



### From the Desk of Editor



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Dear Subscribers and Railwaymen,

First of all, I congratulate entire Labour Class for observing International Labour Day on 01-05-2026 and International Women's Day on 08-03-2026.

The Government of India have implemented 4 New Labour Codes on 01-04-2026 which have been protested by all the workers by wearing Black Ribbons on 01-04-2026.

According to studies and opinion of the Senior Labour Leaders in India, these codes will deteriorate the protection of the workers after its implementation. However, the Government of India claims that worker rights will improve under the new codes. Although implementation has been announced, the

Government Resolution (GR) for enforcement is yet to be issued by the Ministry of Labour.

As regards railway workers, we earlier had Staff Councils and a 3-tier PNM machinery. The Staff Councils were replaced by the JCM machinery for Central Government employees. It is functioning only at the National and Departmental levels. To the best of our knowledge, there is no discussion or mention of the negotiation machinery currently prevailing in the Labour Codes. Railway workers and their organizations are apprehensive, as there is no certainty regarding registration and recognition of trade unions functioning in the Central sphere. This will become clear only after the Government Resolutions are issued by the Ministry of Labour. The trade union movement in Indian Railways must remain vigilant and prepare to deal with any regressive instructions that the Labour Ministry may issue in the near future.

The restructuring of Railway employees is under discussion since 13-09-2022, ¾ meetings have been conducted with Ministry of Railway. The last meeting is conducted on 21-04-2026. The assurances given in 21-04-2026 meeting are published in this issue. The final orders are yet to be issued by Ministry of Railway.

As regards functioning of 8th Central Pay Commission the AIRF and its affiliated unions have appropriately answered the 18 questions in the month of March, 2026.

The minimum Pay demanded is Rs. 69,000/- per month to lowest paid employees by treating 5 Units of family i.e. Self(1), Wife(1), 2 Children,



### ALL INDIA CONSUMER PRICE INDEX

(Base 2016 = 100)

Month/Year	Base year 2001=100 Average	Total of 12 months	Twelve Monthly Average	% increase over 261.41* for DA
Mar-25	412	4924	410.33	56.96
Apr-25	413	4936	411.33	57.35
May-25	415	4948	412.33	57.73
Jun-25	418	4959	413.25	58.08
Jul-25	422	4970	414.17	58.43
Aug-25	424	4984	415.33	58.88
Sep-25	424	4996	416.33	59.26
Oct-25	425	5005	417.08	59.55
Nov-25	427	5016	418.00	59.90
Dec-25	427	5030	419.17	60.34
Jan-26	428	5046	420.50	60.85
Feb-26	428	5063	421.92	61.40

\*Average Price Index for January 2016

Father & Mother (0.8) each. Total Calories 3,490 Kcal. With the Food basket of adequate protein i.e. (1) Milk, Egg, Meat & Fish. (2) Dairy consumption 30 to 35 ltrs. Milk per month for each family. (3) Fruits, Vegetables and Balance nutrition. (4) Spices Beverages & processed food and all other needs including clothes, education, schooling and medical.

The JCM have demanded minimum wage of Rs. 69000/- per month i.e 3.8333 times more of the present minimum salary of RS.18000/- of Central Government Employees. The highlights of the Memorandum submitted to 8th CPC by JCM staff side is also published in this issue.

The AIRF have separately submitted a Memorandum to 8th CPC for Railwaymen's of all categories. The category wise pay scale demanded and increase in allowances and improving the working condition of railwaymen have published in this issue for information of one and all. Railway Sentinel hopes that AIRF leaders and cadre will make efforts for bringing the solidarity of all the railway employees for achieving their demands submitted by JCM Staff Side and AIRF.

### INTERNATIONAL WOMEN'S DAY

**MUMBAI DIVISION** - Women's Wing of the division celebrated International Women's Day on 09-03-2026 at Union Hall, Valsad branch. Com. J.R.Bhosale was the Chief Guest of the function and addressed the gathering. Com. Prashant Kanade, Jitendra Singh, Kumkum Nagendra, Dr. Divyani, Dr. Navtami also addressed the gathering. Shri Prakash Savalkar and Smt. Urmila Savalkar were specially invited guests in the function. At the beginning of the function lighted the lamp in front of Maa Saraswati by all the distinguished guest. Organizers have arranged various programmes for women attended the function. Com. Smita Patel Divisional Office bearer and Women's Wing Convenor-Mumbai division ably conducted the function under the guidance of Com. Hussain Belim, Robinson James, Sivan Konnar, Libin Jacob and other leaders of Valsad branches.

Women's Day celebrated by BCT branch on 02-04-2026 at S&T Complex-Mumbai Central. Com. Smitaben Patel, Divisional office bearer was the Chief Guest. Com. Prashant Kanade, Chandraprakash Upadhyay, Ajit Kumar, Milind Thakur, R.K.Gupta., Mandar Shetty graced the occasion. Com. Nimmi Rajneesh, Gauri Wadekar and Arpita were ably organized the function with various events.

**DAHOD WORKSHOP** - Women's team have celebrated International Women's Day on 09-03-2026 on the theme Breaking Gender Bias, Improving Safety and Ensuring Dignity for Women at Senior Railway Institute Hall, Dahod. The organizers have conducted Cultural and Entertainment programmes for the participants. Shri Manish Kumar Goyal, CWM-DHD workshop was the Chief Guest and Smt. Neetu Singh was the Guest of Honour in the function. At the beginning of the function the distinguished guests garlanded on the portrait of Com. Maniben Kara and the programme began with Saraswati Vandana. The entire programme was successfully conducted with the guidance and support of all office bearers, Youth and Women Leaders of DAHOD workshop and E&M branches.

**RATLAM DIVISION** - Women's team of Ratlam celebrated International Women's Day on 12-03-2026 in Annexi Hall, DRM office – Ratlam with great enthusiasm, large number of women employees participated in the celebration. Smt. Medha Patkar renowned social leader was the Chief Guest. Shri Ashwini Kumar- DRM-RTM, Dr. Archana Sharma (ENT Specialist), Chairperson of WRWWO, and Dr. Sapna K. Gupta, a social activist, and Nupur Chaudhary, Sr. DFM-RTM were also present.

Com. Hridesh Pandey, Manohar Singh Barath, Seema Kaushik and Shabana Sheikh were also on the Dias.

On this occasion, the programme was started by garlanding the photo of Mani Ben Kara and lighting the lamp. Shri Ashwini Kumar, DRM-RTM in his speech highlighted about the women empowerment and the important role of women in society and workplace. Dr. Archana Sharma, President of WTO also shared her life experiences.

Sr. DFM-RTM informed the women employees about their rights and assured them that the doors of her office are always open to solve any problems.

Smt. Medha Patkar threw light on the labor movements that have been going on for years and the labor struggles going on in various sectors. He also gave an inspirational slogan on the completion of 106 years of Western Railway Employees' Union and underlined the important role of women in labor movements.

Secretaries of all branches, Presidents, LSBF members, former and present JC Bank directors and many active workers were present in the program. About 250 Women Committee Secretary Smt. Kanta Tiwari and Renuka Poddar, President, Smt. Namita Dillon, Youth Women Committee, Com. Indu Maheshwari, Vice President, Mrs. Last Vala, Geeta Tanwar, Deepika Bairagi, Anita Verma, Vandana Dore, Kiran Sheikh, Manju Sahu, Yogeshwari, Rani Poddar, Anjana Tiwari, Priyanka Peter, Simran Khan, Ritika Verma, Parvati Kaithwas, Sapna played an important role in the program. Sharma, Madhyam Pandey, railway employee women companions participated. Smt. Renuka Poddar conducted the programme and Shabana Shaikh gave vote of thanks.

**ADI DIVISION** - Women's wing of ADI division organized International Women's Day on 12-03-2026 in the Cultural Hall of DRM office with various activities including Cultural programmes in which large number of women employees participated. Smt. Manju Meena, ADRM-ADI was the Chief Guest. Com. R.C. Sharma, President/WREU graced the occasion alongwith other distinguished guests. Smt. Kiran Verma, APO, Com. Dinesh Panchal, G.R. Verma and Ghanshyam Yadav. The programme started with union song, lighted lamp and garlanded the portrait of Com. Maniben Kara. Chief Guest Smt. Manju Meena has appreciated the leadership of WREU for organizing such National and International events for the women employees which would be beneficial for their wellbeing. Com. R.C.Sharma in his address has explained the benefits attained for the women employees so far by WREU and AIRF through struggle. He also thanked to the organizers and requested them to strengthen the unity of women employees. The programme was ably conducted by Com. Kamla Sharma, Parul Rajvi, Kavita Desai, Jayshree Patel, Rachna, Anita Yadav, Kavita Balvani, Rekha and Sweety

**LOWER PAREL WORKSHOP:** Women's wing of Parel workshop organized International Women's Day on 14-03-2026 in the workshop, Cultural hall with various activities. Dr. (Smt.) Renu Garg w/o Shri Sanjeev Garg, CWM/PL was the Chief Guest, Com. J.R.Bhosale graced the occasion, Smt. Rekha Gaur, Social worker, Smt. Amboli Khahiye, Corporator, Smt. Mangala Jatar, SPO/PL, Com. Smita Patel, Anita Satpute-HMS National Working Committee Members, Dr. (Smt.) Upasna Banerjee, Sr. DMO-PL, Com. Nimmi Rajneesh and Gauri Wadekar The function started with union song and welcomed the Chief Guest and distinguished guests by the women team led by Com. Manisha Dangar and Shilpa Yadav. The cultural team under the leadership of Kiran Patil of Parel workshop has staged a play "Good touch-Bad touch". A folk dance was also played by the women's team. Com. Vaishali Bhagat ably conducted the entire programme.

**VIRAR CAR SHED :** International Women's Day was organized at Virar Car Shed on 13.03.2026 in which large number of women employees working in Carshed have participated. Com. Kumkum Nagendra was the Chief Guest and graced by Prashant Kanade, Milind Thakur, Sunder Virkar etc. On this occasion sports activities including Box Cricket, Carrom etc. was held for women employees from 11.03.2026 to 13.03.2026. Prizes to the winners were gave away by the distinguished guests.

#### ALL INDIA TRACKMAN CONFERENCE

All India Trackman Conference held at Talkatora Indoor Stadium at New Delhi on 22.04.2026 hosted by NRMU (Northern Railway) and AIRF. Large number of Trackman from all over India attended the Conference. Shri. Ashwini Vaishnav, Minister of Railways inaugurated the Conference as a Chief Guest and addressed the gathering. In his speech he has assured the Trackman that the light weight tools, new measuring equipment and Rakshak Safety device to the field staff. As regards to better prospects and LDCE in all categories for the Trackman will be discussed with the Railway Board and Federations for a final amicable conclusion. Shri. Vivek Kumar Gupta, Member (Infra), Railway Board also addressed the gathering. Sh. Rajesh Kumar Pandey, General Manager, Northern Railway, Shri. V.P. Singh, PCE-Northern Railway and Shri. Pushpesh R. Tripathi, DRM-NDLS, Northern Railway graced the occasion. Com. Shiva Gopal Mishra, General Secretary, AIRF in his address said that the AIRF will fight for the right of every employee and for better prospects of Trackman. Large number of Trackman from Mumbai, Baroda, Ahmedabad and Ratlam led by Com. Rajan, S.K. Srivastava, Sanjay Pawar and others attended the Conference.

#### NC-JCM (STAFF SIDE) MET THE 8th CPC

Standing Committee of NC-JCM (Staff side) consisting of Com. Shiva Gopal Mishra, Secretary (Staff Side), Shri. M. Raghavaiah, Leader (Staff Side), Com. J.R. Bhosale, Guman Singh, C. Srikumar, Rupak Sarkar, Tapas Bose, P.U. Khadse and B.C. Sharma had a meeting with the 8th CPC on 28.04.2026. The Meeting was chaired by Smt. Justice Ranjana Prakash Desai (Chair Person-8th CPC), Prof. Pulak Ghosh (Member-8th CPC) and Shri. Pankaj Jain (Member-Secretary 8th CPC). The Staff side praised the constructive role of JCM machinery since its inception in 1966 in maintaining harmonious Industrial Relations and also in resolving service related disputes. The leaders have explained the demand and justification for upward revision of Pay for the Central Government Staff on 8th CPC. They have also discussed and explained the justified need of enhancement of various entitled allowances payable to the Central Government Staff of various departments. The Staff side drawn attention of 8th CPC on the recommendations of 3rd CPC Para No.84 quoted as "The Government should be a model employer, so that its role as prime regulator of Wage policy for the entire country and responsibility to secure for all workers a living wage assumes a moral content and effectiveness" and the observation of the 7th CPC quoted as to keep the salary structure of the employees viable, it has become necessary to improve the pay structure of their employees so that better, more competent and talented people could be attracted to governance". The following topics were presented and threadbare discussed viz. 1) Minimum Wage (Rs. 69,000/-), 2) Fitment factor (3.833), 3) Merger of Pay scales, 4) Rate of Increment (6%), 5) Five Promotions/ACP, 6) Fixation benefit on promotion, 7) Allowances, 8) Advances, 9) Leave, 10) CGEGIS, 11) Accidental death, 12) Compassionate appointment, 13) Bonus, 14) Withdrawal of NPS & UPS and

15) Pensioner's demand. The Staff side express their displeasure on the phrase "Unfunded Pension" given in the 8th CPC ToR. They have also requested to the Chair Person for extending the time limit for submission of Memorandum upto 31st May, 2026. The leaders requested to the Chair Person of 8th CPC to accept Memorandums from the Organizations through e-mail and both in PDF & Word format. After the presentation by the NC-JCM delegations the Chair Person of 8th CPC assured that there will be much more meeting with the Staff side and time slot will be given to the Federations/Associations. The Commission will visit some of the Units for on the spot study. The points raised by the Staff side during their presentation are taken note of and 8th CPC will dispassionately consider all those demands. With regards to extension of time limit for submission of Memorandum the request of staff Side was accepted and the time limit was extended upto 31st May, 2026.

### HIGHLIGHTS OF THE JCM MEMORANDUM SUBMITTED TO 8TH CPC

JCM Staff side have submitted its Memorandum to 8th CPC vide their Letter No. NC-JCM-2026/8th CPC, dated 14.04.2026.

#### Some of the highlights are as under:

The minimum Pay demanded is Rs. 69,000/- per month to lowest paid employees by treating 5 Units of family i.e. Self(1), Wife(1), 2 Children, Father & Mother (0.8) each. Total Calories 3,490 Kcal. with the Food basket of adequate protein i.e. (1) Milk, Egg, Meat & Fish. (2) Dairy consumption 30 to 35 ltrs. Milk per month for each family. (3) Fruits, Vegetables and Balance nutrition. (4) Spices Beverages & processed food and all other needs including clothes, education, schooling and medical.

With open headed pay scales DA be paid 6 monthly average instead of yearly average.

Fitment factor will be at 3.833%

Yearly increment demanded 6%. 2 Increments with Rs. 10,000/- as a promotion benefits.

Merger of Pay Scales:

- Level – 1 - As it is.
- Level – 2 & 3 - Will be Level-2
- Level – 4 & 5 - Will be Level-3
- Level – 6 - Will be Level-4
- (Employees in Level - 5 will be placed in Level-6 as one time exemption)
- Level – 7 & 8 - Will be Level-5
- Level – 9 & 10 - Will be Level-6
- HRA for population of cities 50 Lakhs and above - 40%
- HRA for population of cities 5 lakhs to 50 lakhs - 35%
- HRA for population of cities Below 5 lakhs - 30%
- All Allowances should be 3 times more with DA linkage
- Children Education Allowances upto Post Graduation level and MBA Rs. 10,000/- per Child, per month.
- Hostel Subsidy Rs. 35,000/- per child, per month.
- In Case of Divyang – Double the normal rate.
- Computer Advance – Actual cost subject to max. Rs. 2 lakhs without interest.
- House Building Advance – Actual cost subject to max. Rs. 2 Cr. interest free.  
In Case of sudden death of employee it should be written off.
- 4-Wheeler Advance – Actual price or upto Rs. 10 lakhs interest free.
- Natural Calamity Advance – be restored and recovered in 24 months.
- Restore Festival Advance as agreed in JCM Standing Committee.
- 12 days Casual Leave to Industrial Government employees.
- 16 days Holidays including 3 National Holidays.
- 600 days encashment and no leave should be lapsed.
- 50% Leave encashment after 20 years.
- Half Pay Leave be added in case of shortfall in 600 days leave balance.
- Payment of Half pay leave be permitted without medical certificate.
- Maternity leave be raised from 180 days to 240 days.
- 120 days Special Maternity Leave.
- 45 days Paternity Leave within 6 months of birth or adoption.
- 3 days Menstrual Leave to Female employees per month.
- CCL – remove condition of 2 surviving children, allow at least 6 spells in a calendar year, remove 20% deduction in 2nd year.
- Parent care leave – 60 days in entire service span.
- Ex-gratia due to death ON DUTY Rs. 2 Crores.
- FMA (Fixed Medical Allowance) Rs. 5,000/- per month.

