

**APPOINTMENT OF SIXTH CENTRAL PAY
COMMISSION**

A LANDMARK ACHIEVEMENT

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GENERAL SECRETARY

PRESENTS

CHRONICLE OF EVENTS

HIGHLIGHTING FOCUS

ON

STRATEGY, INITIATIVE AND ACTION

OF

**NATIONAL FEDERATION OF INDIAN
RAILWAYMEN**

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**CHRONICLE OF EVENTS
(APPOINMENT OF VI CENTRAL PAY COMMISSION)**

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FOREWORD

5th October, 2006 brought cheers to lakhs of railwaymen and other Government employees when Government of India notified the setting up of VIth Central Pay Commission which was eagerly awaited for over 2 years. This booklet records the chronology of events which commenced in December, 2004 culminating in the issue of Notification.

Readers are aware that Vth Central Pay Commission constituted in 1994 submitted its report in 1997. The new pay scales were however given with effect from 1.1.96 after protracted negotiations and improvements through negotiated settlement in September, 1997 in the wake of Strike Decision. The Commission in its report also focussed on timely setting up of next commission in 2003 to formulate the new parameters of wages, salaries, perks and allowances so as to ensure connectivity and improvement. However, it did not happen.

This time around NFIR strategised its move right at beginning of December, 2004. The 24th National Convention of NFIR held at Mumbai on 2nd, 3rd & 4th December, 2004 passed a resolution on the issue of Sixth Central Pay Commission and other major demands to proceed with various types of actions and agitations to mount pressure on the Government.

With planned initiatives and carefully devised programme of actions, NFIR kept up the momentum on the demand for constitution of Sixth Central Pay Commission, throughout the Indian Railways with active involvement and intense enthusiasm amongst the cadres and activists to the the imperative need of achieving satisfactory results on issues. NFIR continued its pressure on Government of India through various fora such as

- (I) Continuous dialogue with various authorities viz. Railway Ministry, Finance Ministry etc.,

- (II) Deliberating on the major demands at all levels besides conducting mass agitations.
- (III) The continued indifference on the part of Government of India on justified demand for appointment of VIth Central Pay Commission and non-settlement of variuos other issues forced the General Council of NFIR in its meeting held from 22nd to 24th October, 2005 at Banglore to decide to go on indefinite General Strike. Accordingly JCM Constituent organizations have taken a decision in January, 2006 to serve Strike Notice on 7.2.2006 for launching Indefinite General Strike from 1st March, 2006 on 20 Points Charter of Demands and notices were served by NFIR Unions on the respective General Managers in the midst of Massive Rallies all over Indian Railways.
- (IV) The INTUC Leadership supported NFIR's stand and a Delegation led by President-INTUC Dr. G. Sanjeeva Reddy met Prime Minister on 24.1.2006 on the need for constitution of VIth Central Pay Commission. The Prime Minister had responded positively to the INTUC plea.
- (V) The Government initiated dialogue with the JCM (Staff Side) Leaders and Standing Committee Meeting was also held on 15.2.2006 wherein a settlement was reached on 20 Points Charter of Demands besides acceptance for appointment of VIth Central Pay Commission.
- (VI) As no progress was seen on the Negotiated Settlement the NFIR President and General Secretary met Prime Minister on 4th July, 2006 and appealed to him to see that Notification constituting the Pay Commission is issued at the earliest. Prime Minister was also requested to consider Payment of Interim Relief.

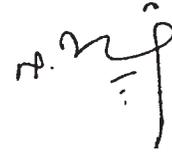
Following the commitment given by the Prime Minister the Union Cabinet met and decided to appoint VIth CPC and accordingly notification has been issued on 5th October, 2006., with the following composition:

1. Shri Justice B.N. Srikrishna, Chairman
2. Shri J.S. Mathur, Member
3. Prof. Ravindra Dholakia, Member
4. Smt. Sushama Nath, Member Secretary

The journey which started at Mumbai on 2nd December 2004 (24th National Convention) was successfully completed on 5th October, 2006. The booklet tracks the movements during this historic travel to destination "Appointment of VIth Central Pay Commission."

I hope that this booklet will be an useful asset in understanding the ethos of NFIR spearheading the cause of just and legitimate demands of lakhs of Government employees with special reference to Rail Workforce. The cooperation and dedication of all members of NFIR is duly acknowledged.

Wishing you a happy reading.



(M. Raghvaiah)

1. THE BEGINING

**SETTING UP VI CENTRAL PAY
COMMISSION LEADS THE LIST OF
104 DEMANDS PLACED AT 24TH
NATIONAL CONVENTION AT
MUMBAI BETWEEN 2ND AND 4TH
DECEMBER, 2004.**

1.1 24TH NATIONAL CONVENTION OF NFIR PAREL, MUMBAI

2nd to 4th December, 2004

NFIR's CONVENTION CONGRATULATES SONIAJI

The 24th National Convention of National Federation of Indian Railwaymen (NFIR), now in Session at Mumbai heartily congratulates Smt. Sonia Gandhi, President, AICC, Chairperson of UPA for leading the UPA parties to the victory in the General Elections held for Lok Sabha in April/May, 2004.

In response to General Secretary's, NFIR felicitations to Smt. Soniaji on Congress (I) winning the General Elections, she replied –

“I was touched to receive your kind letter.

The election result is a tribute to the strength and vibrancy of our electorate, which has so decisively rejected the politics of divisiveness, and reaffirmed its faith in our pluralistic culture and our cherished traditions of tolerance and secularism.

I assume my responsibilities as President of the Congress Party, overwhelmed and humbled by the love and support I have received, deeply conscious of the enormous trust reposed in me, and determined to do my utmost to meet the needs and aspirations of each and every section of Indian society.

I count on every one of you to be our guide, our critic and our conscience-keeper, so that we always remain responsive to your views and your problems, and we work together to build the India of our dreams.

With good wishes”

The National Convention also congratulates Dr. Man Mohan Singh, who took over as Prime Minister of India and expects that the country would march

ahead under his able leadership. The Convention welcomes the Common Minimum Programme announced by the UPA Government and expresses confidence that the Government would ensure implementation of all the commitments given to the people. The Convention also, at the same time, urges upon the Government to review the anti-working class decisions of the previous Government and take steps to protect the rights of workers.

The Convention assures the co-operation and support of NFIR to the Central Government in its efforts for successfully tackling the problems of unemployment, poverty, education, health care, illiteracy, etc.

NFIR's CONVENTION – MUMBAI

AN OVERVIEW

INDIAN RAILWAYS

The Indian Railways (IR) have been a vital component of the social, political and economic life of the country. IR's transportation network has played a key role in weaving India into a nation. This network has not only integrated markets but also people across the length and breadth of this huge country. IR's morale in times of war and natural calamities has also been commendable. It has always risen to the occasion and transported men and materials in large numbers at short notice. It is because of these reasons that Indian Railways has emerged as the most vital Transport Infrastructure of the country.

The Indian Railways have a unique history of working round the clock for the cause of the nation at all times in order to ensure satisfaction to the customer by providing safe, secure and qualitative services. During the year 2002 Indian Railways celebrated 150 years of its service to the people of the country.

NFIR's ROLE

The industrial climate in Indian Railways has generally been healthy and National Federation of Indian Railwaymen (NFIR) has been playing a constructive role in consolidating disciplined Trade Union Movement on Indian Railways. In the past decades NFIR has been working relentlessly to improve conditions of railwaymen. The Federation has fully utilized all the fora such as, PNM, DC/JCM, PREM etc., in efficiently projecting the demands of railwaymen and discussing them thread-bare for their logical conclusion, while contributing for improving the efficiency of Indian Railways.

NFIR has brought historic achievements to several categories of staff through various Tribunals viz., Sankar Saran, Miabhoy, Wanchoo, etc., besides through bilateral negotiations. Successful endeavours were made by the NFIR pleading the case of railwaymen before the 2nd, 3rd, 4th and 5th Central Pay Commissions

involving extended period of strenuous work. The Federation could successfully project the cases before Class IV Staff Promotion Committee, the S.K. Das Independent Body on Dearness Allowance (known as D.A.Commission), the National Labour Commission headed by Justice Gajendragadker and the Bonus Commission.

