

सत्यमेव जयते

MINUTES

of

The PNM Meeting

between

Railway Board

and

National Federation of Indian Railwaymen

held

on 20th & 21st August, 2026

MINUTES OF THE PNM MEETING HELD BETWEEN RAILWAY BOARD AND NFIR ON 20TH & 21ST AUGUST, 2026

MEMBERS PRESENT

OFFICIAL SIDE

S/ Shri/ Ms.

1. Satish Kumar
   Chairman, Railway Board & CEO
2. Manjusha Jain
   Member (Finance)
3. Vivek Kumar Gupta
   Member (Infra.)
4. Dr. Manoj Singh
   Member (O&BD)
5. R. Rajagopal
   Member (T&RS)
6. R. Mohanraja
   DG (HR)
7. Hitendra Malhotra
   DG (Safety)
8. Dr. K. Krishna Kumar
   DG (RHS)
9. S. Mayank
   ADG (RPF)
10. Chhavi Jha
    AM (Revenue)
11. P. P. Pandey
    AM (HR)
12. Renu Sharma
    AM (Staff)
13. Somesh Kumar
    AM (Traction)
14. K. Venkatramanda Reddy
    AM (Signal)
15. Anand Bhatia
    AM (CE)
16. S. C. Jain
    AM (LA)
17. Sunil Kumar
    AM (PU)
18. Trilok Kothari
    AM (RS)
19. Anand Madhukar
    PEDE(N)
20. Rekha Yadav
    PED(IR)
21. B. K. Jain
    PED /Tk (M&MC)
22. Upinder Singh
    PED/Safety

FEDERATION (NFIR)

S/ Shri/Ms.

1. Guman Singh, President/ NFIR
2. Dr. M. Raghavaiah,
   General Secretary./NFIR
3. R.P. Singh
4. B.C. Sharma
5. Shaik Rahiman
6. Pitambar Laxminarayan
7. Munindra Saikia
8. R.G. Kabar*
9. C.P. Singh
10. Binod Sharma
11. Praveen C. Bajpai
12. Ashok Sharma
13. Vinod Mehta*
14. S.R. Mishra
15. R.C. Sahoo
16. P. S. Chaturvedi
17. Vinod Kumar Rai
18. G. Ganeswar Rao
19. V. Gopalakrishnan
20. T.V. Mouleswar Rao
21. Manjurika Mukhopadhyay
22. Indrajit Singh
23. Gobinath
24. Alok Kumar Verma
25. Jayalakshmi Mukund
26. S. Ramesh
27. Radhika Supriya
28. D.K. Swain#

* attended on 20.08.2026 only.

attended on 21.08.2026 only.

23. Sanjeev Jain
    PED(Accounts)
24. S. M. Sharma
    EDCC
25. Rishi Gangwar
    ED (L&A)
26. Shyam Verma
    ED/Sig. Dev.
27. Avinash Singh Kushwah
    EDEE/RS-II
28. Pramod Kumar Gupta
    EDRS/P
29. Anupum Singh
    ED/Plg. (Civil & PSU)
30. Sudhir Kumar
    EDE
31. Abheejit Kumar Sinha
    EDF(E)
32. Rama Kant Singh
    ED/Chg. II
33. Ashok Kumar Nakra
    ED/Safety/EE
34. Rohit Parmar
    EDF(X)
35. Shivendra Shukla
    EDPM
36. Adesh Kumar
    Dir. E(Res.)
37. K. Uma Maheswara Rao
    Dir. Vigilance (Traffic)
38. Peeyush Kapasi
    DE(LL)
39. Shobhit Gupta
    OSD/EE(G)
40. Sangh Priya Gautam
    Dir./GS/Electrical
41. U. K. Tiwari
    Dir. E(NG) II
42. Wormila Jasmine Keishing
    Dir. E(NG) I
43. Tejendra Singh
    DE(IR)
44. Jaya Kumar G.
    JDPC & HRMS
45. Gaurav Puri
    JDE(P&A)
46. Ravi Shekhar
    JD/Fr. Movement
47. Rajat Agarwal
    JDF/CCA

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Section – A: Introduction

CRB&CEO addressed Shri Guman Singh ji, President/NFIR, Dr. M. Raghavaiah ji, General Secretary/NFIR, other representatives of the Federation, his colleagues in the Railway Board, and members of the Official side, and extended a hearty welcome to all of them. He said that he would like to take that opportunity to mention some of their achievements:

Budget Allocation

- CRB&CEO said that, first of all, he was very happy to inform them that, in recognition of their last year's performance and also the great importance attached by the Government of India to the Ministry of Railways, the highest ever Capital allocation of Rs. 2.78 lakh crore had been made for infrastructure development during FY 2026-2027. He stated that this was approximately 5% more than the last year's allocation of Rs. 2.65 lakh crore. He added that it exhibited the Government of India's firm faith and confidence in Indian Railways as being a key department of infrastructural development in the country.
- In 2026-27, capital expenditure is estimated Rs.2.93 Lakh crore. Central Government is financing approx. 95% of capital expenditure.

Freight Loading & Earnings achievement:

- Indian Railways have loaded 1670 Million Tonnes of freight during 2025-26 which is an improvement of approximately 53 million tonnes as compared to the corresponding period of previous year.
- With freight loading reaching 1670 Million Tonnes, Indian Railways has become the second largest freight carrying railway system in the world after China, reflecting sustained investment across terminal infrastructure, network capacity and dedicated freight corridors over the past decade.
- During the same period Indian Railways earned Rs. 273444 crore which is an improvement of Rs. 8440 crore over the corresponding period of last year (Rs.265004 crore).
- Giving a major boost to cross border trade and regional economic integration, Indian Railways has operated first ever direct commercial container freight trains from Kolkata Port to Biratnagar Custom yard, Nepal on 17.7.2026.

Mission 100% Electrification:

- With a vision of providing eco-friendly, faster, an energy efficient mode of transportation, Indian Railways is marching ahead towards 100% electrification of Broad gauge network. It ensures a cleaner environment and smarter transport for the nation. **The focus is clear: greener trains, reliable power, and a cleaner environment.**

- Indian Railways has electrified about 99.6% of its BG network, making it one of the world's most extensively electrified rail systems.
- Railway electrification stands as a cornerstone of India's sustainable transport and economic growth strategy. Beyond reducing environment impact, it strengthens energy security, enhance operation efficiency and drive inclusive development across regions. The benefits of electrification extend from faster and more efficient train operations to catalyzing industrial and rural growth along railway corridors, making it powerful enabler of national progress.
- Reduction in IR's diesel consumption for traction purpose by 185 crore litres, with consumption reducing to about 108 crore litres in 2024-25 from 293 crore litres in 2015-16. This has resulted in the saving of precious foreign exchange for the GOI exchequer, which would have otherwise been needed for the import of fuel but has been saved due to electrification.
- Renewable energy capacity of Indian Railways has crossed 1260 MW which has resulted reduction in carbon footprints of IR.

Go -Green Initiative:

- Ministry of Railways, with a goal of transforming Indian Railways into Green Railways by 2030, has taken a number of major initiatives towards mitigation of global warming and combating climate change. Indian Railways is actively pursuing a "net zero" carbon emission target by 2030 through massive electrification, renewable energy adoption (Solar/wind), and energy efficient technologies. Key initiatives include 100% LED lighting in stations, installing over 69000 bio-toilets, adopting Head on Generation(HOG), development of DFC to shift cargo from road to rail and promoting green certifications for stations and manufacturing units.
- On 17.07.2026, Indian Railways took a historic step towards India's green mobility journey as the Hon'ble Prime Minister flagged off the country's first hydrogen powered train on the Jind –Sonipat Rail section. India has now joined the select group of countries that posses complete Hydrogen Train Technology, reflecting the nation's growing technology strength and Railways' commitment to building a clean, green ad self-reliant future.

Production Units achievement:

- Aiming to improve the travel experience of passengers, IR has introduced indigenously designed and manufactured Vande Bharat (SL&CC), Amrit Bharat and Namo Bharat Rapid Rail services with modern coaches, advanced safety features.
- Indian Railways have commissioned four Vande Bharat Sleeper Train sets designed for high acceleration and 180/160 kmph operation. Two rakes are now operational on the Howrah-Kamakhya route, marking a significant step in indigenous long distance rail manufacturing.

- Indian Railways has manufactured 47 rakes of Amrit Bharat 2.0 trains. Production of Namo Bharat Rapid Rail trains is underway at Indian Railways' Production Units. So far, ICF has manufactured one 12 coach rake and RCF one 16 Coach Rake.
- Supporting Make in India initiatives and reducing dependence on imports, Forged Wheel Plant (FWP)/Raebareli is producing high strength forged wheels for locomotives and coaches. During 2025-26, 59,301 forged wheels have been produced as compared to 33,515 wheels in 2024-25.

Reforms related to Track:

- Policy of adoption of indigenous Fastening/Bharat Fastening has been issued on 30.4.2025. The Modern Fastening System envisages catering higher speed upto 250 kmph and axle load upto 25T. Adoption is planned to commence by March 2027 onwards.
- For automation in precision and to achieve uniform quality in manufacturing, the latest manufacturing technology like Automatic Carousel based system for concrete sleeper was initiated for adoption on Indian Railways. Production is expected to start by March 2028 for use of Indian Railways.
- To improve life cycle of sleepers on girder bridges and reduce maintenance, composite sleepers have been adopted in June 2026. Full scale use is expected to start by March 2027.

Reforms related to Passenger Services and Railway Claims Tribunal (RCT):

- A provision has been made to allow only aadhar authenticated passengers to book Tatkal tickets online. It helps to prevent the creation and operation of fake or unauthorized agent controlled multiple user accounts by imposing a uniqueness constraint.
- Taking digital convenience to the fingerprints of passengers, IR launched the RailOne App on 1.7.2025, as a one stop platform for a wide range of railway services. It enables passengers to book reserved as well as unreserved tickets on their mobile phone. On an average about 9.65 lakh tickets are being booked on the RailOne App daily.
- The e-RCT System has been launched by Hon'ble MR on 26.02.2026, a part of Ministry of Railways' '52 Reforms in 52 weeks' initiative. The System has been launched in order to enhance transparency, efficiency and citizen-centric service delivery in the claims adjudication process, and to digitize the end-to-end lifecycle of claim processing and ensure faster and more accessible justice delivery.

Safety Performance: Safety is accorded the highest priority on IR. As a consequence of various safety measures taken over the years, there has been a steep decline in the number of accidents, including collisions and train

derailments. The number of consequential train accidents has reduced to only two during 2026-27(upto June, 2026).

Reforms related to Railway Health beneficiaries:

Indian Railways has made remarkable progress in strengthening healthcare services through several landmark initiatives.

- The establishment of the Indian Railway Post Graduate Institute of Medical Sciences and Research ((IRPGIMSR), New Delhi has marked a new era in post graduate medical education.
- The Liberalized Cancer Policy and partnership with Tata Memorial Hospital have ensured better access to quality cancer treatment for railway beneficiaries.
- Specialist healthcare services have been enhanced through revised consultant and specialist engagement policies, while nation wise health campaigns such as Swasth Nari, Sashakt Parivar Abhiyaan, Poshan Pakhwada, and the TB Mukt Bharat Abiyaan promoted preventive healthcare and public awareness.

Staff Welfare and HR Management

Staff welfare has always been a priority for Indian Railways. Significant steps have been taken towards addressing long-standing concern of various cadres, some of the policy changes, enabling significant benefits to categories suffering disadvantages are:-

(i) Train Manager cadre has been granted promotion benefits by amending their Recruitment Rules/AVCs with Benefit of one promotional increment under Rule 13 of the Railway Services (Revised Pay) Rules, 2008 on promotion from Senior Train Manager (Goods) to Senior Train Manager (Passenger) vide Ministry of Railways letter dated 02.02.2026 (RBE No. 10/2026). This measure restores financial progression aligned with higher operational responsibilities and will substantially boost morale and motivation of this critical safety category, thereby strengthening operational efficiency in Indian Railways.