- Deposit Linked Insurance Rs. 10 lakhs.
- Daughter-in-law be given CGA.
- 5 Promotions in Group-C in 30 years service either as promotion or as MACP.
- DCRG paid for entire period of qualified service at the rate ½ Salary plus DA with Ceiling of 25 lakhs.
- Restoration of Commuted Pension after 11 years.
- Pension be paid 67% of the last pay drawn.
- Family Pension 50% of the last pay drawn.
- Aged based Pension                      after 65 years 70% | after 70 years 75% | after 75 years 80% | after 80 years 85% |  
after 85 years 90% | after 90 years 100%
- Pensioners should be paid HRA
- No Tax on Pension.
- HRA, Medical treatment free of cost and be available at all District headquarters.
- NPS/UPS should be converted into OPS to all pensioners.
- Qualification Allowance be paid at 10%.
- Risk Allowance Rs. 10,000/- per month.

### **AIRF SUBMITTED ITS MEMEORANDUM TO 8TH CPC**

The details of the memorandum submitted by AIRF are placed below:

Indian Railways is the lifeline of the nation. It plays a crucial role in the safe, efficient and uninterrupted operation of railway services and also fulfills social obligations.

In the past the Railways had played vital role in movement during wartime, Covid-19 and other natural calamities. A substantial segment of this workforce comprises industrial employees, whose duties are arduous, safety sensitive and performed under challenging conditions.

Pay, in this context is not merely a matter of compensation but the very foundation of dignity, motivation and operational efficiency. The 8th CPC must ensure that real wages of railway employees are not only protected against inflation but are also reasonably enhanced to reflect the nature and demands of their duties, rather than being subjected to mere notional adjustments.

The minimum pay structure should be based on a scientific living wage formula that adequately covers essential components such as food, housing, education, health care, transport, family obligations and modern technological and digital needs. The existing system of treating a family as comprising three units is unrealistic in the present socio-economic scenario and must be revised as 5 units instead of three-one unit each for employee and spouse (without gender discrimination), 2 children & parents with 0.8 units each, totaling 5.2 units (rounded off to 5 units).

This is in conformity with the legal obligations under the Maintenance and Welfare of Parents and Senior Citizens Act which mandates Children to support dependent parents. It is pertinent to mention here that in the Social Security Code 2020 in the definition of “family“ dependent parents, and female employees can include their parent- in-laws as part of their family. The fact is that Government services is not merely contractual but a status that carries expectation of fairness and dignity. The observations of the Hon'ble Supreme Court in Bhupendra Nath Hazarika Vs State of Assam highlight that the legitimate aspirations of employees should not be frustrated and that the government must act as a model employer by ensuring fairness, trust, and transparency in its treatment of employees. In light of the above, the existing Minimum Pay in the railways is inadequate and must be revised to ensure a decent & dignified standard of living for employees, commensurate with the critical services they render, rather than confining them to mere subsistence level.

#### Food and Nutrition Norms

The earlier 2700 Kcal norm is inadequate.

The ICMR recommendation of ~3490 Kcal should be adopted, especially for physically demanding work.

The food basket must include:

- Adequate protein sources (milk, eggs, meat, fish)
- Dairy consumption (~30-35 liters/month for 5 units)
- Fruits, vegetables, and balanced nutrition
- Spices, beverages, and processed food

Nutrition must ensure health, productivity, and dignity, not mere survival.

Railway employees are Drivers of Governance and Development of the nation. Fair Pay enhances Productivity, Morale and Talent Retention. Pay Revision is an investment in human capital and economic growth, not merely expenditure. Therefore, considering the average retail prices of the Food items, Clothing expenditure, 7.5% for Housing, 20% for Fuel, Electricity, Water Charges, 25% for Skill Development, 25% for Additional Expenditure

towards marriage, recreation, festival etc., as per Supreme Court Judgment of 1991 and Technology Charges at the rate of 5%, the minimum pay computed by the All India Railwaymen's Federation (AIRF) is Rs. 69,000/- for 5 Unit Family. Accordingly, the Fitment Formula for the existing employees and pensioners will be 3.833. The Minimum Wage and the Fitment Factor calculated by AIRF is enclosed as Annexure—I of this Memorandum.

AIRF propose the rate of annual increment should be increased from the existing 3% to 6%. We also propose Merger of Pay Scales and the Revised Pay Scales of 8th CPC as under:

**MERGER OF PAY SCALE**

- 1) Existing Level 2 & 3 should be merged in to one pay scale i.e. Existing level 3.
  - 2) Existing Level 4 & 5 should be merged in to one pay scale i.e. Existing level 5.
  - 3) Existing Level 7 & 8 should be merged in to one pay scale i.e. Existing level 8.
  - 4) Existing Level 9 & 10 should be merged in to one pay scale i.e. Existing level 10.
- Existing employees in Level 5 should be upgraded and merged with existing Level 6 as a onetime measure.

**Standardized Pay Scales / Number of Pay Scales after Merger of Pay Scales**

<u>S.No</u>	<u>Proposed Level</u>	<u>Existing Pay Matrix</u>	<u>Proposed Minimum of the proposed 8<sup>th</sup> CPC Pay Scale by applying 3.833 fitment factor</u>
1	Pay Scale -1 (existing Level - 1)	Existing 18,000 - 56,900	Rs. 69,000
2	Pay Scale-2 (after Merger of existing Level 2 & 3)	Existing 21,700 - 69,100	Rs. 83,200
3	Pay Scale-3 (after merger of existing Level 4 & 5)	Existing 29,200 - 92,300	Rs. 1,12,000
4	Pay Scale- 4 (existing Level 6)	Existing 35,400 - 1,12,400	Rs. 1,35,700
5	Pay Scale- 5 (after merger of existing Level 7 & 8)	Existing 47,600 - 1,51,100	Rs. 1,82,500
6	Pay Scale – 6 (after merger of existing Level 9 & 10)	Existing 56,100 - 1,77,500	Rs. 2,15,100
7	Existing Level 11 to Level 17 may be renumbered as Pay Scale – 7, Pay Scale – 8, Pay Scale – 9, Pay Scale - 10, Pay Scale - 11 Pay Scale -12, Pay Scale -13	Can be retained by using Fitment Factor 3.833	

Annual Increment as already mentioned will be 6% of the Basic Pay in the proposed Pay Scale.

The gap between Minimum and Maximum Pay should be balanced to avoid excess disparity. The ratio should not be more than 1:12. This will help in reducing income inequality, improving morale and reinforcing the Governments role as a model employer committed to fairness and Social Justice. Moreover, the Pay Scales also should not have a wide gap between one pay scale and the other pay scale and a structural balance may be maintained.

**Government Expenditure on Salaries**

At present, the Central Government spends approximately 13% of its revenue expenditure on salaries, allowances, and pensions. With the implementation of the 8th Central Pay Commission (CPC), this expenditure is expected to rise during 2026–27.

However, such expenditure should be viewed as an investment rather than a burden because:

- Higher salaries increase purchasing power
- Increased consumption boosts demand
- Higher demand leads to greater tax collections

Thus, pay revisions contribute positively to economic growth and fiscal sustainability.

**Need for a Sound Pay Structure**

A fair and rational pay structure is essential to:

- Attract talented individuals to government service
- Retain skilled and experienced personnel
- Ensure efficiency in governance in view of:
- Rising cost of living
- Changing economic conditions

There is a strong need for periodic pay revision, ideally every five years, to maintain adequacy and relevance.

**Principle of Fair Treatment**

The 7th Central Pay Commission (Para 1.29) emphasized that government service is not merely contractual but carries a status with expectations of fairness and dignity.

Further, the Hon'ble Supreme Court in Bhupendra Nath Hazarika vs State of Assam observed that:

- Legitimate aspirations of employees should not be frustrated
- The Government must act as a model employer
- Fairness, transparency, and trust must guide employer-employee relations

Contribution of Railway Employees:

Railway employees play vital role in nations development by providing cheapest, comfortable and safe mode of transport for more than 2 crores of passengers per day and freight as per targets given by Ministry of Railways.

**Conclusion**

The fixation of salaries and allowances for Railway employees should not be guided solely by revenue expenditure considerations. It must take into account:

- Their critical role in nation-development
- The need to attract and retain talent in railways
- The broader economic benefits of higher wages

A fair, transparent, and dynamic pay structure, supported by a permanent pay review mechanism, is also essential to ensure motivated, efficient, and accountable public service.

**Allowances**

● **Dearness Allowance :-**

Allowances are essential components of compensation and must be protected and periodically revised. DA must remain fully indexed to inflation. The actual price is not taken in to account while calculating the Consumer Price Index (AICPI) as there are about 463 items which are used for arriving the Consumer Price Index, if the few items price rise take place and other items shows negative Price Rise as a whole its effects get neutralized. The present calculation of Average 12 months should be replaced by 6 months average as the DA is paid once in 6 months.

Price data should be collected from open retail markets and cooperative outlets to ensure that the index reflects the actual prices paid by consumers rather than administratively determined prices.

Point to Point DA should be provided, now DA is rounded off to lowest value. If the employees are eligible for 55.95 % DA, the DA Sanctioned is only 55% DA. The prices should be calculated based on Market Rates and not on Government Rates which varies up to 25%. We propose that 8th CPC may recommend to merge if the DA/DR crosses 25% with Basic Pay and Basic Pension.

● **Allowance Related to Qualifications:-**

Incentive for acquiring higher Qualification over and above the prescribed Qualification for the concerned post as per RR may be given 10% of Basic Pay as Additional Qualification Allowance per month with DA.

Allowance Related to Additional Duty or Extra Duty or Working on Holidays, etc.

- **Additional Duty Allowance (Overtime)** Due to shortage of Manpower and to meet the Targets in all Offices, employees are asked to Overstay and work additional hours without any compensation. Employees who are governed under the Factories Act 1948 are entitled for OT Wages at Double the rate for extra hour. Employees who are not governed under the Factories Act 1948 may all be provided Overtime at Single Rate on their Basic Pay and DA for every hour of extra work done over and above the actual working hours.

Working on Holidays & NHA All non-gazetted staff should be given Compensatory Casual Leave for working on off days/Holidays along with Holiday Allowance for a day based on actual wage. The staff who are rostered for essential nature of duties on National Holidays are being paid National Holiday Allowance (NHA) in three tiers, which may be revised as under:

Level in Pay Matrix 7th CPC	Rate of Allowance (per day)	Proposed Rate of Allowance 8th CPC
Level 1 & 2	Rs. 384	1500
Level 3 to 5	Rs. 477	2000
Level 6 to 8(All non- gazetted staff)	Rs. 630	2500

● **Allowance Related to capacity Building or Knowledge Upgradation or Trainings**

Government of India intents to make world class facilities by introducing technological upgradations in track relaying, signaling, locomotives, LHB coaches etc. and to meet the challenges on this account, railway men have to gain knowledge upgradation from time to time, which are not available up to the standards inhouse. The knowledge upgradations so attained not only enriches individuals' capacity building but also improves the railway system. Thus,

capacity building or knowledge attained from trainings/courses outside railways for respective nature of duties be compensated suitably.

- **Allowance related to Deputation** or posting Railway employees going on Deputation/Posting are Deputation Allowance @ 10%, which should be enhanced to 15% to cater the difficulties arising due to dislocation of concerned employee/officers.

- **Allowance Related to Housing including HRA:-**

In view of the sharp rise in Housing costs and the mismatch between HRA and the actual prevailing Market Rent the following revision are proposed.

Population of Cities	Class of City	Proposed of HRA (% of Basic Pay)
50 Lakhs and above	X	40%
5-50 Lakhs	Y	35%
Below 5 Lakhs	Z	30%

Further, HRA should be indexed to Dearness Allowance so that it automatically adjusts with inflation. The Classification of cities should also be reviewed every Five Years to reflect changing population and housing conditions.

We further request that the 8th CPC may consider for recommending Payment of HRA to the Pensioners @ 30% of Pension since they are facing hardship to lead a decent life after the retirement since a major portion of the pension is utilized for paying House Rent.

- **Allowance related to Performance, Merit, Good service:** Presently Accident-Free Service Award is granted to limited categories which needs to be enhanced to 2 days per year for every completed year of service. Calculations to be done on last pay drawn and additional 30% weightage to be given to Running staff. Penalty reduction should be done only for the penalties directly attributable to accidents and penalties on other accounts should be ignored.

To boost the morale and motivational level of railway employees Performance/Merit related award for continuous 3 years Outstanding Performance/services be given allowance @ 5% of the basic pay. Employee who has received this allowance should be reconsidered again after a lapse of 10 years.

- **Allowance Related to Risk and Hardship :-**

The employees working in Railways, are subjected to High Risk and Hazard due to their nature of work such as Track Maintainers, Safety categories in railways, Health & Malaria Inspectors, Radiographers & all Para-Medical staff dealing with bio-hazard material etc. Similarly, all the employees working in continuous Risk nature of Job may be paid Minimum Rs.10,000/- per month as Risk and Hardship Allowance. Therefore, the existing Rate of Risk Allowance / Risk and Hardship Allowance etc., should be enhanced to Rs.10,000/- and the same should be linked with DA rise, so that it automatically adjusts with inflation.

- **Transport Allowance :-**

The 8th CPC may consider increasing the Transport Allowance by three times of the existing rates and also consider for restoration of City Compensatory Allowance which was abolished. The same should be linked with DA rise, so that it automatically adjusts with inflation.

- **Allowance related to travel including Travelling Allowance / Conveyance Allowance :-**

All employees should be entitled for AC Taxi for Road Travel as Non AC vehicles are not available on existing Apps like Uber, Ola, Rapido, Bharat etc.

- **Daily Allowance :-**

Considering the steep escalation in Hotel Tariffs, Food Cost etc., the existing rate of Daily Allowance may be increased by Three Times and the same should be linked with DA rise, so that it automatically adjusts with inflation.

- **Hospital Patient Care Allowance / Patient Care Allowance / Nursing Allowance**

This allowance may be enhanced by 3 times and the left-out categories like Health & Malaria Inspectors working in hospitals / dispensaries such as Industrial employees and Ministerial Staff etc may also be included. The same may be linked with DA increase.

- **Cooking Allowance**

At present Cooks working in Departmental Canteens are paid Rs.1000 per month as cooking allowance. However, the same is not being paid to the cooks of Industrial Canteens/ Statutory Canteens etc. we proposed that this allowance may be enhanced to Rs. 3000/- and the same may be extended to all cooks of Railway without any discrimination. The same may be linked with DA increase.

- **Allowance related to Sports :-**

Regular participation in sports improves physical fitness, reduces lifestyle diseases, enhances mental resilience, and lowers stress levels. A healthier workforce leads to:

- Reduced absenteeism
- Improved efficiency and concentration
- Lower long-term healthcare expenditure

(b) **Stress Management**

Government service often involves high levels of responsibility, public interaction, and administrative pressure. Sports activities provide a constructive outlet for stress, improving morale and work-life balance.

(c) **Promoting Work-Life Balance**

A structured sports allowance encourages employees to maintain a healthy balance between professional duties and personal well-being, leading to higher job satisfaction.

The existing limit of not more than 5 additional increments during entire service for Sports Persons achieving laurels at National & International Level may be withdrawn and every time sports person achieve such laurels additional increments may be given without any restrictions. The existing incentive being granted to the Team Managers, Coach, Masseurs, Doctors etc may be enhanced by three times.

- **Allowance related to Uniform :-**

Dress allowance may be provided to all railway employees and the existing rate may be increased by Three times and the same should be linked with DA rise, so that it automatically adjusts with inflation.

Allowance related to Running Staff:

- Additional Allowance to Running Staff be enhanced by 3 times and the same linked with DA rise, so that it automatically adjusts with inflation.
- Rates of Kilometrage Allowance and Allowance in lieu of Kilometrage (ALK) payable to the running staff shall be finalized through bilateral negotiations with Ministry of Railways as settled in the past.