The Committees viz., Kunzru Committee of 1962, Wanchoo Committee of 1968, Sikri Committee of 1978, Accidents Enquiry Committees and Railway Safety Review Committee of 1998 headed by Justice H.R. Khanna, were successfully utilized by the Federation in highlighting system's deficiencies for improving safety standards.

The Administrative Reforms Commission and the Railway Reforms Committee in 1982 also received emphatic representations from the NFIR, concerning Railwaymen's welfare and working. The NFIR availed every opportunity to the maximum advantage in furthering the cause of the Railwaymen, before Estimates Committee and Convention Committee.

PERFORMANCE OF INDIAN RAILWAYS

The performance of the Indian Railways for the past one decade i.e., 1994-95 to 2003-2004 is given here under for drawing analytical conclusions on number of trains, volume of traffic, Strength of employees, Financial Results, etc. :-

Subject	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
Number of Trains (including EMU/Mail/ Express/Passenger)	7524	7525	7899	8049	8195	8354	8520	8702	8927	8977
<u>Volume of Traffic:</u>										
Passengers Orig. in Millions	3915	4018	4153	4348	4411	4585	4833	5093	4971	5210
Passengers kms in Millions	319365	341999	357013	379897	403884	430666	457022	493488	515044	529556
Tonnes Originating-Millions	381.5	405.5	423.4	445.5	441.6	478.2	504.2	522.2	542.7	550.0
Tonnes Km. - Millions	252967	273516	279992	286771	284270	308039	315516	336445	356027	372720
<u>Strength of Employees:</u>										
Regular Employees (in thousands)	1602	1587	1584	1579	1578	1577	1545	1511	1472	1443

Operating Revenue 1994-95 Expenditure:

Revenue in Crores	20529	22814	24801	29134	30234	33856	36011	39358	42741	44482
Wkg. Expenses in Crores	16721	18679	21177	26110	28093	31120	34940	37020	38911	41250

RAILWAY BUDGET

The Railway Budget for the year 2004-2005 presented by the new Government has not envisaged increase in the fare and freight while announcing introduction of new passengers carrying trains. The problems of Railway Employees were unfortunately not addressed in the Rail Budget, in spite of the fact that the performance of the Railwaymen and Indian Railways has been outstanding, highest revenue earnings achieved and net surpluses generated after meeting all expenditure, including dividend and pension liabilities.

SAFETY

The Railway Safety Review Committee, 1998

Since Independence, three high-level Committees have been constituted to examine various facets of safety on Indian Railways. The first Committee, viz., the KUNZRU Committee, was set up in 1962, followed by the WANCHOO Committee in 1968 and the SIKRI Committee in 1978. Each of these Committees had been set up in response to grave public concern following major rail disasters, when the Government decided that the entire safety system needed to be examined in depth. Through a Status Paper issued by the Ministry of Railways in May, 1998, it was stated that “a high-powered Committee, on the lines of the earlier KUNZRU and WANCHOO Committees, the Government set up The Railway Safety Review Committee on 3rd August, 1998 headed by Justice H.R. Khanna, with much wider and more comprehensive terms of reference than any of the earlier Committees. The recommendations in brief of Justice Khanna are given here under:

1. Training – to upgrade the skills of technical categories.
2. Criteria for Recruitment/Promotion.
3. Safety Projects should cover all aspects like funding, time-schedules, actions, accountability.

4. Implementation of Safety Matters – recommendations of Railway Accident Committees should be regularly reviewed and monitored at various levels once in two months.

Human Error

Of late, in relation to the complexities of jobs being undertaken by the Staff in Railways, it is alleged that many accidents in train running duties are attributed particularly to Human error. It is worth mentioning that Train Passing Staff (Driver, Station Master etc.) are backbone of the safety of Railways and have manifold responsibilities. These responsibilities are properly and suitably undertaken and discharged subject to provision of proper equipment, training, working hours, rest, staffing pattern and so on and so forth. In other words, if the management who should see that all infrastructure required for the safe operations is provided without fail, then only one can say human element is put to proper use. On the contrary, it is easily said as a passing remark that human failure is the common factor in all the recent rail accidents, without taking into consideration of other ingredients which may cause or force human failure, mainly in the case of safety categories.

NFIR's Commitment to Safety

As far as safety is concerned, the NFIR is totally committed to motivate the workers for ensuring high safety standards in order to provide safe and secure services to the customers. As a follow-up to the National Workshop on Rail Safety held at New Delhi on 12th and 13th July, 2003 at the initiative of Minister for Railways a team consisting of high dignitaries of Railway Board Officials and recognised labour representatives of the two Federations viz., NFIR and AIRF, AIRPFA, IRPOA, FROA have undertaken tour of various places and participated in RAIL SAFETY SAMVADS in different Zonal Railways and had interaction with the grass root rail work force to know the shortcomings and deficiencies in the system.

In this regard, NFIR also conducted Akhil Bharatiya Rail Sanraksha Maha Sammelan on 20th October, 2003 at Secunderabad. Subsequently,

comprehensive conclusions of the Maha Sammelan were finalized and a proposal sent to the Railway Ministry for implementation. The Federation insists on Railway Ministry to give serious consideration on these proposals and take action for implementation, so that the Indian Railways can achieve best record on safety front.

Report of Expert Group on Indian Railways and NFIR's Stand

The Ministry of Railways have set up a Railway Expert Group under the Chairmanship of Dr. Rakesh Mohan, Director General, National Council of Applied Economic Research on 31st December, 1998 to study the Railway Sector on the pattern of the one that culminated in the India Infrastructure Report.

Dr. Rakesh Mohan, in his Report, dealt threadbare the key issues facing Indian Railways and gave his specialist recommendations on (1) Long term traffic Growth Patterns – the ability of IR to accelerate the growth rate of its revenues from both freight and passenger traffic is central to the success of any effort to restructure the organisation and to finance the necessary investments; (2) Possible growth Scenarios and investment requirements – strategy to improve speed of freight trains, upgrading rolling stock, specific commodity related investments, improved signalling and communications, container terminals and special focus to customer needs of commodities that are drifting away from railways, (3) Passenger Traffic, (4) Staff costs (5) Planning and investments in Railways (6) Reinventing Indian Railways, priorities, vision, Corporatisation; and (7) Make Railways as a sunrise industry.

The NFIR opposed to the recommendation of the Expert Group to spin off non-core activities since it will create more problems to Senior Managers instead of giving them any relief. There is no need to corporatisation as seen from the unsatisfactory functioning of PSUs. The agencies for checking undesirable trends in the working of I.R. must be made to function. Such agencies are Planning Commission, Public Accounts Committee, Parliamentary Standing Committee

for Railways, Central Vigilance Commission and Parliament itself. The Federation also took a stand that all major items of expenditure like ballast collection, awarding of contracts and their administration, etc., should be reviewed with a view to effecting utmost economy. As the aspect of corruption has not been touched by the Expert Group, the Federation suggested that transparency in procedures will reduce corruption to a great extent. The Federation further urged that Production Units should be given greater empowerments, the present system of medicare should continue as part of core activities and the immediate task is to bring in a change in the mindset of officers to make them more customer and commercial oriented with an eye on economy.

Indiscriminate Surrender of Posts

Abolition of all vacant posts was one of several retrograde recommendations made by Vth Central Pay Commission. The JCM (Staff Side) insisted through charter of demands not to resort to surrender of posts. During the negotiations on indefinite general strike decision in September, 1997, the Government had agreed not to accept Vth CPC's recommendation. In spite of the said commitment, vacant posts were abolished and in addition the Government of India, the Ministry of Railways issued orders to surrender 2% of posts every year. The Railway Ministry evolved a concept called "Benchmarking" not only for reducing the posts but also for creation. Yardsticks have been totally ignored with the sole purpose of surrendering posts.