(ii) Two additional pay levels, L4 & L5 have been introduced in Pointsmen cadre, enabling adequate promotional avenues to this sensitive safety category. Now the cadre will have 4 pay levels.

(iii) Railway School Teachers have been brought in the ambit of MACP Scheme by replacing the earlier CAS scheme with MACP. This change will bring much needed financial benefits to the Railway School teachers and also take care of their long pending demand.

<u>Promotions:</u>

- CBT system of promotions at Zonal level has been mandated to ensure transparency and fairness in the selection process.
- He was pleased to state that by continuous monitoring of Board and effort of Zonal Railways, 1,02,454 staff have been promoted in this financial year.

Finalization of Medical de-categorization cases:

- 81625 cases of medical de-categorization staff have been finalized, which is approximately 95% of the total cases.

Recruitment:

- About 103109 candidates have been empanelled as on 1.7.2026 against 103769 vacancies (Level-1) notified through CEN RRC-01'2019. During 2025-26, about 44326 individuals secured employment for various group 'C' posts, setting a benchmark for fair recruitment process during 2025-26. Further, during 2026-27 upto 30.6.2026 panels for more than 3300 candidates for various Group 'C' posts have been finalized.

Examinations:

- CBT has been conducted for 32438 Level -1 vacancies notified through CEN No,08/2024. Further, CBT for 22195 Level-1 vacancies CEN No.09/2025 has been notified for which CBT is scheduled from 3.8.26 to 25.8.26.
- 1,61,889 Group 'C' posts have been notified by RRBs for recruitment during 2024, 2025 & 2026.
- 4.5 crore candidates participated in CBTs conducted by RRBs from November 2024 onwards.
- Further, CBTs for recruitment notified as per Annual Calendar 2025 have been started from 11.2.2026.

Man Power Planning

- Issue of Manpower provision for newly set up South Coast Railway and Rayagada division coordinated well leading to smooth operationalisation w.e.f. 01.06.2026.
- Technical categories in P. Way have been merged into single multi-skilled category named Technician (Track).
- Redundant categories posts identified in various departments for creating data of potential available posts for redistribution. Redistribution of 49,393 posts has been done during 2025-26 in line with Railways' aim of rationalization of man power.
- Proposal for creation of 1026 non gazette posts in Security Department of NFR forwarded for approval of department of Expenditure, Ministry of Finance.

- **HRMS:** HRMS has brought about transformational changes in HR processes in Indian Railways. Several Modules have been developed recently to help the Railway employees, pensioners and the Administration. Some of them are as under:

1. **Upgraded Transfer (One-Way Request Transfer-UDIT) Module**
2. **Transfer Module** for RPF staff.
3. **Indent Module** has been launched on HRMS to enable Railways to submit realistic recruitment indents.
4. **Provision for nomination of Non-Gazetted staff for training** through HRMS has been enabled.
5. **Out of Turn Promotion Module** for sportspersons has been introduced on HRMS.
6. **Online option for applying for transfer** to Jammu Division, SCoR, and Rayagada Division has been provided for the convenience of staff.
7. **Compassionate Grounds Appointment (CGA) Module** has been implemented to enable eligible applicants to apply for CGA and ensure a convenient, digital, and seamless processing mechanism.

Reforms related to recruitment through RRBs

- To reduce uncertainty and ensure timely filling of vacancies, Annual Recruitment Calendar has been introduced.
- In line with Hon'ble PM's Mission ANTODAYA, RRBs have launched India's first Divyang friendly recruitment website (www.rrbapply.gov.in) for filling and submission of online application.
- RRBs have introduced the One Time Registration (OTR) system from the 2024 recruitment cycle as a landmark reform to simplify applications and enhance fairness.
- End-to-End Aadhaar-Based Identity Verification has been introduced to strengthen identity assurance and integrity across the entire recruitment lifecycle.

He once again thanked the Federations for their continued cooperation and support and also congratulated them for the performance of the Indian Railways in different areas. He expressed his hope that the items would be discussed and resolved in a cordial environment and that the outcome of the meeting would be very fruitful.

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OUTSET ADDRESS BY THE PRESIDENT/NFIR SHRI GUMAN SINGH:

At the outset, Shri Guman Singh, President/ NFIR extended his warm welcome to Sh. Satish Kumar, Chairman & CEO, Railway Board, who was presiding over this PNM meeting.

He also welcomed Member (Infrastructure), Shri Vivek Kumar Gupta; Member (TRS), Shri R. Raj Gopal; Member (OBD), Dr. Manoj Singh; DG (HR), Shri Mohan Raja; DG (Safety), Shri Malhotra; DG (RHS), Dr. K. Krishna Kumar; DG (RPF); other senior officers of the Railway Board; Dr. M. Raghavaiah, General Secretary, NFIR; Shri B. C. Sharma, Working President, NFIR; Shri R. P. Singh, Treasurer, NFIR; and all office bearers and representatives of NFIR attending this important meeting.

He took this opportunity to congratulate Shri Satish Kumar, Chairman & CEO, all Members of the Railway Board, senior officers and all Railway employees for the remarkable achievements made by Indian Railways.

He also conveyed his sincere thanks to the Chairman & CEO for sharing valuable information regarding the performance and achievements of Indian Railways.

PNM – A Unique Mechanism for Maintaining Industrial Peace:

He would had liked to express his concern that this PNM meeting was being convened after a gap of 14 months, although the agenda was submitted by NFIR as far back as June 2025.

The Permanent Negotiating Machinery (PNM) was a unique institutional arrangement on Indian Railways for the redressal of staff grievances through dialogues at three levels. Over the years, this machinery had played an important role in maintaining industrial peace and harmonious relations on Indian Railways. Unfortunately, the effectiveness of this machinery was gradually being diluted because meetings were not being held at regular intervals and adequate attention was not always being given to resolving the issues raised by the staff side.

As a result, grievances continue to accumulate, and this may lead to a gradual loss of confidence in the PNM mechanism. Consequently, employees were increasingly compelled to seek legal remedies through courts and tribunals. This situation ultimately results in an increase in litigation in different divisions and units, causing avoidable expenditure and loss of valuable time for both Railway employees and the Railway administration.

The President/NFIR, therefore, earnestly requested the Railway Board to give due attention to ensuring the regular, effective and meaningful functioning of the PNM machinery so that grievances can be resolved through dialogue at the appropriate level itself.

Railway Employees – The Real Strength of Indian Railways:

It was an undisputed fact that Railway employees constitute the real strength behind the achievements of Indian Railways. Their sincere dedication, commitment and hard work had enabled Indian Railways to meet its operational and developmental targets despite difficult circumstances. he welcomed the emphasis being placed on adopting a more sensitive and humane approach towards the genuine problems of employees.

It was a well-accepted principle that a satisfied and contented employee was able to contribute more effectively towards the institution.

The President/NFIR, therefore, considered it his sacred duty to invite the attention of the Railway Board to some of the important issues which were agitating the minds of Railway employees and require urgent consideration.

1. Pension Issue:

As you were aware, the issue of pension continues to remain a matter of serious concern among Railway employees. The staff side had been consistently raising its concerns regarding the existing pension arrangement and had been pressing for restoration of the Old Pension System.

He requested the Railway Board to appreciate the sentiments and concerns of the employees on this important issue and to suitably convey the same to the competent authorities.

2. Cadre Restructuring:

The exercise of cadre restructuring was due in November 2023. Accordingly, the Cadre Restructuring Committee (CRC) was constituted. After a series of deliberations and meetings, the Committee unanimously made its recommendations. However, the recommendations had still not been implemented. The matter had already suffered considerable delay, and the employees were anxiously awaiting the outcome.

He, therefore, request the Railway Board to take expeditious action for implementation of the recommendations of the CRC without any further delay.

3. Risk and Hard Duty Allowance:

The Committee constituted to examine the issue of Risk and Hard Duty Allowance submitted its recommendations about four years ago. However, the recommendations were yet to be implemented. The employees performing hazardous and difficult duties had been awaiting a decision for a considerable period.

He requested the Railway Board to accord priority to this matter and take necessary action for early implementation of the Committee's recommendations.

4. Acute Shortage of Manpower and Increasing Workload

During the last few years, a large number of new trains had been introduced. New railway tracks had been laid and a large number of new assets had been created.

However, the corresponding manpower had not been provided adequately, while vacancies arising due to normal attrition continue to remain unfilled at many places.

This had created extremely difficult working conditions for employees directly connected with the safe and efficient movement of trains.

The situation was particularly difficult for the staff working in locomotive maintenance, Carriage & Wagon, Signaling, Operating, Track maintenance and running categories among others.

It was a matter of serious concern that some of our most experienced maintenance staff were becoming increasingly frustrated because of continuous pressure of work and inadequate availability of essential components, tools and other resources required for efficient discharge of their duties.

There was a genuine apprehension that experienced employees may look for opportunities to leave service or seek other avenues, particularly after implementation of the 8th Central Pay Commission.

The Railway Board should, therefore, take a serious view of the situation and ensure adequate manpower, tools, components and other resources to enable the employees to discharge their duties safely and efficiently. The experience of these employees was an asset of Indian Railways and must be preserved.

5. <u>Issuance of Paper Passes to Retired Railway Employees:</u>

He wished to draw the special attention of the Railway Board to the difficulties being faced by retired Railway employees in obtaining their privilege passes.

For many years, pensioners were being issued physical / paper passes. This system was subsequently discontinued and retired employees were required to register themselves on HRMS and obtain e-passes.

He fully appreciated the objective of digitalisation. However, retired employees deserve sympathetic and practical consideration, particularly those who were not familiar with digital systems.

A large number of our retired employees are elderly persons. Many of them do not possess mobile phones, while some may have basic mobile phones without the facilities required for HRMS. Even among those who possess smartphones, many are not conversant with the procedure for operating HRMS and generating e-passes.

NFIR had earlier written to the Railway Board explaining the actual difficulties being faced by retired employees in the field and requested that the facility of complementary paper passes should continue for such pensioners.

He wished to place on record that, on an earlier occasion, when he met the Chairman & CEO in his chamber, despite his extremely busy schedule, he was kind

enough to respond positively and extend the facility of paper passes for another six months. he sincerely appreciated this considerate approach.

However, he submitted that even after the expiry of those six months, the ground situation was unlikely to change substantially.

The elderly pensioners who retired before the introduction of HRMS were a limited and steadily declining category. HRMS was introduced in 2020, and serving employees who were accustomed to the e-pass system during their service will naturally be able to continue using the system after retirement.

He therefore stated that the number of pensioners who had retired before the introduction of HRMS would progressively decrease with the passage of time and that this category would ultimately disappear naturally.

In these circumstances, he earnestly requested the Railway Board to consider continuing the facility of paper passes for those retired Railway employees who were genuinely unable to use the HRMS/e-pass system. This would involve only a small and diminishing number of pensioners, while providing substantial relief to elderly former Railway employees who rendered long and sincere service to Indian Railways. At this stage of their life, they deserve our sympathy, respect and a humane approach.

DR. M. RAGHAVAIAH, GENERAL SECRETARY/NFIR

General Secretary, NFIR at the outset welcomed and thanked Chairman & CEO for chairing the meeting and equally thanked Member (TRS), Member (Infra), DG/HR, DG/RHS, DG/Safety, Additional Member (Staff), AM/HR, PED/IR, PED/N and all other senior officers participating in the PNM meeting. He congratulated the CRB & CEO and the Railway Ministry for IR's significant performance in the year 2025-26, surpassing the performance of the previous years. He expressed confidence for continued success of Indian Railways with many more milestones in the coming year.

General Secretary said that NFIR had a long and consistent track record of working for the growth, efficiency and prosperity of Indian Railways and its workforce and for the larger interest of the nation since 1953. Pursing the path of responsible and constructive trade unionism, NFIR never resorted to blackmailing tactics and had never believed in confrontation for the sake of confrontation. He further said that NFIR did not seek concessions & favour. NFIR expects justice, fair consideration of genuine grievances and a truthful and reciprocal response from the apex management of Indian Railways.