- **Night Duty Allowance :-**

Night Duty Allowance should be paid to all non-gazetted staff on the basis of actual Basic Pay and DA of the Central Government Employees without imposing any artificial Basic Pay Ceiling as decided by the Hon'ble Supreme Court. Employees in receipt of HPCA/PCA are not being paid Night Duty Allowance since 1.1.2008. Since, NDA is altogether different allowance hence, it should be restored. Nursing staff working in night shift be also paid Night

- **Duty Allowance.**

Children Education Allowances :-

CEA may be given up to Post Graduation level in Arts, Science and Commerce and in Professional Courses up to Post Graduation Level and MBA. The existing CEA may be enhanced to Rs. 10,000/- per child per month, considering the highly escalating cost of education hostel fees etc. Moreover most of the schools mandate that uniforms / note books / text books etc should be purchased from them directly which is significantly higher than market price. Hostel subsidy may be increased to Rs. 35000/ per month per child. CEA and Hostel Subsidy should be linked with DA rise, so that it automatically adjusts with inflation. Hostel Subsidy may be extended if the Children study in a particular school but staying in a different Hostel. At present only two surviving children are eligible for CEA. There are cases that a child is physically / mentally incapacitated to attend school and due to various other reasons. In such cases if a third child is there then that child may also be granted CEA. In other words two children should be entitled for CEA / Hostel subsidy without any other restrictions. As regards Divyang Children reimbursement will be double the above amount proposed for normal children.

- **Special Allowance for Child Care to Woman with disability**

The existing special allowance for child care to woman with disability may be increased by three times and same should be linked with DA Increase.

Other Allowances:

Undernoted existing allowances applicable for individuals/categories of railway staff need to be enhanced 3 times and linked with DA:

- Additional Post Allowance
- Briefcase Allowance
- Special Duty Allowance (SDA). Weightage of 30% of pay be given to running staff.
- Operation Theatre Allowance (OTA)
- Breakdown Allowance
- Qualification Pay
- Teaching Allowance

- Cycle Allowance
- Special Level Crossing (LC) Gate Allowance
- Fixed Medical Allowance (FMA)
- Special Train Controller Allowance
- Production Control Organization Allowance (PCO)
- Nursing Allowance
- Hospital Patient Care Allowance (HPCA)/ Patient Care Allowance (PCA)
- Funeral Allowance
- Coal Pilot Allowance
- Extra Work Allowance
- Health & Malaria Allowance
- Allowances to be decided through Bi-lateral discussion between Railway Board and Federations as done in 7th CPC.
- Kilometrage Allowance (KMA) and Allowance in lieu of Kilometrage (ALK)
- Accident Allowance
- Allowance in lieu of Running Room Facilities
- Breach of Rest Allowance
- Ghat Allowance
- Officiating Allowance
- Out Station (Detention) Allowance
- Out Station (Relieving) Allowance
- Shunting Allowance
- Trip Allowance
- Waiting Duty Allowance

#### **Allowances to be restored which were abolished by 7th CPC**

● Night Patrolling Allowance to Trackman- Track maintainers who are deputed for night patrolling of railway tracks have to cover length upto 20 Kilometers under arduous climatic & geographical conditions in rostered duty chart carrying tools weighing approximately 20 Kg and have to protect the line in case of an emergency. Their life is risky during patrolling in foggy & heavy monsoon periods.

● Rajdhani Allowance – Earlier Rajdhani Allowance was paid to the staff on prestigious trains. Government has introduced several other high speed passenger trains to facilitate commuters with world class services such as Rajdhani, Shatabdi, Vande Bharat, Amrit Bharat, Namoo Bharat etc The staff manning these trains are to work on end to end basis and serve the passengers with full dedication & alertness.

#### **● NEW ALLOWANCES:**

Additional Allowance to Safety Counsellors: Special additional allowance may be sanctioned to the safety counsellors of all safety departments as their role is very crucial in accident prevention, safety awareness and staff guidance. They shoulder higher responsibility, stress and accountability beyond normal duties without any extra compensation. Providing additional allowance will boost morale, attract capable persons and strengthen safety culture, which will ultimately improve safety standards. Since the number of safety counsellors are very limited having very little financial implications, they may be granted an additional allowance equivalent to Section Controllers of Indian Railways.

● Mobile & Laptop Allowance: Railway staff and officers are increasingly required to remain connected for real time co-ordination, safety monitoring & administrative efficiency. Providing Android mobile set and Laptop will ensure seamless communication, quick decision making and timely reporting, especially during emergencies and field duties. They will also support digital initiatives, reduce dependency on outdated systems and enhance overall productivity. Such a step is a practical step towards modernizing railway operations and improving safety and service standards. As such AIRF requests to sanction Rs. 25,000 to purchase Android mobile sets and Rs. 75000/- for purchase of Laptop with their stipulated codal life of 4 years.

● Skill Upgradation Allowance: Technical advancement and digitalization in all fields with use of AI has necessitated enhancement & upgradation of Knowledge to keep abreast with emerging environment. IT/EDP cadre, Para-medical staff, technical staff etc are such categories where upgradation of knowledge is must. AIRF proposes Skill upgradation allowance @ 5% of Basic pay per month to the employees so that they can pursue computer modules, subscribe to magazines, journals, periodicals related to their job profile and attend seminars related to their field by paying requisite subscriptions.

**Advances :** Considering the High Interest Rate being charged by the Nationalized Banks and other Private Banks for various Loans, it is requested that as a welfare measure, Railway Employees may be given various advances without any interest including those advances which have been withdrawn during past without genuine justification. Government as a model employer should not recover any interest from its own employees for the various essential advances given to them as a loan.

**Related to Personal Computer :** Since Indian Railways have introduced various digital Apps for manpower planning, medical, advances, recruitment indents, material procurement, Tendering, Court cases, settlement and Job-related apps etc., it has become need of time that all the Railway Employees irrespective of Rank and Grade may be given Personal Computer Advance as per the actual cost subject to a maximum up to Rs.2,00,000/-. This advance should be interest free.

**Related to House Building Advance :** Non-Availability of Housing Accommodation in all Towns and Cities of India has become a major problem. The rent per month even for a Modest Accommodation is beyond the reach of the Railway Employees. House Building advance encourages the employees to construct an own house at a fairly early stage of their employment. Therefore, we request that considering the escalating cost of housing in the Country, the HBA may be sanctioned at actual cost of the house / flat subject to the maximum of Rupees Two Crores. The entire loan may be interest free. In case of sudden death of the employee, as many state governments are doing the recovery of the balance amount of HBA, it should be written off and no recovery should be made from the Terminal Benefits due to the family of deceased employees. Same benefit may be extended to those employees who are medically invalidated / Boarded out from service due to medical / health reasons.

**Four-Wheeler Advance:** At present Four – Wheeler is not considered to be a luxury, rather it has become an essential vehicle for everybody to travel with family. Therefore, the 8th CPC may recommend Four-Wheeler Advance with a maximum of Rs.10,00,000/-. The entire loan may be interest free.

**Natural Calamity Advance:** Different parts of the Country are facing Natural Calamity due to unprecedented rains, floods, cyclone and drought etc., Previously, the Central Government Employees were eligible for Natural Calamity Advance. However, the same has been withdrawn in the past. We propose that the Natural Calamity Advance without interest may be restored back. One-month Basic Pay to be recovered in 24 installments may be recommended by the 8th CPC.

**Festival Advance:** In the Standing Committee Meeting of the National Council (JCM) it was agreed by the official side to consider the restoration of the Festival Advance. However, the same has not been restored yet. In a country like ours where every religion / community have got their festival / celebrations etc., Considering the expenditure involved in all these festival / celebrations, it is requested that 8th CPC may recommend for restoration of Festival Advance equivalent to one month Basic Pay to be recovered in 10 installments.

**Advance of Pay on Transfer:** Railway employees are transferred often in exigencies of services. Such administrative transfers involve change of residence, educational institutions etc and hefty finances are incurred in this. To cope with the situation Advance for Pay on transfer may be restored.

**Advance of Leave salary:** Railway employees while proceeding on leave require additional finances to meet with the expenditure. To facilitate such situation advance of leave salary needs to be restored.

**Advance for purchase of Motor Cycle/Scooter/Moped:** Railway employees are commuting from far distances to their workplace and availability of vehicle is must. Advance for purchase of Motor Cycle/ Scooter/ Moped is not a luxury but a necessity now a days hence, restoration of advance in present scenario is justified and it is requested to restore advance for purchase of Motor Cycle/Scooter/Moped.

### Facilities

Facilities are the back bone of the social security and must be strengthened. Facilities ensure dignity, reduce stress and improve productivity. Strengthening them supports a human and efficient work force.

**Leave :-** A fair and human leave policy is essential for maintaining the physical, mental and social well-being of the employees. Government employees both Industrial and Non- Industrial work under demanding administrative conditions / working conditions and often face social, family and health related responsibilities. Therefore, the leave framework should adequately support employees in managing personal contingencies while maintaining work place productivity.

**Casual Leave :-** Casual Leave to be restored to 12 days per year for all Central Government Employees.

**Earned Leave :-** The present ceiling of Leave on Average Pay (LAP) accumulation may be removed and encashment may be enhanced from the existing 300 days to 600 days. The railway employee may be permitted to encash part of such accumulated leave say 50% to meet certain Financial Exigencies if he/she has put in 20 years of service or more.

Ex service man after joining as civilian employee should also be permitted encashment of LAP as above. 20 days LAP encashment may be allowed 10 times in a service instead of existing 6 times at present while proceeding on leave.

**Half Pay Leave :-** We demand that the Half Pay Leave (LHAP) at the credit of an employees may be allowed to be encashed at the time of superannuation / retirement in full. Apart from this if any employee is having less than 600 days LAP while on superannuation / retirement etc then the half pay leave in his account may be converted to full pay leave to compensate the gap between 600 days LAP. Commutation of LHAP e may be permitted without insisting upon producing of Medical Certificate.

**Holidays:-** Other than three National Holidays all other holidays may be left to the Zonal Railway/PUs Level Employees Welfare Committees to decide aligning with the particular state Government holidays and cultural needs.

**Maternity & Paternity Leave :-** The entitlement of Maternity Leave may be increased to 240 days and the restriction imposed to only 2 surviving children's may be withdrawn in accordance with the Maternity Benefit (Amendment) Act 2017.

In case of surrogacy, 240 days Maternity Leave for both the surrogate and the commissioning mother with fewer than two surviving children if either or both are Government Servants. A Surrogate mother is the women who bear the child on behalf of the commissioning mother.

**Miscarriage / abortion leave should be enhanced to 120 days in the entire service.**

Special Maternity Leave may be increased to 120 days from the date of expiry of the child soon after birth / still birth/. In case maternity leave has already been availed and her leave continues till the date of expiry of child soon after birth / still birth the Maternity Leave already availed till the death of the child may be allowed and thereafter the Special Maternity Leave of 120 days may be granted from the date of expiry of child soon after birth / still birth. All other existing conditions may be removed.

**Paternity Leave :-** Male railway servant without any restriction of the number of children may be sanctioned 45 days Paternity Leave before or up to 6 months from the date of delivery of the child and for 45 days within 6 months from the date of accepting the child in pre adoption foster care from the date of valid adoption of a child.

**Leave to female railway Servant on adoption of Child :-** The present limit of 180 days may be increased to 240 days. The limit of adoption of one year child may be increased to at least Five-year child.

**Child Care Leave :-** The condition of 2 surviving children for availing CCL may be removed. CCL may be granted for at least 6 spells in a calendar year and in case of single female railway employees, the grant of leave shall be extended to 12 spells in calendar year. The age limit of the children for grant of CCL may be enhanced from 18 years to 25 years age since up to 25 years children are the dependents of the employees. The condition imposed that CCL salary shall be paid hundred percent for the first 365 days and at 80 percent for the next 365 days should be removed and full salary may be paid during entire period of CCL. No restriction be imposed on age of the child for grant of the CCL especially in the case of children with mental or physical disabilities, or of prolonged illness.

**Work related illness and injury leave :-** The condition that in the case of railway employee to whom the Workman Compensation Act 1923 applies, the amount of leave salary payable under WRIIL shall be reduced by the amount of compensation payable under the Act and no earned leave or Half Pay leave will be credited during the period that the employees are on WRIIL may be withdrawn. Since, it is causing hardship to the employees for no fault of theirs.

**Special Casual Leave for Union / Association activities and other purposes :-**

- It is demanded that the existing ceiling limit for grant of Special Casual Leave may be removed for all purposes.
- Special Casual Leave for differently abled railway Employees may be increased from the present 10 days in a Calendar Year to 20 days in a calendar year.
- Special Casual Leave may also be sanctioned for railway Employees who are Cancer Patients and subjected to Chemotherapy / Radiotherapy and who are subjected to Dialysis may be granted 45 days Special Casual Leave in a year.

**Menstrual Leave :-**

To support the health and wellbeing of women employees, three days of special casual leave per month may be granted in connection with the menstrual cycle. Some states, such as Karnataka and Kerala, introduced policies in 2025 providing one paid menstrual leave day per month for women employees in both public and private sectors. Similar progressive provisions may be considered for railway employees.

**Parents Care Leave**

We demand that considering the provisions of Maintenance and Welfare of Senior Citizens Act 2007 and also the fact

that it is the duty of the children to take care of their parents especially when they are at their ripe age and facing health related and age related problems, it is proposed that the 8th CPC may recommend 60 days parent care leave during the entire service span of the railway employees.

#### **Special Casual Leave for Hysterectomy :-**

Many women employees undergo Hysterectomy, particularly after the age of 40, which requires adequate recovery time. A provision for one month of special casual leave may be introduced to support women employees undergoing this medical procedure.

#### **Special Allowance and CCL for Central Government Employees having Children with Attention Deficit Hyperactivity Disorder (ADHD), other Neurological Disorders and physically incapacitated etc**

Considering the increase in Children affected by ADHD a Neuro Development Disorder. It is proposed that parents of such children who are Central Government Employees may be provide a monthly Special Care Allowance of Rs.30,000/- and an entitlement of CCL for Female / Male employees with ADHD children even if the spouse is not employee. Same benefit may be extended to children with other Neurological Disorders and physically incapacitated etc.

#### **Group Insurance including CGEGIS :**

Despite the recommendations of 5th, 6th, & 7th CPC to introduce the subscription rates and to enhance the insurance coverage government did not change the scheme at all. We therefore suggest to change the rate of insurance cover as under :-

Category	Rate of Subscription per month	Insurance Cover
Group A	Rs.3000	Rs. 3 Crore
Group B	Rs.1500	Rs.1.50 Crore
Group C	Rs.1000	Rs.1 Crore

At present the ratio between premium and saving is 3:7. The Government may change this ratio as per the changes in the average mortality ratio. We request the commission to recommend our suggestion to the Government.

#### **Ex Gratia Payment for Employees Killed in Accident while on Duty / Compensation:-**

At present the Railway Employees who die in the performance of their Bonafide Official duties due to accidents is as follows :-

Circumstances	Amount
Death Occurring due to accidents in course of Performance of Duties	25 Lakhs

Since accidents takes place frequently and there are many fatal accidents which took place during the past few years in railways due to high-speed movements & multiple line working. However, employees killed in these accidents while performing their duty are paid only Rupees 25 Lakhs as EX-Gratia. This is not a proper compensation for a worker who sacrifice his / her life while performing their duties to ensure smooth operations. Therefore, it is demanded that the Ex-Gratia payment for Death occurring due to accidents in course of performance of duties should be increased to Rupees Two Crores.

#### **Medical Facilities :-**

Right to Health is an essential component of the right to live with dignity. Access to adequate Medical Care ensures not only meaningful existence but also the physical and mental wellbeing of employees and pensioners. Therefore, all the railway employees and Pensioners should receive equitable health care facilities without discrimination and they should be ensured Cashless Treatment Facilities. More and More Multispecialty Hospitals in all the Cities and Towns should be empaneled by the Railways. Required number of Doctors and other Para Medical Staff may be posted in all the Railway Hospitals. The Treatment / Diagnostic cost / charges should be revised periodically and no hospital should charge over and above the prescribed rates from the employees and pensioners. For Medical procedure / Medical Treatment when ever new systems are introduced then based on the CGHS rates its actual cost may be reimbursed.

The Cashless Treatment Facilities should be extended to employees covered under RELHS/RHS and also Pensioners. Cashless system will ensure timely access to treatment, financial security and reduction in administrative burden etc. parents / parents-in-laws, irrespective of the income limit should be dependents of the railway employees for medical treatment. Under RELHS employees are to be given free medical treatment to the employees and their family. Pensioners have to pay contributions level-wise ranging between Rs.30,000 to 1,20,000 as per prevalent norms to join RELHS. Railway pensioners may be exempted from this contribution and government may contribute the same on behalf of the pensioners.

We propose modernization of all Railway Hospitals with advanced facilities. All Hospitals empaneled by CGHS be Suo moto treated as empaneled for railway employees and pensioners. Employees who are at present entitled for semi Private Ward may be made entitled for Private Ward and employees who are eligible for General Ward may be made entitled for Semi Private Ward.

Parliamentary Panel recommended for increasing the FMA to Rupees Three Thousand per month which the Government has not implemented. We propose to 8th CPC that due to continued inflation the allowance should now be revised to Rs.5000/- per month. The FMA should be linked with consumer price index and whenever DR is revised FMA should be automatically increased to maintain its real value.

