

# Voice of Rail Engineers



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*Success comes to those who Believe*

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**INDIAN RAILWAYS**

**TECHNICAL SUPERVISORS ASSOCIATION**



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## IRTSA approaches DOP

### - For Detailed information under RTI on Group B & other Issues

#### **Was it mandatory for Railway Board to implement Govt. orders?**

Having received very lukewarm response from the Railway Board to implement the orders of the DOP for classification of posts, inspite of repeated representations and inspite of the directions by CAT to remove the existing anomalies in this regard, IRTSA has now started a campaign under the Right To Information (RTI) Act, on this and some other issues of vital interest to the Engineers in the Railways.

General Secretary IRTSA, had moved an application, under RTI, with the Railway Board to advise reasons as to why the orders of DOP had not been implemented regarding Classification of posts on Railways and grant of First Class Pass at par with other Central Government employees. Board preferred to give evasive replies on these issues. While, as per rules under the RTI Act, appeal could be filed against the vague replies, but it was considered more appropriate that since Board was in no mood to do justice, it would be better to involve the DOP as well to consider the matter dispassionately.

*(Please see inside - the copies of issues raised by IRTSA under RTI and the replies received from the Railway Board)*

### **Seniority of Technical Supervisors**

#### **Merged with Running Staff for promotion to Group B**

#### **SCR Engineers Protest**

Violating all norms of justice, seniority of Running Staff and Motor-men had been merged with that of the Technical Supervisors for promotion to group B Gazetted, in some of the Railways. While the Supervisors of Western and Central Railways had represented against it earlier also, now the South Central Railway is the latest to enter the fray. But the CPO / SCR has turned down the plea of the Engineers / Technical Supervisors of that Railway, citing some vague Rules.

Cadre of Technical Supervisors is entirely different from that of the Running Staff and so are their avenues of promotion. Running staff also gets the benefit of 30% of pay counted for all purposes as the Running Allowance. As such, merger of their seniority for promotion to Group B Gazetted cadre is totally wrong and unjustified.

## IRTSA PRESIDENT MEETS MEMBER MECHANICAL

### **Demands MM's intervention to stop recovery from Senior Supervisors of DP on incentive payment**

On 18<sup>th</sup> June, 07, Central President, IRTSA, Er. M. Shanmugam met Member Mechanical Sri.R.K. Rao, at Railway Board. He presented some of the burning issues of Technical Supervisors to the Member Mechanical. Central President specifically stressed the need to immediately stop the recoveries being made in some Railways from the incentive payments of Senior Supervisors. He explained in detail the justification for calculating the incentive payment taking DP in consideration for all Engineers and staff as per Board's orders of July, 2004.

### **GENERAL SECRETARY VISITS**

#### **CLW, KHARAGPUR, LILUAH & JAMALPUR**

Er. Harchandan Singh, General Secretary, IRTSA recently toured the Eastern Region including CLW, Kharagpur, Lilluah and Jamalpur. He addressed mass meetings of Engineers from all departments. He explained the position of various demands of Engineers on the Railways and how IRTSA was constantly trying to resolve their problems. He also explained at length issues taken up by IRTSA with 6<sup>th</sup> Central Pay Commission and what could be expected of it. He informed the members, about the Right to Information (RTI) Act and how it could be used for raising vital issues. The meetings were also addressed by Unit and Zonal Secretaries IRTSA of CLW, Eastern Railway & South Eastern Railway etc.

In interactive sessions, General Secretary also discussed with the Engineers, about the problems faced by them in everyday working.

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**EDITORIAL****Will Pay Commission hear us?**

Will the Sixth Pay Commission Listen to us? Will it call us for a hearing? Will it give due consideration to the exhaustive memorandum submitted to it by IRTSA or by many other organisations? And above all, will it do justice to the Engineers / Technical Supervisors on the Railways and numerous other categories – whose Associations and Unions have submitted memorandums to the Pay Commission, but have so far not been called for an “Oral Evidence” by the Commission?

All these are million dollar questions before IRTSA as well as before numerous other organisations who have not so far been called by the Commission. There are rumors that the Pay Commission had closed the evidence after hearing the Recognized Federations and the JCM etc.; and that it may not call any other organisation for evidence. If it is so, it will be a sad day not only for IRTSA or other sister organisations who have not been heard by it, but even for all lovers of justice.

IRTSA had given valuable evidence before the Third, Forth and Fifth Pay Commissions and it is all on record. Consequently Technical Supervisors got the highest of the Pay Scales, amongst the entire Group C - especially through Third and Fourth Pay Commissions. Great injustice was done with the category by the Fifth Pay Commission – firstly on account of misrepresentation of facts by a mushroom organisation which posed to represent the category and secondly on account of insistence and combined pressure by the recognized Federations to equate the other categories in Group C to be brought at par with the Technical Supervisors – who had been given higher pay scales by the previous two Pay Commissions – keeping in view their duties and responsibilities.