Privatisation/Outsourcing

The Railway Ministry resorted to Privatisation of services which are of perennial nature and required to be done only departmentally in terms of Contract Labour (Regulation & Abolition) Act, 1970. Works such as cleaning of Stations, maintenance of drainages, Retiring Rooms, Rest Rooms, cooking of food for Running Staff, maintenance of Generator sets, Machines in Electrical Department have been given to contract on several Zonal Railways. Safety Works of Permanent Way and various types of activities in Workshops and Production Units have been outsourced at the cost of safety. In some areas, Permanent

Way maintenance works have been given to private contractor with a motive to downsize the strength of Trackmen (Gangmen). The posts of Safaiwala, Waterman/Women, Box Porter were surrendered without any valid reasons. Departmental Catering which is about 15% of total catering Establishments is decided to be handed over to IRCTC to be given on contract. Although capacity of skill, machines available in Workshops and Production Units for manufacturing the material, spare parts, etc., these are off-loaded/outsourced. Contract Labour are employed in Shop Floors while some activities of coach manufacturing in RCF were outsourced. However, on strong protest made by Federations, the Railway Board decided not to renew contracts on expiry and accordingly General Manager, Rail Coach Factory, Kapurthala was issued with instructions.

The NFIR has opposed the decisions of Railway Board to Privatise/Outsource/contractualise various activities and NFIR affiliates have fought against such decisions. But however, the Railway Administration has so far not decided to reverse their decision.

The previous Government having signed an agreement with Asian Development Bank (ADB) for securing loans, have decided to hive off various activities on the Indian Railways namely, Disbursement of salary through Bank, Outsourcing of Engineering Surveys, Project Management and supervision, Constitution of Land Management Authority, Work done by Engineering workshops, Transportation of released track material, Security patrolling and Monsoon Patrolling, Activities connected with Bridge work, Private Security of Railway Workshops, Painting/removal of paint of rolling stock, Outsourcing of maintenance of telephone Exchange/PA System/TVRS, Display Boards, Unscheduled repair of major electrical assembly of Locomotive/EMU/MEMU/DC-EMU/Alternator Fans/Compressor in under slung of AC Coach/Major component of RMPU/AC Coach, Unscheduled and Scheduled repairs of house wiring (Power Supply), Unscheduled and Scheduled repairs and Operations of Pumps/DG sets/Stationary AC plants/Distribution Network of Power supply, Leasing of SLR space, Parcel Business, Catering Services, Schools and Printing Press.

The Federation opposed the decision of the Railway Ministry and our affiliated unions fought against the decisions through protest actions such as demonstrations, dharnas, etc. Our struggle against outsourcing/privatisation shall continue.

The Railway Minister's announcement not to privatise the activities is yet to be implemented as no formal orders have so far been issued by Railway Board.

Corruption

It is unfortunate to note the growing corruption in all fields, more particularly 'political field', which is corroding the framework of the vital resources of the country. Unless and until stringent measures are taken to build up public opinion against corrupt forces, these are likely to spread further ruining the country's economy and character. It is, therefore, essential on the part of the Government to ensure transparency and quick decisions on all matters concerning governance of the country. Delays in taking decision are giving room for breeding corruption.

The Trade Union Leadership should also have self-introspection of their style of living and functioning, as also their accountability to workers as well as to the society. The Trade Union Leadership should have uprightness and absolute integrity, which can alter the present mess to some extent and at the same time, political leadership should also realise that they are, in real sense, the servants of the people and should set very good examples by maintaining honesty and probity, so that the people may respect them.

“FEEL GOOD FACTOR” AND “INDIA SHINING”

SLOGANS OF NDA GOVERNMENT

During the first quarters of the year 2004, the Indian people were witness of the advertisements, big hoardings every where, uplifting images of India everywhere by the National Democratic Alliance (NDA) Government to show that India is shining and 'feel good factor' prevailed throughout the country. The stark reality was otherwise.

During the regime of NDA Government rural India was in the grip of an agrarian crisis, the country witnessed starvation deaths and increased number of suicides by farmers, youth of the country faced bleak and uncertainty of their future, with little hope of secure employment as job opportunities diminished. The NDA Government failed to live up to the commitment of creating one crore jobs a year.

On the working class front core industries suffer disinvestments, small scale industries virtually came to a grinding halt, amendments to the labour laws further narrowed the sustenance and social security of the workers in the organised sector, so also in the unorganised sector. Instead creating 10 million jobs per year as a high promise and assurance by NDA Government, equal job loss prevailed.

The issues agitating the Central Government employees and Railwaymen have not been satisfactorily resolved for many years by the previous Government. On the contrary, the Government has vigorously pursued anti-working class policies detrimental to the interest of workers and industry. For example, the Government has not honoured the recommendations of Vth Central Pay Commission for merger of D.A. right from 1.7.2002 when the Consumer Price Index (CPI) increased by 50% over the base index. The pension scheme, which was a social safety net to retired employees, has been deliberately deliberalised w.e.f. 1.1.2004 making it as a contributory one, Vth CPC's anomalies not rectified, appointment of VIth Central Pay Commission although overdue, not constituted. Privatisation, corporatisation and outsourcing of activities were ruthlessly pursued by the Government causing serious discontentment among the Central Government employees and industrial workers. The people of the country felt that India was not shining while a few were shining, vast multitude of Indian population continued with misery and suffering during NDA's regime.

In the General Elections of April/May, 2004, the people have voted against anti-workers, anti-poor and anti-farmer NDA Government and gave mandate to Congress-led United Progressive Alliance to Rule the country.

CHANGE OF GOVERNMENT AT CENTRE – COMMON MINIMUM PROGRAMME

It is a matter of satisfaction that the United Progressive Alliance (UPA) Government have declared the policy of not outsourcing or privatising activities of Government to private stake holders and its strategy to translate the new slogan i.e., Rozgar Badhao' into action starts with the food-for-work programme as a first step towards a national employment guarantee scheme, which will provide 100 days' employment to all able-bodied rural persons. Also the Government declared through Common Minimum Programme that there could be no 'Hire-and-fire approach' so as to offer increased flexibility to Indian labour markets. The Common Minimum Programme admits that there are many critical areas, that directly affect the quality of life of every citizen, where the Government has a role, and is expected by every citizen to have a role. These include the provision of social and physical infrastructure for development, the provision of elementary education and public health, drinking water and sanitation.

The NFIR welcomes the pronouncements made by the Railway Minister that privatisation of Railway activities shall not be resorted to. However, no written directions have been issued. This has led to confusion among workers.

Although the Government declared the pro-worker policies, no written directions have so far been issued either by the Government or by the Railway Ministry. The activities of perennial nature given to contract in violation of Contract Labour (Regulation & Abolition) Act, 1970 have not yet been taken back to be done departmentally.

UNORGANISED WORKERS

The unorganised workers such as Licensed Porters, Hawkers, Vendors, Shoe-shining Boys , etc., performing the jobs at Railway Stations and Railway premises, do not have protection in spite of their wages and welfare measures, nothing substantial has been done till date. Through Common Minimum Programme of UPA Government, a commitment has been given for giving adequate protection and social safety net. It is to be seen that how far the

commitment would get implemented. NFIR Unions have taken steps to organise these unorganised workers and fight for their cause.

NON-SETTLEMENT OF DEMANDS

The nature of duties being performed by Railwaymen is totally uncommon, hazardous, risky and complex. The service and working conditions of the railwaymen are not at all attractive. Adequate welfare measures are also not provided to them resulting in much pressure and tension while performing their duties. Their pay scales are low and their duties in most of the cases are hazardous. The recent cadre restructuring of various cadres has not generated contentment among staff due to dilution of agreements and large scale surrender of posts towards matching money value. Cadre restructuring of remaining cadres has not been dealt yet. In the case of Group 'D' staff career improvement, no progress has been made, resulting many staff forced to remain in Group 'D' posts for more than half of their total service. In spite of these negative factors, the railwaymen give their best performance. However, several legitimate demands of employees are not dealt with positive attitude and human touch. Their pay scales are low and their duties in most of the cases are hazardous. Various issues taken up in DC/JCM and PNM fora remain unsettled due to negative attitude of Railway Ministry. All such important demands are listed hereunder:-

MAIN DEMANDS

1. Constitute VIth Central Pay Commission without further loss of time.
2. Scrap Contributory Pension Scheme and restore old Scheme.
3. Curtailed Casual Leave should be restored.
4. Stop Outsourcing / Contractualisation/ Privatisation/ Corporatisation of activities.
5. Reclassify towns and cities based on 2001 census report.
6. Create employment opportunities in the organised sector.
7. Eliminate corruption at all levels.