Annual Medical Checkup for all railway employees above 40 years of age through may be recommended at par with Group A Officers.

#### **Provident Fund including GPF:-**

The railway Employees governed under NPS /UPS may be given an option to enroll in SRPF scheme till the Government withdraws NPS / UPS. The deposit link insurance scheme in the SRPF should be enhanced to Rs.10,00,000/-. The GPF Interest rate may be at par with EPF.

#### **Leave Travel Concession (LTC) :-**

It is a facility which encourages employees to take such holidays and to visit various places which will rejuvenate them and the Government will be benefited through his increased productivity. We propose that certain further relaxations and improvements may be made in the existing AILTC Scheme such as

- a) Surrender of only two passes should be done while issuing Privilege Pass Surrender Certificate (PPSC) for availing AILTC.
- b) PPSC of only one employee should be issued if both husband and wife are railway employees.
- c) Reimbursement given for AILTC is subjected to Income Tax whereas Privilege passes surrendered are not covered under the ambit of Income Tax. Thus this should be exempted from Income Tax.
- d) AILTC to visit any place in India should be in a Block of Two year instead of Four year.
- e) Employees after 20 years of service may be granted AILTC on two occasions before retirement to visit foreign countries.
- f) Parent-in-Laws also may be extended the benefit of AILTC
- g) 20 days LAP encashment may be allowed whenever the employees avail AILTC.

#### **Welfare Provisions:**

Railway employees are working 24x7 in very arduous conditions and require several welfare measures to be adopted to reduce the stress level. Minister of Railways in February, 2011 had announced number of measures for the welfare of railway employees during Budget speech in Parliament. Welfare measures already announced and essential are as under:

· Considering the Indian family structure and values, medical and pass facilities be extended to parents/parent-in-laws of the employees.

● Staff Benefit Fund is functional over Indian Railways with an objective to provide additional amenities to employees and their families in spheres of education, recreation, relief during distress, financial assistance during sickness and development of sports and scouting activities which are not directly met out of the Revenue Grants. Per capita contribution was enhanced w.e.f. 1/4/2014 to Rs.800 and till date it has not been revised. AIRF demand that per capita contribution be revised to Rs. 2500 to enable smooth implementation of various welfare activities.

● To provide adequate number of medical vans in remote and in inaccessible areas for railway employees for easy access to medical facilities.

Provision of hostel for children of railway employees and unmarried female railway employees at all major stations.

- Uniform changing rooms and separate female toilets for female railway employees be provided at work place.
- Shelter rooms for Track maintainers engaged in patrolling duties need to be provided.
- Creche facility at all Zonal/Divisional/Workshops be provided.
- Provision of Recreation clubs for non-gazetted railway employees at all major stations/PUs/workshops.
- Provision of Holiday Homes at major tourist/pilgrim places
- Provision of old age home for pensioners with adequate facilities.
- Railway stadiums need to be equipped with modern sports infrastructure and hostels with all facilities.
- Statutory canteens be provided at all workshops or work places having concentrated staff under section 46 of the Factories Act.

Any other Facilities:

- Flexi working hours for female railway employees be introduced.
- Cost of Kit purchase/Replacement should be reimbursed to sports person every four years to enable them to acquire latest modern kit and perform better for the railways.

### Performance Incentive

#### **Variable Pay & Performance Pay :-**

Any performance incentive should be over and above the assured elements of wages and other benefits the employees are otherwise entitled as an additional and supplementary benefit. Performance pay should focus more on team outcomes, with clear Key Performance Index and safe guards against subjective. Railway Work is collaborative and collective Therefore a balanced approach should be there on performance related incentives which ensures motivation without compromising fairness.

#### **Bonus :-**

The Payment of Bonus Act 1965 established the principle that Bonus is a deferred wage, with a statutory minimum of 8.33 % wages. At present Productivity Linked Bonus Scheme (PLB) is applicable to employees in Railways. At present the Productivity Linked Bonus (PLB) is calculated on the Monthly wages capped at Rs.7,000/- per month. This is an irrational stipulation and must be removed. The 8th CPC is requested to remove the said capping and grant the Bonus on the basis of the actual emoluments (Basic Pay + DA) of the employees. It is requested that PLB may be calculated by removing the capping on ceiling limit for wages. Such ceiling should be removed. We also propose that considering the contribution of all category of employees, bonus may be paid to all employees (non-gazetted & Gazetted) irrespective of Rank and Post etc.

#### **Empanelment / Postings in GOI**

Empanelment must be transparent, criteria based, and free from bias, considering experience, performance and expertise. Postings should ensure equal opportunity with transparent vacancy notification and fair selection. Personal circumstance should be considered and financial conditions must be protected. Additional concerns include protection of Cadre interest, incentives for difficult postings, and safeguards against arbitrary transfers. Transparency builds trust and motivation. Fair systems ensure optimal utilization of talent and improve administrative efficiency.

Transfer Policy :-

- Railway employees by virtue of the terms and conditions of employment are liable to be posted anywhere within Zonal/Divisional/PU jurisdiction. Transfer especially when one is promoted from one grade / cadre to another is painful for it involves dislocation of the family with concomitant difficulties. It is a common knowledge that higher authorities often invoke the power to transfer as a potent weapon to punish their sub ordinates or to mentally harass them with the threat of transfer. Since the transfer are said to be made in "Public Interest", a phrase with wider purport, the malafide transfers cannot be questioned with success even in courts. The 5th CPC has considered these issues and has given certain suggestions which was not accepted and implemented by the Government. It is demanded that undernoted points be considered:

- The condition of minimum 5 years' service needs to be removed and transfer be permitted after completion of 2 years of probation period including sportsperson.
- Transfer on promotion to other station despite availability of vacancy at place of work should be avoided.
- Transfer on spouse ground be considered giving overriding priority.

We request that the 8th CPC may recommend to the Government to not subject all non gazetted employees to any transfer unless they themselves apply for the same for their personal reasons. Apart from this posting of spouse in the same station should be made mandatory if the concerned employees apply, so that the same cannot be left to the mercy of the higher officials.

### CADRE MANAGEMENT

Cadre Management in the Indian Railways involves the systematic planning, recruitment, training, promotion and deployment of its workforce across various railway departments. It ensures the right personnel are placed in suitable roles based on qualification, seniority and organizational needs. Railway policies govern career progression, transfers and skill development while maintaining efficiency and discipline. Cadre controlling authorities monitor vacancies, promotions and cadre restructuring to meet operational demands. Effective cadre management in consultation with organized labour balances employee welfare with service requirements, ensuring optimal utilization of human resources and smooth functioning of one of the world's largest railway networks While periodical and mandatory review take place every five years for Group A services, no such review take place with regard to Group B & C.

It is the sole responsibility of the cadre controlling authorities to ensure timely filling up of vacancies, promotions, induction, refresher & promotional training courses for safe and smooth train operations. This can only be achieved

provided advance panel/select lists are available on the dates of occurrence of vacancies. Whenever belated promotions are given retrospective promotions are not given to the employees even though the delay was due to the fault of Administration. The employee suffers financial loss on this account. We propose that in accordance with various Court Judgments whenever promotion of the employees are delayed due to the mistake of administration in such cases promotion may be given retrospectively from the date of availability of vacancy. The DoP&T instructions dated.30.09.2022, clearly stipulates that every cadre should be reviewed once in five years and such review should be done in consultation with the representatives of the service / cadre in question no such consultation take place and in the name of creating some higher posts entry level post / lower-level post including promotional posts are abolished in the name of matching saving. These are all the major concerns which the employees and their organization are facing. Indents for filling up Direct Recruitment Quota should be planned meticulously and a shadow panel of at least 25% candidates, in addition to existing plus anticipated vacancies, due to attrition should be formed to take care of DR quota vacancies arising during the life of the panel.

In view of the above Cadre Management proper planning and periodical review, stagnation must be addressed through creation of Promotional Posts and Restructuring. Promotional/ Intermediate grade posts should not be abolished to create higher grade posts. The process must be transparent and proper consultations and participative management through the employees' representatives should be ensured. Effective Cadre Management ensures proper utilization of talent and enhances productivity and morale. Equal Pay for Equal Work should be ensured. Categories having the same qualification and skill requirement etc., should not be discriminated in the matter of Pay Scales and Career Progression. The Hon'ble Supreme Court have several times upheld the constitutional principle of equal pay for equal work.

Discrimination between Central Secretariat and Field Unit in the cadre of stenographers continues even today. The 8th CPC may take a serious note of this and recommend to ensure that the parity of pay structure in the secretariat and the Field Offices in the cadre of Stenos is maintained.

Outsourcing of permanent jobs in Railway Establishments is increasing day by day. This is not in the interest of quality job / quality services and in the national interest. There are almost 2 lakh posts lying vacant in Railways. It is not that these posts are not required to be filled. Non filling of these posts result in added work pressure and stress on the existing employees, besides it also hampers smooth operation and raises safety concern. Moreover, the out sourced workers / contract workers are exploited and government being a model employer should not allow such exploitation. Therefore 8th CPC may recommend that outsourcing of Railway jobs may be dispensed with and all the posts lying vacant in Railways may be filled up through direct recruitment and promotion. The proposed pay scale of various departments/cadre of Railways are attached as Annexure A-1.

### **CAREER PROGRESSION**

Career progression in Indian Railways is a key concern for employees across all categories. While structured promotion avenues exist, several issues affect growth and morale.

One major concern is delay in promotions, often due to procedural complexities, vacancies, and slow Departmental Promotion Committees (DPCs). This leads to stagnation, especially in lower and middle cadres. Limited promotional posts further restrict upward mobility, creating intense competition and frustration.

Another issue is lack of transparency and uniformity in promotion policies across zones and departments. Employees often feel that seniority, merit, and reservation policies are not always balanced effectively. Delayed cadre restructuring also hampers timely career advancement.

Skill development and training opportunities are sometimes inadequate, particularly for non-gazetted staff, affecting their readiness for higher responsibilities. Additionally, frequent transfers and lack of stability can disrupt both professional and personal growth. There is also a growing demand for time-bound promotions, better career planning mechanisms, and digitization of service records to ensure fairness and efficiency.

Addressing these concerns through policy reforms, timely restructuring, and transparent systems can significantly improve railway employee's satisfaction and organizational productivity.

Previously 2 ACP were granted after completion of 12 & 24 years of service. ACP was granted in promotional hierarchy. MACP was introduced on completion of 10, 20 & 30 years of service in Grade pay hierarchy which is detrimental and results in lesser financial benefits than ACP in most of the cadres.

In view of the above AIRF demand that minimum 5 MACP benefits (Financial upgradations) in the Promotional Hierarchy be given as mentioned below:

- 1) First MACP after 6 years of service from the date of appointment.

- 2) Second MACP after 12 years of service from the date of appointment or after 6 years from the date of first promotion, whichever is earlier.
- 3) Third MACP after 18 years of service from the date of appointment or after 6 years from the date of second promotion, whichever is earlier.
- 4) Fourth MACP after 24 years of service from the date of appointment or after 6 years from the date of third promotion, whichever is earlier.
- 5) Fifth MACP after 30 years of service from the date of appointment or after 6 years from the date of fourth promotion, whichever is earlier.

This will go a long way which enhances motivation, retention and efficiency. This will also provide meaningful relief from stagnation. Moreover, the cadre-based discrimination in faster promotions etc. will come to an end. In any promotion / financial up gradation 2 additional increments should be granted during Pay Fixation subject to a minimum benefit of Rs.10000.

In addition to above following changes also need to be incorporated:

- a) The APAR grading for MACP needs to be reviewed and revised as “GOOD” as provided for regular promotions.
- b) Promotion to identical / same Level/pay scale should be ignored for considering number of MACP.
- c) On promotion from Group “C” (non Gazetted) to Group “B” (Gazetted) pay fixation in same Level should be allowed as it is promotion to Gazetted cadre entailing higher responsibilities.
- d) APAR of last three years be completed, communicated to the concerned staff before initiation of process of MACP. Time schedule as in vogue for granting MACP should be scrupulously followed without any deviation.

### RETIREMENT BENEFITS

#### **Death Cum Retirement Gratuity (DCRG) under OPS / NPS / UPS :-**

DCRG is currently calculated at  $\frac{1}{4}$  of the Basic Pay + DA for each completed 6- month period of qualifying service, subject to a maximum of 16.5 times the emoluments and a monetary ceiling of Rupees 25 Lakhs. This benefit is admissible to Government Employees who retired after completing 5 years of Qualifying service. In cases where a Government Employee dies while in service, the Family is granted Gratuity at prescribed rates. We propose that Gratuity should be calculated on the basis of 25 effective working days instead of 30 days in a month, so that Government Employees are not placed at a disadvantage position compared to employees covered under the Payment of Gratuity Act. Further, the existing ceiling of 16.5 times the emoluments should be removed. This effectively reduces Gratuity for employees who have served beyond 33 years. We further propose that the 8th CPC may recommend to calculate Gratuity at half a month Basic Pay

+ DA for each completed 6 months period of qualifying service. Considering rising salaries and inflation the maximum gratuity ceiling should be enhanced from Rupees 25 Lakhs to 75 Lakhs. All these revised benefits should be extended to employees covered under NPS & UPS schemes ensuring equitable retirement benefits across all categories of Central Government Employees.

#### **OROP :-** Extension of OROP principles to civil pensioners.

The Government of India has implemented the One Rank One Pension (OROP) scheme for Armed Forces personnel to remove disparities whereby individuals of the same rank and length of service were receiving different pensions due to retirement at different points in time. This principle ensures that persons of equivalent rank and status receive comparable pensions, irrespective of their date of retirement.

Similarly, there already exists complete parity in pension among constitutional authorities such as Judges of the Supreme Court, High Courts, and the Comptroller and Auditor General of India, regardless of their retirement date.

For Civilian Employees, the Vth Central Pay Commission had recommended parity between past and future pensioners. However, disparities have re-emerged.

We therefore request the 8th Central Pay Commission to disregard the restrictive provisions introduced through the Validation of the Central Civil Services (Pension) Rules 2025 and reaffirm the principle that all pensioners constitute a single homogeneous class. Accordingly, the OROP principle should be extended to Central Civil Pensioners, ensuring parity in Pension without artificial cut off dates base on retirement. The fitment factor for revision of Pension should be at par with the same recommended for employees.

#### **Leave Salary / Encashment :-**

We have already proposed 600 days LAP Encashment and also full reimbursement of available LHAP of the employees while on Superannuation / Retirement etc.,. The 8th CPC may kindly recommend for the same.

Pension Commutation :-

Restoration of Commutation of Pension after 11 years – Request for Review of Rule 11A of Railway Services (Commutation of Pension) Rules, 1993.

In accordance with Rule 11 A of the Railway Services (Commutation of Pension) Rules, 1993 Restoration of Commutation Pension is done after 15 years. These Rules were framed more than 3 decades ago based on the Financial & Actuarial Parameters prevailing at that time. However, lot of changes have taken place which includes interest rates, life expectancy, mortality rates, death rates, and actuarial risk factors which necessitate a fresh value of the restoration period. The following illustration will give a clear picture.

Recovery of Commuted Value :-

Illustratively for a pensioner aged 61 years (Next Birthday)

#	Commutation Factor	:	Rs. 8.194
#	Amount Commuted	:	Rs. 100
#	Commuted Value Received	:	Rs. 9833
#	Amount Recovered in 10 years	:	Rs. 12,000
#	Amount recovered in 15 years	:	Rs. 18,000

Thus, the entire commuted value is recovered within nearly 10 years and recovery beyond this period results in excess recovery from pensioners. Therefore, restoration of commuted pension after 11 years would be reasonable. Although Commutation is optional, Government as a Model Employer considers this matter from a welfare perspective of the senior citizen who have served the nation and the people rather than a revenue perspective. Many experts body have also recommended for restoration of commuted pension in a shorter period. Many State Government have also reduced the period varying from 12 to 13 years. 5th CPC recommend for 12 years restoration. 2nd National Judicial Commission recommended for 12 Years restoration. Therefore, we propose to the 8th CPC to recommend for restoration of Pension after 11 years or at the age of 71 years whichever is earlier. It is also to be mentioned here that this issue is pending in the Standing Committee of National Council – JCM, where in the official side has agreed to consider this issue but unfortunately not yet resolved. Extract from Kerala State Government Service Rules part III is enclosed as Annexure – II where in commuted pension is restored after 12 years. The Gujarat Government order dated 12/10/2022 is enclosed as Annexure – III where in commuted pension is restored after 13 years.

#### Revision of Pension / Family Pension :-

For a decent and dignified life after retirement to support a minimum two-member family units' full pension should be fixed at 67% of the Last Pay Drawn or the Average of the last 10 months emoluments which is more beneficial instead of the present 50%. Accordingly, the Family Pension should be 50% instead of the existing 30%. Period of enhanced family pension may be extended up to 70 years. Parliamentary Standing Committee has recommended Additional Pension of 5% every five years after superannuation. Similar additional family pension should also be given based on age criteria. We propose the following for the consideration of the 8th CPC.

