, Roller Bearing and wheel depends upon the EOT cranes for smooth and efficient working. However, any sort of failure of these cranes badly affecting the day to day working and outturn of coaches.

It is pertinent to note that out of 27 EOT cranes, 07 are over aged, amongst 05 cranes are in Bogie, Roller bearing, Wheel shops. These shops are working round the clock in 3 shifts. Though the codal-life of these cranes are exhausted and intermittently break downs but utilizing without any replacement which leads to unsafe working condition.

At present only 2 cranes are functional at Bogie Assembly. Breakdown of the cranes badly affecting the out turn of the particular shop. Our local branch has been brought to the issue to the notice of CWM-PL who have assured procurement of 7 new EOT cranes on replacement account. Unfortunately, despite assurance none of the EOT cranes are received so far.

General Manager is therefore requested to advise CWM-PL to pursue its procurement order with the supplier and ensure the supply of EOT cranes and its installation as soon as possible for the safe and better working atmosphere in Parel workshop.

Item No.47/2024	Scarcity of 2-wheeler parking space at the vicinity of Parel workshop
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	(PL/WS/09/2024 dated 17-05-2024)
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It has been brought to the notice of union that staff attending in Parel workshop for duty with two wheelers are increased in many fold. They have been compelled to park their two wheelers a meagre parking space available in front of the workshop adjacent to account office. Some of the occasions the parked two wheelers in front of the

workshop are restricting the movements of heavy-duty trucks carrying materials to the workshop. Number of the occasions have been brought out by the Branch Secretary that the Mumbai Traffic Police have been penalized the employees those who have parked the two wheelers nearer to the main road due to conjunction at the parking space in front of workshop.

It has been pointed out by our local branch to the CWM-PL for allowing the staff to park their two wheelers at the open space available at the old health unit premises. But CWM-PL has shown his inability to get the permission from divisional authority to utilize the vacant space adjacent to old dispensary for two-wheeler parking. It is indeed to point out that 90% activities of health unit have been shifted to new health unit in MM Colony.

General Manager is therefore requested to advise DRM-MMCT for allowing the staff working under CWM-PL for utilizing the open space at old health unit-Lower Parel for two-wheeler parking which would be helpful to control trespassing at the health unit.

Item No.48/2024	Unwarranted enhancement of JE/SSE (Drawing cadre) by CWM-PL
	(PL/WS/08/2024 dated 17-05-2024)

It has been brought to the notice of union that CWM-PL has proposed for enhancement of cadre of JE/SSE(Drawing) in Jig and Tool section under CWM-PL, the section which is merely carry out the work of drawing only in progress office.

It is ascertained that the above proposal is seems to be with vested interest to manage the PCO activities by nominating the JE/SSE (Drawing) of Jig & Tool section resulted in deprival of supervisors of coaching side who are authentically manning the PCO activities in terms of Mechanical Code.

As per the existing practice JE/SSE of Coaching side are being posted in PCO on tenure basis on option. In absence of option junior most supervisors are being posted in PCO and they are entitled for PCO allowance at the stipulated rate (JE-12% and SSE-6%).

As per Railway Board directives transfer of posts are being permissible depend upon the increased activity of that particular section. But CWM-PL has proposed to increase cadre of diminishing category. As you are aware that due to adoption of advanced technology and computerization physical drawing activities are reduced to minimal. Therefore, vacant post available in drawing cadre are to be transferred to coaching side to cope up with the increased work load of coaches. The unlawful act of CWM-PL for transferring the supervisory posts from coaching side to Jig & Tool is reducing the promotional prospects of existing Artisan and Supervisors of coaching side. As per the prevailing practice Jig & Tool cadre cannot be operated on shop floor at any stage. Enhancement of supervisory cadre in coaching side will be helpful to manage the out turn of coaches in time as well as to cope up with the enhancement of out-turn in future.

General Manager is therefore requested to examine the issue in detail in relevance to the out turn of workshop and allied activities and advise CWM-PL to restore the 5 posts

of supervisors with incumbent to the coaching side on shop floor and additional posts if any may be transferred with incumbent from drawing section (Jig & Tool) to coaching side on option.

Item No.49/2024	Construction of new railway quarters (Type-II, III, IV) on replacement account at Dahod.
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	(DHD/WS/ 12 /2024 dated 17-05-2024)
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It has been brought to the notice of union that most of the existing railway quarters of Dahod are very old and beyond repair work condition. The works department facing hardship for day-to-day maintenance due to various reasons as a result the residence of the railway colony is facing severe hardship due to poor maintenance of railway quarters. Requisite action needs to be taken by the Engineering department to ensure day to day maintenance of all railway quarters at Dahod.