8. Vth CPC's recommendations – (a) restoration of commutation of pension value after 12 years, (b) additional pension for each year of additional service beyond 33 years to the pensioners, should be implemented.
9. Implement Board of Arbitration's Award and pay HRA arrears w.e.f. 1.1.96.
10. Make upward revision wages limit for coverage under Workmen's Compensation Act, Payment of Wages Act, Industrial Disputes Act and Payment of Bonus Act.
11. Pay Special Duty Allowance/Hard Area allowance to employees posted at North East Region and J&K.
12. Merger of 50% of DA with basic pay be made effective from July 1, 2002 instead of 1.4.2004.
13. Uphold the right to strike of Government employees.
14. Grant family pension to the dependents of Government employees who are kidnapped.
15. Extend the benefit of upgraded pay scales in organised Accounts and Audit to pre-1986 retirees.
16. Raise quantum of ex-gratia lump sum compensation to the families of Central Government employees.
17. Restore interest rate on Provident Fund to 12%.
18. Pre and post-budget discussions be held between Trade Union Leaders also and Government in the electronic media.
19. Stop withholding of DCRG of retiring staff on the plea of pending D&A R proceedings.
20. Grant family pension to unmarried or divorced daughters beyond the age of 25.
21. Activate JCM Machinery - conduct National Council (JCM) meetings regularly.
22. Grant employment allowance to the unemployed youth.

OTHER ISSUES

23. Stop down-sizing of staff on Indian Railways adversely affecting efficiency.
24. Implement Cadre Restructuring Agreement in its totality. Rectify injustice done to various categories.
25. Ensure cadre Restructuring to left over categories on priority basis.
26. Withdraw decision for payment of wages to Railway staff through bank/ECS/cheque.
27. Stop outsourcing of perennial nature of activities – roll back activities already outsourced.
28. Create posts in safety categories for manning and maintaining of new assets/services.
29. Fill all the vacancies in all grades without further loss of time.
30. Review Group 'D' recruitment policy facilitating local recruitment.
31. Engage Course Completed Act Apprentices against vacancies Substitutes.
32. Remove ceiling limit on Productivity Linked Bonus (PLB).
33. Stop indiscriminate surrender of posts in the interest of safety, quality, etc.
34. Provide adequate additional resources for improvement of Staff Quarters and construction of new ones.
35. Reduce duty hours of Running Staff so as to avoid heavy stress and strain.
36. Abolish "Essentially Intermittent" classification under HOER.
37. Stop procuring sub-standard material/spare parts to prevent jeopardizing to safety.
38. Entrust manufacture of spare parts to Workshops/Production Units on IR.
39. Grant recognition to the NFIR Unions in Production Units.
40. Entrust repairs and Maintenance of Track Machines to Railway Workshops.
41. Roll Back Passenger Reservation Terminals awarded to private Travel Agents – particularly at Mumbai.
42. Follow Yardsticks and Norms for determining staff requirement - Stop down-sizing staff strength.

43. Provide residential Card Pass facility on all Suburban Sections.
44. Finalise report of Committee on Running Allowances immediately.
45. Grant 100% upgradation to P.Way Supervisors' category as JE-II – Grade Rs.5000-8000.
46. Provide career improvement opportunities to Group 'D' staff on Indian Railways.
47. Grant compassionate appointments to the wards of deceased/medically unfitted employees without imposing restrictions. Clear all pending claims.
48. Grant post-retirement pass to ex-servicemen duly counting their past Defence service.
49. Allow companion in the same class to the Senior Citizens (retired) holding first class pass.
50. Provide adequate health care and educational facilities to Railway employees and their families.
51. Grant officiating pay to the Commercial Clerks deployed as ECRC in higher grade.
52. Sanction new posts of ticket checking staff as per the laid down norms.
53. Reduce unrealistic of earning targets fixed for ticket checking staff.
54. Make more attractive Special Voluntary Retirement Scheme.
55. Implement the award of Board of Arbitration on grant of improved pay scales to Account Assistants on Indian Railways.
56. Improve working conditions of field staff.
57. Remove restrictions on payment of Transport Allowance.
58. Grant of Upgradation Apex Group 'C' posts as Group 'B' Gazetted.
59. Grant apex Group 'C' pay scale to the cadres such as Rajbhasha Sahayaks, Statistical Inspectors, Commercial Clerks, ECRC, etc.
60. Grant Patient Care Allowance to Para Medical Staff.
61. Count total Casual Labour service for retirement and medical (RELHS) benefits.

62. Issue orders rectifying the anomalies arising out of Vth CPC recommendations w.e.f. 1.1.96.
63. Scrap unrealistic "Indian Railways Bench Marking" (IRBM) concept.
64. Improve sub-standard single room quarters with more space.
65. Grant ALK to the medically decategorised Drivers posted as Crew/Power Controllers.
66. Implement Recommendations of Committee on Running Rooms.
67. Grant higher pay scales for Faculty Members in Training Institutions.
68. Provide promotion benefit to Mail/Express Drivers, who reached maximum of their pay as on 1.1.96 and stagnated.
69. Grant pay protection for Asst. Drivers whose emoluments dropped consequent upon implementation of 5th CPC pay scales.
70. Review selection procedure for giving weightage to seniors.
71. Implement decision for improving Drivers' Cabin.
72. Improve the condition of Guards' Brake Vans.
73. Treat Railway Pensioner as Senior Citizen on completion of 60 years at par with public.
74. Provide Specialist Doctors in all Railway Central and Divisional Hospitals.
75. Grant washing allowance to Safaiwalas of all Departments.
76. Establish Central Hospitals at New Zonal Railways' Headquarters.
77. Consider step-sons, step-daughters for grant of compassionate appointments.
78. Absorb staff of Quasi-Administrative Units/Offices by removing irrational restrictions.
79. Include all running staff and other operational categories for Accident Free Service Award.
80. Modernise and upgrade all Railway Training Institutes.
81. Include unemployed dependent son beyond the age of 21 years for entitlement for family privilege pass.

82. Scrap unsafe policy of down-sizing staff strength of 2% per annum at the cost of safety.
83. Introduce Incentive Scheme in those New Workshops not covered so far.
84. Provide adequate percentage of leave reserve for group 'D' categories.
85. Roll back decision for reduction of incentive bonus to SEs and SSEs.
86. Allot pay scale of Rs.3050-4590 to Khalasis/Khalasi Helpers of Track Machine Organisation.
87. Provide co-driver for Rajdhani Express and High Speed Express Trains.
88. Grant another option for retired Railway employees to join RELHS-97.
89. Eliminate additional workload imposed on Keyman.
90. Introduce proper staffing pattern in EDP Centres of Zonal Railways/ Production Units.
91. Grant higher pay scale of Rs. 3050-4590 to Level Crossing Gateman category.
92. Regularise the services of Casual Labour of Metro Railway, Kolkata.
93. Regularise the Checking Assistants working in the Metro Railway, Kolkata.
94. Grant recognition to RDSO Staff Union, as RDSO is treated as Open Line.
95. Revise Duty Roster of Track Machine staff as the present roster denies regular periodic rest.
96. Provide resting facilities to A/C escorting staff.
97. Regularise all Diploma holders working in RE organisation as JE-II.
98. Provide Specialist Doctors in Railway Hospitals.
99. Grant pay fixation under Rule 1313(FR-22) (1) (a) (i) (R)-II to staff promoted to identical pay scales shouldering higher responsibilities.
100. Provide additional ASM at the Stations where inter-locking panel is provided.
101. Remove uncalled for restrictions imposed on Safety Related Retirement Scheme for Drivers and Gangmen and implement the announcement made by Railway Minister in National Workshop on Safety in July, 2003.
102. Ensure supply of good quality of Uniforms for staff.
103. Grant improved pay scales of Dialysis Technicians and Dieticians in Railway Hospitals.
104. Stop indiscriminate surrender of posts in IRCA.