The General Secretary said that they should always remember that they had been discussing various matters as one Railway family. He stated that NFIR was not an opponent of the Railway Board but was an integral part of the Railway family. He further said that they were equally committed to the growth and prosperity of Indian Railways. Therefore, he emphasized that the Administration and the recognised Federations should listen to each other, understand the difficulties being faced at the field level, and work together for their resolution.

General Secretary mentioned that over the past decade, Indian Railways had created several assets and introduced new services. The concern of NFIR was that the approved norms and yardsticks for provision of manpower had not been complied with, in almost all departments. The consequence was that the additional workload arising from new assets and services was being absorbed by the existing workforce, leading to heavy additional burden, deterioration of health condition. This situation requires immediate corrective action. The D.O. sent by the Railway Board Chairman to the Ministry of Finance in September 2024 regarding the requirement of additional posts on Indian Railways was still pending. CRB was aware that the NFIR had raised the issue before the Cabinet Secretary during the NC/JCM meeting held on 11 May 2026, specifically emphasizing the uniqueness and complexity of Indian Railways and necessity to empower Railway Board by augmenting the staff strength.

General Secretary said that new services were being introduced, new lines were being commissioned, new stations were being established and the operational responsibilities of the organisation were continuously expanding. However, corresponding manpower was not being created while the system was being managed through adjustments, redistribution, firefighting initiatives and other temporary arrangements. He cautioned that such a situation cannot continue indefinitely.

He cited of recent example East Coast Railway where Marigudi–Kalahandi section had been commissioned for train services and new stations had been established, but adequate manpower had not been provided. He said that this was only one example while the Federation can cite several such cases from different parts of Indian Railways.

General Secretary reminded that Indian Railways was fundamentally a service-oriented organization, while importance of improving the Operating Ratio and maintaining financial discipline cannot be ignored. At the same time, safe and efficient service to the nation had to remain the foremost objective. The distinctive nature of Railway operations had been recognised by expert committees, including the Khanna Committee Report. He said that the present manpower situation deserves special and urgent attention for the overall good of Railways.

The General Secretary/NFIR had brought the following issues to the notice of CRB, Board members and officers for consideration and satisfactory finalization soon.

1. SURRENDER AND REDISTRIBUTION OF POSTS

Continuing surrender of sanctioned posts, including posts which were required to be filled through promotion besides manned posts was very much unjustified without prior consultations.

It appears to be increasingly becoming a firefighting exercise arising out of financial constraints and restrictions imposed from outside the Railway Ministry. However, the consequences on Indian Railways in due course cannot be overlooked.

The expression "surrender and redistribution of posts" may appear to be an administrative exercise, but in reality it directly affects the career progression and promotional avenues of employees. There were several instances of posts meant to be filled by promotion were being surrendered/distributed. Technicians Gr. he in Level-5 lost promotion opportunities to Level-6 as Senior Technicians on account of surrender and re-distribution of posts to other cadres. These actions lead to staff unrest. General Secretary said that all these decisions were being taken without prior consultations. He mentioned that Railway Printing Presses were closed and the said process was undertaken after due consultations resulting absorption of affected employees in alternative cadres without causing hardship to either the employees concerned or the cadres in which they were accommodated. He urged for ensuring consultations on all such matters.

General Secretary mentioned that Railway Board had issued instructions regarding surrender and redistribution of 29,563 posts. He said that the cumulative effect of continuous surrender of posts on system's efficiency and promotional avenues of staff requires comprehensive review.

General Secretary also mentioned the following: -

2. OUTSOURCING OF PERENNIAL ACTIVITIES

The Contract Labour (Regulation and Abolition) Act, 1970 stipulates that activities of a perennial nature were not be contracted/outsourced. Nevertheless, activities of a continuing and essential nature were increasingly being outsourced. Such matters had also not received adequate consultations with the recognised Federations.

3. CREATION OF GROUP 'B' AND GROUP 'C' SUPERVISORY POSTS

The proposal for creation of 2,000 Group 'B' Gazetted posts and 5,000 Group 'C' supervisory posts continued to remain pending with the Ministry of Finance. Railway Board may pursue vigorously and obtain clearance.

Implementation of Joint Committee Report for payment of Risk & Hardship Allowance to certain specified categories:-

President/NFIR, Shri Guman Singh, had already stated, the Committee took approximately three and a half years to finalise its report. But till date the matter was pending. Consequently, the staff were disappointed.

4. 8th CENTRAL PAY COMMISSION

NFIR had submitted its detailed memorandum to the 8th CPC highlighting the uniqueness and complexity of railway operations where risk, hardship & hazard-ness involved. Responding to Railway Board's proposal, NFIR had on 2nd July 2026 submitted 14 page note to the Railway Board (PED/PC) on Indian Railways' uniqueness and various other complexities. NFIR requested the Railway Board to make presentation before 8th CPC highlighting facts mentioned in NFIR's note seeking better pay structure and other incentives to railway workforce.

5. POINTSMEN CADRE RESTRUCTURING

NFIR thanks the Railway Board for granting revised 4 grade pay structure to Pointsmen category in railways effective from 3rd April 2026. NFIR however pointed out that the Cadre Restructuring Committee constituted in the year 2022 and deliberated upon several times and reached conclusion relating to revised ratio of upgradation to be effective from November 2023, like that of granted in the past in 1993, 2003 & 2013. The proposal was however pending with Finance Directorate of Railway Board. CRB and Member/Finance may kindly see that sanction was accorded without further delay.

6. TRAIN MANAGERS AND STATION MASTERS

Railway Board had issued RBE 5/2006 dated 19th January 2026 granting one increment benefit under Rule 1313 of RSRP in the case of Senior Goods Training Managers promoted as Senior Passenger Train Managers. However, the said decision had been effected from date of issue of the order, i.e. 19th January 2026 instead of retrospective effect. The decision of Railway Board needs review as the said benefit should be granted to those Senior Goods Training Managers from the date they got promoted as Senior Passenger Train Manager prior to 19th January 26 for ensuring equitable justice. It needs to be noted that the Railway Board's contention that the recruitment rules modified from January 2026 was fallacious as the procedure for promotion to the post existed as per rule even prior to 19th January 2026.

Similarly, in the case of Station Masters, the issue relating to reckoning Grade Pay of Rs. 4,200 as the entry grade for the purpose of MACP with effect from 1 January 2016 had already been cleared by DoPT. Despite this, the matter continues to remain pending with the Finance Directorate of the Railway Board.

NFIR requested the Railway Board to ensure that these were finalised expeditiously and that the benefit was extended from the appropriate date to all eligible Station Masters.

7. DEPARTMENTAL CATERING STAFF ABSORBED IN IRCTC AND RETIRED ON SUPERANNUATION – PAYMENT OF RETIREMENT DUES:

The Ministry of Railways decided in 2003 that service rendered in IRCTC, along with Railway Catering service, would count for settlement dues. However, the settlement dues of 32 retired catering staff (who were absorbed in IRCTC) remain unsettled till date. The Federation furnished the names of all 32 ex-employees to the Railway Board at its request, but no action had been taken so far. Member/Finance was requested to resolve this long-pending issue.

8. RECOVERY AT THE FAG END OF SERVICE

As per the codal provisions, verification of service records by the Accounts Department was expected to cover the last 24 months preceding retirement. However, cases were being reopened after 18–20 years, with recoveries ordered just before retirement. This causes severe hardship to employees who had served the Railways for 30–35 years and received their pay and increments through the normal administrative process.

General Secretary pointed out that NFIR had repeatedly taken up the matter with the Railway Board. The Supreme Court judgment on impermissibility of recovery in specified circumstances from Group 'B' and 'C' employees, followed by instructions of the Ministry of Finance and DoPT, further supports the need for corrective action. NFIR had circulated these instructions to its affiliates, yet such recoveries continue.

A recent case involving the Ch. OS, Office of IG-CUM-PCSC/Secunderabad, where gratuity was subjected to recovery, illustrates the hardship caused. South Central Railway examined the matter and recommended waiver, but the proposal was still pending with the Railway Board.

Chairman and concerned officers were requested to ensure strict implementation of the codal provisions and extant instructions so that such grievances do not recur.

9. INTER-RAILWAY TRANSFER AND VACANCIES

The General Secretary appreciated the recruitment efforts of the Railway Board through RRBs and RRCs. However, he pointed out that the field situation regarding inter-Railway transfer requested remains a matter of concern, as applications were often not forwarded due to the prescribed 10% vacancy threshold, particularly in Safety and Running Categories where vacancies were much higher. In one Division, Loco Pilot vacancies were reportedly 37%, with the average vacancy in the category around 27%. Running Staff were consequently working additional hours to maintain train services.

He further stated that the proposed induction of about 19,200 candidates was welcome, but recruitment, verification, medical examination, training and footplate training will take considerable time. Even thereafter, vacancies may remain around 20% by January 2028.

He, therefore, requested a shift from the vacancy-driven approach to continuous and scientific manpower planning, with a live recruitment pipeline for Safety and Running Categories, so that the next panel was available before the existing panel was exhausted, facilitating processing of inter-railway transfer requested.

10. 20 YEARS SERVICE LIMIT IN INTER-RAILWAY TRANSFER

The General Secretary stated that the recent Railway Board's instructions permitting inter-Railway transfer after 20 years of service were a positive step. However, their practical implications of the order require reconsideration. For example, a Loco Pilot completing 20 years of service and seeking inter-Railway transfer would be absorbed as an ALP at the bottom of seniority, involving a substantial loss of Pay Level and career progression. An employee who had served as a Loco Pilot for two decades should not suffer such a disproportionate loss of status, seniority and career progression merely for seeking transfer after long service.

He, therefore, pointed out that the present policy did not provide any meaningful benefit to such employees. The best approach to resolve the issue would be to review/withdraw the 10% vacancy threshold, particularly for Safety and Running Categories, along with continuous recruitment and effective panel management and ensuring availability of panels.

11. LATERAL INDUCTION AND TRACK MAINTAINERS

General Secretary pointed out that Railway Board issued orders on 11 August 2026 for filling 50% of the ALP quota through lateral induction. However, the benefit was not being fully materialised at field level because replacement manpower was not available.

Track Maintainers were also facing substantial vacancies, while the provision for filling 10% through lateral induction and 40% vacancies on bottom-seniority remains unimplemented. Recruitment, promotion and lateral induction need to be synchronised so that shortage of staff in feeder post did not impede implementation of established promotional and induction schemes.

12. DESERVING CASES OF MINOR WARDS

The General Secretary appreciated the Railway Board's recent communication regarding switching over compassionate appointees to OPS in accordance with the cutoff date (i.e. date of application) prescribed by DoP&PW. However, such wards of deceased Railway employees who were minor on the crucial date were not covered under the existing DoP&PW instructions. Nevertheless, such cases merit sympathetic consideration for coverage under the OPS.

He requested the Railway Board to take up the matter with DoP&PW so that families who were genuinely unable to apply earlier because the ward being minor were not deprived of the benefit.

13. KILOMETRAGE ALLOWANCE OF RUNNING STAFF – EXEMPTION FROM INCOME TAX:

The General Secretary appreciated the Railway Board's action in issuing the order prescribing a ceiling of Rs. 25,000 for Kilometrage Allowance exemption from Income Tax. However, he pointed out that the Federation had consistently represented that the ceiling itself requires review as the Kilometrage Allowance was of Travelling Allowance component. The CRB had also written a D.O. letter to the Ministry of Finance. Senior officers of the Railway Board had also taken up the matter, and the Finance Directorate had corresponded with CBDT. NFIR also raised the issue before the Cabinet Secretary during the NC/JCM meeting on 11 May 2026 and sought intervention of the Ministry of Finance. The matter therefore requires final resolution.

14. ENHANCEMENT OF KMA RATES W.E.F. 01/01/2024:

The General Secretary also pointed out that following DA hike to 50% of pay with effect from 1 January 2024, corresponding revision of Kilometrage Allowance had not been done as per the prescribed formula. He recalled that revision in Kilometrage Allowance was made in 2011 following DA treated as pay of various purposes.

Nearly 1.5 lakh Loco Running Staff were affected by the present erroneous calculation. Early resolution of the issue was therefore necessary in the interest of

employee confidence and industrial harmony. NFIR's communication may be referred to, for clarity.