Let the story not be repeated this time. First CPC (1946 – 48) and Second Pay Commission (1957 – 59) had not only equated the Technical Supervisors with other Group C staff but had not restored to them the Pre 1931 pay scales – merely because there was nobody to represent this lower and middle management category. Formation of IRTSA (in 1965) did bring in the much needed relief by providing a platform to speak for this vital category resulting in improved Pay Scales, reduction in number of scales, and improved avenues of promotion –since formation of IRTSA.

The Memorandum and the oral evidence by IRTSA before the three Pay Commissions did bring the much needed relief to the category and the working class as a whole to a certain extent. This time also much hard work had gone into the preparation of the memorandum and the reply to the Questionnaire submitted by IRTSA to the Sixth Pay Commission. The memorandum and the reply to the Questionnaire have both been duly acknowledged by the Pay Commission with an assurance that due consideration shall be given to the same by the Commission.

But, unless a personal hearing is given to the representatives of IRTSA to give an oral evidence and

presentation, there is always a chance that the importance of certain vital issues may not be fully understood by the Commission. This is what the oral evidence is all about. That’s why it is provided for in the law.

Justice should not only be done – but it should also appear to have been done. Hope the Pay Commission will listen to our repeated pleas in this regard and do justice by calling IRTSA for an oral evidence early and in any case before submitting its final report.

**Replies from Railway Board****On issues raised under RTI by IRTSA**

*Railway Board’s Letter No. RTI Cell/2007/37 Dated 17.05.07*

Ref: Representation from Shri Harchandan Singh, GS / IRTSA

**Reg. Classification of posts on Railways**

**What are the a) criteria, (b) Guidelines, (c) Yardsticks, (d) orders regarding classification of posts in Group A, B, C & D - issued by the DOP and adopted/issued by the Railways.**

The order issued by the Government vide DOP&T’s letter No. 130 12/1/98-Estt(D) dated 20.4.1998 regarding criteria, guidelines and yard sticks etc. pertaining to classification of posts is enclosed for ready reference. The same has not been adopted in Ministry of Railways in totality.

**What are the reasons for non-implementation of orders of GOI issued vide DOP letter No. 13012/1/98-Estt (D) dated 20.4.1998, on the Railways, regarding classification of posts in Group A, B, C & D.**

Having regard to organizational imperatives and operational and functional efficiency of the Railway system, it has not been possible to implement the directions relating to classification issued by DOP&T in totality.

**Whether Railway Board is proposing to classify/upgrade only 1/8th of posts in scale Rs.7450-11500 from Group 'c' to Group 'B' even while (belatedly) taking cognizance of DOPs letter dated 20.4.1998**

The issue of classification of a limited number of Group 'c' posts in scale Rs.7450-11500 to Group 'B' as raised in the forum of PNM is under examination

**(a): Whether Railway Board is aware that posts of Foremen and Chief Draughtsmen (in scale Rs.2375-3500/Rs.7450-11500) were classified in Group 'B' (GAZETTED) in Ordinance Factories and Directorate General Quality Control, vide Department of Defence Production Supplies letters No. 7(2)/92/D(FY) dated 16.4.95J No. A/98034/DCCA/ADM-10/1221/D(OA) dated 4.5.1994, in accordance with DOP litter No. 3141/93 Estt(D) dated 30.12.1993.**

**(b) What are the reasons for not implementing any of the orders of DOP cited above; and**

**(c) What are the reasons for the discrimination on the Railways in this regard vis-à-vis the said Departments under Ministry of Defence etc.**

Ministry of Railways is not aware of DOP&T’s letter dated 30.12.1993. However, for reasons already stated in reply to item No. (iii), it has not been possible to implement instructions of DOP&T relating to classification, in totality.

*(Replies from Railway Board – Contd)*

Replies from Railway Board (Contd)**Entitlement of Class of Passes**

**Ref: SO/RTI's Note No. RTI Cell/2007/38 dt. 12-04-07**

**Q i). What are the criteria for entitlement for class of Passes on the Railways:-**

**a) While on Duty or on tour;**

**b) For Privilege/Complementary Passes?**

**Answer:** (a) & (b): The entitlement for class of passes issued to Railway Servants on Duty & on Privilege Account is based on status, date of entry in Railway Service and basic pay of the Railway Servants.

**Q ii). What are the criteria as per orders of DOP for traveling on train for Central Government employees:-**

**a) While on Duty or on tour;**

**b) On L.T.C. etc?**

**Answer:** Railway employees are governed by Railway Servants (Pass) Rules, 1986 (2nd Edition, 1993) for the purpose of travel in train on duty or on tour. Railway Servants are not entitled to LTC. The instructions of DOP in respect of travel on train or LTC is not applicable to Railway employees and the same may be obtained from DOP&T.

**Q. iii) What are the reasons for discrimination between Other Central Government employees and Railwaymen regarding entitlement for travel on train:-**

**a) While on Duty or on tour;**

**b) For Privilege/Complementary Passes and on LTC etc?**

**Answer:** (a) & (b) The question of discrimination between Railway employees & other Central Govt. employees in respect of their entitlement for travel on train does not arise since Railway employees are governed by different sets of Rules i.e. Railway Servants (Pass) Passes Rules, 1986 (2nd Edition, 1993) which have been framed under proviso to Article 309 of the Constitution. Since issue of privilege passes/duty passes to Railway Servants is a part of their service condition, the facilities available under these Rules is not comparable with that are available to other Central Govt. employees.