1.2 ACTION PLAN FINALISED AT MUMBAI CONVENTION

RESOLUTION

The National Convention having deliberated and taken into consideration the views expressed by number of delegates, came to conclusion that the railwaymen in particular and central Government employees in general are greatly dissatisfied over non-resolution of various demands.

The National Convention resolves that sustained struggle is needed to be launched to bring pressure on the Government for securing satisfactory settlement of the demands. The National Convention, therefore, unanimously resolves to direct the Affiliated Unions of NFIR to mobilise all ranks of Railway employees through meetings, demonstrations, dharnas, workshops, symposia, agitations, etc., on the above issues not only for consolidating the entire work force, but also enlisting the support of people of different walks of life, besides intellectuals, in support of the struggle that might be launched during the year 2005.

The National Convention further decides to direct the Affiliated Unions of NFIR to launch first phase of agitation as given below:-

- (1) 7th to 11th February, 2005 – Week long Rallies and Demonstrations for mobilising workers at Branch, Workshops and Divisional levels.
- (2) Between 16th and 20th February, 2005 – Mass Demonstrations at Zonal HQrs level.

Appointment of Steering Committee

The National Convention appoints a Steering Committee consists of Central Office Bearers of the Federation to review the developments at the end of February, 2005 and give necessary guidance and direction to the rank and file on intensifying the agitations.

The National Convention appeals to all Central Government Organisations participating in the JCM to extend co-operation for formulating joint action plan and launch the same for realisation of demands.

1.3 NFIR CONVENTION – MUMBAI

APPEAL

The National Convention reviewed the performance of the Federation during the past five decades and felt generally satisfied with its cadre in rendering devoted service in building the organisation on a constructive path under the guidance of veteran leaders of the past and present.

The Convention, however, cautions the rank and file that the Railwaymen will be facing many more new challenges in the coming days due to various developments in view of changed global scenario, particularly economic, social and Trade Union spheres. In the competitive world, every worker has to take note of the realities and prove his or her competence in performing the duties assigned, so that the working class do not lag behind in matching with the new situations.

Every rail worker should take note that the Indian Railways should be made a robust and dynamic transport infrastructure for providing satisfactory services to the people of the country and for equally ensuring growth in earnings for not only sustaining the Indian Railways but also for developing it further. The people of the country expect safe and secure services from the Railwaymen and it should be the duty of every railway worker, irrespective of his or her rank and status, to rise to their expectations and work with greater dedication for ensuring high safety standards in order to bring down the accident rate to the barest minimum.

The Convention also appeals to the Railwaymen to do their utmost for improving the earnings of the Indian Railways and preventing leakage of revenue and wasteful expenditure.

The Convention resolves to discourage corruption of any form in the Railways and appeals to the cadre of NFIR to contribute for developing uprightness and absolute integrity among the Railway employees at all levels. At the same time, the Convention expects the Government and the Railway Ministry to be more transparent on various aspects of Railway working and take NFIR into confidence before evolving policies, particularly that of investments and expenditure in the rail industry.

**2. EXPRESSION OF SERIOUS
CONCERN BANGALORE GENERAL
COUNCIL 22ND-24TH OCTOBER, 2005.
DECLARATION TO CONDUCT
STRIKE BALLOT AND PROCEED
FOR INDEFINITE GENERAL STRIKE**

2.1 RESOLUTION

BANGALORE

GOVERNMENT'S ADAMANT ATTITUDE ON THE DEMAND FOR SETTING UP OF VI CENTRAL PAY COMMISSION AND NON-SETTLEMENT OF VARIOUS PENDING DEMANDS

The General Council of the National Federation of Indian Railwaymen (NFIR), now in session at Bangalore (from 22nd to 24th October, 2005) took note of the grave situation developed consequent upon Central Government's rejection of demand for setting up of VI Central Pay Commission and Government's negative attitude on various demands pending at different fora.

The General Council critically reviewed the industrial relations in Railways and felt much concerned over the dilution of bilateral agreements and procrastination of several issues agitating Railway Employees.

The 5th Central Pay Commission in paras 171.8 to 171.11 of its report has recommended for setting up of permanent wage body with constitutional status and authority. The 5th Central Pay Commission in para 171.12 of its report had also stated that "In case of any reason Government finds it difficult to set up a Permanent Wage Revision Bodys it should atleast concede the right of Central Government Employees to have a complete Pay Revision once in 10 years. The Commission also insisted that the 6th Central Pay Commission should be appointed latest by 01.01.2003, so that its report becomes available by 01.01.2006 being the pre-determined date of implementation of its report. The Government has, however, not constituted 6th Central Pay Commission till date."

Pursuant to the decision of the National Convention of JCM Constituent organizations held at New Delhi on 17th February, 2005, the JCM Staff Side

sought meeting with the Prime Minister and Finance Minister on the issues. The General Council took note that the Prime Minister and Finance Minister has not responded for meeting the JCM Delegation.

The negotiating machinery (JCM) has been made ineffective and meetings were not convened as per JCM rules and when convened, decisions on the issues were not taken. Arbitration awards in favour of the employees were neither implemented nor placed before the Parliament within the stipulated time frame. The practice of referring the unresolved pending issues to committees was given up.

Consequent upon implementation of recommendations of the 5th Central Pay Commission, various anomalies arose in the pay scales of different categories of staff. Although they were discussed in the National and Department Anomalies' Committees, it is unfortunate that almost all the demands were rejected by the official side. The disagreed issues were not referred to the Arbitrator in spite of reaching an agreement on 11th September, 1997 in the wake of strike notice served by constituents of JCM. In the case of Railways, the issues on which agreement was reached in the Departmental Anomalies' Committees were recommended to Finance Ministry but none has been finalised.

It is shocking to note that the bilateral settlement arrived at between the Railway Ministry and Federations for payment of 61 days wages towards PL Bonus to Railway Employees was not accepted by the Finance Minister and unilaterally reduced to 59 days. The NFIR & AIRF viewed the decision very seriously and are constrained to conclude that bilateral settlements lost their sanctity in the face of Government's dictatorial action. Consequently, the staff side boycotted the DC/JCM meeting convened on 3rd & 4th October 2005. No doubt, the Minister for Railways has, however, written to the Prime Minister conveying Railway Ministry's commitment for payment of 61 days wages PLB to the Railway employees. The General Council felt hurt over the disrespectful attitude of the Government on the bilateral settlement and was compelled to

conclude that no useful purpose would be served to continue dialogue with the Government.

Abolition of all vacant posts was one of several retrograde recommendations made by Vth Central Pay Commission. The JCM (Staff Side) had insisted through charter of demands not to resort to surrender of posts. During the negotiations on indefinite general strike decision in September 1997, the Government had agreed not to accept Vth CPC's recommendation. In spite of the said commitment, vacant posts were abolished and in addition the Government of India, (the Ministry of Railways) issued orders to surrender 2% of posts every year. The Railway Ministry evolved a concept called "Benchmarking" not only for reducing the posts but also for creation. Yardsticks have been totally ignored with the sole purpose of surrendering posts. This itself demonstrates the indifferent attitude of Government, which is seriously taken note of by this General Council.

The recently published report of Running Allowances Committee-2002, has virtually attacked on the rights and privileges of running staff by proposing reduction in salary, pension/family pension, gratuity and various other privileges. Pursuant to the call given by NFIR, the running staff all over the Indian Railways have demonstrated their anger and total opposition to the anti-running staff and retrograde report of the Committee. While congratulating running staff for expressing their deep sense of anguish and voicing strong protest against the report, the General Council assures the running staff that NFIR shall continue to standby them and fight for getting the report scrapped.

The General Council feels greatly disappointed over the negative attitude of the Railway Ministry on the demand for reduction of duty hours of the Running staff in spite of the fact that their longer hours of duty is not only safety hazardous, but also causing crippling effect on the health of running staff. The Crew links are tightened for a little gain and in the process staff are deprived of adequate rest.