15. SOUTH COAST RAILWAY – OPTION TO AFFECTED EMPLOYEES

General Secretary pointed out that despite repeatedly requested to the Railway Board regarding the implications of the formation of the new Zone, no comprehensive discussion had yet taken place with the Federation. The reorganisation had resulted in transfer of sections, creation of new division and changes in jurisdictions.

In certain P-Way sections, one portion had been attached to Secunderabad Division while another continues with Guntur Division of South Coast Railway. Track Maintainers affected by this reorganisation had approached the Federation.

Similarly, following formation of Rayagada Division, a substantial portion of the erstwhile Waltair Division had become part of the new Division. A large number of employees presently working in Rayagada Division had sought an option to remain in parent Visakhapatnam Division. Similar issue arisen in the case of Guntakal–Raichur and Raichur–Secunderabad sections, affecting Running Staff, Operating Staff, Track Maintainers and other categories.

When new Zones were created in 2003 and subsequent reorganisations were undertaken, employees were provided options. The same principle should be applied in the present reorganisation.

Employees borne in Zonal Seniority, including Group 'B' Gazetted staff who originally belonged to South Central Railway, should also be allowed option for remaining in SCR or posting in SCoR.

Health Care also require specific attention. Employees at Rayagada historically availed medical facilities at Visakhapatnam, as they were part of Waltair Division. Now South Coast Railway was not extending the medical facilities to them and insisting on taking medical facilities from Bhubneswar. They should not be deprived of facilities merely because of administrative reorganisation.

General Secretary therefore requested Board to issue comprehensive guidelines covering option, seniority, relief and medical facilities.

16. COMPASSIONATE APPOINTMENT – WIDOWS AND DAUGHTERS

NFIR had repeatedly requested the Railway Board to advise General Managers to consider the cases of widows and daughters of deceased Railway employees for compassionate appointment against suitable non-safety posts, wherever permissible. The General Secretary emphasized that such cases deserve a humane approach. Where appointments can be made against the appropriate DR quota, there was no justification for procedural rigidity compelling the bereaved families to seek appointment in safety categories, thereby aggravating their hardship.

17. NON-PAYMENT OF OVERTIME

General Secretary pointed out that staff had reported from Samastipur and Danapur Divisions of East Central Railway and from Guntur Division of South Coast Railway, where Over Time Allowance payments had remained pending for long periods. In Guntur Division of SCoR, the delay was reportedly more than 18 months. Overtime Allowance was a legitimate wage, thus non-availability of budget should not result in withholding of such payment. Similar issues had been reported regarding pending TA claims in some Railways.

He requested the Railway Board and Member Finance to ensure adequate budget provision and time-bound payment of legitimate claims.

18. SECONDARY FAMILY PENSION

NFIR had repeatedly raised cases relating to secondary family pension permissible under the applicable DoP&PW instructions. Many such cases had remained pending with the Finance Directorate for years.

General Secretary requested that these cases be examined on priority and disposed of within a definite timeframe. Copies of the pending references of NFIR can again be furnished, if required.

19. MEDICALLY DE-CATEGORISED EMPLOYEES

Continuous surrender of posts had resulted in large number of reduction in suitable alternative posts, including C-1 category posts, making medically de-categorised employees to continue to wait for alternative employment. According to the Government policy, protection of emoluments, status and seniority of such employees needs to be ensured. However, the present situation had created a paradox. On one side, there were substantial manpower shortages; on the other, medically de-categorised employees remain without suitable alternative posts because such posts had been surrendered.

RBE No. 78/2006 permitted consideration of the ward of a medically de-categorised employee for appointment to a Level-1 post when the said employee declines alternative employment or opts for voluntary retirement, subject to the condition that at least five years of service left prior to superannuation.

General Secretary pointed out that the five-year condition was framed in a different manpower environment and in view of present circumstances and large-scale reduction of posts of lower medical category, need had arisen to relax the stipulation of "five years", enabling such staff to voluntarily retire in order to induct young blood through compassionate appointment.

20. SSE CADRE – DIRECT RECRUITMENT AND PROMOTION

The 20% direct recruitment element in SSE cadre was suspended in 2018, but restored again in 2021. General Secretary pointed out that during 2021–2026, there had

been no recruitment against the DR quota. Consequently, Junior Engineers were performing SSE duties while their promotional avenues remain blocked because 20% vacant posts were earmarked for direct recruitment. He stated that where direct recruitment was not taking place for prolonged periods, suitable interim arrangements be made to fill the posts through promotion, with appropriate adjustment when direct recruits become available. He emphasized that posts should not remain vacant for years together while eligible departmental employees continue to stagnate.

21. PCO ALLOWANCE – LEVEL-8 AND LEVEL-9

NFIR had repeatedly raised the issue of PCO Allowance for Level-8 and Level-9 supervisors. These employees working in Production Control Organisations were not entitled for incentive bonus, whereas those on shop-floor were paid Incentive Bonus. PCO Allowance was introduced to compensate for this loss. RBE No. 155/2022 upgraded certain posts but did not alter the nature of duties and responsibilities being performed in PCO.

General Secretary requested the Railway Board to impress upon DoP&T for restoration of PCO Allowance to Level-8 and Level-9 supervisors. Their number was around 5000 on Indian Railways.

22. RAILWAY ACCOUNTS STAFF – HIGHER PAY SCALE (NFIR's PNM ITEM NO. 05/2026):

The General Secretary raised the issue of grant of higher pay scale to Railway Accounts staff from 1 January 1996 instead of February 2003 on actual basis which also requires early resolution. He reminded that the Railway Ministry had recognized the Vth CPC anomaly and taken up the matter with the Ministry of Finance. Considering the nature of the cadre, high percentage of direct recruitment, stringent departmental examination and substantial financial responsibilities, the Railway Ministry's Cabinet Note clearly recorded that (a) The anomaly arose from the V CPC recommendations, and (b) the intended date of effect was 01/01/1996, which was also the uniform date of implementation of V CPC recommendations in terms of Ministry of Finance Resolution date 30/09/1997. It may also be noted that a number of employees had already obtained the benefit through court proceedings. Similarly situated employees should not, however, be compelled to approach courts individually for the same benefit. He requested the intervention of CRB and Member/Finance for giving sanction for allotment of pay scales on actual basis w.e.f. 01/01/1996 in order to avoid discrimination.

23. MEDICAL FACILITIES – LATUR AND RAYAGADA

General Secretary requested CRB and DG/RHS to consider establishment of a Health Unit at Latur, Central Railway. Following establishment of the Maharashtra Coach Factory, the staff strength in the area had increased. The Railway Medical Manual provides for consideration of a health unit where existing medical facilities were beyond the prescribed distance of 80 kms. The proposal merits consideration.

He stated that Rayagada of East Coast Railway had also now become a divisional headquarters. Its medical infrastructure needs to be strengthened so that employees do not continue to depend upon Visakhapatnam for basic and specialist medical requirements.

24. PROMOTION FROM SENIOR GOODS MANAGER TO SENIOR PASSENGER MANAGER

NFIR appreciated the action taken regarding promotion from Senior Goods Manager to Senior Passenger Manager and the grant of increment. However, the order had been made effective from 19 January 2026.

The fundamental rule 1313 (FR22-C) provides for the benefit of notional increment where an employee was promoted to a post carrying the same Grade Pay/Pay Level, but involving higher responsibilities. Amendment of Recruitment Rules should not become a ground for denying the benefit where there had been no corresponding change in the nature of the promotional avenue. Further, there was no change in the recruitment so far as promotional avenue was concerned. General Secretary requested to review for granting benefit of increment with retrospective date.

25. PERSONS WITH BENCHMARK DISABILITIES (PWBDs)

General Secretary raised instances relating to denial of promotions to Persons with Benchmark Disabilities on the pretext that they could not qualify trade test. He stated that the statutory provisions and Government instructions concerning reservation and promotion of PwBDs need to be implemented without dilution.

He specially requested DG/HR to examine such cases and issue appropriate clarificatory instructions for ensuring correct implementation of extant instructions.

26. NURSING STAFF – TWO ADDITIONAL INCREMENTS

General Secretary pointed out that Western Railway had discontinued two additional increments granted to Nursing Superintendents who acquired higher qualifications, despite the incentive granted by the Ministry of Health & Family Welfare and the Ministry of Finance.

He requested the Railway Board to sensitive Western Railway in order to ensure that Additional Increments were allowed.

27. EXTENDED PANEL – GROUP 'B'

The issue of extended panels for Group 'B' posts, particularly Assistant Material Manager, on Western Railway requires early attention. General Secretary stated that Railway Board's instructions provide for extension of panels where vacancies arise during the relevant vacancy cycle due to retirement, or other causes. However, General Managers, Western Railway had sought clarification from the Railway Board, which was pending in the Board. He emphasized that cases should be decided promptly so that eligible employees got empanelled and promoted to Group 'B' Gazetted.

28. MEDICAL ISSUES – CHARBAGH, NORTHERN RAILWAY:

General Secretary brought to the notice of DG/RHS the non-filling of House Officers posts at Charbagh, Northern Railway, and requested action for filling the posts. He also mentioned the need for filling ministerial staff.

He further brought the issue of inadequate allotment of funds resulting legitimate re-imbursement claims remaining pending in Northern Railway and also in South Central Railway, South Coast Railway and East Central Railway. He requested that adequate funds should be made available to ensure settlement of legitimate employee claims without avoidable delay.

29. ICF – Vande Bharat WORK-CHARGED POSTS

General Secretary pointed out that the General Manager, ICF had proposed creation of 30 work-charged posts for Vande Bharat-related activities along with the requisite financial provision. The proposal continues to remain pending with the Railway Board.

He stated that considering the importance of Vande Bharat production and the workload involved, the proposal be approved and GM/ICF communicated.

30. DELAY IN PROMOTIONS

The General Secretary raised as an example, the issue of delay in promotion of Pointsmen to the posts of Commercial-Ticket Collector, Train Manager and Station Master. He pointed out that in several Zonal Railways, even where panels had been prepared, employees were not being sent for training due to non-availability of replacement vice them. Consequently, promotional vacancies remain unfilled because in the feeder categories, there was heavy short of manpower.

He further pointed out that a similar situation exists in Electrical Loco Sheds, Diesel Loco Sheds and EMU Car Sheds in respect of Technicians and Helpers seeking lateral induction as ALPs against 50% quota. Railway Board had again issued orders on 11th August, 2026 for filling these vacancies, including action for placing indents where shortfall exists. However, notifications for filling 50% ALO vacancies were not being issued due to non-availability of replacement. This again highlights the need for flawless manpower planning for ensuring availability of staff in feeder categories.

The General Secretary also pointed out that employees crossing the prescribed age limit due to non-issuance of notifications were deprived of their promotional opportunity. Pointsmen who become overage for promotion to Train Manager cannot regain the lost opportunity subsequently, he said.

He further raised the issue of delay in promotion of employees selected through LDCE in the Track Machine Organisation due to inadequate training capacity. Prayagraj

was reportedly unable to accommodate the entire requirement. He suggested augmentation of training capacity, identification of alternative training centres and also in-service training arrangements so that selection through LDCE did not become ineffective.

31. THE PULSE OF RAILWAY EMPLOYEES

The General Secretary stated that the Railway Board needs to take note of the actual pulse of Railway employees, as considerable dissatisfaction and frustration was prevailing in the field.

He emphasised that Railway employees remain disciplined and committed and that recognised Federations continue to discharge their responsibility of maintaining industrial peace. However, industrial harmony will sustain by mutual trust, confidence and timely resolution of genuine grievances.

He stressed that while modernisation, technology, higher speed, productivity, efficiency and punctuality were essential, working people were equally important. The performance of Railways should therefore be assessed not only on operational parameters but also on timely promotions, filling vacancies, payment of legitimate various dues, allowances and resolution of genuine grievances promptly.

The General Secretary also clarified that the issues raised in the PNM fora were not intended to criticise the Railway Administration, but to enable the apex management to respond and resolve for generating staff satisfaction. He stated that every issue raised by NFJR was supported by documentary evidence.