Proposed Age-Based Pension Structure:

Age	Proposed Pension
65 Years	70% of Last Pay Drawn (LPD)
70 Years	75% of LPD
75 Years	80% of LPD
80 Years	85% of LPD
85 Years	90% of LPD
90 Years	100% of LPD

Various Supreme Court Judgments especially that of the historical “Nakara Judgment” dated 17/12/1982 that pension is not a bounty or Ex-Gratia but a right and deferred wage and prohibited discrimination amongst pensioners. Excluding the existing pensioners entirely from the Terms of reference of 8th CPC is in sharp contrast to the previous CPC's and Supreme Court Judgment. Recently the Hon'ble Supreme Court has ruled that pensioners cannot be discriminated when compared to serving employees on benefits like DA / DR etc and such discrimination will amount to violation of Article 14 of the Constitution of India. Therefore the recommendations of the 8th CPC with regard to all pensionary matters should be equally applicable to the pensioners who retired prior to 01/01/2026 and also to the existing family pensioners.

Additional facilities as a welfare measure to be provided to the Pensioners.

1. Considering the escalating House Rent in all the cities and towns and even in rural areas, Pensioners may be given House Rent Allowance. The requirement of housing does not get vanished after retirement.
2. Pro rata increments for completed months after last granted annual increment should be reckoned for the purpose of calculation of Retirement benefits.
3. Pensioners may also be extended the benefit of AILTC.
4. With increasing age many Pensioners suffer from chronic and debilitating conditions such as Alzheimer's disease, Dementia, Paralysis, Severe post- surgical disabilities etc. which requires a home nurse / care taker. We propose that the 8th CPC may recommend for Care Taker Allowance based on medical necessity.
5. Pension / Family Pension should be exempted from Income Tax.
6. Railway Concessions for Senior Citizens may be restored.
7. Government may establish elder friendly holiday homes / hostels across the country.
8. Physically Disabled Pensioners / Family Pensioners may be provided physical Assistance and the inevitable mobility cost as special allowance to visit hospitals, diagnostic centers may be recommended.

### **Withdrawal of Contributory National Pension System (NPS) and Unified Pension Scheme (UPS) and restoration of Defined and Non-Contributory Pension Scheme.**

The Government decision to replace the Defined and Non-Contributory Pension Scheme by NPS to those employees who joined Central Government service on or after 01.01.2004 is not only going backwards but an illegal step in the light of the Supreme Court ruling that the Pension is as good as right to property and is enforceable. The NPS has already made social security in old age uncertain and dependent on Market forces. The scheme has been compulsorily imposed on a section of the Central Government Employees and it is discriminatory. The subsequent UPS introduced by the Government wef.01.04.2025 was also rejected by the Central Government Employees. Out of more than 26 Lakhs NPS employees only 1.22 Lakhs (around 4.5%) migrated to UPS. Therefore, there is no justification in continuing with NPS / UPS and we propose that NPS / UPS may not be made applicable to the Central Government Employees and all those who have been covered under NPS / UPS may be reverted back to Defined and Non – Contributory Statutory Pension Scheme (OPS) under the CCS Pension Rules 1972 (now 2021).

### **KILOMETRAGE ALLOWANCE AND ALK REVISED**

Consequent upon dearness Allowance reaching 50% w.e.f. 01.01.24, the Railway Board vide its letter No. E(P&A)II/2013/RS-14(Part-2) dated 20.03.2026 (RBE No. 25/2026) has revised the rates of Kilometrage Allowance and Allowance in Lieu of Kilometrage (ALK) with effect from 01.01.2024 as indicated below :

Sr. No	Category	Grade Pay/Level	Rates of Kilometrage Allowance (per 100 kms.) (in Rs.)	Rates of ALK (per 160 Kms.) (in Rs.)
(1)	(2)	(3)	(4)	(5)
	<b>LOCO RUNNING STAFF</b>			
1.	Loco Pilot (Mail)	4200/6	606	969
2.	Loco Pilot (Passenger)/Sr. Motorman	4200/6	600	960
3.	Loco Pilot (Goods)	4200/6	594	951
4.	Loco Pilot (Shunting) Gr.I	4200/6	461	737
5.	Loco Pilot (Shunting) Gr.II	2400/4	447	715
6.	Sr. FM-1, Sr. Asstt. Loco Pilot (Diesel/Elec)	2400/4	447 - 287 (shunting)	715
7.	FM-1, Asstt. Loco Pilot (Diesel/ Elect)	1900/2	430 - 277(shunting)	688
8.	Sr. Second Fireman	1900/2	430 - 277 (shunting)	688
9.	Second Fireman	1800/1	362 - 216 (shunting)	579
	<b>TRAFFIC RUNNING STAFF</b>			
1.	Mail Express Guard	4200/6	549	878
2.	Sr. Passenger Guard	4200/6	543	869
3.	Sr. Goods Guard	4200/6	543	869
4.	Goods Guard	2800/5	537	859
5.	Sr.Asstt.Guard/Sr.Brakeman	2400/4	320	512
6.	Asstt.Guard/Brakesman	1900/2	305	488

Note: Post of Guard has been re-designated as Train Managers vide Bd's letter dated 13.01.2022 (RBE No. 7/2022)

**BRIEF OF THE MEETING OF CORE GROUP OF THE CRC-2023**

In the meeting of the Core Committee of CRC-2023 held on 21st April, 2026 in Railway Bhavan, New Delhi, the Official Side agreed to the undernoted proposals :-

Sr.No.	Category	GP	Existing %age	Revised %age
01	*Commercial Department Combined Commercial & Ticketing Cadre *Besides this Combined Cadre, this will apply to the separate cadre as well	4600	20	25
		4200	47	45
		2800	22	20
		2000	11	10
02	Pharmacist	4600	35	40
		4200	65	60
		2800		
03	Nurses	5400	45	50
		4800	35	30
		4600	20	20
04	Cooks (Medi.)	4200	20	30
		2400	30	30
		1900	30	20
		1800	20	20
05	Hospital Conservancy Staff (Medical)	4600	02	10
		4200	06	10
		2800	02	15
		1900	01	25
		1800	89	40
06	All Artisan Staff/Technicians (Except S&T)	4200	26	32
		2800	51	51
		2400	08	09
		1900	15	08
07.	Accounts & Cash & Pay Deptt. Shroff.	4200	50	55
		2400	35	40
		1900	15	05
08.	Signal Maintenance/TCM/WTM	4200	27	35
		2800	52	50
		2400	13	10
		1900	08	05
09.	Telephone Operator	4600	12	42
		4200	57	50
		2400	20	05
		1900	11	03
10.	Cipher Operator	4600	27	40
		4200	66	50
		2800	07	10
11.	Trackman/Trolleyman/Gateman/Watchman (Including S&T Trolleyman)	2800	10	20
		2400	20	25
		1900	20	20
		1800	50	35
12.	Ministerial (Exclusive A/cs. Staff)	4600	19	35
		4200	53	40
		2800	15	15
		1900	13	10
13.	Typist	4600	44	50
		4200	50	46
		2400	03	02
		1900	03	02
14.	Canteen Staff	4200	12	25
		2400	40	35
		2000	25	20
		1900	08	10
		1800	15	10
15.	Stenographer	4600	21	50
		4200	57	30
		2400	22	20

**Note: Our demand of GP Rs. 4200 to Track Maintainers and GP Rs. 4600 for Technicians and Running Staff is still pending with the Railway Administration.**

### ACHIEVEMENTS OF GM PNM

#### ITEM NO. 09/2024

##### ISSUE OF ENCHANCEMENT OF TORCH ALLOWANCES.

PCOM HAVE INSTRUCTED PERSONNEL DEPARTMENT TO PUT UP THE PROPOSAL WHICH WILL BE FURTHER PROCESSED FOR THE NECESSARY ACTION AT PAR WITH CENTRAL RAILWAY.

#### ITEM NO. 13/2024

ISSUE OF PROVISION OF POTABLE DRINKING WATER ON THE WAY SIDE STATIONS OF AHMEDABAD DIVISION ADMINISTRATION HAS AGREED FOR PROVISION OF NEW WATER CONNECTION OF NARMADA WATER SUPPLY FOR WHICH NECESSARY CORRESPONDENCE HAS BEEN INITIATED IN RDHP-SNLR SECTION, EFFORTS ARE DONE FOR CONNECTIVITY FROM NARMADA CONNECTION. NAGAR PALIKA OF RADHANPUR DHANGANDHRA AND HALVAD HAS BEEN GIVEN NEW WATER CONNECTION.

##### VG-SIOB SECTION

NEW WATER CONNECTION HAS BEEN COMPLETED AT DHG AND HVD RAILWAY COLONY.

#### ITEM NO. 17/2024

##### ISSUE OF SYSTEM IMPROVEMENT WHILE ATTENDING THE SIGNAL FAILURES SUBURBAN SECTION -MUMBAI DIVISION

THE PROVISION OF PATH WAY WHEREVER FEASIBLE WILL BE DONE BY THE ENGINEERING DEPARTMENT. FOR WHICH PROPOSAL WILL BE PROCESSED FROM THE DIVISION.

PROPOSAL FOR HIRING OF ASSISTANT KHALASI IN SIGNAL DEPARTMENT HAS BEEN VETTED BY DIVISIONAL FINANCE. PROVISION OF LOOK OUT MAN WILL BE PROVIDED THROUGH THE ABOVE SANCTIONED PROPOSAL.

#### ITEM NO. 46/2024

##### ISSUE OF UNSAFE AND DEPLETED WORKING CONDITION OF CRANES IN PAREL WORKSHOP.

PURCHASE ORDER HAS BEEN PLACED FOR SEVEN EOT CRANES IN PAREL WORKSHOP.

#### ITEM NO. 54/2024

##### FILLING UP OF VACANCY OF ALP THROUGH 50% DEPARTMENTAL QUOTA.

RESULT OF CBT HAS ALREADY BEEN ISSUED BY ALL THE DIVISIONS AS WELL AS PSYCHO TEST HAS ALREADY BEEN DONE. PANEL OF AHMEDABAD AND RATLAM DIVISION ISSUED. PANEL OF REMAINING DIVISIONS WILL BE ISSUED SHORTLY.

#### ITEM NO. 61/2024

##### PROVISION OF CENTRALIZED/TOWER ACs IN STAFF SITTING AREA IN GM OFFICE AND STATION BUILDING.

PCEE HAS ASSURED FOR PROVISION OF AC THROUGH DUCT SYSTEM WITH MODERN TECHNOLOGY.

#### ITEM NO. 77/2024

##### DIFFICULTY FACED BY THE EMPLOYEES FOR FORWARDING MUTUAL TRANSFER APPLICATIONS THROUGH HRMS.

THE DIFFICULTY FACED FOR FORWARDING MUTUAL TRANSFER APPLICATIONS THROUGH HRMS IS OVERCOMED.

#### ITEM NO. 34/2025

##### PROVISION FOR AIRCONDITIONER IN DRM OFFICE – BVP DIVISION

APPROVAL FOR AIRCONDITIONER IN DRM OFFICE IN BVP DIVISION IS ISSUED. INDENT FOR PROCUREMENT OF 66 NOS. AIRCONDITIONERS IS SENT TO SR. DMM-BVP. ON RECEIPT OF THE SAME IT WILL BE INSTALLED.

#### ITEM NO. 42/2025

##### DIFFICULTY FACED BY E-PASS/E-PTO HOLDERS AT THE TIME IN OPENING TICKET RESERVATION.

THE MATTER HAS BEEN REFERRED TO CRIS BY THE COMMERCIAL DEPARTMENT FOR TAKING SUITABLE CORRECTIVE ACTION TO MITIGATE THE DIFFICULTIES FACED BY THE STAFF WHILE OPENING TICKET RESERVATION.

#### ITEM NO. 47/2025

##### PROVISION OF EARMARKING OF BERTHS FOR ELECTRICAL ESCORTING STAFF IN TRAINS.

A PROPOSAL IS SENT TO CRIS TO PROVIDE EARMARKED BERTHS FOR ELECTRICAL ESCORTING STAFF

AT PAR WITH OBHS STAFF BY COMMERCIAL DEPARTMENT AND JPO IS UNDER FINALISATION.

**ITEM NO. 54/2025**

**GRANT OF NATIONAL HOLIDAY ALLOWANCE TO NURSING STAFF – BRC DIVISION.**

NATIONAL HOLIDAY ALLOWANCE WILL BE PAID TO ELIGIBLE NURSING STAFF ON PERFORMING THE DUTY ON NATIONAL HOLIDAY.

**ITEM NO. 60/2025**

**DELAY FOR APPORVAL OF NPS PPO BY PFA- CASE OF SMT. MANJU BEN NAKIA (RAJKOT DIVISION).**

PPO HAS BEEN ISSUED IN FAVOUR OF SMT. MANJUBEN NAKIA AND DUE NECESSARY ARREARS WILL ALSO BE DISBURSED SHORTLY.

**ITEM NO.66/2025**

**GENERATION OF QR BASED IDENTITY CARD THROUGH HRMS.**

ISSUE RAISED BY THE UNION IS AGREED BY THE ADMINISTRATION AND ALSO RAISED THE SAME AT APPROPRIATE LEVEL. AS OF NOW ALL EMPLOYEES ARE ADVISED TO UPLOAD PHOTOGRAPH IN WHITE BACKGROUND IN THEIR RESPECTIVE ESS MODULE. MATTER IS UNDER EVALUATION AT THE RAILWAY BOARD LEVEL.

**ITEM NO.68/2025**

**PAYMENT OF COMPOSITE TRANSFER GRANT TO THE STAFF TRANSFERRED TO TMC ORGANIZATION- RTM DIVISION.**

NECESSARY INSTRUCTIONS IN THIS REGARD IS ISSUED TO RATLAM DIVISION FOR PAYMENT OF COMPOSITE TRANSFER GRANT (CTG).

**ITEM NO. 85/2025**

**INORDINATE DELAY IN FILLING UP THE VACANCIES OF SUPERVISORY AND ARTISAN CADRE IN BVP WORKSHOP.**

IN TECHNICIAN GR. III UNDER CEN-02/2024, OUT OF 140 NOTIFIED VACANCIES, 115 CANDIDATES HAVE BEEN ALLOTTED. FURTHER CEN-02/2025 24 VACANCIES HAVE BEEN NOTIFIED AND CBT HAS BEEN CONDUCTED AND RESULT IS AWAITED.

FOR JR. ENGINEERS FOR 7 VACANCIES, 7 CANDIDATES HAVE BEEN ALLOTTED. IN ADDITION UNDER CEN-05/2025, 2 VACANCIES HAVE BEEN NOTIFIED AND CBT HAS BEEN COMPLETED BUT RESULT IS AWAITED.

**ITEM NO. 89/2025**

**GRIEVANCES OF MOTORMAN AND TRAIN MANAGERS WORKING IN SUBURBAN SECTION.**

THE PROPOSAL FOR INSTALLATION OF LIFTS AT THE RUNNING ROOM AT CHURCHGATE AND BORIVALI HAS ALREADY BEEN INITIATED.

THE RUNNING STAFF CANTEEN AT CHURCHGATE HAS ALREADY STARTED.

REWIRING OF CANTEEN AS WELL AS PROVISION OF AC HAS ALREADY BEEN DONE.

**ITEM NO 01/2026**

**GRANT OF PROMOTION TO ACCOUNTS CLERKS AND ACCOUNTANTS (JAA) IN GP 2800**

PFA HAS ACCORDED APPROVA FOR DOWNGRADING OF SR, ACCOUNTANTS (LEVEL 6) VACANCIES EXISTING IN CADREAS ON 01.04.2026 AND O OPERATE AS ACCOUNTANTS (Level 5) FOR GRANTING BENEFIT OF ONE TIME RELAXATION TO APPENDIX -2 QUALIFIED CLERKS FOR PROMOTION TO THE POST OF ACCOOUNTANTS AGAINST DR QUOTA IN TERMS OF RBE NO. 58/2025.

**ITEM NO. 3/2026**

**INORDINATE DELAY IN FILLING UP THE POST OF CCTS- RTM DIVISION.**

THE NOTIFICATION IN THIS REGARD FOR 92 VACANCIES IS ISSUED AND CBT IS CONDUCTED.

**ITEM NO. 9/2026**

**INORDINATE DELAY IN HOLDING CBT AGAINST GDCE NOTIFICATION NO.1/2021 AND 01/2023.**

RAILWAY BOARD IN THIS REGARD HAS PERMITTED ZONAL RAILWAYS TO DECIDE AND TAKE URGENT NECESSARY ACTION. THE WESTERN RAILWAY ADMINISTRATION IS TRYING TO COMPLETE CBT AS EARLY AS POSSIBLE THROUGH RAILWAY BOARD. THE MATTER IS UNDER PROCESS.