The Railway Ministry has also deliberately complicated the issues for upward revision of hourly rates of incentive bonus of the Workshop staff even though such revision is to be done consequent upon merger of 50% of DA with pay and unnecessarily referred the issue to Ministry of Finance. In the National council (JCM) meeting held on 28th May 2005 the Official side clarified that the Dearness pay is to be treated as pay for all purposes except for TA/DA, LTC and CCA. But the Finance Ministry has replied to the Railway Ministry that D.P. is not to be treated as pay for incentive Bonus. This is another example of official side's deliberate negative attitude.

The issue pertaining to career improvement of Group 'D' employees on the Railways continue to be unsolved although the issue is being discussed in the formal Fora (DC/JCM) since the last eight years, similarly in the case of many categories, cadre restructuring is yet to be undertaken. In the case of Keyman and Gangmates, the earlier decision of the CRC sub-Committee for upgradation was not implemented. The recently constituted Committee the by the Railway Ministry has also not been given power for considering the Revision of Pay scales of Gangmates, Keymen and Engineering level crossing Gatemen.

Privatisation, Contractorisation/Out-sourcing/Off-loading in the Railways is continued in violation of Provisions of Contract Labour (Regulation and Abolition) Act, 1970, deliberately. Although, there has been substantial increase in the workload, no additional posts were sanctioned. On the other hand, existing posts are surrendered indiscriminately, unmindful of the adverse effect of such actions on the Railways, as well as the employees.

Over 1.5 lakh vacancies which includes over 80,000 in safety categories, continues unfilled, resulting in additional burden on the staff. There are several instances of refusal of periodic rest and leave to the staff belonging to safety categories, due to non-filling up of vacancies.

The Pension scheme, which was introduced in 1957 was scrapped by the previous Government and Contributory Pension Scheme was introduced from 1.1.2004 and thus withdrawing the social security net provided to employees and families.

The rates of Travelling Allowance/Daily Allowance was not revised in tune with the rise in cost of living, which resulted in staff spending more money from their pocket than what they got by way of TA/DA. The government has not considered the issue for upward revision so far.

A large number of employees, particularly Trackmen, Khalasis, who were initially engaged as Casual Labour and put in over two decades service on Temporary-Status, were denied the retirement Benefits, due to non - counting of Casual Labour Service in full as Qualifying service. The Government was adamant on this valid demand.

The indifferent attitude of the Ministry of Railways is also visible in case of non-absorption of Quasi-administrative as also grant of Compassionate Appointments to the kin of Railwaymen (died or medically invalidated).

Although PNM, DC (JCM) and other negotiations are held between the recognised Federations and Management for resolving the issues raised at these fora, the Ministry of Railways, as a matter of course, is evading these issues without showing positive consideration in spite of the fact that compliance to the demands is not going to cause any adverse impact on the Railway system. This has further established the indifferent attitude of the Railway Ministry. The long pending demand for providing negotiating facilities to Unions of Federations (NFIR and AIRF) are unresolved in spite of repeated pleas.

In view of the new situation developed consequent upon Central Government's adamant attitude on the genuine demands as above, the General Council observed that there has been wide spread disappointment and unrest

among the Railway employees in particular and Central Government Employees in general. As all the attempts made by JCM Staff Side and NFIR for solving issues through negotiations have failed and the Prime Minister and Finance Minister, have not responded to the JCM appeal for discussion on major demands, the General Council is compelled to reach a painful conclusion that the Railwaymen are left with no other alternative than to proceed for indefinite strike after following necessary formalities including that of conducting strike Ballot. The General Council, therefore, directs all the affiliated Unions to proceed with the strike Ballot for eliciting opinion of employees on the above demands and in the event of vast majority deciding in favour of indefinite strike, the affiliated Unions should get prepared to serve strike notice on the respective General Managers. The General council further directs that all the rank and file of NFIR to make all preparations for leading all the Railwaymen for indefinite strike. The General Council further conveys to affiliated Unions that exact date for serving the strike notice and launching indefinite strike shall be communicated immediately after Joint Council of Action of JCM constituent organizations decide the same.

The General Council, at the same time, urges upon the Joint Council of Action to meet and decide the modalities etc., for initiating the process of strike Ballot and further course of action.

The General Council, in the meantime, directs all the affiliated Unions to carry this resolution down the line among the workers of all categories, by intensifying the activities of holding demonstrations, meetings, Dharnas etc., at all levels, besides gearing up publicity on the demands through Pamphlets, Posters, Handbills, News and electronic media, etc.

Camp: Bangalore

Dated: 21st October, 2005

**3. NFIR OFFICE BEARERS
MEETING ON STRIKE BALLOT
NOVEMBER, 2005**



3.1 N F I R

Phone : 23343305 Rty. 22283
Fax : 23744013, Rty. 22382
Telegram : RAILMAZDOR
E-mail : nfir@satyam.net.in

National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)

3, CHELMSFORD ROAD, NEW DELHI - 110 055

No. GC/54/2005

17th November, 2005

MEETING OF OFFICE BEARERS OF NFIR HELD AT NFIR OFFICE ON 16.11.2005

1. STRIKE BALLOT

The General Secretary, NFIR explained on the Resolution passed at General Council Meeting of NFIR held at Bangalore from 22nd to 24th October, 2005 and also the decision of the Joint Council of Action of JCM Constituent Organisations held on 29.10.2005, at New Delhi. He advised all the Affiliated Union to proceed with fulfilment of formalities and conducting Strike Ballot from 3rd January, 2006 to 10th January 2006. He also apprised that Joint Council of Action would meet on 16th January, 2006 to decide the date for serving Strike Notice and commencing Indefinite Strike.

The Steering Committee of NFIR will meet at Ahmedabad on 19th January, 2006 to discuss and finalise strategy. Office Bearers of NFIR, Presidents and General Secretaries of the Zonal Unions (other than Federation Office Bearers) will participate in Ahmedabad meeting as Special Invitees.

2. SECRET BALLOT

Discussions held in the Chamber of Adviser (IR), Railway Board with the General Secretaries of NFIR and AIRF on 3.11.2005 were highlighted. The Office Bearers were reminded of the message already sent to Affiliated Union on this issue. General Secretary, NFIR has urged the unions to prepare themselves without any laxity for facing the Secret Ballot, if it is decided by the Railway Board.

3. ORGANISATIONAL MATTERS

The problems pertaining to URMU, NCRES and ECRMC were briefed by the concerned Office-Bearers.

4. COMMITTEE ON RUNNING ALLOWANCES - 2002

The General Secretary impressed upon the Office Bearers to prepare a note para-wise on the RAC report in consultation with the running staff and send the same to NFIR.

General Secretary also suggested that the situation prevailing on each Zonal Railway on the running staff problems, particularly (a) Boxes being withdrawn (b) duty hours vis-à-vis-1992 Board's letter (c) condition of Running Rooms and (d) hardship to Mail and Express Drivers consequent upon tightening the crew links besides duty hours. He also impressed upon the Office Bearers to send brief within 8 to 10 days.

5. FINANCES OF NFIR

President and General Secretary have explained in detail about the non-remittance of dues by URMU since the union is in litigation. After discussion, it was agreed that each affiliated union would remit Rs. 30,000/- as special levy to overcome the present financial hardship of NFIR.

Sd/-

(M. Raghavaiah)
General Secretary

No. GC/54/2005

17th November, 2005

Forwarded to Office to Office Bearers of N. F. I. R.

Sd/-

(M. Raghavaiah)
General Secretary



3.2 N F I R

Phone : 23343305 Rty. 22283
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Telegram : RAILMAZDOR
E-mail : nfir@satyam.net.in

National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)

3, CHELMSFORD ROAD, NEW DELHI - 110 055

No. II/95

18th November, 2005

The Secretary (E)
Railway Board,
New Delhi

Sir,

Sub: Negotiations between the Federations and the Railway Administration.