He concluded by re-iterating that the ultimate success of Indian Railways depends upon the commitment and confidence levels of its workforce. NFIR looks forward to working with the Railway Board as a responsible partner for greater efficiency, higher productivity, better industrial relations and, above all, the safety, wellbeing and growth of Indian Railways.

He expressed confidence that before next PNM meeting, tangible progress would be visible on the issues raised and several longstanding items could be finalized.

SHRI B.C. SHARMA, WORKING PRESIDENT/NFIR:

1. Privilege Passes/PRCP Passes and Waiting Room Facilities

Railway employees and retired Railway employees had rendered dedicated and wholehearted service to the nation. In recognition of their service, the system of Privilege Passes and Post-Retirement Complimentary Passes (PRCP) had been in existence for a long time. A large number of employees and retired employees, particularly those entitled to First Class/AC and 3-Tier AC Passes, undertake journeys with their families from time to time.

However, vide Railway Board's letter No. PC-VII/2020/HRMS/6 dated 29.05.2026, the facility of availing Privilege Passes/Post-Retirement Complimentary Passes in physical mode by retired Railway employees and Divyang beneficiaries had been withdrawn, causing considerable hardship to a large section of beneficiaries. It was, therefore, requested that the decision may kindly be reviewed and the existing facility for issuance of physical Passes to retired Railway employees and Divyang beneficiaries may be continued.

It was also brought to notice that, for some time, certain 2nd Class AC Waiting Rooms at Railway stations had been handed over to contractors, who were charging users on a paid basis. Railway employees and retired Railway employees, along with their family members, often reach stations well in advance of the scheduled departure of their trains. They were consequently required to pay waiting-room charges after the prescribed free period. As Railway employees and retired employees had rendered dedicated service to the Railways, they and their family members may kindly be permitted to use the waiting rooms free of charge.

2. Parking Charges at Railway Stations

Similarly, in the circulating areas of Railway stations, Railway employees reporting for duty from their residences and Railway employees/retired Railway employees visiting stations for reservation, Pass-related work, etc., were required to pay parking charges to the contractors engaged for parking facilities.

It was, therefore, requested that suitable instructions may be issued to ensure that, in all future contracts/MOUs relating to parking facilities at Railway stations, the interests of Railway employees, retired Railway employees and their family members were duly protected and they were exempted from payment of such parking charges.

3. Creation of Operating Staff Posts Without Matching Surrender/Savings

There was an acute shortage of Operating staff, particularly Station Masters and Pointsmen. Despite the increase in workload, introduction of new trains, expansion of infrastructure and additional operational requirements, adequate posts were not being created due to the stipulation of matching surrender/savings.

NFIR requested that, keeping in view the workload and safety requirements, the cadre strength of Station Masters, Pointsmen and other essential Operating staff may be reviewed periodically and additional posts may be created on a need-based basis without insisting upon matching surrender/savings, on the lines of the approach adopted in respect of certain Running Staff categories.

4. Provision of Air Purifiers in Delhi Area Offices

The level of air pollution in the Delhi area was extremely high, adversely affecting Railway employees who were required to perform their duties and reside in the area.

In order to provide a safer and healthier working environment, it was requested that adequate air-purification systems/air purifiers may be provided in the offices of the General Manager, DRM and other major Railway offices located in the Delhi area.

5. Implementation of Railway Board's Master Circular No. 37/RBE No. 149/2000 – Clearance of SC/ST Backlog Vacancies

NFIR desires to draw attention to the non-implementation of the provisions contained in Railway Board's RBE No. 149/2000 and Master Circular No. 37 relating to clearance of SC/ST backlog vacancies.

Where SC/ST backlog vacancies remain unfilled over successive selection cycles, and panels were subsequently prepared against anticipated vacancies which were likely to arise after several months, existing roster-point vacancies may remain unfilled despite the availability of suitable SC/ST candidates. Such a practice causes undue delay in granting promotion to eligible SC/ST employees against the backlog vacancies.

It was, therefore, requested that, wherever SC/ST backlog vacancies were available and suitable candidates were available, such backlog vacancies may first be utilized for granting promotion against the existing vacancies, instead of linking such promotions with anticipated vacancies arising subsequently.

For instance, in Northern Railway, Shri Chaman Singh Rawat, an ST employee, was due for selection against the backlog vacancy pertaining to 2023 during the 2024–25 selection process. However, due to the existing procedure, his case was not included in the panel/suitability process during 2025. It was requested that the case of Shri Chaman Singh Rawat and similarly placed employees may be examined and suitable corrective action taken in accordance with the extant instructions.

6. Medical Facilities to the Wards of Deceased Railway Employees

Whenever a Railway employee dies in service, his/her widow/widower and eligible wards should continue to receive medical treatment without interruption until the RELHS card was issued to the family.

NFIR requested that, as an immediate measure, the existing Railway Medical Card may be permitted to remain valid until completion of settlement formalities and preparation/issue of the PPO/RELHS card. The expenditure incurred during this interim period may be adjusted/recovered from the settlement dues of the deceased employee, wherever applicable, so that the family was not deprived of essential medical treatment during the intervening period.

7. Grant of Correct Pay Fixation to Running Staff on Promotion

NFIR desires to draw attention to the hardship being faced by Running Staff due to non-implementation of the provisions contained in Railway Board Notification No. 103/2008 dated 04.09.2008 and Correction Slip No. 63 issued by the Financial Commissioner, Railway Board, regarding amendment to Rule 1313 (F.R. 22) of Chapter

XIII of the Indian Railway Establishment Code/Rules relating to fixation of pay on promotion.

As per the provisions, in cases of promotion from one Grade Pay to another under the revised pay structure, an increment equivalent to 3% of the sum of pay in the Pay Band and existing Grade Pay was to be computed and rounded off to the next multiple of ₹10, and the corresponding Grade Pay of the promotional post was thereafter to be added.

However, ALPs promoted from Sr. ALP in GP ₹2400 to Shunter/LPG in GP ₹4200 had reportedly been subjected to pay fixation in the manner applicable to non-Running Staff, resulting in financial disadvantage.

Further, Railway Board's RBE No. 51/2019 and the clarification issued by the CPC Directorate to Eastern Railway had clarified the applicability of the prescribed fitment methodology for Running and non-Running Staff.

NFIR, therefore, requested that the cases of all similarly placed Running Staff may be reviewed and their pay may be re-fixed in accordance with the applicable provisions of Railway Board Notification No. 103/2008, Correction Slip No. 63 and subsequent instructions/clarifications, with consequential benefits.

8. Suggestions for Improvement of HRMS

A. Leave Module

1. The Manual Leave Account was discontinued w.e.f. 31.07.2023 and was required to be maintained online through HRMS. However, in Delhi Division, the Leave Account was still being maintained manually. Further, the Leave Account was required at the time of retirement for settlement purposes and verification by Associate Finance. The system may, therefore, be streamlined to ensure complete digital maintenance.
2. There was no separate provision in the Leave Module for maintaining an absentee statement, wherein the concerned dealing clerk/dealer can update the relevant details. The HRMS Leave Account should serve as the complete digital equivalent of the earlier manual system, thereby avoiding duplication of work and unnecessary utilization of manpower.
3. The process relating to Ex-India Leave should be fully digitalized. At present, SIB clearance and Vigilance clearance were obtained manually. Provision may be incorporated in HRMS for initiating and processing such clearances electronically by the concerned dealing clerk/dealer.
4. The Leave Module presently did not provide an appropriate facility for regularization of absenteeism pertaining to a period older than one year. Necessary provision may be incorporated to enable processing of such cases in accordance with the applicable rules.
5. The facility for Compensatory Casual Leave was reportedly not available in HRMS for employees in GP ₹4600. Necessary provision may be incorporated.

B. Pass Module

1. The facility for issuing Emergency Duty Passes was not available automatically through HRMS, as such passes require authorization by a Gazetted Officer instead of the Sr. Subordinate/In-charge. This causes avoidable delay in genuine emergencies. The authorization procedure may be suitably modified to enable Sr. Subordinate/In-charge officers to authorize such passes, wherever permissible under the rules.

2. Duty Passes should be made fully digital and should not require a PNR for generation/validity, particularly when the Pass itself specifies that it was not valid for travel without a PNR. The system may be suitably modified to facilitate hassle-free issue and utilization of digital Duty Passes.

C. Transfer Module

1. Provision of PS No. 14123 may be incorporated in HRMS to enable Group 'D' employees to apply for transfer to multiple departments/categories, thereby allowing the Administration to accommodate eligible employees against available requirements in different Group 'D' categories.

2. A provision for revival/reconsideration of transfer applications may be incorporated. At present, if an application was incidentally cancelled/rejected, the entire process comes to an end and the employee was required to submit a fresh application and undergo the complete process again. Where the cancellation/rejection was procedural or inadvertent, the competent authority should be empowered to revive the application from the stage at which it was cancelled/rejected.

3. Earlier, transfer powers were delegated to the DRM level. The present threshold mechanism permits deviation only after the prescribed limit was exceeded at the General Manager level. The matter may be reviewed with a view to restoring appropriate delegated powers at the Divisional level.

D. Book of Sanction

The concept of the traditional Book of Sanction had effectively been discontinued in HRMS. Earlier, each establishment maintained its sanctioned strength category-wise, whereas the present system links establishments with their respective Booking/controlling arrangements. This had resulted in difficulties in determining and monitoring the sanctioned strength of individual establishments.

The earlier system of clearly defined establishment-wise sanctioned strength may be suitably restored or an equivalent transparent provision may be incorporated in HRMS to prevent arbitrary or selective deployment of sanctioned posts.

E. APAR Review

The employee was allowed a prescribed period of 15 days for submitting representation against the APAR, failing which the representation was treated as deemed

accepted, wherever applicable under the rules. A similar time-bound provision should be incorporated for the reviewing/accepting authority. If the competent authority fails to review the APAR within the prescribed time limit, the case may be treated as deemed accepted, subject to the applicable rules.

F. Updating of Educational Qualifications

In the HRMS module for updating educational qualifications, options relating to Nursing qualifications such as B.Sc. Nursing, Post Basic B.Sc. Nursing and M.Sc. Nursing were reportedly not available in the menu. These qualifications may kindly be incorporated so that the educational records of employees belonging to the Nursing Cadre can be correctly updated.

9. Payment of 5th CPC Arrears to Accounts Staff as per Court Judgement

As per Railway Board's RBE No. 48/2003, revised pay scales were granted to Accounts staff as under:

Designation	IV CPC Scale	V CPC Scale	Revised Scale
Jr. Account Assistant	₹1200–2040	₹4000–6000	₹4500–7000
Account Assistant	₹1400–2600	₹5000–8000	₹5500–9000
Section Officer (Accounts)	₹1640–2900	₹5500–9000	₹6500–10500
Sr. Section Officer (Accounts)	₹2000–3200	₹6500–10500	₹7450–11500

The above revised scales were granted notionally w.e.f. 01.01.1996, while actual financial benefits were allowed prospectively from the date of approval by the Cabinet, i.e. 19.02.2003. Consequently, arrears for the period from 01.01.1996 to 18.02.2003 were not paid.

Some employees approached the Hon'ble Court for redressal of the matter. Railway Board, vide letter No. PC-V/2025/CC/17/WR dated 29.07.2026, had issued instructions for implementation of the Hon'ble Court's orders and release of arrears for the period from 01.01.1996 to 18.02.2003 on an in-personam basis.

NFIR requested that, in the interest of justice and to avoid discrimination amongst similarly placed employees, the benefit of the arrears may be extended to all eligible Accounts staff who were similarly placed, at par with those employees who approached the Court and were receiving arrears pursuant to the Court's orders.

10. Confirmation of Pass Holders Against Vacant Seats at the Time of Chart Preparation

It had been observed that Railway employees and retired Railway employees travelling on Privilege Passes/Complimentary Passes were sometimes kept on the waiting list even at the time of preparation/publication of the final reservation chart, despite vacant seats/berths being available in the train.

NFIR requested that, as a welfare measure for Railway employees, retired employees and their families, wherever vacant seats/berths were available at the time of final chart preparation, eligible Pass holders waiting for reservation may be confirmed against such vacant accommodation, subject to the applicable reservation rules and system provisions. This will facilitate hassle-free travel for employees, retired employees and their family members.