**ITEM NO. 12/2026**

**UNDUE DELAY IN CONDUCTING CBT FOR SELECTION TO THE POST OF JE(P.WAY) AND S&WLI AGAINST LDCE QUOTA- BVP DIVISION.**

NOTIFICATION OF 8 NUMBER OF POSTS FOR JE(P.WAY) ISSUED AND CBT WAS CONDUCTED IN DECEMBER, 2025 AND RESULT WAS DECLARED ON 18-02-2026. PANEL WILL BE ISSUED AFTER COMPLETION OF MEDICAL EXAMINATION.

FOR S&WLI NOTIFICATION FOR 3 POSTS WAS ISSUED AND SUBSEQUENTLY CBT WAS CONDUCTED AND RESULT DECLARED ON 25-02-2026. PANEL IS UNDER PREPARATION.

**ITEM NO. 17/2026**

**OPENING OF OVER TIME REGISTER FOR TRACK MACHINE STAFF- BVP DIVISION**

IN BVP DIVISION OVERTIME REGISTER HAS BEEN PROVIDED AS DEMANDED BY THE UNION ON EACH TRACK MACHINE FOR REGISTERING OVER TIME DETAILS.

**ITEM NO. 18/2026**

**INORDINATE DELAY IN SUPPLYING TROLLEY BAGS TO THE LOCO PILOTS AND TRAIN MANAGERS IN BVP DIVISION.**

NECESSARY INSTRUCTIONS HAVE BEEN ISSUED BY THE ADMINISTRATION TO DRM-BVP FOR PAYMENT OF BRIEF CASE ALLOWANCE TO LOCO PILOTS AND TRAIN MANAGERS DUE TO ELIMINATION OF LINE BOXES.

**ITEM NO. 22/2026**

**UNSAFE CONDITION OF ADMINISTRATIVE BUILDING OF EMU (POH) WORKSHOP-MX.**

STRUCTURAL AUDIT OF THE BUILDING HAS BEEN DONE AND DETAILED ESTIMATE FOR THE REPAIRS IS SANCTIONED AND IS UNDER PROCESS.

**ITEM NO. 23/2026**

**DIFFICULTY IN AVAILING COMPENSATORY REST /COMPENSATORY OFF (CO) IN OPERATING DEPARTMENT IN MUMBAI DIVISION**

A DETAILED DISCUSSION ON THE ABOVE SUBJECT WAS DONE AND THE CASE IS UNDER EXAMINATION OF ADMINISTRATION FOR IMPROVEMENT IN THE SYSTEM THROUGH WHICH CR/CO CAN BE ISSUED TO THE CONCERNED STAFF WHO IS WORKING IN CONTINUOUS ROSTER.

**ITEM NO.24/2026**

**UNDUE CURTAILMENT OF EXISTING FACILITIES OF RAILWAY EMPLOYEES RESIDING IN THE PALI-HILL RAILWAY COLONY, BANDRA (W)- MUMBAI DIVISION.**

THE DUE REPAIRS IN WELFARE INSTITUTE WILL BE CARRIED OUT BY ENGINEERING DEPARTMENT. HOLIDAY HOMES AS DECLARED UNSAFE WILL BE RECONSTRUCTED AT PALI-HILL BANDRA. PROPOSED SHIFTING/CONSTRUCTION OF NEW HOLIDAY HOMES AT DADAR IN LIEU OF EXISTING HOLIDAY HOME AT PALI HILL WAS STRONGLY OBJECTED BY THE UNION.

**ITEM NO.27/2026**

**NON-IMPLEMENTATION OF HOER GUIDELINES AT VERNAMA STATION – REQUEST FOR INTERVENTION.**

NECESSARY INSTRUCTIONS ARE ISSUED TO SR. DOM-BRC FOR TAKING NECESSARY ACTION AS PER HOER RULES TO COMPENSATE THE POINTSMAN WITH THE APPLICABLE ALLOWANCES.

**CRICKET TOURNAMENT**

Com. Umraomal Purohit Memorial Cricket Tournament organized by Ratlam division from 23-02-2026 to 28-02-2026 at Railway Sports Ground, Ratlam. The tournament inaugurated by Shri Akshay Kumar, ADRM-RTM graced by Shri Piyush Pandey, Sr. DEN(Co.) and Shri Somnath Kailash Gaikwad, DPO-RTM in presence of Com. Seema Kaushik, Hridesh Pandey, Manohar Singh Barot and other senior leaders. The final held on 28-02-2026 and GRP 11 won the tournament and the Engineering 11 was the Runner Up. Youth team of Ratlam division ably conducted the tournament with the guidance of Com. Manohar Singh Barath, Hridesh Pandey and other senior leaders.

**Baroda-** Com. Umraomal Purohit Memorial Cricket League 2026 inaugurated by Shri Raju P. Bhadke, DRM-BRC at Madhavrao Cricket Stadium on 02-03-2026 in presence of Sr. DPO-BRC and senior leaders of WREU including Santosh Pawar, Sanjay Pawar, Aditya Morya etc. Total 46 teams from Baroda division participated in the tournament and final match played on 14-03-2026.

**Khel Mahotsav**

WREU Carshed branch organized Khel Mahotsav 2026 in Virar Carshed in memory of Com. Umraomal Purohit. Carrom tournament and Chess tournament held for the women employees. A Box cricket tournament held in which large number of teams participated. Final match played on 13-03-2026. The prizes to the Winner and Runner Up gave away by Com.

Prashant Kanade, Jitendra Singh and other leaders graced the occasion.

### **BLACK DAY OBSERVED BY WREU**

On the clarion call of HMS, black day was observed by all branches in the divisions and non-divisional units on 01-04-2026 against Four Labour Codes. The participants wore black ribbons. The gatherings were addressed by senior leaders of divisions and units.

### **AGM OF AIRPWF-ADI**

Annual General Meeting of All India Railway Pensioners Welfare Federation-ADI division was held on 03-04-2026 in the Railway Community Hall-SBI. Com. Shiva Gopal Mishra, General Secretary was the Chief Guest. Com. J.R. Bhosale, R.C. Sharma and Divisional leaders graced the occasion. Com. P. M. Raval, President, Railway Pensioners' Federation, Ahmedabad presided over the meeting. The Chief Guest and distinguished guests were welcomed with Shawl and floral bouquets. The AGM was inaugurated by garlanding the portrait of Veteran Leader Com. Umraomal Purohit and by lighting the lamp jointly by Com. S. G. Mishra and Com. J. R. Bhosale. In his inaugural address Com. Mishra gave updated information about formation of 8th CPC and assured the participants that all due care will be taken for protecting rights of pensioners/family pensioners while submitting the Memorandum to the 8th CPC and all the justified demands will be included. Com. J. R. Bhosale stated that the time is difficult and the government will not accept our demands if we are failed to show our strength under the banner of AIRF/AIRPWF. He called upon the participants to be in readiness if need be, for the struggle. Com. P. M. Raval submitted his presidents report of achievements and all activities undertaken by the federation after the last AGM. A beautiful souvenir consisting of various information's was released by the distinguished guests. Following Five Resolutions were passed unanimously in the AGM.

- 1) Demands of Pensioners before 8th Central Pay Commission
- 2) Improvement of Health System for RELHS Beneficiaries
- 3) Amendment in Income Tax Act for Tax-Free Pension
- 4) Grant of Complimentary Railway Passes to Retired Employees at par with Retired Officers without Discrimination
- 5) Provision for Multiple Options to Switch Between Fixed Medical Allowance (FMA) to OPD Facility & vice versa

A beautiful souvenir was also published on this occasion. The function was ably conducted by Com. R. C. Sharma and vote of thanks was conveyed by Com. Subhash Chitte, General Secretary, Railway Pensioners' Federation.

### **WELCOME TO SHRI RAMASHARAY PANDEY, GM-WESTERN RAILWAY**

A Delegation led by Com. J.R. Bhosale, HQ office bearers and leaders of GLO and Accounts Branch, Churchgate welcomed Shri Ramasharay Pandey, General Manager-Western Railway with Flower bouquet and presented a Photo frame of Shriram Panchayat on 10-04-2026 in his chamber.

### **PROTEST AT COACH CARE DEPOT BCT**

The CFO - Electrical Branch, Mumbai Division, held a spontaneous protest meeting against the violent attack on Shri Omkar Pardeshi, JE (C&W), by the private catering staff on 10-04-2026 in New Delhi. Com. Prashant Kanade led the protest and demanded strict action against the culprit. Union representatives brought out the details of incident to the DRM and demanded for a departmental enquiry and stringent action against the agency. The DRM has agreed to have a detailed investigation on the assault on the On-duty Staff.

### **ANNIVERSERY OF AIRPWF**

3rd Anniversary of All India Railway Pensioners Welfare Federation has enthusiastically celebrated by the Railway Pensioners over Western Railway. Mass gathering of Pensioners and Family Pensioners organized at Mumbai, Bular, Surat and Nandurbar in Mumbai division which was addressed by Com. R.P. Gupta, Rajan P., Ramsevak, Raghunath Chauhan, I.L. Patel and S.L. Patil of AIRPWF (West Zone). A mass gathering of Pensioners at Ratlam was addressed by Com. J.R. Bhosale, General Secretary, WREU/AIRPWF and Working President of AIRF. In his speech Com. Bhosale said that a detailed Memorandum on behalf of AIRPWF for revision of Pension and Family Pension and enhancement of various allowances payable to the Pensioners/Family Pensioners will be submitted to the 8th CPC. Similar gathering of Pensioners held at Ahmedabad was addressed by Com. R.C. Sharma, gathering held at Anand-BRC Division addressed by Com. Santosh Pawar and other Senior leaders. Meetings of Pensioners held at Rajkot and Bhavnagar was addressed by Com. Nikhil Joshi, L.R. Patel and others union leaders.

Com. J. R. Bhosale addressed a grant meeting organized by central government and Railway pensioners and AIRPWF under the leadership of Com. Prakash Vyas in hotel Swad, Ratlam on 26.04.2026. he explained in detail the demands raised by JCM Staff Side for Pensioners/family pensioners.

### **GS/AIRF'S REPRESENTATIONS TO RAILWAY BOARD**

General Secretary/AIRF vide its letter No. AIRF/405 (7TH CPC) dated 30-03-2026 addressed to The Chairman & CEO, Railway Board regarding revision of rates of Kilometrage Allowance (KMA) and Allowance in Lieu of Kilometrage (ALK) w.e.f. 01-01-2024.

General Secretary/AIRF vide its letter No. AIRF/405(7TH CPC) dated 01-04-2026 addressed to The Chairman & CEO, Railway Board requesting for reflecting the revised rates of Kilometrage Allowance (KMA) and Allowance in Lieu of Kilometrage (ALK) w.e.f01-01-2024, as separate components in the salary slips of Running Staff.

### RAILWAY BOARD ORDERS

Railway Board vide its letter No. PC-VII/2025/HRMS/39 dated 30-03-2026 regarding difficulties in implementation of HRMS modules.

Railway Board vide its letter No. 2025/E(W)/30/04/3, dated 17.04.2026 further clarified Commercial Circular No. 7/2024, dated 10.09.2024 regarding validity of Passes/PTOs for travel in Namu Bharat Rapid Rail for the holders of First Class "A"/ First Class Passes/PTOs i.e. allowing them to travel.

Railway Board vide its letter No. PC-III/CRC/Misc./2023/2/8 dated 22-04-2026 issued RBE No. 32/2026 regarding Revision of Designation of Station Masters cadre of Indian Railway and revise designation as Dy. Station Manager (Rs. 4600/L-7) and Station Manager (Rs. 4800/L-8).

Railway Board vide its letter No. F(E)III2003/PF-1/1 dated 27-04-2026 circulated the copy of Department of Economic Affairs, Ministry of Finance's Resolution dated April 2026 prescribing interest at the rate of 7.1% w.e.f. 1st April 2026 to 30th June 2026 on accumulations at the credit of the subscribers to State Railway Provident Fund (SRPF).

### VETERAN RETIRED

**Com. H.V. Desai**, Divisional Vice Chairman/WREU-BVP retired on superannuation on 31-03-2026 after completion of 36 years of service. Railway Sentinel wishes him for a happy and healthy retirement life.

**Com. Jayeshkumar H. Kavaiya**, Joint Secretary, WREU/PRTN Workshop Branch, President RMCC-BRC and Sr. Technician, PRTN Workshop retired on superannuation on 30.04.2026. Railway Sentinel wishes him for a happy and healthy retirement life.

**Com. Laxmi Anand**, Chairman, WREU/Accounts (Ajmer) Branch and Chief Office Superintendent (A/cs.-AII) retired on superannuation on 30.04.2026. Com. J.R. Bhosal attended the same. Railway Sentinel wishes him for a happy and healthy retirement life.

**Com. Vijay Kadam**, Vice - Chairman, WREU/PL Workshop Branch and Chief Office Superintendent, under CWM-PL retired on superannuation on 30.04.2026. Railway Sentinel wishes him for a happy and healthy retirement life.

**Com. Mukesh Galav**, General Secretary, WCREU and SSE-Kota retired on superannuation on 30.04.2026. Earlier he was Divisional Secretary-KTT and AGS in WREU before the formation of WCR. He is leading the HMS in Rajasthan and senior leader and Office bearer in National HMS-NDLS. Com. J.R. Bhosale personally attended the function organized by WCREU at Kota on 1st May, 2026. Railway Sentinel wishes him for a happy and healthy retirement life.

### OBITUARY

**Smt. Asha Bhosale** (92) left for heavenly abode on 12th April, 2026. She was a playback singer known for her versatility. She was one of the most influential singer in Hindi Cinema. She was awarded 'Padma Vibhushan' and 'Dadasaheb Phalke Award' by Indian Government. The Guinness Book of World records acknowledged her in 2011 as the most recorded artist in Playback singing. WREU and Railway Sentinel paid rich tribute to the departed soul.

**Smt. Parvati J. Pandoria** (78) mother of Geeta J. Pandoria, ex Zonal Women Convener and ex. AIRF WCM from WREU, breathed her last on 10th April, 2026. WREU and Railway Sentinel paid rich tribute to the departed soul.

**AIRF IS HOLDING "ALL INDIA RUNNING STAFF CONFERENCE" ON 15TH MAY 2026 AT NAGPUR (CENTRAL RAILWAY). THE CONFERENCE WILL BE HELD AT VASANT RAO DESHPANDE SABHAGRUH, CIVIL LINES, NAGPUR - (MAHARASHTRA).THE NOMINATED PARTICIPANTS FRM WREU WILL HAVE TO TAKE THEIR OWN LEAVE AND PASSES.**

**Proposed Pay Scales for Non-Gazetted Railway Employees under Cadre Management  
NO. I - OPERATING DEPARTMENT**

**STATION MANAGER**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Dy. Station Manager/ Dy.Traffic Manager /Dy.Yard Manager	Level-6	PS-5	Rs. 182500	Stations masters are railway image at stations. Their role involves train regulation, handling modern electronic interlocking systems, emergent decision making, round the clock high stress and thus higher initial pay is proposed
2	Station Manager/ Traffic Manager Yard Manager	Level-7			
3	Station Manager/ Traffic Manager Yard Manager- Incharge	Level-8	PS-6	Rs. 215100	They have already been provided Level-8 & 9 in existing pay matrix (NF) under provision of RBE No.155/2022. Therefore, proposed new scale is justified.
4	Station Manager- Incharge	New Pay Scale	PS-7	Rs. 259500	

**SECTION CONTROLLER**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Section Controller	Level-6	PS-5	Rs. 182500	Proposal for improvement of Pay Level. In lines with their stressful nature of intensive duties.
2	Dy.Chief Controller	Level-6	PS-6	Rs. 215100	
3	Chief Controller	New Pay Scale	PS-7	Rs. 259500	They have already been provided Level- 8 & 9 in existing pay matrix (NF) under provision of RBE No.155/2022. Therefore, proposed new scale is justified.

**POINTSMAN**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Assistant Pointsmen	Level-1 & 2	PS-2	Rs.83200	4-Grade Pay Structure is proposed by Railway Board with percentage distribution but Federation proposes three Grade Pay Structure with higher pay structure proposed for Pointsmen A & Assistant Pointsmen in view of their technical nature of work.
2	Pointsmen B		PS-3	Rs. 112000	
3	Pointsmen A	Level-6	PS-4	Rs.135700	

**GATEMEN**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Starting Pay	Remarks
1	Gateman	Level-1	PS-2	Rs.83200	

TRAINS CLERK					
S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Train Clerk	Level-2	PS-2	Rs. 83200	
2	Sr. Train Clerk	Level-4	PS-3	Rs. 112000	
3	Chief Train Clerk	Level-6	PS-4	Rs. 135700	
4	Chief Train Clerk - Incharge	New Scale	PS-5	Rs. 182500	In view of straineous nature of duties relating to Coach / Wagon attachment / detachment / census in targeted periods, a better promotional new pay scale is justified.