**Q. iv a) What are the reasons for having different levels of entitlement on Railways on the basis of date of recruitment?**

**b) Does any such discrimination on the basis of date of recruitment exist for other Central Government employees, for entitlement to travel?**

**c) If no, then what is the justification for such a treatment with the Railway men.**

**Answer:** a) In case of non-gazetted Railway employees the class of entitlement is based on date of recruitment & basic pay of the employee. After recommendation of subsequent Pay Commission, the scale of pay of the employees stand revised. With a view to maintain parity amongst employees with greater length of service vis-à-vis with relatively less years of Railway service, the concept of cut off dates of recruitment besides their basic pay has been adopted in the Rules.

b) & c) Railway employees vis-à-vis other Central Government employees are governed by different set of Rules & service conditions which are not comparable.

Terms and conditions governing Central Government employees may be obtained from the nodal Ministries and no comments can be offered by the Railways.

**Q. v) How is it legally justified to have such discrimination on either of the above two counts?**

**Answer:** The travel entitlement of Railway servant are based on the Railway Servants (Pass) Rules, 1986 (2nd Edition, 1993) framed under proviso to Article 309 & to other Central Govt. employees under different Rules, as such any comparison between different facilities available under the two sets of Rules is misplaced.

**CONDITIONS OF MEDICAL EMERGENCY**

**R B No.2006/H-1/13(RTI) dated 17.4.07**

**Sub:- Information under RTI Act, 2005 - Shri Harchandan Singh. (RTI Cell/ 2007/60).**

**Q (1). Whether following conditions are considered to be an "emergency" by the Railways, for reimbursement of medical expenses for treatment in Private/Government Hospitals;**

**CONDITIONS OF EMERGENCY – (UNDER ECHS)**

\*Acute Cardiac Conditions/Syndromes including Myocardial Infarction, Unstable Angina, Ventricular Arrhythmias, Paroxysmal Supra-ventricular Tachycardia, Cardiac Tamponade, Acute Left Ventricular Failure/Severe congestive Cardiac Failure, Accelerated hypertension, Complete dissection.

\*Vascular Catastrophes including Acute limb ischemia, Rupture of aneurysms, medical and surgical shock and peripheral circulatory failure.

\*Cerebro-Vascular Accidents including Strokes, Neurological Emergencies including coma, cerebro meningeal infections, convulsions, Acute paralysis, Acute visual loss.

\*Acute respiratory Emergencies indulging respiratory failure and decompensated lung disease.

\*Acute abdomen including acute obstetrical and gynecologist emergencies

\*Life threatening injuries including Road traffic accidents, Head Injuries, Multiple Injuries, Crush Injuries and Thermal Injuries.

\* Acute poisoning and Snake bite

\*Acute endocrine emergencies including Diabetic Ketoacidosis

\* Heat stroke and cold injuries of Life threatening nature

\* Acute Renal Failure

\* Severe infections, leading to life threatening sequel-including Septicemia, disseminated TB.

\* Any other condition, in which delay could result in loss of life or limb.

**Ans. All the conditions enlisted in the application as "emergency" (under ECHS) are considered as emergency conditions by Railways also.**

**While Issuing the circular No. 2005/H/6-4/Policy-I1 dated 31.01.07 by Railway administration, all the conditions (under ECHS) have been included and considered by defining in a separate pattern. The pattern in which they are considered is given in the above mentioned circular.**

The copy of the said Board's letter dated: 31.01.07 is attached (Annexure 'A') for ready reference

*(For copy of above cited letter please see Page 5)*

**Information sought from DOP under RTI**

**GS / IRTSA, Er. Harchandan Singh has raised some basic questions with the DOP as to whether it was mandatory for Railway Board to implement Govt. orders issued by the DOP as long back as in 1998? Many other serious queries have also been raised in this and other similar matters.**

*Following information has been sought by IRTSA from the DOP recently under RTI, reply to which is expected shortly as per provisions of the ACT:-*

1. What is the total number of posts in Group A, B, C & D in each Department / Ministry under Government of India?

2. a) What are the Orders - regarding classification of posts in Group A, B, C & D – issued by the D.O.P.?

b) Copies of the same may please be supplied along with the copies of follow up instructions / orders issued thereon by DOP, along with amendments / clarifications thereof.

3. Was it mandatory for various Departments / Ministries to implement the orders of DOP in this regard – for Classification of posts?