General Manager is therefore requested to do the needful for construction of adequate number of new Type-II, Type-III, Type-IV quarters on replacement account at Dahod to meet with the requirement of railway quarters.

Item No.50/2024	Poor maintenance of railway quarters at the vicinity of proposed HP 9000 Loco workshop at Dahod
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	(DHD/WS/13 /2024 dated 17-05-2024)
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It has been brought to the notice of union that there are 1380 consisting of Type-II, III, IV railway quarters existing at Freeland Ganj Railway Colony, Dahod. Presently ADEN(Works)-DHD is the in charge of maintenance and upcoming of railway colony in case of Engineering works concerned. However, the residence are repeatedly complaining for maintenance and upkeeping of railway quarters resulting severe hardship to the residence.

It is pertinent to note that the construction work of HP 9000 Loco workshop is in full swing. Piling works badly damaging the drainage as well as water supply lines of railway quarters at the adjacent location. Residents complains that due to shortage of staff the Engineering works department is unable to attend these works on priority basis, as such residence are deprived from basis amenities including drinking water at various locations.

General Manager is therefore requested to do the needful to ensure proper maintenance and timely upkeeping of railway quarters especially the quarters situated at the vicinity of HP 9000 Loco workshop site by all means to avoid hardship faced by the Railwaymen and family.

Item No.51/2024	Upgradation of Pay Structure of Senior Section Engineer (TRD) from Level-7 to Level-8 in ADI Division: Incorrect Assessment of Posts-regarding
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	(ADI/ 07 /2024, Dated 17 th May, 2024).
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The ADI division is engaged in an O&M Agreement with the Kutch Railway Company Ltd. (KRCL), which encompasses clauses pertaining to manpower. Consequently, in view of doubling in PNU-SIOB, 72 temporary posts of TRD, electrical department created vide DRM(E)-ADI vide letter No. E/EL/261/1 (TRD/2021) dated 17.03.2021 for maintenance of TRD assets of PNU-SIOB & SIOB-GIM (up-line). These 72 posts include 8 posts of SSE(TRD), Level- 7.

In the process of evaluating the posts of SSE(TRD) for the purpose of pay structure upgradation, the ADI division did not include these 8 posts in accordance with the guidelines outlined in Railway Board RBE No. 155/2022. Consequently, only 11 SSE(TRD) (50% of the existing 22 posts) could get the benefit of upgradation to Level-8, as per DRM(E)-ADI letter No. E/EL/839/SSE/Up-gradation dated 25.08.2023, leaving 4 deserving employees (50% of the created 8 posts) without the rightful benefit.

It's worth mentioning that as per the O&M agreement with KRCL, the costs associated with staff, including Pay & Allowance and pension liabilities for posts within KRCL's jurisdiction, are borne by KRCL itself, with no additional cost to the railways. Therefore, the posts created for other departments in the past are considered permanent since the inception of the O&M agreement, as staffing the SPV is the responsibility of the Western Railway. Similarly, the 72 posts of TRD Electrical Department of ADI division, created in 2021, are intended for the permanent maintenance work of TRD assets on PNU-SIOB & SIOB-GIM (up-line) section. Subsequent to this vide DRM(E)-ADI letter No. E/EL/261/1 (TRD/2021) dated 12.05.2023 again 78 temporary posts have been created on same analogy which include posts of SSE (TRD, JE(TRD)), MCF, Tech. Gr. I, II, III, TW driver etc.

Given the aforementioned circumstances, it is our firm belief that these posts are indeed permanent, and the 8 SSE(TRD) posts should be added into the existing cadre of SSE(TRD) for the purpose of pay structure upgradation by the ADI division. Furthermore, if these posts are not included in existing cadre there is every possibility of prescribed percentage of posts in different Level of pay of the cadre and may affect adversely the promotional prospects of staff of TRD unit of Electrical dept. of ADI.

General Manager is therefore requested to issue suitable instructions to DRM-ADI for –

- (i) To include 8 posts of SSE(TRD) created prior to 30.11.2022 for the purpose of upgradation of pay structure.
- (ii) To consider all posts permanent, created for maintenance of TRD assets in KRCL jurisdiction and include in existing cadre of TRD ADI.