CABINMAN					
S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Cabinman	Level-2	PS-2	Rs. 83200	
2	Cabinman	Level-4	PS-3	Rs.112000	

Shunting Master					
S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Shunting Jamadar	Level-4	PS-3	Rs. 112000	
2	Shunting Master	Level-6	PS-4	Rs. 135700	

Wagon Movement Inspector					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Wagon Movement Inspector (WMI)	Level-6	PS-5	Rs.182500	Their role is very critical for movement of Wagons and arranging traffic blocks for track machines, DMTs in coordination with section controllers and field staff.
2	Chief Wagon Movement Inspector (CWMI)	Level-7	PS-6	Rs.215100	
3	CWMI (Upgraded scale after 4 years)	New Pay Scale	PS-7	Rs. 259500	They have already been provided Level- 8 & 9 in existing pay matrix (NF) under provision of RBE No.155/2022. Therefore, proposed new scale is justified.

No. II-COMMERCIAL DEPARTMENT Commercial Clerk cum Ticket Collector (Combined cadre of erstwhile Commercial Clerk, Booking Clerk, Parcel Clerk, ECRC and Ticket Examiners)					
S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Commercial-cum-Ticket Checking Staff, (CCTC)	Level- 3	PS-3	Rs. 112000	In view of digitlization in ticketing system, tecnicly experienced and persons having IT knowlegde are required. So higer initial pay is justified.
2	Sr.Commercial-cum-Ticket Checking Staff, (Sr.CCTC)	Level -5	PS-4	Rs.135700	

S.No	Designation	Level in 7th CPC	Proposal for 8th CPC	Initial Pay	Remarks
3	Chief Commercial-cum Ticket Supervisor / Inspector	Level 6	PS-5	Rs.182500	
4	Commercial Superintendent /Chief Ticket Inspector / Chief Commercial Inspector	Level 7	PS-6	Rs.215100	
5	Chief Commercial Superintendent/ Ticket Inspector/ Commercial Inspector (Incharge)	New Scale	PS-7	Rs. 259500	They have already been provided Level- 8 & 9 in existing pay matrix (NF) under provision of RBE No.155/2022. Therefore, proposed new scale is justified.

**PUBLICITY INESPECTOR**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Publicity Inespector	Level - 5	PS- 4	Rs. 135700	Higher pay scale proposed due to higher education qualification - degree with diploma in publicity.
2	Sr. Publicity Inespector	Level -6	PS-5	Rs. 182500	
3	Chief Publicity Inespector	Level - 7	PS-6	Rs. 215100	

**NO. III ENGINEERING DEPARTMENTS  
TECHNICAL SUPERVISORS OF ALL ENGINEERING DEPARTMENTS  
Including Design & Drawing staff of all Departments.**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Starting Pay	Remarks
1	JE	Level-6	PS-5	Rs.182500	Junior Engineers/ Tech. Supervisors in Civil, Electrical, Mechanical, Signal & Telecom and Diesel departments of Railways shoulder critical responsibilities in maintenance, safety, and project execution across open lines and production units. They supervise technical staff, ensure reliability of assets, and handle complex modern systems. The role demands high technical qualifications, accountability, and round-the-clock availability. Considering their direct impact on operational efficiency, safety, and infrastructure development, a higher starting pay scale is fully justified to attract and retain competent professionals.
2	SSE	Level-7	PS -6	Rs. 215100	
3	SSE Incharge	New Scale	PS- 7	Rs. 259500	They have already been provided Level- 8 & 9 in existing pay matrix (NF) under provision of RBE No.155/2022. Therefore, proposed new scale is justified.

**TECHNICIANS ( ALL ENGINEERING DEPARTMENTS EXCEPT S&T)**

1	Asst. Technician	Level-1	PS- 2	Rs.83200	In view of advance technical nature of railway assests, existing helpers to be redesignated as Assistant Technician and their recruitment qualification being matric/ ITI, their initial pay in PS-2 is justified
2	Technician -III	Level-2	PS-3	Rs.112000	In view of technological upgradations in all railway assests and highly qualified recruitments, AIRF proposes for higher initial pay. And to be redesignated as Technician-II
3	Technician-II	Level-4	PS-4	Rs.135700	To be merged and re-designated as Technician-I
4	Technician-I	Level-5			
5	Sr. Technician	Level-6	PS-5	Rs.182500	Since existing Sr. Technicians are supervising technicians and their existing pay scale is at par with JEs of all technical departments, the pay scales proposed are justified to bring parity.

**NO.IV SIGNAL AND TELECOM  
TECHNICIANS (S&T DEPARTMENTS)**

1	Assistant Technician	Level-1	PS-2	Rs.83200	Higher pay demanded as they have technical nature of work and entry qualification is plus 2, they may be redesignated as Assistant Technician.
2	Technician-III	Level-2	PS-3	Rs.112000	To be redesignated as Technician-II
3	Technician-II	Level-4	PS-4	Rs. 135700	Technician II & I to be merged and redesignated as Technician-I
4	Technician-I WM/TCM/ESM	Level-5			
5	Sr. Technician	Level-6	PS-5	Rs. 182500	Since existing Sr. Technicians are supervising technicians and their existing pay scales at par with JEs of all technical departments, the pay scales proposed are justified to bring parity.

**TELECOM CUM VC OPERATOR**

S.NO	DESIGNATION	Level in 7 <sup>th</sup> CPC	Level in 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Technician -IV	Level -2	PS-4	Rs.135700	To be merged as Telecom cum VC operator
2	Technician-III	Level-4			
3	Technician -II	Level-6			
4	Technician-I	Level-7	PS-5	Rs.182500	To be designated as Sr.Telecom cum VC operator

**CIPHER OPERATOR**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Level in 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Technician-III	Level -5	PS-4	Rs.135700	To be merged as Cipher Operators
2	Technician-II	Level-6			
3	Technician-I	Level-7	PS-5	Rs.182500	

NO.V - MECHANICAL DEPARTMENT					
CHEMICAL & METALURGICAL ASSISTANTS					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	CMA	Level-6	PS-5	Rs182500	AIRF proposes merger and upgradation of CMS's on the basis of technological upgradations and parity with similarly recruited supervisors in other technical departments and thus higher initial pay is justified.
2	CMS	Level-7	PS-6	Rs.215100	
3	CMS (Incharge)	New Scale	PS-7	Rs.259500	To provide promotional avenue

LABORATORY ASSISTANTS					
(For all Departments/Units except Medical Department)					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Laboratory Assistant Grade-II	Level-2	PS-3	Rs. 112000	Railway material testing lab technicians handle precision instruments, conduct critical safety test and ensure compliance with stringent quality standards. Their technical expertise, accountability and direct role in operational safety justify higher starting pay scale.
2	Laboratory Assistant Grade-I	Level-4	PS-4	Rs.135700	
3	Lab Technician/ Assistant Chemist	Level-5	PS-5	Rs. 182500	

**NOTE** These pay scales be made applicable for lab assistant working in railway school also.

NO. VI CIVIL ENGINEERING DEPARTMENT					
TRACK MAINTAINER					
S. No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Track Maintainer IV	Level-1	PS-2	83200	Track Maintainers perform safety-critical duties involving technical inspection of rails, sleepers, fastenings, and geometry parameters like alignment, gauge, and cross-level to ensure track fitness. They handle modern mechanized tools, ultrasonic flaw detection inputs, and attend track defects under traffic blocks with strict tolerances. The job demands high technical skill along with physical endurance in hazardous conditions. Considering this blend of technical responsibility and risk, grant of initial higher pay scale is fully justified.
2	Track Maintainer III (Keyman / Gateman / Watchman)	Level-2	PS-3	112000	
3	Track Maintainer II	Level-4	PS-4	135700	
4	Track Maintainer I	Level-5	PS-5	182500	

**No. VIII LOCO & TRAFFIC RUNNING CATAGORIES  
LOCO INSPECTORS**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Loco Inspectors	Level-7	PS-6	Rs. 215100	Loco Inspectors have very crucial role in train operations as they have to regularly council LPs with changes in the yard/station signaling system. So there higher initial pay is recommended.
2	Chief Loco Inspector	New Scale	PS-7	Rs.259500	They are covered under provision of RBE No.155/2022 and for regular to carer prograssions, higher new pay scale is proposed.

**TRAIN MANAGER**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Goods Train Manager	Level-5	PS-4	Rs.135700	Higher pay scale is suggested due to educational quallification of gradution at par with other catagories
2	Senior Goods Train Manager	Level-6	PS-5	Rs. 182500	Cadre needs to be merged to provide better career progression
3	Senior Passenger Train Manager	Level-6			
4	Mail/Express Train Manager/Counselor	New Pay Scale	PS-6	Rs.215100	Needs to be upgraded to ensure promotional hierarchy.

**NOTE** Additional allowances to be granted for all grades and to be revised upwards accordingly

**Assistant Loco Pilot/ Shunters/ Loco Pilot**

S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Assistant Loco Pilot	Level-2	PS-3	Rs.112000	Minimum education qualification should be announced as diploma as per recommendation of Dr. Anil Kakodar committee
2	Senior Assistant Loco Pilot	Level-4	PS-4	Rs.135700	
3	Loco Pilot (Shunter)	Level-4			
4	Loco Pilot (Senior Shunter)	Level-6	PS-5	Rs. 182500	Pay Fixation Benefit on promotion to identical grade be given.
5	Loco Pilot (Goods)	Level-6			
6	Loco Pilot (Passenger)	Level-6	PS-6	Rs. 215100	Proposed upgradation & merger of the cadre to ensure better career progression.
7	Loco Pilot (Mail Express)	Level-6			
8	Loco Pilot (Mail Express) High Speed	Level-6	PS-7	Rs. 259500	This new pay scale is proposed to compensate the hardships being faced by high speed train Loco Pilots at speeds more than 130 Kmph.

NO. VIII MEDICAL DEPARTMENT NURSING SUPERINTENDENT					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Nursing Superintendent	Level-7	PS-5	Rs.182500	Revised pay scales and other facilities granted to Nursing Staff in other Hospitals under Ministry of Health be also given to the Railway Nursing staff
2	Senior Nursing Superintendent	Level-8	PS-6	Rs. 215100	
3	Chief Nursing Superintendent	Level-10	PS-7	Rs.259500	

PHARMACIST					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Pharmacist	Level-5	PS-5	Rs. 182500	1.Keeping in view Edu. Qualification initial entry level to be upgraded. Additional increment be given to candidates having B.Pharmacy & above as given to Nursing Staff. 2. Revised pay scales and other facilities granted to Pharmacist cadre in other Hospitals under Ministry of Health be also given to the Railway Pharmacists.
2	Pharmacist (NFG) (After 2 years)	Level-6			
3	Chief Pharmacist	Level-7	PS-6	Rs.215100	
4	Chief Pharmacy Superintendent	New Scale	PS-7	Rs. 259500	

PHYSIOTHERAPIST					Remarks
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	
1	Physiotherapist Grade-II	Level-6	PS-5	Rs. 182500	Physiotherapists provide essential rehabilitation for injured staff, ensuring early recovery and return to duty, especially safety categories. Their specialized skills, patient care responsibilities and role in reducing absentism and medical cost justify a higher starting pay to commensurate with their professional. 2. To provide better promotional avenues, a new pay scale is being proposed. 3. Revised pay scales and other facilities granted to Physiotherapist cadre in other Hospitals under Ministry of Health be also given to the Railway Physiotherapists.
2	Physiotherapist Grade-I	Level-7	PS-6	Rs.215100	
3	Chief Physiotherapist	New Scale	PS-7	Rs. 259500	

DRESSERS & OT ASSISTANTS					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Dresser Gr.III / OTA Gr. III	Level-3	PS-3	Rs.112000	1. OT Assistants/ Dressers in railway hospitals support surgeries, handle sterilization, manage emergency care, and assist doctors under high-risk conditions. Their role demands precision, hygiene control, and responsibility for patient safety, justifying a higher starting pay scale in view of their critical healthcare support functions. 2. Revised pay scales and other facilities granted to Dresser/OTA cadre in other Hospitals under Ministry of Health be also given to the Railway Dresser/OTA.
2	Dresser Gr.II / OTA Gr. II	Level-4	PS-4	Rs.135700	
3	Dresser Gr.I	Level-5	PS-5	Rs. 182500	

**RADIOGRAPHERS/ X-RAY TECHNICIANS**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Radiographer/X-ray Technician	Level-5	PS-4	Rs. 135700	1.Edu. Quali.at Entry level is Diploma and they are prone to very high risk. Hence higher pay scale are justified. 2. Revised pay scales and other facilities granted to Radiographers/X-Ray Technician cadre in other Hospitals under Ministry of Health be also given to the Railway Radiographers/X-Ray Technician
2	Chief Radiographer	Level-6	PS-5	Rs.182500	
3	Chief Radiographer Incharge	New Scale	PS-6	Rs. 215100	

**Health & Malaria Inspectors**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Health & Malaria Inspectors	Level-6	PS-5	Rs.182500	1. Health and Malaria Inspectors in railway hospitals oversee disease prevention, sanitation, vector control, and food safety inspections. They safeguard staff and passenger health through fieldwork and regulatory enforcement. Their technical knowledge, public health responsibilities, and risk exposure justify a higher starting pay scale commensurate with their crucial role. 2. Revised pay scales and other facilities granted to H & MI cadre in other Hospitals under Ministry of Health be also given to the Railway H&MI.
2	Sr. Health & Malaria Inspectors	Level-7	PS-6	Rs. 215100	
3	Chief Health & Malaria Inspectors	New Scale	PS-7	Rs. 259500	

**LAB TECHNICIAN**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Lab Assistant Gr.II	Level-3	PS-3	Rs.112000	1. Lab technicians in railway pathology labs conduct vital blood, urine, and stool tests, ensuring accurate diagnosis and timely treatment. Their technical skills, precision, infection risk, and responsibility for reliable results directly impact patient care, justifying a higher starting pay scale. 2.Cadre to be merged as performing similar duties
2	Lab Assistant Gr.I	Level-4			
3	Lab Technician/ Asstt. Chemist	Level-5	PS-4	Rs. 135700	

**LAB SUPREINTENDENT**

1	Lab Superintendent	Level-6	PS-5	Rs.182500	1. Lab Superintendents in railway pathology labs supervise diagnostic testing of blood, urine, and stool samples, ensure quality control, manage staff, and maintain equipment. Their higher responsibility, technical expertise, and accountability for accurate results and patient safety justify a higher starting pay scale. 2. Revised pay scales and other facilities granted to Laboratory Staff in other Hospitals under Ministry of Health be also given to the Railway Laboratory Staff.
2	Chief Lab superintendent	Level-7	PS-6	Rs. 215100	
3	Chief Lab Superintendent - Incharge	New Scale	PS-7	Rs. 259500	

**FAMILY WELFARE ORGANISATION**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Field Worker	Level-2	PS-3	Rs. 112000	1. Benefit of pay fixation in identical grade be given. 2. Revised pay scales and other facilities granted to Family Welfare Organisation Staff in other Hospitals under Ministry of Health be also given to the Railway Family Welfare Organisation Staff.
2	Sr. Field Worker	Level-4			
3	Compilation Clerk	Level-5	PS-4	Rs.135700	
4	District Extension Educator	Level-6			
5	Sr. District Extension Educator	Level-7	PS-5	Rs. 182500	

DIETICIAN					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Dietician	Level-6	PS-5	Rs. 182500	B.Sc with Diploma in Dietician. They plan therapeutic diets, manage nutrition for patients and staff, and support recovery in medical cases. Their specialized knowledge, clinical responsibility, and role in improving health outcomes and reducing complications justify a higher starting pay scale.
2	Sr.Dietician	Level-7	PS-6	Rs. 215100	

NOTE	Revised pay scales and other facilities granted to Dietician cadre Staff in other Hospitals under Ministry of Health be also given to the Railway Dietician cadre.
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DIALYSIS TECHNICIAN					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Dialysis Technician	Level-6	PS-4	Rs. 135700	1. Dialysis technicians in Railways operate life-saving dialysis machines, monitor critical patients, and manage infection control during procedures. Their specialized skills, high responsibility, and exposure to medical risks, along with direct impact on patient survival, justify a higher starting pay scale. 2. Revised pay scales and other facilities granted to Dialysis Technician Staff in other Hospitals under Ministry of Health be also given to the Railway Dialysis Technician Staff.
2	Sr. Dialysis Technician	New Scale	PS-5	Rs. 182500	

ECG TECHNICIAN					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	ECG Technician	Level-4	PS-4	Rs. 135700	Entry level educational qualification justifies higher grade pay. Designation to be changed to Cardiac Technician
2	Sr. ECG Technician	New Scale	PS-5	Rs. 182500	Single grade exists. Additional grades for career progression are must.