SHRI R.P. SINGH, TREASURER/NFIR:

1. S&T Technician Training Centre (STTC), North Central Railway, Ghaziabad – Provision of Proper Hostel Accommodation for Staff Attending Training:

The S&T Technician Training Centre (STTC), Ghaziabad, earlier had a hostel adjacent to Ghaziabad Railway Station for accommodating staff attending training from different places. The hostel was demolished in connection with the station redevelopment project, and as a temporary arrangement, staff were being accommodated in old railway colony quarters nearby.

NFIR had been given to understand that these quarters were in a highly dilapidated and unhygienic condition, with rainwater entering the rooms and frequent incidents of snakes and other reptiles, posing serious safety and health hazards. Staff were therefore compelled either to stay in unsafe conditions or incur heavy expenditure on private accommodation.

It was further understood that a new hostel constructed under the station redevelopment project was completed about one to one-and-a-half years ago, but had not yet been handed over to the Division due to pending furnishing and other essential facilities. NFIR requested the Railway Board to issue suitable instructions for expeditious completion of the pending works and immediate handing over of the new hostel. In the interim, suitable accommodation in a nearby hotel of reasonable standard may be arranged for staff attending training, to avoid hardship and financial burden on them.

2. Tower Wagon Drivers:

North Central Railway had 48 Tower Wagon Drivers—24 under RSO and 24 under TRD. While RSO Tower Wagon Drivers appointed in GP ₹2400/Level-4 had promotional avenues up to GP ₹4200/Level-6, the TRD Tower Wagon Drivers remain in GP ₹2400/Level-4 till retirement. The issue had been repeatedly raised in PNM meetings of N.C. Railway.

As per RBE No. 87/1991 and Railway Board's clarification dated 10.03.2017, Tower Wagon Drivers were entitled for benefits applicable to Running Staff. The Railway had referred the matter to the Board, but clarification was still awaited.

NFIR requested the Railway Board to create an appropriate promotional channel for TRD Tower Wagon Drivers on par with RSO Tower Wagon Drivers and extend Additional Allowance and Kilometrage Allowance at par with Loco Pilots.

3. Cadre Restructuring of SSE and JE Posts:

Previously, under cadre restructuring, the prescribed ratio of SSE to JE among technical supervisors was 67:33. However, in Prayagraj Division of North Central Railway, the number of JE posts had been continuously increased to meet administrative requirements, resulting in 107 sanctioned posts of SSE and 175 posts of JE. As per the prescribed 67:33 ratio, there should be 189 SSE posts and 93 JE posts.

Despite repeated requested for rectification of the cadre strength through the annual review, no corrective action had been taken. Consequently, there was considerable dissatisfaction among the S&T supervisory staff, as the present SSE ratio in Prayagraj Division had become 38:62, instead of the prescribed 67:33 of SSE and JE. In contrast, the SSE ratio in Jhansi and Agra Divisions continues to be maintained at 67:33. The Federation, therefore, requested that the cadre strength of SSE and JE in Prayagraj Division be reviewed and 67:33 ratio restored to ensure fair promotional opportunities for the supervisory staff.

4. Non-Operational 10-Bed ICU at Divisional Hospital, Agra Cantt:

A 10-bed ICU ward was inaugurated at the Divisional Hospital, Agra Cantt, nearly ten years ago. However, it was a matter of serious concern that the ICU had remained non-operational to date due to the shortage of doctors and paramedical staff, despite the fact that such a facility was highly essential in a Divisional Hospital.

On 14.03.2026, DG (RHS) visited Agra, during which NCRES discussed the matter and submitted a memorandum requesting immediate provision of the requisite doctors and paramedical staff to operationalise the ICU, which had remained closed for the last 8–10 years. DG (Health), Shri Jagdish Chandra, assured that necessary directions would be issued for opening the ICU. However, it was regrettable that no concrete action had been taken so far.

It was, therefore, requested that necessary arrangements for providing adequate doctors and paramedical staff may kindly be made on priority to operationalise the 10-bed ICU at the earliest, in the interest of the health and welfare of the employees and their families of Agra Division.

5. Non-provision of Conductor Berths as per Prescribed Norms in Trains Originating from Northern Railway (NR):

NFIR's Affiliate, North Central Railway Employees Sangh brought to the notice of the Federation about discriminatory provision of berths for Ticket Checking Staff in certain trains originating from Northern Railway. In trains of NCR, WCR, ECR, etc., having more than nine Upper Class coaches, three TTE berths were generally provided to

the Conductor/Ticket Checking Staff. However, in trains originating from Northern Railway, such as 12418, 12802, 12560 and 12582, only two berths were being provided. Consequently, the Ticket Checking Staff were compelled to perform their duties without adequate resting accommodation and, at times, were required to remain standing throughout the journey.

It was pertinent to mention that the Ticket Checking Staff of Prayagraj Division were provided three berths in trains such as 12417, 12427, 12802 and 12581, whereas in the corresponding trains originating from Northern Railway in the down direction, only two berths were provided. This disparity was causing considerable hardship to the staff and adversely affecting their working conditions.

NFIR requested that Northern Railway may be issued suitable instructions to ensure provision of one berth for every three coaches, as per the prescribed norms, in the first leg of Mail/Express trains originating from Northern Railway, including trains 12418, 12802, 12560 and 12582, thereby ensuring provision of three TT berths to the Ticket Checking Staff. This will remove the existing disparity and provide reasonable working and resting facilities to the staff.

6. Working of Crews of Other Zones in the Jurisdiction of NCR:

A situation of dispute was arisen due to the deployment of Crews belonging to other Zonal Railways, viz. WCR, NWR, NR and NER, in the jurisdiction of North Central Railway as the NCR crew was losing approximately 13,000–14,000 KM working per day, resulting resentment among the NCR Running Staff. Further, whenever a new train was introduced, disputes arise regarding the working of trains by the crews.

Railway Board may kindly intervene and issue appropriate instructions to ensure equitable distribution of crew working, so as to safeguard the legitimate working opportunity of NCR crews.

R.G. KABAR, JOINT GENERAL SECRETARY/NFIR:

1. Grant of Two Additional Non-Absorbable Increments to Nursing Staff – Western Railway:

Joint General Secretary/NFIR raised the issue of withdrawal of two additional non-absorbable increments granted to eligible Nursing Staff who joined the Railways on or after August 2014. The matter was earlier raised by NFIR under PNM Item Nos. 18/2014 and 56/2018, pursuant to which the Railway Board issued detailed instructions vide RBE No. 148/2015 dated 23.11.2015.

It was a matter of concern that, after implementation of the 7th CPC, the benefit of two additional increments was being withdrawn in Western Railway and, in some cases, recoveries had also been effected retrospectively. This matter was also raised in Zonal

PNM vide Item No. 103/2025, but the issue was subsequently referred to the Railway Board for clarification.

He requested the Railway Board to examine the matter comprehensively to restore the benefit to all eligible Nursing Staff, and refund the recoveries already effected. Railway Board may kindly issue clear instructions to Western Railway at the earliest endorsing copy to NFIR for information and record.

2. **Placement of an eligible candidate on the extended panel for promotion to AMM (Group 'B' Gazetted) against 70% Ranker Quota – Stores Department, Western Railway:**

NFIR's Affiliate, Western Railway Mazdoor Sangh (WRMS), had brought to the notice of the Federation an issue concerning the extended panel for promotion to the post of AMM (Group 'B' Gazetted) against the 70% Ranker Quota in the Stores Department, Western Railway.

The original notification dated 04.11.2024 had assessed the vacancies for the period from 01.01.2025 to 31.12.2026 and had also indicated the anticipated vacancies up to 30.06.2027 as per Board's letter No. E(GP)2024/2/28 dated 22/10/2024 and accordingly, an extended panel was prepared against the retirement of one empanelled candidate, namely Shri Ashok Kumar Pal, due to retire in October 2026.

However, another empanelled candidate, Shri Guman Singh Rawat, placed at Sl. No. 2 was also due to retire on 31.03.2027, which also falls within the period of anticipated vacancies notified Zonal Railway was requested that this anticipated vacancy be duly taken into account and one more eligible qualified candidate be placed on the extended panel, particularly in terms of Railway Board's letter No. E(GP)2024/2/28 dated 22.10.2024. However, Western Railway referred the matter to the Railway Board. The clarification issued vide Board's letter dated 10.08.2026 did not appear to address this specific issue.

He, therefore, urged the Railway Board to reconsider the matter in its proper perspective and issue suitable corrective instructions to Western Railway for placement of one more eligible candidate on the extended panel against the anticipated vacancy arising on 31.03.2027, thereby protecting the legitimate promotional opportunity of the eligible candidate.

3. **Abrupt Redistribution of Higher-Graded Non-Gazetted Posts Causing Stagnation in Promotional Prospects – Western Railway:**

Joint General Secretary highlighted the issue of arbitrary redesignation and redistribution of higher-graded Non-Gazetted posts on Western Railway, adversely affecting the promotional avenues of existing staff.

He invited the attention to Railway Board, vide RBE No. 54/2022 dated 19.04.2022, which permitted redistribution of Non-Gazetted posts at Zonal level, but specifically stipulated that only vacant posts required to be surrendered or posts identified

for reduction through work-study should be considered. He also pointed out that RBE No. 39/2012 dated 23.03.2012 categorically clarified that higher-graded posts arising from cadre restructuring should not be surrendered and, wherever already surrendered, should be restored against surrender of posts in the lowest recruitment grade.

Contrary to these instructions, Western Railway had reportedly diverted several higher-graded promotional posts, including Ambulance Driver (MCM), H&MI, Office Superintendent and other Level-6/Level-7 posts, to other cadres. 61 Office Superintendent posts (GP ₹4200/Level-6) were reportedly being proposed for redistribution as JE (P.Way) posts. These actions had seriously curtailed the promotional avenues of existing staff and aggravated stagnation in the affected cadres. This matter was also raised with the General Manager, Western Railway, during the PNM Meeting held on 22nd–23rd July 2026; however, the issue remains unresolved.

He requested that the Railway Board to intervene and direct Western Railway to review and withdraw the irregular redistribution orders/proposals, restore the diverted higher-graded posts to their respective promotional cadres, and ensure strict compliance with the Board's instructions so that the legitimate promotional prospects of existing staff were protected.

4. **PwBD Notional Promotion Benefits – Case of Western Railway:**

Joint General Secretary/NFIR pointed out that the serious issue of non-sanctioning of any supernumerary post for Non-Gazetted PwBD employees by Western Railway for extending notional promotion benefits with effect from 30.06.2016, despite Railway Board's sanction of supernumerary posts to various Zonal Railways vide letter dated 04.05.2026.

It was observed that Western Railway might have furnished a nil/ incorrect assessment of its actual requirement to the Railway Board. The matter was also discussed with the PCPO/WR during the GM-PNM Meeting held on 25–26 March 2026, wherein the PCPO agreed to re-examine the matter and submit a corrective proposal.

He requested that the Railway Board to intervene urgently & direct Western Railway to reassess and furnish the actual requirement, and sanction the requisite supernumerary posts so that eligible PwBD employees were not deprived of their legitimate notional promotion benefits from 30.06.2016.

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Section –B: Minutes

AM(CE)/ PEDTK(M&MC)

***25/2018: Creation of posts of Driver-cum-Technician in the Track Machine organization on Indian Railways – payment of Running Allowance for JEs/SSEs (TM)-reg.**

A reply has already been sent vide Railway Board's letter no. 2021/Track-III/TK/10 dated 30.06.2025.

It was requested by the administration that the reply dated 30.06.2025 in compliance with last PNM minutes may be gone through. Further, in the light of discussion, the Federation requested a comprehensive review for running of the track machine operators. Same was agreed to.

……....

AM(CE)/DCE(G)/PEDPC

20/2023: Need for upward revision of Dry Cell Allowance-reg.

A committee will be constituted by PC Dte. to enhance the Dry Cell Allowance.
It was also pointed out by the Federation that this allowance should not be subject to IT deductions.