4. a) Which Ministries/ Departments have changed previously existing Classification of posts for implementation of orders of DOP referred to above?

b). Which Ministries / Departments have not changed the Classification of posts and not implemented the orders of DOP referred to above?

c) Had they taken the approval of the DOP for non- implementation of the same?

d) Was any such approval given by the DOP and if so, on what grounds & to which ministries? Copy / copies of the same may please be supplied

5. Whether DOP is aware that Posts of Foremen and Chief Draughtsmen (in scale Rs.2375-3500 / Rs. 7450-11500) were classified in Group B (GAZETTED) in Ordinance Factories and Directorate General Quality Control, *vide Department of Defence Production Supplies letters no. 7(2)/92/D(FY) dated 16.04.95 and no A/98034/DCCA/ADM-10/1221/D(OA) dated 4.5.1994, in accordance with DOP letter no 3141/93 Estt (D) dt.30.12.1993.*

6. a) Is the DOP aware that Railways have not implemented the above said orders of DOP for Classification of posts?

b) Whether DOP is aware that the posts in Scales Rs 5500- 9000, Rs 6500 – 10500 and Rs 7450 – 11500 are all in Group C on the Railways?

c) Is the DOP aware that Principal Bench of CAT New Delhi (in O. A. 836 / 89) had held that the Classification of posts in erstwhile Scales of Rs 2000 - 3200 & Rs 2375 -3500 ( now Rs 6500 -10500 & Rs 7450 - 11500 ) in Group C on the Railways, was anomalous?

7. a) What are the reasons (given by the Ministry of Railways to DOP till date, for non-implementation of orders of G.O.I. - issued vide DOP letter no. 13012/1/98-Estt (D) Dated 20.4.1998, on the Railways, especially regarding classification of posts in Group C & 'B'?

b) Copy of letter(s) / noting(s) / opinion given by Ministry of Railways, in this regard, may please be supplied.

c) What are the special peculiarities, advised by the Ministry of Railways to DOP, if any, in the posts (of erstwhile Foremen & Chief Draughtsmen) now in the Scales Rs 7450 -11500 and designated as Senior Section Engineers on Railways, due to which these have all been classified in Group C instead of Group B ; and why the said orders of DOP (cited above) had not been implemented on the Railways

d) What was the opinion of the DOP about non-implementation of the said orders of DOP no. 13012/1/98-Estt (D) Dated 20.4.1998, on Classification of posts by the Ministry of Railways?

e) Whether any opinion was conveyed by the DOP to the Railways about non-implementation of the said orders of DOP no. 13012/1/98-Estt (D) Dated 20.4.1998, on Classification of posts by the Ministry of Railways?

f) Copies of notings & letters written in this regard by DOP to Ministry of Railways, may please be supplied.

8. i) Was it mandatory for the Ministry of Railways to seek the approval of the DOP for making a departure / exception to the said orders of the DOP?

ii) What are the rules and standing instructions about i) above

9. a) Is the classification of all civil posts to be based on Pay Scales only or are there some other criteria also?

b) If so, what are the other Guidelines issued by the GOI / DOP for classification of posts in Group B (Gazetted) in various departments?

c) Copies of the said Guidelines may please be supplied.

10 a) What is the role of UPSC in regard to Classification of Posts, if any?

b) Is UPSC required to decide or concur as to which post should be classified in which Group or is its role confined to holding selection for the specified Group(s) of posts?

**NEW OFFICE BEARERS****METTUGUDA, S&T - SUB UNIT OF SC RAILWAY**

The General Body meeting of Mettuguda, S&T workshop was held on 04-06-2007. Er.G.Krishna Rao, Zonal Secretary, SC Railway presided over. Following office bearers were elected in the General Body.

<b>President</b>	<b>Er.K.Mohan Rao</b>	<b>SSE/BS</b>
Wr. President	Er.S. Krishna Murthy	SSE/CARP
Vc. President	Er.B.V.S.S. Prasad	SSE/Insp
	Er.P. Shankar	JE-I/X-Shop
<b>Secretary</b>	<b>Er.K. Rajasekar</b>	<b>SSE/Fitting</b>
Org. Secretary	Er.B.V.Bhaskar	SSE/Plg
	Reddy	
Jt. Secretary	Er.C. Shanker	SSE/RS
	Er.T.V.S. Sreenivas	JE-II/Molding
<b>Treasurer</b>	<b>Er.N.Chnti Babu</b>	<b>SSE/PCO</b>
Auditor	Er.K.V. Ramaraju	SE/CRF
Advisor	Er.R. Perumal	SSE/TR
	Er.S.K. Suresh Babu	SSE/EM

## RAILWAY BOARD'S LETTERS

*Rly. Board's letter No. 2005/H/6-4/Policy-II dated: 31.01.2007*

### 1. Sub: Reimbursement of medical expenses-procedure of disposal.

The issue of bringing in objectivity, consistency and transparency in disposal of reimbursement cases, where the treatment has been taken in emergency without consultation with the Authorized Medical Officer, has been under consideration of the Board.

The Railway Board after thorough review of the whole subject of reimbursement has taken the following decisions which are to be implemented with immediate effect.

Any instructions on this subject as available in IRMM 2000 or any office order issued prior to this office order and will stand modified accordingly.

#### I The cases to be considered for sanction of reimbursement claim

To provide proper medical treatment, the Indian Railway Health Care Delivery system has 121 number of Railway Hospitals and 586 No. of Railway Health Units established all over India. In addition to this, all Govt. Hospitals and more than 15 private hospitals all over the country have been recognized to provide necessary medical treatment to Railway beneficiaries.