Kindly connect NFIR's letter No. NFIR/DC/60 dated 14/11/2005 on the subject matter pertaining to meeting of the DC/JCM fixed to be held by Railway Board on 5th & 6th December, 2005.

In the PNM Meeting held between the NFIR and Railway Board on 17.11.2005 and 18/11/2005, the Federation has apprised the growing discontentment and unrest among the railway employees in particular and the Central Government employees in general, due to the negative attitude of the Central Government on the demand for setting up of 6th Central Pay Commission and non-settlement of various other demands. The Federation has also expressed serious protest against retrograde recommendations of the Running Allowances Committee to trample the rights and privileges of Running Staff. The Federation also conveyed it's deep sense of disappointment over non-settlement of various issues and brought to the notice of the Chairman in its Meeting held at Bangalore from 22nd to 24th October, 2005. The Federation pointed out again the breach of bilateral agreement on payment of Productivity Linked Bonus (PLB) upon which the Staff Side declined to participate in the DC/JCM Meeting on 3rd and 4th October, 2005.

After discussion of PNM items for 2 days i.e. 17th/18th November, 2005, the Member Staff, before the closure of the Meeting on 18/11/2005, has responded

to certain issues raised by Federation and conveyed that reply has since been received from the Prime Minister's office, not agreeing with the proposal of the Railway Ministry for payment of 61 days salary towards Productivity Linked Bonus (PLB).

The decision of the Government not to agree with the Railway Ministry's recommendation for payment of 61 days salary towards Productivity Linked Bonus (PLB) as conveyed by the Member Staff has generated serious tension and unhappiness among the railway employees all over.

The Federation came to conclusion that the credibility of the Negotiated Settlements/Agreements is totally lost as a result of Government's high-handed approach. Rejection of Railway Ministry's proposal on payment of Productivity Linked Bonus (PLB) is a serious set back to the Prevailing healthy Industrial Relations on Railways, the Federation felt.

Under the circumstances, the Federation came to a painful conclusion that no useful purpose would be served by continuing the dialogue. The Federation therefore decides not to participate in the negotiations with the Administration at all levels.

Yours faithfully,

Sd/-
(M. Raghavaiah)
General Secretary

Copy to the General Secretaries of the affiliated Unions of NFIR for information. They are advised to take note of the contents of the letter and apprise workers appropriately and stop negotiations with the Administration. Protest Demonstrations, Rallies be organised by affiliates for enlisting the support of workers on the issues brought out in the resolution passed in the NFIR General Council Meeting held at Bangalore during October, 2005.

Copy on file No. NFIR/DC/60 & No. I/10

Sd/-
(M. Raghavaiah)
General Secretary

Copy forwarded to the Office Bearers/Working Committee Members of NFIR.

Sd/-
For General Secretary

**4. PROGRAMME OF JOINT
ACTION
DECEMBER, 2005**

4.2 Mobilisation for Strike Ballot

The Joint Council of Action met in the National Federation of Indian Railwaymen's Office, at 3, Chelfmsford Road, New Delhi on 5th December, 2005 and reviewed the situation. The following leaders of different Organisations were present in the meeting:

Sl. No.	Organisation	Name
1.	AIRF	Shri J.P. Chaubey
2.	NFIR	Shri M. Raghavaiah
3.	INDWF	Shri R. Srinivasan
4.	BPMS	Shri M.K. Niyogi
5.	All India A&A Assn	Shri M.S. Raja
6.	N.F.P.E.	Shri Des Raj Sharma
7.	Confederation	Shri S.K. Vyas
8.	AIRF	Shri Harbhajan Singh
9.	I.T.E.F.	Shri K. P. Raj Gopal
10.	CSNGEU	Shri D. P.S. Madan
11.	AIDEF	Shri O.P. Vashist
12.	AIDEF	Shri Saila Bhattacharya
13.	INDWF	Shri B.R. Das
14.	ITEF	Shri Ashok Kanojia
15.	BPMS	Shri M.P. Singh

- | | | |
|-----|----------|---------------------|
| 16. | N.F.P.E. | Shri Giri Raj Singh |
| 17. | NFIR | Shri R.P. Bhatnagar |
| 18. | NFIR | Shri Guman Singh |

After discussions it was decided to print a POSTER comprising 20 demands. The constituent organisations of JCM were directed to issue the above poster all over the country. It was further decided that a week long protest demonstration should be held jointly and separately from 20th to 24th December, 2005 all over the country and reports should be sent by the local JCA to Central JCA. It was also decided that local JCAs should give their postal address with telephone numbers and their E-mail address.

The Constituent Organisations of JCM were requested to take decision on their own to launch the programme of mobilization and participation of central Government employees in the protest meetings ultimately leading to Indefinite General Strike. Further communication will be sent as developments take place.

The Joint Council of Action decided to meet on 15th January, 2006 to take a final decision for fixing the date for serving the Strike Notice and commencing the Indefinite General Strike.

4.2 JOINT LETTER

**All India Railwaymen's
Federation,**
4, State Entry Road,
New Delhi-110055

**National Federation of Indian
Railwaymen,**
3, Chelmsford Road,
New Delhi-110055

No. AIRF/160(C)(549)/NFIR/II/95

Dated: December 9, 2005

The Chairman,
Railway Board,
New Delhi

Dear Sir,

Sub:- Ineffective functioning of the Negotiating Fora – Industrial relations under strain

The **Permanent Negotiating Machinery (PNM)** was introduced with a view to settle the grievances, problems and demands of Railway employees in order to maintain harmonious industrial relations. It has, however, been noticed that certain decisions were taken by the Railway Board which violated the spirit and also the orders laid down on the functioning of the Negotiating Machinery. The Minutes of various meetings indicate that even though the agenda for the meeting was submitted well in advance as stipulated in the Railway Board's orders but decisions were not taken in the meetings. These were left for subsequent consideration/discussion.

In some case, decisions were taken in the PNM or DC/JCM meetings but these were unilaterally reversed by the Railway Board even though it is an agreed principle that once a decision is taken in the PNM or DC/JCM meeting this will not be reversed unless the issue is discussed again with the Staff Side in that forum. When such issues were brought to the notice of the Railway Board by te Federations urging for reversal of the orders, the Railway Board, unfortunately, have either evaded or procrastinated the matter. Thus the credibility of the Negotiating Machinery got eroded.

While issuing Cadre Restructuring orders, the benefit of promotion against the vacancies existed prior to 01.11.2003 from that date was denied. The bilateral agreements reached in the Cadre Restructuring Committee meetings were diluted and orders were issued arbitrarily, deviating from the agreements.

The issues raised in the PNM and DC/JCM meetings were not resolved with an open mind, although some such issues would neither cause repercussion nor result additional financial implications. In the case of quasi-administrative staff, the Railway Board have arbitrarily cancelled their decision of the year 1977.

Order for revising Hourly Rate of Incentive Bonus were issued vide Railway Board's letter **No. PC-V/2004/A/DA/1 dated 27.07.2004** which were subsequently reversed by the Railway Board without having any discussion with the Federations.

The Federations express their anguish and concern over the anti-labour attitude of the government and its refusal to appoint the VI CPC.

NC/JCM has been rendered ineffective, as the NC/JCM meetings in particular were seldom convened and when convened, decisions on the demands raised were not taken. Unresolved issues were not referred to the Joint Committee for consideration. Awards of the Boards of Arbitration were neither implemented nor placed before the Parliament within the stipulated period.

Non-rectification of anomalies arising out of the recommendations of the V CPC has generated serious disappointment among the employees. Where the Railway Board had agreed for rectification of anomalies in the Departmental Anomalies Committee meeting and sent the same to the Ministry of Finance where it is still pending.

The agreement reached on 11th September, 1997 in the wake of strike negotiation for referring the issues pertaining to the anomalies to the Board of Arbitration has not been honoured.

Bilateral settlement reached between the Railway Ministry and the Federations and approved by the Minister for Railways for the payment of 61 days salary towards PLB to all Group 'C' & 'D' Railway employees was not accepted by the Finance Minister and he arbitrarily reduced number of days from 61 days to 59. AIRF and NFIR took the matter seriously and boycotted the meeting of the DC/JCM scheduled to be held on 3rd and 4th October, 2005 on the ground that when bilateral settlement was buried, there was no point of having any discussion with the Railway Ministry. The communication from the Railway Minister to the Prime Minister has also been rejected.