……....

28/2026: Continuous night working of Track Maintainers in Metro Railway, Kolkata-reg.

At present the duty roster of Track Maintainers has been revised in terms of Office Order No. 45/2025 dated 23.12.2025 issued by Metro Railway. As per the revised arrangement, a cycle of 4 nights duty and 2 days duty followed by a weekly rest is being followed, which has been agreed upon by MRMU.
The rest as per the duty roster is not being followed. The same shall be examined and needful done.

……....

AM(ME)/OSD/EE(G)

07/2017: EMU Cab Ergonomics – Motormen facing lot of hurdles – review – urged.

Cab Air Conditioning:-

New 3-Phase EMU rakes	ICF has already started turning out 3 Phase EMU rakes with floor mounted Cab AC since September 2017.
Existing 3-Phase EMU rakes	Out of total 951 driving cabs over zonal railways, 510 driving cabs have been provided with AC. Break up of these 510 driving cabs railway-wise shall be provided to the Federation.
Conventional EMU rakes	The matter was referred to RDSO. It has been stated that in conventional EMU/MEMU only single power supply of 266V AC is available.

Item closed.

(Finalised)

……....

16/2023: Difficulties faced by AC Escorting Staff manning AC Coaches on Mail/Express and high speed trains on the Divisions/Zones in day-to-day working, excessive utilization beyond duty hours-reg.

(i) The duties of ACC Attendants and the In-charges start one hour before the commencement of the train journey for completing the pre-departure formalities.

(ii) Similarly, their duties get completed one hour after the arrival of the train at their base station for completing the handing over procedures including the loose items under their possession, e.g. linen, tumblers, flasks etc. to the maintenance staff.

(iii) Escorting staff attached with AC coaches is permitted to take rest in the AC coach itself wherever rest facilities are not available in the nature of running/rest room. To avoid any harassment during stay in AC coaches, Zonal Railways have been advised to issue identity cards with authorisation to all AC escorting staff permitting them to take rest only at destination stations in one of the AC coach of the train, earmarked for the purpose by the Railway.

(iv) On the issue of resting facility to staff, Railway Board has issued fresh guidelines on 11/01/2023 as per the guidelines:-

- Provision for resting facilities for AC escorting staff should be kept by Zonal Railways in future construction works taken up by them for TTEs rest room/running room etc.

- ICF SGAC coaches are available with Railways can also be utilized for resting of escorting ACCI & ACCA (renamed as ACCEA) at secondary terminals. These coaches should be stabled with proper charging facilities & basic amenities i.e. water, toilets/bathrooms etc. for this purpose .

•WR, SR, NR & ER should start using ICF SGAC coaches immediately on pilot basis and provide feedback to Board.

Zonal Railways have directed their respective divisions to provide the facilities accordingly. The position was submitted on 03/11/2023. Updated Position in this regard, is as under:

Eastern Railway: (i)At ASN- coach no. 012117 WGACCN ready to use in all respect from Elect & Mech dept.

(ii) At HWH- coach no. 022109 WGACCN & 0992113 WGACCN ready to use in all respect from Elect & Mech dept

(iii) At SDAH- One type II Railway Quarter (no. 521/17) has been arranged with 5 beds provided for resting.

Northern Railway: A furnished room with 8 beds & toilets /bathroom facility is available at Kalka station which has been created as resting facility & used by staff of 12311/12, 12005/06, 12011/12, 14795/96.

Southern Railway: (i) Two dormitory type rooms with 20 beds each (40 beds) have been arranged at St Thomas Mount Railway station for AC escorting staff of other division/ Railway in MAS division.

(ii) One room each at TVC & KCVL depot at TVC division has been arranged for AC escorting staff of other division/Railway.

(iii) At TPJ division, one room has been allotted in TTEs restroom and are being used by AC staff of other division/Railway.

(iv) In PGT div. one room has been allotted at Kannur station for AC escorting staff of other division/Railway.

(v) PCME/SR vide letter no. E.5/1/Genl. Dt. 26.6.23 has advised DRMs to include resting facility for AC escorting staff in future construction works similar to TTE rest room, running room etc.

The detailed position of compliance of Board's instructions in this regard will be shared with the Federation.

……....

29/2024: Outsourcing of AC Coach Attendant jobs in various trains plying on the Divisions of Southern Railway.

&

13/2025: Guidelines for deployment of Electrical Escorting Staff in Rajdhani/Shatabdi/Mail/Exp trains-reg.

(i) AC Coach Attendants (ACCEA) are deputed to assist the AC Technicians.

(ii) Presence of outsourced staff, one hour prior to departure of the train is ensured in the contracts too.

(iii) Outsourced staff also carries out the duty of assisting the Technicians in Inspection and rectify malfunctioning of AC units.

(iv) Cleaning and ensuring watering is part of the duties prescribed for staff licencees who handle bed roll duties, in terms of RB letter 2006/TG-V/12/1 dt. 28.02.2007.

(v) Ensuring working of lights and fans is primarily the responsibility of AC Technicians. To assist them, outsourced staff will be posted in the same scale as departmental ACCA prescribed for each train.

(vi) Ensuring that doors of AC coaches remain in closed condition during running of train and keeping a watch on the corridor of the AC coaches during night are prescribed for the bed roll staff of licensee.

(vii) Smooth functioning of AC unit / Control Panel or any Technical work is primarily the responsibility of AC Technicians, who are presently departmental staff only.

(viii) Outsourced staff also provides assistance to such WIPs and Railway officers as and when required.

(ix) Connecting or Disconnecting the HOG couplers is not done by ACCA. The work of connecting or disconnecting the HOG couplers between loco and power car/LSLRD is carried out by the power car marining staff, for which they are trained and issued competency. ACCA only, assists the Power car manning staff.

(x) As per the divisions, the staff deployed by the contractors are trained for handling of fire extinguishers before allowing them to work in coaches.

Outsourcing of non-core activities, ACCA duties of AC coaches, Escorting duties of Power cars have become inescapable, to make available at least minimum staff for maintenance duties in depots, due to constraints in filling up of vacancies and creation of posts at par with work load.

The work done by the contract staff of the mentioned two divisions of Southern Railway will be reviewed and audited. The Federation requested that NER also be considered.

…….....

03/2026: Examination and maintenance of freight carrying train formations under Open Sky – C&W Staff are put to unbearable hardships – reg.

It was informed that the next generation mega depots will have covered sheds as well as additional facilities for convenience of staff. The list of proposed C&W yards/depot identified for providing covered sheds will be shared with the Federation.

(Finalised)

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AM/RE

08/2026: Reorganisation of CORE (Central Organisation for Railway Electrification) into CORPS (Central Organisation of Railways for Power Supply) – reg.

At present the CORE is functioning under the GM/CORE Prayagraj, reorganisation of CORE is not in consideration.

Federation requested that its proposal through the agenda item may be considered and response communicated.

…….....

AM(L&A)

13/2026: Enhancement of Budgetary allocation for carrying out staff related welfare works (viz. maintenance of Railway Quarters, Colony, approach roads, drainage, water supply arrangements etc.) – utilization of unspent amount against "Departmental Charges" (share of Establishment charges) provided in the sanctioned Works Estimates – urge for formulation of policy guidelines – reg.

Item discussed. Position explained by AM(L&A). Item closed.

(Finalised)

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AM(PU)

20/2024: Introduction of Group Incentive Scheme to the Staff working in Kurduwadi Workshop of Central Railway.

The subject matter was examined and it is seen that the present overhauling capacity including that in the pipeline is considered sufficient to meet the current rolling stock maintenance requirements in the region. This duly considers the varying nature of jobs in these units and flexibility in capacity achieved by optimum usage of resources which has helped IR to meet the traffic requirements. Therefore, coverage

of any new overhauling units under incentive scheme is not being considered at this moment including introduction of Group Incentive Scheme in the Kurduwadi Workshop.

The Federation is unable to agree with the contention of Railway Board and insisted that the present workload justifies coverage under group incentive scheme. In this context, Federation requested Railway Board to look into the communications of PHoD of Mechanical Department of Central Railway for treating the real workload aspect for the purpose of considering the demand. If Board desires further details with regard to workload as on date, the Federation will provide the same.

…….....

10/2026: Introduction of full day working system on 2nd & 4th Saturdays and allowing 1st & 3rd Saturdays as Holidays to the employees working in the Workshops and Production Units on Indian Railways-reg.

Discussed. Federation will revert back to the Board after consulting its affiliates.

…….....

PED(Sig.Mod.)/ PEDPC

14/2010: Upgradation of posts commensurate with the increased work load and responsibilities – ESM Category – S&T Department.

Revised percentage agreed between both Federations and Signal Dte. for Technicians against item no 14/2010 and proposal is under process.

…….....

15/2022: Risks being faced by the Railway employees in the course of performing duties resulting loss of lives and injuries.

Finalised from Signal Dte. and remarks will be given by PEDPC. Thereafter, position will be apprised to the Federation.

…….....

AM(Comml)/ ED(PM)

13/2011: Provision of cooking facilities at Rest Rooms meant for Ticket Checking Staff.

Instructions have been issued to all zoṇal Railways on 14.02.2025 to provide these facilities especially cooking facilities in TTE Rest house along with reasons for not providing catering facilities. ZRs are requested to positively update the status by 10th of every month.

The Federation contended that the position as advised does not reflect the ground reality and is not at par with the facilities provided to running staff. It was agreed by the Commercial Dte. that the situation would be re-assessed and necessary corrective action will be taken on priority.

…….....

05/2015: Arbitrary decision revising norms for manning of Coaches by the Ticket Checking Staff –reg.

A committee of EDs has been constituted recently to undertake a comprehensive review of yardstick for all posts of Commercial department (including ticket checking staff).

Federation has contended that the number of staff required to man the coaches should be firmed up. As regard the report of the Committee, it should be finalised within 3 months.

…….....

12/2024: A) Reservation on Railway Passes/PTOs.

B) Difficulties arising out of privilege and complimentary passes or PTO issued online in favour of serving/retired Railway employees.

Matter is under consideration.

…….....

19/2024: Dog Box in (LWL RRM) AC-SLR attached in LHB rakes plying on Indian Railways.

Marked to EDF(M).

…….....

05/2025: Arbitrary decision revising norms for manning of Coaches by the Ticket Checking Staff – Restoration of norms laid down vide Railway Board's Commercial Circular No. 18/2000 dated 17/04/2000-reg.

Same as 05/2015.

…….....

14/2026: Reutilization of PTOs in the event of non-confirmation of seat/berth in a train-reg.

Matter is being processed.

…….....

PED/TT(M)

21/2025: Uniform and Protective gears for Shunting Staff (Pointsman, Gateman, Cabinman & Leverman) of Operating Department – reg.

The issue has already been examined in consultation with the Finance Directorate. Thereafter, approval of the competent authority was obtained and Railway Board's letter No. 2023/TT-1/76/Misc/1 dated 26.08.2025 was issued to all Zonal Railways/Production Units, extending the provision of uniform and protective gears to Shuntmen/Shunting Masters of Operating Department.

Discussed and finalised.

(Finalised)

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AM(RS)/ EDRS(P)

35/2004: Inadequate promotion opportunities for Technical Supervisors in railway printing presses.

All staff have been redeployed with better opportunities. Item finalised.

(Finalised)

……....

AM(Traction)

10/2022: Redressal of Loco Running Staff Grievances:

(i) Working of MEMU trains without ALP

(ii) Carrying of Fog Safe Device(FSD) by loco running staff (LP/ALP)

&

24/2024: Provision of Co-Motorman for 12 car & above EMU trains plying between CCG-Virar-Dhanu Road of suburban route of BCT division of Western Railway.

10/2022: (i) The first phase of the committee's recommendation, ALP in MEMU/DEMU was permitted for distance beyond 200kms, however, the committee is further reviewing this recommendation and will come out with revised recommendations.

(ii) FSD is a safety device that is required to be carried in locomotives as per instructions of Railway Board in all trains. Its specifications are under revision by RDSO which will reduce its weight to almost 700gms and will also address many issues faced by running staff during its working. The development is in process and is taking time because of lot of technical improvements involved.