Item No.52/2024	Abnormal delay for grant of Accident- Free Service Award to the eligible staff in RJT Division.
	(RJT/ 10 /2024, Dated 17 th May, 2024)

It has been brought to the notice of Union that the following employees eligible for Accident-Free Service Award retired from service since 2010 are not been paid the legitimate Accident-Free Service Award so far. Reason seems to be dubious.

Sr.No.	Name	Designation	Date of Retirement
1	Shri M.C. Dave	SS-RJT	19.08.2010
2	Shri Shelu Manji	Loco Pilot (Goods)	11.12.2010
3	Shri Hanif Suleman	P/Man	20.10.2013
4	Shri Jayubha M. Jadeja	P/Man	28.02.2015
5	Shri U.H. Mankad	SS-BLWR	08.08.2016
6	Shri R.N. Lunagariya	SS/BLWR	30.11.2016
7	Shri J.K. Sharma	SS-WKR	30.09.2022
8	Shri Versi Jiwabhai	P/Man	31.10.2022

9	Shri Manubhai N. Raval	LP(G)	08.01.2023
10	Late Shri Ajay Jha	SS-JAM	09.02.2024

General Manager is therefore requested to advise DRM-RJT for grant of Accident-Free Service Awards to the above employees as soon as possible as the disbursement of AFS have been badly delayed. Similar situations may be persisting in all divisions too, hence advise all DRMs to examine the matter and ensure disbursement of AFS to all eligible staff in time as advised by the Railway Board.

Item No.53/2024 Filling-up promotional vacancies of Lab. Technician-I (HQ Controlled post) at RJT division.

(RJT/ 11 /2024, Dated 17th May, 2024)

It has been brought to the notice of Union that due to retirement of Smt. Malti Ghiya, Lab. Technician-I w.e.f. 30.04.2023 the post have been remained vacant in Railway Hospital, RJT though the post is controlled by HQ.

Owing to the vacancy of Lab. Technician existing staff are overburdened which badly affect the prescribed Lab tests of Indoor and Outdoor patients of Railway Hospital Rajkot.

General Manager is therefore requested to do the needful for filling-up the post of Lab. Technician, Grade-I which is lying vacant since last one year for the benefit of patients attending Railway Hospital, Rajkot.

Item No.54/2024 Filling-up of vacancy of ALP through 50% Departmental quota.

(BVP/ 12 /2024, Dated 17th May, 2024)

Railway Board vide RBE No. 32/2024, dated 08.04.2024 has granted one time dispensation for filling-up of post of ALP by allowing diversion of promotional quota of ALP vacancies to be filled from staff of other technical departments who possess the requisite qualification for the same.

Railway Board has given one time dispensation to the divisions which do not have feed in cadre for filling up the post of ALP to get their promotional quota vacancies filled up in the manner, if the event of short fall in filling the promotional quota vacancies of ALP, one time exemption is granted to divisions for filling up the short fall in promotional quota vacancies by calling applications from the employees who fulfil the requisite criteria laid down under GDCE including educational qualifications and subsequent medical fitness.

General Manager is therefore requested to do the needful for early compliance of RBE No.32/2024 if such situations persisting in the divisions over Western Railway as soon as possible to meet with the requirement of ALPs.

Item No.55/2024 Not assigning seniority since inception of division, thereby deprived of promotion – case of Shri Laxman Golani working under SSE(Sig.)

(ADI / 08 /2024, Dated 18th May, 2024)

The Railway Board issued comprehensive orders for the formation of the ADI division, which was established on 01.04.2003. Consequently, the existing staffs of the BRC, RJT, and AII divisions working within the defined geographical jurisdiction of the ADI

division were considered part of the ADI division. Following this, the seniority of these employees was prepared and published by ADI division, based on the seniority lists provided by these three divisions. The service records of employees, duly vetted by the associated accounts, were also transferred to ADI by respective divisions.

Shri Laxman Golani was appointed by DRM (E)-AII as Helper Khalasi in the pay scale of Rs. 750-940 and posted under CSI/SSE (Signals) - GIM. According to his service record, he was working as NMC pay scale of Rs. 2750-4400 from 24.01.2001 at GIM in AII division. At the time of the formation of the ADI division, he was working as NMC and was drawing pay of Rs. 3240/- in the pay scale of Rs. 2750-4400. However, his name was neither mentioned in the seniority list of NMC nor in the seniority list of Helper Khalasi of Signal department, provided by the AII division. However, he continued to work as NMC in the ADI division.