As per extant rules, a railway beneficiary must report to Railway Medical Officer for his/her and dependents' medical treatment. The Authorized Medical Officer will make necessary arrangements for medical treatment through Railway Hospital/Govt. Hospital/Pvt. Recognized Hospital. In exceptional situations, CMOs of Zonal Railways can obtain special permission from Railway Board for treatment in any Private Hospital on case to case basis. Hence, there is no scope available for any railway beneficiary to go to any private hospital himself/herself or their dependents on their own volition, except in case of real emergency situation.

"**Emergency**" shall mean any condition or symptom resulting from any cause, arising suddenly and if not treated at the early convenience, be detrimental to the health of the patient or will jeopardize the life of the patient. Some examples are- Road accidents, other types of accidents, acute heart attack etc. Under such conditions, when the Railway beneficiary feels that there is no scope of reporting to his/her authorized Railway Medical Officer and avails treatment in the nearest and suitable private Hospital, the reimbursement claims are to be processed for sanction, after the condition of the emergency is confirmed by the authorized Railway Medical officer ex-postfacto.

In order to establish the emergency condition, following parameters are to be examined on record:-

#### (a) Admission details:-

- (i) Date and time of admission.
- (ii) Admitted through OPD service/ emergency service.
- (iii) Admitted to an ICU bed or general bed or cabin bed.

#### (b) Clinical findings at the time of admission.

Following findings should be made available and critically evaluated:-

(i) Pulse rate.	(vi) Any other feature of shock.
(ii) B.P.	(vii) Body temperature
(iii) Level of consciousness	(viii) Extant of external wound
(iv) Any convulsive feature.	(ix) Extant of active bleeding.
(v) Urine output	(x) Extant of Chest pain or pain in other parts of the body.

#### (c) Types of medical treatment given immediately after admission.

(i) List of Emergency medicines used immediately after admission.

(ii) Type of surgical procedure done immediately after admission.

#### II Calculation of the amount of reimbursement to be sanctioned out of the claimed amount:-

Once the emergency is established beyond doubt, then the case should be further processed for calculating the amount/money to be sanctioned.

For that, following guidelines are given:-

a) Treatment taken in Govt. Hospital - Full admissible amount should be recommended for sanction.

b) Treatment taken in Recognized Private Hospital for an ailment for which it is recognized - Rate as approved by Railway should be processed for sanction.

c) Treatment taken in a Recognized Private Hospital but for an ailment for which it is not recognized or treatment taken in a non- recognized Private Hospital:- Reimbursement should be made at the CGHS rates of that city or nearest city. CGHS (Central Govt. Health Scheme) approved rates are to be recommended/processed as an upper limit for sanction.

III The approved rates of private hospitals recognized by Railway should be put on the Web sites of the Zonal Railways so that at all levels of processing/sanction these are accessible to all concerned.

IV In Medical Science, no list can be fully exhaustive. Hence, it is likely that there will be few occasions when a claim has been submitted which is not appearing exactly in the CGHS rate list. On these cases, the MD/CMS/MS in charge of Divisions will apply their mind and will come to a logical conclusion. Then, they will pass a speaking order to certify the rate/s being recommended, in consultation with Associate Finance.

V All the reimbursement cases be processed as per check-list issued earlier to avoid back reference.

VI These instructions shall be effective from the date of issue of this letter. Past cases, already decided, shall not be re-opened.

VII This issues with the concurrence of Finance Directorate of Ministry of Railways

### 2. Payment of Ex. Gratia compensation to families of Railway servants who die in performance of their bona fide official duties. – Delegation of power to GMs regarding.

*Railway Board's Letter No. E(W) 2006/CP-1/37 Dated 1.5.2007*

Based on discussion in DC-JCM meetings and suggestions received from Zonal Railways, Ministry of Railways have decided with the approval of department of Expenditure and department of Pension and Pensioners' welfare that the General Managers of Zonal Railways, Production units, etc and equivalents would be the competent authority to sanction Ex. Gratia compensation to families of Railway servants who die in harness, in terms of extent instructions subject to the condition that personal concurrence of the FA&CAO and personal approval of the GM shall be obtained in each case. These powers are not to be delegated further under any circumstances.

The cases should be settled within the maximum period of three months so as to cause minimum hardship to the claimants and should be subject to careful examination with reference to the extent instructions conditions, etc.

**Railway Board's Letters (Contd)**

**RAILWAY BOARD'S LETTERS (Contd)****3. Grant of Privilege Passes/PTOs to dependent relatives – Raising the income ceiling.**

Railway Board's Letter No. E(W)97/PS%-1/71 Dated 15.5.2007

Consequent upon increase in Dearness Relief to pensioners/family pensioners w.e.f 1.1.2007 in terms of Board's Circular No.PC-V/97/I/9/6 dated 19.04.2007 a dependent relative in relation to a railway servant as described in Railway servants (pass) Rules 1986, shall be deemed to be wholly dependent on the Railway servant only if his/her income w.e.f. 1.1.2007 including pension, dearness pay and dearness relief in terms of Board's letter no No.PC-V/97/I/9/6 dated 19.04.2007 does not exceed Rs.3038/- ie. Rs 1500/- (Pension /family pension) + Rs. 750 (DP) + 35% of Rs.2250 (1500+750) or 15% of the pay of Railway servant, whichever is more.