24/2024: It has been agreed to close the item because the final sanction of the rolling stock has been communicated after consideration of the Board.

……....

29/2022: Installing CVVRS in Locomotives – Loco Running Staff agitated.

The CVVRS is a safety imperative and cannot be diluted. The federation requested that there are several instances where the CVVRS report has resulted in disciplinary actions/ harassments for minor infractions. It was requested by the Dte. to provide any specific instances if any. It was agreed that the sensitization drive shall be advised to the Zonal Railways.

(Finalised)

……....

05/2023: Provision of seat for Chief Loco Inspectors (CLIs) and other inspecting officials in Loco Cab-reg.

RSP for provision of 20,000 seats for inspecting officials has been approved for inclusion in Budget 2025-26 which shall cover the entire fleet of electric locos. So far, around 5500 locomotives have been provided with the same and for the remaining, the work is in progress.

(Finalised)

……....

18/2023: Nomination of Gooty Diesel Loco Shed (South Central Railway) and Siliguri Diesel Loco Shed (North Frontier Railway) for maintaining the additional locomotives being supplied under DLF/Marhowra Project – Provision of additional posts for meeting the additional activity – Reg.

Gooty shed is currently holding 433 locomotives. However, in long term, it will hold only 250 diesel and 135 electric locomotives. For these locomotives, there are adequate number of staff available as per yardstick. Similarly, for Siliguri shed, in long term only 250 diesel locomotives would be homed along with few electric locomotives. For these locomotives adequate sanction of the staff is available at Siliguri shed.

Federation stated that so far as the Gooty Diesel Shed is concerned, there is shortage to the tune of 95 staff in terms of yardstick. SCR has drawn their roadmap for diverting over 20 diesel locos to Vijayawada Diesel shed where work load warrants additional locos. Federation has highlighted this fact to M(T&RS) few days ago and requested to get the matter examined for mitigating the staff hardship at the Gooty Diesel Shed. Federation requests the Board to take the ground reality as on date with regard to both Gooty and Vijayawada Loco Sheds for balancing the workload keeping in mind manpower availability. After discussion, it was agreed to find out the factual position for appropriate action.

…….....

04/2024: Problems faced by Loco Running Staff while working Trains – remedial measures - Location of RS/Emergency valve/brake of ALPs in Electric Loco Cabs.

The modification planned by RDSO has been implemented in Madhepura and Marhowra. Further, follow-up action will be taken for completion of work in all locos.

(Finalised)

…….....

05/2024: Looking backside from Loco window on curve during run of high speed trains – provision of rear view mirror needed for safe working of Trains by Running Staff.

Advisory to update look-back instructions as per GR 4.41 has been issued by Railway Board vide letter dated 11.04.2025.

(Finalised)

…….....

15/2026: Report of the Multi-Disciplinary Committee to deliberate, engage with Federations and submit holistic reports on the grievances of Loco Running Staff and issues raised by Federations-reg.

The Federation has requested that the accepted recommendations of the committee to be shared with the Federation. The Dte. advised that some of the items of the ToR are still under deliberation of the Committee.

…….....

DG(RHS)/ PED(Health)

***12/2015: Maintenance of cleanliness on trains and at stations etc. – implementation of Food Safety and Standard Act, 2006 in Railways. (other officer concerned – PED/Health).**

The instructions issued vide Board's letter No. 2021/H-1/9/2 dated 01.07.2022 are in line of the instructions given in EnHM's Letter No 2019/EnHM/07/01 dated 07.03.2019 that is based on Hon'ble CAT order dt. 10.12.2018 in OA No. 100/4515/2018.The existing arrangement does not deprived any individuals with regard to any benefit, which would have, otherwise, been payable/ admissible to him. It is customary for every Govt. servant to receive pay, perks leave etc., from the unit where he/she is performing his/her normal duties. With these efforts, railway has been able to bring in the much desired improvements in sanitation/cleanliness at the major stations of IR and intend to further carry this process as has recently been directed by Hon'ble NGT, Delhi

As these instructions are binding in nature, it is not appropriate to review the instructions. Item closed.

(Finalised)

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08/2017: Policy guidelines for Medical fitness of employees of various medical categories who have undergone LASIK Surgery-reg.

The conditions for medical fitness for candidates and employees undergoing LASIK or similar surgeries is under review.

……....

09/2023: Reimbursement of Medical expenses to serving/retired Railway employees – Hon'ble Supreme Court's decision-reg.

Instructions regarding reimbursement are under review.

……....

21/2024: Shortage of manpower and equipment in the Dental Clinics/Units in Railway Hospitals/Health Units on Indian Railways.

Dental treatment to Railway medical beneficiaries is being provided in house or in empanelled Railway hospitals. Medical equipments in Railway hospitals are being provided/upgraded as per need and availability of funds. Part time Dental Surgeons and contract paramedical staff are also being engaged in Railway hospitals to avoid to hardship being faced by Railway beneficiaries in the absence of availability of regular dental surgeon and para medical staff.

……....

26/2024: Arbitrary enhancement of per capita charges for medical attendance and treatment of staff and their family members employed in Quasi Administrative Offices/Units, Cooperative Credit Societies and Banks etc., - Denial of Free Medical facilities to the whole time staff employed by the recognized Federations and recognized Unions.

Federation requested that letter no. 90/H/6-1/13 dated 22.06.1995 should be implemented. The matter shall be examined.

……....

11/2026: Yardstick for manpower requirement for Medical Department on Indian Railways – Implementation of Railway Board's letter No. 2013/H/14/5/1/Policy dated 11.03.2023 – reg.

DG (RHS) has advised that a committee to revise the yardsticks is being constituted including the members of medical department, finance and HR. The Committee will be advised to submit its report within 3 months. Further action will accordingly be taken.

…….....

16/2026: Entitlement of Complimentary Pass and RELHS facilities to the widow of former Railway employees included as dependent under the Pass Rules-reg.

The request of the Federation has been conveyed to Ministry of Finance for revising the dependency limit from Rs. 9000+DR to Rs. 25000+DR per month for clearance vide letter No. 2025/E(W)/30/03/2 dated 01.07.2026.

(Finalised)

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PED(Safety)

36/2018: Guiding norms for imposition of punishment on Loco Pilots/ Assistant Loco Pilots in cases of Passing Signals at Danger (SPAD) – NFIR's suggestions for further relaxation - reg.

&

03/2025: Guiding norms for imposition of punishment on Loco Pilots/Asst. Loco Pilots in cases of Passing Railway Signals at Danger (SPAD) as specified in 1st proviso of Rule 6 of the Railway servants, (D&A) Rules 1968 (as amended from time to time) – Proposed immediate Review of guiding norms - reg.

The Zonal Railways will be asked to expedite the input on SPAD policy specially including the AWS system, Multi-line and automatic signal, signal location specially extreme right hand side while sending the input with TDC September, 2026.

…….....

28/2025: Accident Free Service Award to Staff belonging to certain specified safety categories – Non-grant of Awards on account of non-allocation of funds-reg.

The instructions regarding grant of Accident Free Service Award during retirement function has again reiterated vide Railway Board's letter no. 2018/Safety(DM)/18/1 dated 14.05.2025.

While appreciating Railway Board's letter, the Federation stated that funds constraint for grant of award at the time of superannuation should not arise.

(Finalised)

…….....

PED(Coaching)/ PEDPC

07/2012: Payment of Allowance to the Running Staff working Duronto Express Trains.

It is stated that P&A Dte. has already issued necessary instructions to all the Zonal Railways and PUs vide letter No. E(P&A)II/2010/RS-17 dated 04.06.2019 (RBE No. 91/2019).

(Finalised)

……....

09/2026: Marshalling of General Class Coach in a Train – Difficulties faced by escorting staff-reg.

The Federation contended that the issue is serious and warrants a solution.

It was advised by Director/EEG, separate staff is provided for power car/ LSRD at the end of the train. In light of the remarks, the change in the position of General Class coach is not required.

It was requested by the Federation that the issue of provision of seat for AC Coach Attendant may be provided within the AC Coach itself. The same may be apprised to the Committee constituted for accommodation to escorting staff.

(Finalised)

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PED(Vigilance)

28/2022: Selection for the post of Vigilance Inspector (Personnel) on Zonal Railways – Consideration of Stenographers for selection to the ex-cadre posts of Vigilance Inspector/Personnel.

A Committee consisting of Vigilance and HR shall be constituted to examine the matter.

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EDF(E)

04/2021: Revision of Pension in the case of retired Technicians Grade-Ion Indian Railways-wrong fixation of Pension to the pre-0l/0l/1996 Pensioners - review urged.

The Federation contended that the equivalence of 1320-2040 to 4000-6000 was erroneous and subsequently corrected to 4500-7000 (5th CPC) by the Government, consequently the Board has issued vide RBE No. 269/1998. Accordingly, notional pay should have been calculated in pay scale Rs. 4500-7000 and pension revised to the retired Technicians Grade-I w.e.f 01.01.1996 and further revision should have been done w.e.f 01.01.2006 and 01.01.2016 in terms of extant instructions. Sadly in the case of retired Technicians Grade-I, revised pension was not granted. This needs to be set right and pension revised from retrospective effect.

It has been agreed to re-examine the issue.

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28/2021: Revision of pension of pre-2006 pensioners who retired from the 5th CPC scale of ₹6500-10500-reg.

FE Dte. had referred the case twice to DoP&PW. Their reply has been shared with the Federation where DoP&PW is not agreeing to revise the date of implementation from 01.01.2016 to 01.01.2006.

Federation will share their remarks on the said reply.

It was agreed to re-examine the same for referring to DoP&PW. A copy of the reference will be shared with the Federation. It was also requested to take up this item at NC-JCM level.

(Finalised)

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02/2023: (i) Coverage under Central Civil Services (Pension) Rules, 1972 of those Central Government employees who appeared for examination of 2003, but joined service after 01/01/2004-reg.

&

11/2025: Consideration of cases of Railway employees appointed on compassionate ground for coverage under Railway Service (Pension) Rules, 1993-reg.

The matter was referred to the DoP&PW to consider the date of application as notification date to cover compassionate appointment cases under OPS from NPS. Same has been accepted by the DoP&PW. The letter issued by DoP&PW has also been circulated to the different units of Railways.

(Finalised)

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04/2023: Recoveries from the pay of employees on the pretext of alleged overpayments in gross violation of extant instructions – reg.

The comments already provided vide Board's Memorandum, a letter no. 2024/FE-II/6/3 dtd. 15/07/2024 (RBE 64/2024) has recently been circulated to all ZRs/PUs on the subject, wherein it has clearly been mentioned that the guidelines issued by DoP&T vide its O.M.18/03/2015- Estt. (Pay-I) dated 02.03.2016 (circulated vide Board's letter no. 2016/F(E)II/6/3 dated 22.6.2016) shall be strictly adhered to while considering waiver of excess payment made to Railway servants.

Federation contended that recoveries at the time of retirement pertaining to earlier periods ranging into several years are amounting to serious violation of codal provisions (IRAC 1023) and Railway Pension Rules, 1993. It was requested to issue instructions to Zonal Railways etc to review and rectify these wrong decisions. Federation further requested to convene a separate meeting with Member (Finance).

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13/2024: Denial of family pension to the widows of former Railway employees died in harness.

Letter dated 19.06.2026 has already been issued to all Railways to follow the instructions and guidelines issued by the Railway Board to ensure uniformity.

The Federation contended that the several cases including the instant case administrative apathy has lead to non-screening/regularization of employees. This has further impacted and cause hardship to the family pension denied to the family. Since this was administrative error/carelessness, it is requested that in such cases they should be treated as deemed regularized. It was further mentioned that administration had promoted them/assigned higher responsibility. Specific cases referred by Federation may be examined separately by E(NG) Dte.

(Finalised)

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PEDPC

20/2025: Review of classification of trains as High Speed Trains for the purpose of payment of Trip Allowance.

Discussed and finalised.

(Finalised)

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ED/E

12/2026: Imposition of penalties on staff – delegation of powers to the General Managers to entertain mercy appeal – reg.

Matter will be examined.

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