Subsequently, upon the up gradation of the NMC post to Jr. Clerk in the pay scale of Rs. 2750-4400 (RSRP), and as per instruction issued under GM(E)-CCG letter No. E(HQ)839/14/2/183 dated 08.03.2004, the promotion order from NMC to Jr. Clerk in the pay scale of Rs. 3050-4590 was issued by DRM(E)-ADI vide letter No. ED/1025/1(NMC) dated 07.10.2004. However, due to his name was not in the NMC list provided by AII, he was not promoted to Jr. Clerk. Similarly, as his name was not included in the seniority list of Helper Khalasi in the Signal department, he was not promoted to the Artisan post in the Signal department as well.

Upon the implementation of the VI CPC, his pay was fixed in PB-1, GP-1800, and since then, he is working in GP-1800, whereas many of his juniors have been promoted to the posts of COS and MCF (Signals). Despite numerous representations, his issue remains unresolved. Shri Laxman Golani is set to retire in 2027, and after 33 years of service, he has not received a single promotion.

Additionally, his request for a UMID card for self and family treatment has been denied for over a year due to a designation dispute and he is not getting medical facility since the UMID card is made mandatory for the same.

General Manager is requested to advice DRM-ADI to resolve this issue and grant him promotion by giving proper lien and also issue UMID Card for availing Medical treatment.

Item No.56/2024	Uniform and protective gear for shunting staff (Pointsman/ Gateman/ Cabinman & Leverman) of Operating department.
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(CCG/ 09 /2024, Dated 18/05/2024)

The Western Railway Employees' Union is continuously demanding for supply of Protective gears and other items for Pointsman, Gateman, Cabinman and Leverman of Operating department as had been supplied to categories of Trackman/Keyman/Patrolman vide Railway Board's Letter dated 03.10.2017, 05.02.2018 and 05.03.2019.

The same issue has been raised by AIRF with Railway Board.

The Railway Board after considering the demand raised by AIRF have issued instructions vide above referred letter for supply of Special Protective Gears and other items with specifications for Pointsman, Gateman, Cabinman and Leverman of Operating department.

The Board have given details for Protective Gears, mode of procurement and Dress Allowances.

General Manager is requested to circulate these instructions to all concerned and to ensure that these instructions are timely implemented over entire Western Railway.

Item No.57/2024	Need of posting of Gazetted Officers and upgrading existing gazetted post at PRTN Workshop to attend the Staff grievances and smooth functioning.
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(PRTN/WS/14 /2024, Dated 18/05/2024)

At present APO/DHD is attending PRTN Workshop twice a week and trying his best to resolve Staff grievances, but looking to the size of problems the staff is facing hardship. In our opinion there is acute need of posting APO in the PRTN Workshop.

Similarly, looking to the increased work load of 200 BCNHN wagon POH per month, POH of 12 MEMU Coach per month, POH of 7 RMT Tank per month and other activities like IOH of 100 ICF bogies, 1 NG coach POH per month there is need of one dedicated post of Engineering Officer i.e. ADEN at PRTN Work shop.

The power of non-stock items to AMM-PRTN as per SOP is Rs. 5 lack per indent whereas; power of SMM of non-stop items is Rs. 8 lacks per indent. Looking to the multiple activities being done in PRTN Workshop, the staff of workshop is facing lot of problems due to non-availability of non-stock items related to out turn of Workshop. Even one month's non-stock items cannot be purchased by AMM-PRTN in many cases. Now PRTN Stores is being up-graded as Divisional Stores and coming under umbrella work of Western Railway, looking to the above situation one post of SMM is justified in PRTN Stores Depot. The existing post of AMM-PRTN be upgraded to the post of SMM-PRTN.

General Manager is requested to consider the problem faced by the staff due to non-availability of gazetted staff at PRTN Work shop. You are further requested upgrade the existing post of AMM to SMM.