**4. Grant of medical facility to dependents & Family members of Railway employee who die in harness.**

Railway Board's Letter no. 2006/H/28/1/RELHS Dated 18.05.2007

Arising out of demands made by NFIR, the subject of grant of medical facilities to the dependents & family members of Railway employees, who die in harness, till the final settlement of due paid, has been under Board's consideration for some time in the past. It has been decided that medical facilities to the dependents and family members of Railway employee, who dies in harness, will continue to be given to them, till the time of filling up the forms of settlement dues.

A written option to join or not to join RELHS scheme should be taken from the spouse/dependents of the deceased Railway servant, at the time of filling the forms of settlement dues. In case they opt to join RELHS scheme, the RELHS Medical identity cards may be issued in their favour, after having deposited the amount of RELHS contribution in cash or authorizing the administration to deduct the same from their final settlement dues.

**5. Filling up the post of chief Laboratory Superintendent in scale Rs.7450-11500.**

Railway Board's Letter No. E(NG)I-2006/PM 10/2 Dated 23.05.2007.

Reference para 165(5) of IREM, Vol. I 1989 Edition as modified vide ACS No.128 issued under this ministry's letter no E(NG)II/2001/RR-20 dated 12.11.2001 and instructions contained in their letter of even number dated 4.9.2001 regarding filling up posts in various grades in the cadre of Laboratory Superintendent and Chief Laboratory Superintendent in the pay scale of Rs.5500-9000, Rs.6500-10500 and Rs.7450 – 11500 respectively by promotion of staff in the respective immediate lower grade with qualifications/criteria as indicated in the extant procedure.

The matter has been viewed by this Ministry who have in modification / amplification of extent procedure/instructions, decided as under in respect of staff in service as on 1.8.1998.

- (i) Those recruited to the grade Rs.550-900/1640-2900 (now revised to 5500-9000) as Lab. Supt. With pre revised qualification of M.Sc, (Chemistry) with two

years experience or B.Sc (Chemistry) with the years experience will be eligible for consideration for promotion to grades Rs.6500-10500 and Rs.7450-11500 on completion of two years residency in the respective lower grade.

(ii) Those recruited to grade Rs.1400-2300(now revised to 5000-8000) with qualification of B.Sc (Chemistry) with one year training in Public Health Laboratory will also be eligible for consideration for promotion to further higher grades in the hierarchy on completion of two years residency in the respective lower grade.

(iii) Those not recruited directly to above grades but having the qualifications indicated minus pre-appointment experience or training, will also be eligible for promotion to higher grades on completion of a minimum of two years service in the respective lower grade; service in the Railway as para-medical staff substituting for prescribed pre-appointment experience/training.

**6. Appointment on compassionate grounds of wards/spouse of medically incapacitated employee on the Railways.**

Railway Board's Letter No. E(NG)II/2006/RC-1/Genl.11 dated 25.5.2007

It has come to the notice of this Ministry that there have been instances on the Railway/Production units where employees who have been totally medically incapacitated and have opted for retirement, the provision of consideration for appointment on compassionate ground to ward/spouse of such employees is not being extended.

It is clarified that spouse/ward of such employees may continue to be considered for appointment on compassionate ground subject to their eligibility to the post in terms of Railway Board letter No.E(NG)II/95/RC-1/94 dated 18.1.2000 para-3.

**7. Re-delegation of powers to the MD/CMS/MS in charge of Division or Production Units and Director/CRI/Varanasi, in respect of clinical investigations.**

Railway Board's letter No. 99/H/6-4/Policy dated 30.04.2007.

Ministry of Railways have already delegated powers to CMD/Zonal Railways, MD/Central Hospitals, CMS/MS in charge of Division Hospitals to reimburse/sanction the cost of C.T scan and MRI up to Rs.10,000 for each test separately, as per Board's letter No.99/H/6-4/policy dated 20-09-2000 (Advance correction Slip No. 7 of health 2000). This will remain unchanged.

However, arising out of demand made by FROA & AIRF in the 37<sup>th</sup> meeting of PREM Group, the subject of re-delegation of powers of MD/CMS/MS in charge of Division, Production Units and Director /CRI / varanasi, in respect to clinical investigations in Government Hospital/Private Hospital / Private Diagnostic Centre has been under consideration of the Board for some time. After careful examination of the matter, it has been decided as under:-

*(Continued on Page 7)*

**RAILWAY BOARD LETTERS (Contd)***(Continued from Page 6)*

“The upper ceiling limit of powers of MDs of central Hospitals, CMS/MS in charges of Divisional Hospitals / Production Unit Hospitals and Director /CRI/ Varanasi for all clinical and Pathological investigation, Radiological investigation and other types of diagnostic procedures of Railway beneficiary (other than CT scan & MRI) may be enhanced up to Rs.5000 for each test to be done in Government Hospital/Private Hospital / Private Diagnostic centre etc., in case the requisite facility is not available in Railway Hospital.”