NOTE	Revised pay scales and other facilities granted to ECG Technician Staff in other Hospitals under Ministry of Health be also given to the Railway ECG Technician Staff.
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EEG TECHNICIAN					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	EEG Technician	Level-4	PS-4	Rs. 135700	Edu. Quali. is B.Sc with physics & Diploma in Neuro Technology.
2	Sr. EEG Technician	New Scale	PS-5	Rs. 182500	Single grade exists. Additional grades for career progression are must.

NOTE	Revised pay scales and other facilities granted to EEG Technician Staff in other Hospitals under Ministry of Health be also given to the Railway EEG Technician Staff.
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OPTOMETRIST					
S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Optometrist	Level-5	PS-4	Rs. 135700	Edu. Qualification is 12th with Degree in Optometrist. Optometrists in Railways conduct vision testing, prescribe corrective measures, and detect ocular conditions, especially for safety category staff like drivers. Their clinical expertise directly impacts operational safety and employee health, justifying a higher starting pay scale commensurate with their responsibilities.
2	Sr. Optometrist	Level-6	PS-5	Rs.182500	Promotional Grade
NOTE	Revised pay scales and other facilities granted to Optometrist Staff in other Hospitals under Ministry of Health be also given to the Railway Optometrist Staff.				

AMBULANCE DRIVER/ VEHICLE DRIVER					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Ambulance Driver Gr.III/ Vehicle Driver Gr.III	Level-2	PS-3	Rs.112000	Higher pay scale proposed as possession of Heavy Vehicle Motor Driving License is required with valid First Aid certificate.
2	Ambulance Driver Gr.II/ Vehicle Driver Gr.II	Level-4	PS-4	Rs.135700	Ambulance/Vehicle Driver Gr.II & Gr.I are merged.
3	Ambulance Driver Gr.I/ Vehicle Driver Gr.I	Level-5			
4	Ambulance Driver (SR. Tech)	Level-6	PS-5	Rs.182500	Higher pay scale proposed keeping in view job profile.

DENTAL HYGIENISTS					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Dental Hygienists	Level-6	PS-5	Rs.182500	In view of educational qualification at entry level - degree with diploma in Dental Hygiene, higher initial pay is justified.
2	Sr. Dental Hygienists	New Scale	PS-6	Rs.215100	Additional grade to provide career progression.

NOTE	Revised pay scales and other facilities granted to Dental Hygienists in other Hospitals under Ministry of Health be also given to the Railway Dental Hygienists.				
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PERFUSIONIST					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Perfusionist	Level-6	PS-4	Rs. 135700	Degree with Diploma in Perfusion Technology.
2	Sr. Perfusionist	New Scale	PS-5	Rs. 182500	Additional grade to provide career progression.
NOTE	Revised pay scales and other facilities granted to Perfusionist in other Hospitals under Ministry of Health be also given to the Railway Perfusionist.				

HOSPITAL ASSISTANT & HOUSE KEEPING ASSISTANT					
1	Hospital Assistant/HKA	Level-1	PS-1	Rs. 69000	
2	Sr.Hospital Assistant/SHKA	New Scale	PS-2	RS.83200	
NOTE	All other isolated category of medical department to be given pay scales at par with Nodal Ministry i.e. Ministry of Health(Govt. of India)				

No. IX Personnel Departments

MINISTERIAL STAFF (OTHER THAN ACCOUNTS)					
S. No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Clerk-cum-Typist	Level-2	PS-3	Rs.112000	Railway clerks handle vital administrative functions, financial records, data management, and public dealings with accuracy and accountability. With increasing digitization, workload and responsibilities have expanded. Their role in ensuring smooth operations and transparency justifies a higher starting pay scale.
2	Sr.Clerk-cum-Typist	Level-5	PS-4	Rs. 135700	
3	Office Superintendent	Level-6	PS-5	Rs.182500	
4	Chief Office Superintendent	Level-7	PS-6	Rs. 215100	
5	Chief Office Superintendent (Incharge)	New Scale	PS-7	Rs.259500	

Note:- Typist category, not merged with Clerks, be also given Pay-Scales at par with the above.

STAFF & WELFARE INSPECTOR					
S. No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Staff & Welfare Inspector	Level-6	PS-5	Rs.182500	They have already been provided Level- 8 & 9 in existing pay matrix (NF) under provision of RBE No.155/2022. Therefore, proposed new scale is justified.
2	Chief Staff & Welfare Inspector	Level-7	PS-6	Rs.215100	
3	Chief Staff & Welfare Inspector (Incharge)	New Scale	PS-7	Rs. 259500	

CHIEF LAW ASSISTANT					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Chief Law Assistant	Level-7	PS-6	Rs. 215100	In view of very crucial Law matters, highly knowledgeable CLAs are required and thus higher initial pay is justified.
2	Chief Law Assistant (Incharge)	New Scale	PS-7	Rs.259500	To provide minimum one regular promotional avenue

Note:- They should be paid 5% of the Basic Pay Additional allowance.

PUBLIC PROSECUTER					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Public Prosecutor	Level -7	PS-6	Rs.215100	They handle complex legal matters, represent the Union of India in Court's an ensure justices delivery. Their role demands high expertise, accountability and ethical responsibility. Considering workload, legal acumen, public interest duties, higher pay is justified.
2	Sr. Public Prosecutor	New Scale	PS-7	Rs.259500	

<b>No. X EDP/IT &amp; Accounts Departments</b>					
<b>IT CADRE</b>					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	JE (IT)	Level-6	PS-5	Rs.182500	In view of upgradation and digitalization in railway system higher initial pay is justified.
2	SSE (IT)	Level-7	PS-6	Rs.215100	
3	SSE (IT) Incharge	New Scale	PS-7	Rs. 259500	To provide better promotional prospects
<b>STOCK VERIFIERS (ACCOUNTS DEPARTMENT)</b>					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Stock Verifiers	Level-6	PS-5	Rs.182500	
2	Sr. Stock Verifiers	Level-7	PS-6	Rs.215100	
<b>CASH &amp; PAY</b>					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Cash & Pay Shroff	Level-2	PS-3	Rs.112000	
2	Sr. Cash & Pay Shroff	Level-4	PS-4	Rs.135700	
3	Head Cash & Pay Shroff	Level-6	PS-5	Rs.182500	
<b>CASHIER</b>					
1	Cashier	Level 2	PS-4	Rs.135700	
2	Sr. Cashier	Level 4	Ps-5	Rs.182500	
3	Divisional Cashier	Level 7	PS-6	Rs. 215100	
<b>ACCOUNTS ASSISTANT/ SSO</b>					
S.No	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Accounts Clerk	Level-2	PS-3	Rs.112000	
2	Jr. Accounts Assistant	Level-5	PS- 4	Rs.135700	
3	Accounts Assistant	Level 6	PS-5	Rs.182500	
4	Sr. Account Assistant	Level-8	PS-6	Rs.215100	Since appendix-III qualified, grades to be merged
5	Sr. Section Officer/Sr. TIA	Level-8			
6	Sr. SSO/Incharge	Level-8	PS-7	Rs.259500	AIRF proposes for higher pay scale for incharges
<b>FINGER PRINT EXAMINER</b>					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Finger Print Examiner	Level-6	PS-4	Rs. 135700	
2	Sr. Finger Print Examiner	Level-7	PS-5	Rs.182500	
<b>No. XI MISCELLENISOUS CATAGOIRES</b>					
<b>CANTEEN STAFF</b>					
S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Asstt. Canteen/Cook/Halwai	Level-1	PS-1	Rs.69000	
2	Cook/Halwai	Level-2	PS-2	Rs.83200	Merged and placed in PS-2
3	Cook/ Halwai	Level-3			
4	Sr. Cook	Level-5	PS-3	Rs.112000	
5	Master Cook	Level-6	PS-4	Rs. 135700	

**CANTEEN MANAGER/STORE KEEPER**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Assistant Canteen Manager/ Coupon Clerk/Store Keeper	Level-2	Ps-2	Rs. 83200	Since they are performing managerial duties hence, Higher pay scales are justified.
2	Canteen Manager/Store Keeper	Level-3	PS-3	Rs. 112000	
3	Canteen Manager	Level-4	PS-4	Rs. 135700	
4	Head Canteen Manager	Level-5	PS-5	Rs. 182500	

**STATISTICAL INSPECTORS**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Statistical Inspector-II	Level-6	PS-5	Rs.182500	Statistical Inspectors in Railways collect, analyze, and interpret critical operational and financial data, supporting policy decisions and performance monitoring. Their analytical expertise, responsibility for data accuracy, and role in planning and efficiency improvement justify a higher starting pay scale.
2	Sr. Statistical Inspector	Level-7	PS-6	Rs.215100	

**RAJBHASHA STAFF**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Hindi Translator	Level-6	PS-5	Rs.135700	Rajbhasha staff in Railways ensure effective implementation of Hindi, handle translation, conduct training, and maintain official correspondence. They play a vital role in policy compliance and administrative efficiency. Their specialized skills and responsibilities justify a higher starting pay scale. Apart from this, pay scale of Rajbhasha staff be applied at par with nodal Ministry (Ministry of Home Affairs)
2	Sr. Hindi Translator	Level-7	PS-6	Rs.182500	
3	Chief Hindi Translator	New Scale	PS-7	Rs.259500	

**STENOGRAPHERS**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Stenographer Gr.III	Level-4	PS-3	Rs.112000	Higher scale proposed to provide better career progression
2	Stenographer Gr.I	Level-6	PS-5	Rs. 182500	
3	Private Secretary Gr.II	Level-7	PS-6	Rs. 215000	
4	Private Secretary Gr.I	Level-8	PS-7	Rs.259500	
NOTE	The stenographic assistance provided to officer's level wise is already notified. The cadre strength of Steno/PS-II needs to be aligned accordingly to ensure posting of stenos as per norms fixed.				
NOTE	The level of stenographic assistance to officers should be uniform irrespective of the place of posting whether in the Secretariate Office (Ministry) or in non-secretariate offices i.e. Zonal Railways.				
NOTE	Apart from above, stenographers and Private Secretaries should be considered for Pay & Allowances at par with Central Secretariate Services.				

**NO. XII - RAILWAY SCHOOLS**

**TEACHING STAFF**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Primary School Teacher				
1.1	Basic Grade	Level-6	PS-4	Rs.135700	
1.2	Senior Grade	Level-7	PS-5	Rs.182500	
1.3	Selection Grade	Level-8	PS-6	Rs.215100	
2	Trained Graduate Teacher				
2.1	Basic Grade	Level-7	PS-5	Rs. 182500	
2.2	Senior Grade	Level-8	PS-6	Rs.215100	
2.3	Selection Grade	Level-10	PS-7	Rs. 259500	Replacement scale as decided
3	Post Graduate Teacher				
3.1	Basic Grade	Level-8	PS-6	Rs.215100	
3.2	Senior Grade	Level-10	PS-7	Rs.259500	Replacement scale as decided
3.3	Selection Grade	Level-11	PS-8		Replacement scale as decided
NOTE	Other categories in school such as Assistant Teacher, Music Teacher, PTI, Lab Staff, Scientific Sup, Librarian etc be given replacement scale as decided.				

**HOSTEL MANAGEMENT STAFF -OAK GROVE SCHOOL**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Jr.Matron	Level-4	PS-4	Rs.135700	In view of immense workload of caring students of young age, higher initial pay is justified.
2	Sr. Matron	Level-5	PS-5	Rs. 182500	
3	Chief Matron	New Scale	PS-6	Rs. 215100	To provide better promotional prospects, and additional higher pay scale is justified.

**NO. XIII - STORE DEPARTMENT**

**DMS / CDMS**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Depot Material Superintendent ( DMS)	Level-6	PS-5	Rs. 182500	In view of introduction of digital, procurement, inventory and distribution and system along with proper coordination with the vendors, checking, specification of various railway material, e-auction etc, highly qualified staff are recruited, so higher initial pay is justified
2	Chief Depot Material Superintendent (CDMS)	Level-7	PS-6	Rs. 215100	
3	Chief Depot Material Superintendent Incharge	New Pay scale	PS-7	Rs. 259500	To provide better promotional prospects, and additional higher pay scale is justified.

**NO. XIV - RESEARCH DESIGNS & STANDARDS ORGANISATION**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	JE (All Departments) including Drawing & Design	Level-5	PS-5	Rs. 182500	At par with Technical Supervisors of all departments in Zonal Railways.
2	SSE (All Departments) including Drawing & Design	Level-6	PS-6	Rs.215100	
3	SSE Incharge (All Departments) including Drawing & Design	New Scale	PS-7		10% of SSE to be placed in new scale.
4	Senior Technician (All Departments) including Drawing & Design	Level-6	PS-5	Rs.182500	
5	Technician Gr.II (All Departments) including Drawing & Design	Level-4	PS-4	Rs. 135700	Technician I & II to be merged and redesignated as Technician-I
6	Technician Gr. I (All Departments) including Drawing & Design	Level-5			
7	Technician-III (All Departments) including Drawing & Design	Level-2	PS- 3	Rs.112000	To be re-designated as Technician-II
8	Asst. Technician (All Departments) including Drawing & Design	Level-1	PS- 2	Rs.83200	In view of Technical upgradation in all engineering assets.

**Scientific Staff (Psycho)**

1	Scientific Staff (Psychotechnology Cell)	Level-6	PS-5	Rs.182500	Higher pay scale demanded in view of job profile.
2	Sr. Scientific Staff (Psychotechnology Cell)	Level-7	PS-6	Rs.215100	
3	Chief Scientific Staff (Psychotechnology Cell)	New Scale	PS-7	Rs. 259500	To provide better promotional prospects, & additional higher pay scale is justified.

Scientific Staff (Research)					
1	Scientific Staff (Research)	Level-6	PS-5	Rs.182500	Higher pay scale demanded in view of job profile.
2	Sr. Scientific Staff (Research)	Level-7	PS-6	Rs.215100	
3	Chief Scientific Staff (Research)	New Scale	PS-7	Rs.259500	To provide better promotional prospects, and additional higher pay scale is justified.
Scientific Staff (Design)					
1	Scientific Staff (Design)	Level-6	PS-5	Rs.182500	Higher pay scale demanded in view of job profile.
2	Sr. Scientific Staff (Design)	Level-7	PS-6	Rs.215100	
3	Chief Scientific Staff (Design)	New Scale	PS-7	Rs.259500	To provide better promotional prospects, and additional higher pay scale is justified.
TRAFFIC					
1	Sr. Technical Assistant (STA)/ Traffic	Level-6	PS-5	Rs.182500	
2	Chief Technical Assistant (CTA) /Traffic	Level-7	PS-6	Rs.215100	
3	Traffic Inspector	Level-7	PS-6	Rs. 215100	
4	Car Attendant	Level-1	PS-1	Rs. 69000	
5	Helper /Peon (All Departments)	Level-1	PS-1	Rs.69000	
6	Photographer	Level-5	PS-3	Rs. 112000	
7	Met Sup/M&C	Level-6	PS-5	Rs.182500	
8	Met Sup/M&C	Level-7	PS-6	Rs.215100	
9	Chem Sup/ M&C	Level-6	PS-5	Rs.182500	
10	Chem Sup/ M&C	Level-7	PS-6	Rs.215100	

NOTE Categories not covered above will get normal replacement pay scale as demanded for identical categories.

**NO. XV - METRO RAILWAY KOLKATTA**

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Traffic Assistant (TA)	Level-4	PS-3	Rs.112000	Merged as they are performing similar duties.
2	Sr. Traffic Assistant (Sr TA)	Level-5			
3	Traffic Supervisor (TS)	Level-6	PS-5	Rs. 182500	In view of increasing workload and better coordination between Traffic Assistant, higher initial pay is justified
4	Station Superintendent	Level-7	PS-6	Rs.215100	To provide better promotional prospects, and additional higher pay scale is justified.

S.No.	Designation	Level in 7 <sup>th</sup> CPC	Proposal for 8 <sup>th</sup> CPC	Initial Pay	Remarks
1	Traffic Inspector (TI)	Level-6	PS-5	Rs.182500	
2	Chief Traffic Inspector (CTI)	Level-7	PS-6	Rs.215100	
3	Chief Traffic Inspector (CTI) Upgraded after 4 years	New Scale	PS-7	Rs.259500	
4	Commercial Porter	Level-1	PS-1	Rs. 69000	
5	Sr. Commercial Porter	New Scale	PS-2	Rs. 83000	
6	House Keeping Attendant (HKA)	Level-1	PS-1	Rs.69000	
7	Sr.House Keeping Attendant (HKA)	Level-2	PS-2	Rs. 83000	