Item No.58/2024	Issuing clarification about minimum period for Inter Division Transfer linking with original circulars on that subject.
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(BVP/ 14 /2024, Dated 21.05.2024)

In reference to the above subject, initially no minimum period specified for Inter Railway Transfer of NG staff, but after issuing letter vide ref.(iii) dtd. 31.08.2015 minimum 5 year period imposed after joining in Railway for IRT. Now confusion/doubt raised by most of division along with HQ office about Inter Division Transfer minimum 5 year period reckoning or not. It has been learnt that this confusion creates after issuing Master Circulars No-24 dtd.17.08.23. In master circulars related with Transfer of NG Staff Para-13.2 wrongly mention " No IRT/IDT transfer request will consider till

completion of 05 year of joining railway” even in original policy no any period mention for IDT. The para wise detail justification for non applying 5 year minimum service on IDT is as under,

- (i) Initially no minimum period specified for Inter Railway Transfer of NG staff.
- (ii) After issuing comprehensive Transfer Policy for Railway Officers- 05 year period imposed for IRT of NG staff as per Para-1(xi) of ref. letter dtd.31.08.2015
- (iii) Further Rly.Bd issued letter for exemption of some category for 05 year period vide Board Letter dtd. RBE NO-12/2017(dtd.10.02.2017) & RBE NO-94/2019)
- (iv) Master Circulars No-24 dtd.17.08.23 issued by Board for Transfer of NG Staff.
- (v) In master circulars of Para-13.2 wrongly mention “ No IRT/IDT transfer request will consider till completion of 05 year of joining railway” even in original policy never any period imposed or mention for IDT.
- (vi) In case of any doubts Master Circulars says that **“the original circulars should be relied upon as authority ”**- (Mention at Para-16(i) of M/Circulars).
- (vii) Finally for IDT Transfer no any period mentioned in any Board circulars, mention only

General Manager is therefore requested to instruct to issue a clarification linking of Para-16(i) of MC-24, that FOR IDT no such period.

Item No.59/2024	Grievances of TMC Staff of BL, BRC & BTD.
	(CCG / 10 /2024, dated 21.05.2024)

It has been brought to the notice of union that due to ignoring the name noting, not accepting their request on Medical ground and promoting juniors by ignoring seniors at the same place and Seniors are promoted and posted at distance places. There is unrest amongst different grades. This approach of the administration is violative of the principle justice and Board’s directives. Some of the examples are narrated below:

(a) Shri Vijay Bhamre, TMM-Gr.I vide his application dated 13-05-2024 addressed to CE(TMC) has requested for his retention at TMC-BL due to his medical condition as he was under order of transfer to BVP division.

He has enclosed relevant medical papers along with his application dated 13-05-2024 for kind perusal of CE(TMC) for considering his case sympathetically for his retention at BL.

Shri Vijay N, Bhamre, TMM-I has been completed the age of 56 years and left only 4 years of service for superannuation from service, he is suffering with various ailments which has been explained by the employee with relevant documentary evidence.

(b) It has brought to the notice of union that Shri Hitesh Kumar R. Rohit, Technician, Gr. I working under SSE/TMC/BRCY has promoted and posted in RJT division vide GM(E)-CCG's letter No.E/E/1026/5/19 (Sr. Technician) dated 30-04-2024 cited under reference.

It is pertinent to note that out of a sanctioned cadre of 24, only 7 employees are working against the cadre of 24. Shri Hitesh Kumar R. Rohit is a devoted and dedicated employee and belongs to SC community. His retention under SSE(TMC)-BRC on promotion is beneficial to the TMC organization to cope up with the heavy vacancy.

(c) It has been complained by the above named JE/TMC/BTD that 6 JEs are junior to him were posted on BRC Division by over-looking his name noting dated 22.08.2023.

General Manager is therefore requested to consider the above 3 cases and advise PCE-CCG to consider the case of Vijay Bhamre, TMM/Gr.I for retaining him at BL. The case of Hitesh Kumar R. Rohit, Tech./Gr.I to promote and retain him at BRC and Shri Arun Kumar Singh in BRC division by considering his name noting.

Item No.60/2024	Depriving for appearing for Selection of ex-cadre posts of HQ (GP 4600)as well as at divisional level – BRC Division.
	(BRC/ 10 /2024, Dated 21-05-2024)

It has been brought to the notice of Union by our local leaders of BRC division that against the above referred notification issued for filling up ex-cadre post of Chief Vigilance Inspectors/Vigilance Inspectors, Sr. Sleeper Inspector and Sr. Instructor, employees working on regular basis in PLPM-7 (GP 4600) and with same condition in PLPM – 6 (GP 4200) were allowed, but employees who are working in PLPM – 8 & 9 due to implementation of up gradation of cadre vide RBE No. 155/2022, dated 17.11.2022 are being deprived.

Union is of the opinion that employees working in PLPM-8 & 9 (i.e. GP 4800 & 5400) should also be allowed to appear for selection of ex-cadre posts.