The enhanced delegation of power is subject to monitoring the essentiality of clinical investigation and expenditure incurred on such tests.

Any instructions on this subject in IRMM-2000 or any Office order issued prior to this Office order will stand modified accordingly.

**Advance Correction Slip No.3 – Health/2007.**

The following may be added to the note below Para601 (2) (d) :-

The upper ceiling limit of MD/CMS/MS in charge of Division, Production Units and Director /CRI / Varanasi, in respect to clinical and pathological investigations, and other types of diagnostic procedures of Railway beneficiary (other than CT scan & MRI) may be enhanced up to Rs.5000 for each test to be done in Government Hospital/Private Hospital / Private Diagnostic centre etc., in case the requisite facility is not available in Railway Hospital.”

*(Authority: Board's letter No.99/H/6-4/Policy Dated 30.04.2007)*

**8.Sub: Medical exam criteria for various categories for promotions from Group 'C' to Group 'B'**  
**Railway Board's letter No. 2005/H/5/13 Dated 9.4.2007.**

The matter of relaxation of medical examination standard for Railway employees on promotion from Non-Gazetted to Gazetted posts has been under examination of the board for some time. After careful examination of the issue the board has approved that any one of the conditions (mentioned in para 532 of IRMM 2000) may be relaxed in favour of any candidate for special reasons. The relaxation in medical standards in each case should have specific approval of the concerned member of Railway Board.

In view of this relaxation, it is for the Zonal Railways to decide the post in the department where the employee can be absorbed on promotion from Non-Gazetted to Gazetted post.

**9. Incentive for Railway staff posted at Workshop Project Organisation Under CAO (workshops Project) Patna**  
**Boards Letter No. E(W)2007PS 5-1/14 dated 22.05.07**

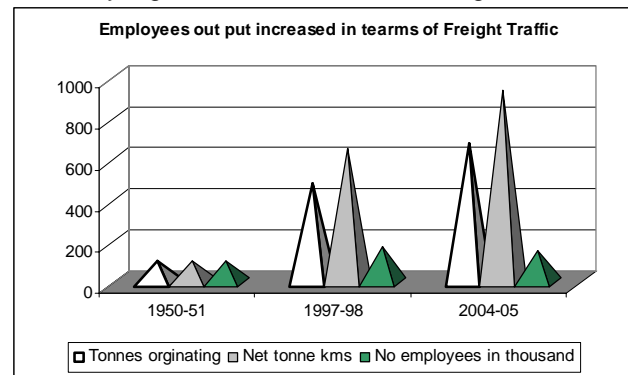
It has been decided by Board that as a part of incentive scheme for the Railway staff posted at workshop Project Organisation, Under CAO (workshops Project) Patna, one (1) set of additional privilege pass will be issued in favour of Group 'C' & 'D' Railway employees for the first five (5) years of their posting.

## **IMPRESSIVE PERFORMANCE OF INDIAN RAILWAYS PERFORMANCE SHOULD BE REFLECTED IN PAY PACKAGE**

**By K.V. Ramesh, Asst. Central Treasurer/IRTSA**

Indian Railways carries 16 million passengers and 2 million tonne of goods every day. The outlay of Railways annual Plan for the year 2007-08 is proposed at Rs.31,000 crore. This is the largest annual plan so far and exceeds the plan outlay for the current year by 32 per cent.

The target for freight loading for the year 2007-08 has been kept at 785 MT. Indian Railways will be able to increase its freight loading from 726 million tones in 2006-07 to 1150 million tones during the next five years. To achieve this fabulous target carrying capacity of wagons are being increased to CC+8T pay load, double stack container trains are being introduced, wagons with 25T axle load will be introduced, empty running of wagons will be minimized. Permanent way and Bridges has to be upgraded to bear more axle loads. This will drastically increase the employee output which is already high that is evident from the figure below.

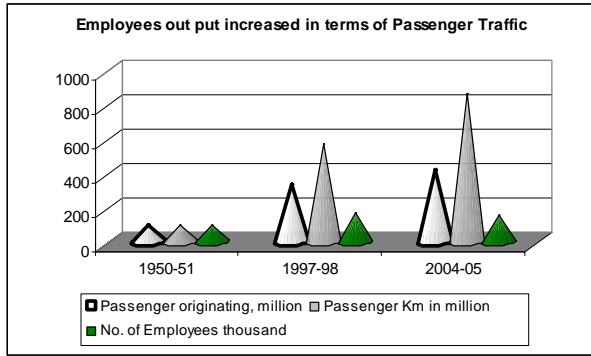


	Tonnes originating	Net tonne kms	No employees in thousand
1950-51	100%	100%	100%
1997-98	479%	650%	173%
2004-05	673%	932%	156%

**IR operates more than 9,000 passenger trains everyday.** Due to the lowest Second class fares, suburban season ticket concessions and many other concessions, operating 110 uneconomic branch lines etc the excellent improvement achieved in Passenger traffic is not reflected in the real passenger earnings. In the current year IR has inducted **700 additional coaches** in popular trains, to facilitate travel of more people. The capacity of sleeper coaches is being increased from 72 to 84, AC Chair Car from 67 to 102, AC 3 Tier from 64 to 81, AC 2 Tier from 46 to 48 and AC 1st from 18 to 22. Also in the current year 32 new pair of trains, **8 pair of Garib Raths** were introduced, **22 existing services were extended** and the **frequency for existing 14 services were also increased.** All these steps will further increase the output of the employees, which was increased drastically as shown in the figure.

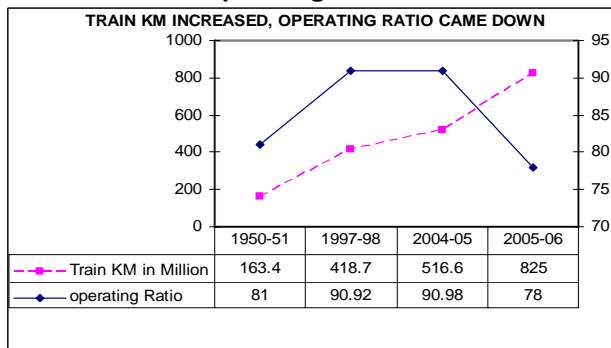
*(Continued on Page 8)*

**Pay Package should reflect Railways Performance**  
(Continued from Page 7)



	Passenger originating, in million	Passenger Km in million	No. of Employees in thousand
1950-51	100%	100%	100%
1997-98	339%	571%	173%
2004-05	419%	865%	156%

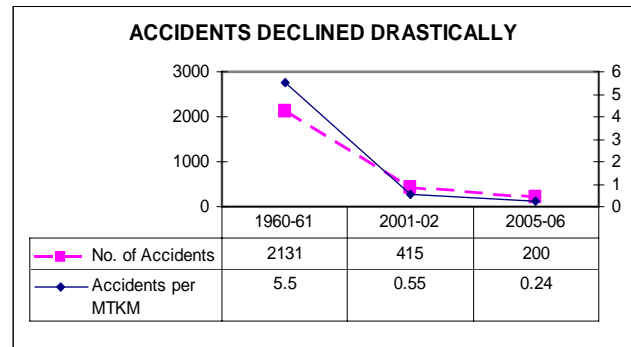
Social service obligation borne by IR in the year 2004-05 is assessed at Rs.5740 crores, excluding the law and order cost of Rs.844 crores. IR can not forego social obligations to serve the poorest of the poor just to earn profit, it has to delicately balance between social obligations and commercial considerations. Despite meeting all social obligations IR is among the best in world with lowest operating ratio.



In safety also the performance of Indian Railways has improved excellently. **Accidents per million trains KM has come down from 5.5 in the year 1960-61 to 0.24 in the year 2005-06.** If compared with Road, the performance of IR will be more shining since Road accident kills more than one lakh persons besides handicapping more than 3 times of the death, whereas average annual death in Rail accidents are only 400.

All these fabulous achievements with addition of only 18% of route KM in the past five and half decades would not have been possible with out the dedicated and disciplined work force. With the GDP growth going to touch the double figure and the growth elsewhere in the economy, the opportunities for the traffic growth both in Freight and Passenger are aplenty. In fact it is mandatory for the Country to enhance the Railway activities since **Railway**

is having the inherent advantages of Energy efficiency and environment friendliness.



Railway Finance made a historical turn around by following the strategies of "Increase volumes, reduce unit cost, decrease tariff, make Railway competitive in the market, increase market share and earn record profit".

**But any management should have a comprehensive strategy to offer a decent pay and other incentives for the employees on whose shoulders load is being increased day by day. Pay package should be sufficient enough to retain the talent and to attract new; young, talent and efficient persons and the management/Government should remember that efficient people won't work for peanuts.**

**15 % Posts in Scale Rs 7450- 11500 to be upgraded to Group 'B'**

15 percent posts in scale Rs 7450 – 11500 shall be upgraded to Group 'B' Gazetted shortly, on the Railways. This decision was taken recently by the Railway Board, as per agreement with the Recognised Federations (i.e. AIRF and NFIR). The case was pending for approval with the Minister for Railways, till the reports last came in before printing of this issue.

It may be recalled that IRTSA has been demanding the up-gradation of all the posts in the Grade 7450 – 11500 to Group 'B' Gazetted for the last over 20 years and even won a court cases in CAT New Delhi - which held the existing classification of these posts in Group 'C' to be "anomalous", but the Board continued to be adamant on the issue and did not change the classification inspite of repeated representations and agitations by IRTSA over the years.

Subsequent orders of DOP for Classification of all posts in scales with a maximum of Rs 9000 and above had not been implemented by the Railways even after nearly 10 years of issuance thereof.

While IRTSA considers the proposed upgrading of these few posts as a step forward towards meeting the ends of justice, but the struggle is bound to go on for ultimate implementation of the orders of DOP as per decision of the Government of India.