The report of the **Running Allowances Committee-2002** gave a serious blow to the Running staff which reduces the take home pay of serving employees, pension/ family pension, gratuity and all settlement dues on retirement. The report of the **Running Allowances Committee-2002** is an attack on the “**right and privileges of the Running staff**”, therefore, the Federations have decided to demand scrapping of the report and

hold a dialogue with them on the Running staff should be tightened further.

It is disappointing to note that the Railway Board has not conceded the plea of the Federations for review of HOER for reducing duty hours of the Running staff. In spite of knowing the fact that their duties are hazardous, the Railway Ministry has also issued orders that links of the Running staff should be tightened further.

The Federations are also greatly concerned on the decision of the Ministry of Finance that merger of 50% D.A. with basic pay is not applicable to Hourly Rate of Incentive Bonus of the Workshop staff on the Railways and Special Compensatory (Hill) Allowance etc. despite assurances given by the Expenditure Secretary in the meeting of National Council (JCM) held on 28.05.2005.

The Government has not conceded counting of Casual Labour (Temporary status) service in full in spite of discussions repeatedly in the NC/JCM and Standing Committee meetings, thereby most of the Group 'D' employees in Railways are deprived of full pension and other retirement benefits.

The issue pertaining to improvement of Career opportunities of Group 'D' employees in Railways has been continued to be kept in cold storage for the last 8 years and Cadre Restructuring of many categories of Group 'C' employees is yet to be undertaken.

The recommendation of the Cadre Restructuring Sub-Committee for upgradation of the categories of Keyman and P. Way Mate was also shelved. Upgradation of Supervisors (P. Way) as J.E.-II has not been done in spite of repeated pleas.

A Committee has been constituted by the Railway Ministry to go into some problems of the Trackmen but the revision of pay-scales of Keymen and Mates are not within the terms of reference of the Committee.

New Contributory Pension scheme has deprived much-needed social security to the employees who were appointed on or after 1.1.2004.

There has been increase in the workload but instead of creation of additional posts for additional workload,, posts are being surrendered on thumb rule. In spite of discussions held in the meetings of the National Council, the government has not changed the policy of surrender of posts or creation of additional posts for additional workload . Offloading/ outsourcing/ privatisation/contractorisation is continuing in the Railways in violation of provisions of Contract Labour (Regulation & Abolition) Act, 1970.

Over 1,70,000 vacancies exist on the Indian Railways, out of which more than 80,000 vacancies belong to the '**safety categories**'. Such a situation has thrust additional burden on the existing staff besides causing safety hazard.

Several allowances have also been cut down and others are in the process. Uncalled for discrimination for the payment of Special Duty Allowance to Group 'C' & 'D' employees working in the N.E. Region is continuing.

Keeping all these in view and also keeping in view that all the Negotiating Fora have become redundant to settle the grievances of the Central Government employees and Railwaymen, the Federations arrived at conclusion that there is no alternative left for the Railwaymen and other Central Government employees but to go on an indefinite strike for which necessary formalities including strike ballot would be completed in a time bound programme by all the Constituent Organisations of National Council(JCM).

Since the Railways is the most vital industry for the growth of the economy, all efforts should be made to settle these issues by negotiations so that need for strike may not arise. The Ministry of Railway is requested to bring the seriousness of the issues to the notice of the Railway Minister and the Prime Minister so that settlement is reached on vital demands.

The Ministry of Railways is requested to take special initiatives to settle the issues pertaining to Railway employees through negotiations with the Federations (AIRF and NFIR) without loss of time.

Yours faithfully,

Sd/-
(J.P. Chaubey)
General Secretary
A.I.R.F.

Yours faithfully,

Sd/-
(M. Raghavaiah)
General Secretary
N.F.I.R.

Copy to: (i) Member Staff, Railway Board, (ii) Financial Commissioner (Railways), Railway Board, New Delhi – for information and kind consideration.

**5. RAIL WORKERS MASSIVE
SUPPORT FOR STRIKE**

5.1 STRIKE BALLOT RESULTS

(Ballot held from 3rd to 10th January, 2006)

VOTING PATTERN OF ALL AFFILIATED UNIONS OF NFIR

S. No.	UNION	Total Votes Polled	Votes		Percentage	
			Against Strike	For Strike	Against Strike	For Strike
1	URMU	102,000	780	101,200	0.76	99.22
2	SCRES	76,960	128	76,832	0.17	99.83
3	CRMS	74,615	1,454	72,725	1.95	97.47
4	ERMC	54,823	6,094	48,729	11.12	88.88
5	WRMS	59,792	1,479	58,195	2.47	97.33
6	SRES	61,910	3,700	57,707	5.98	93.21
7	SERMC	31,663	1,200	30,404	3.79	96.02
8	NCRES	44,200	500	39,200	1.13	88.69
9	UPRMS	35,019	601	34,274	1.72	97.87
10	NFREU	40,041	301	39,740	0.75	99.25
11	WCRMS	47,444	106	47,338	0.22	99.78
12	ECRMC	50,157	1,077	49,080	2.15	97.85
13	NEREU	44,160	591	43,569	1.34	98.66
14	ECORSC	22,509	297	21,984	1.32	97.67
15	SECRMC	17,809	113	17,696	0.63	99.37
16	SWRES	13,973	62	13,911	0.44	99.56
17	ICFMS	9,898	163	9,676	1.65	97.76
18	RCFMU	4,660	89	4,481	1.91	96.76
19	MRWC	2,205	113	2,004	5.12	90.88
20	CLWMC	6,786	270	6,515	3.98	96.01
21	DLWMC	900	28	870	3.11	96.67
22	DMW RWU	1,119	17	1,102	1.52	98.48
23	RPWU	782	2	780	0.26	99.74
24	RDSO-SU	1,547	13	1,527	0.84	98.71
25	IRCA-EU	-	-	-	-	-
26	WAPKS	1,500	254	1,200	16.93	80.00
Total :		806,472	19,432	780,739	2.41	96.81

**6. CONTINUING DIALOGUE
WITH RAILWAY BOARD.**

6.1 Record Note of Discussion of the Meeting Held on 17.01.2006 in The Chamber of Board (MS).

The meeting convened to discuss the issue raised in the joint letter addressed to CRB, by the All India Railwaymen's Federation and National Federation of Indian Railway, on 17.01.2006 was attended by the following:

Official Side:

1. Shri R. Shivdasan, FC
2. Shri R.S. Varshneya, Member Staff
3. Shri S.C. Manchanda, AM (Staff)
4. Shri P.K. Sharma, Adv (IR)
5. Shri R. Ashok, Adv (F)
6. Shri B.N. Mohapatra, EDPC
7. Shri A.K. Prasad, EDFE
8. Smt. Nadira Razak, JDE (L)

Staff Side:

AIRF:

1. Shri J.P. Chaubey
2. Shri Rakhal Das Gupta
3. Shri J.R. Bhosle

NFIR:

1. Shri Guman Singh
2. Shri M. Raghavaiah
3. Shri R.P. Bhatnagar
4. Shri J.G. Mahurkar
5. Shri B.C. Sharma

Introducing the representatives of both the Federations to FC, Member Staff mentioned that the Railways have always been a role model in the matter of harmonious industrial relations for the other sectors and that the present meeting was coming convened to address a grievance that was now growing strong amongst both the recognised Federations, that the effectiveness of the established machineries for dialogue between the Administration and the recognised unions, had undergone serious action.

Shri Chaubey expressed his concerns about the old traditions of the JCM and PNM a being given a go-by in that, earlier, decisions reached after

discussions with the off side were implemented as such as sustained. He pointed out that over a period of the, this customary adherence to agreements reached with the staff side, has come to be ignored and there were now several instances where such decisions were reversed or condoned unilaterally by the Administration, without any further consultations with them. He underlined the fact that the Unions have always extended unstinted support to the Administration and regretted that this stance was being perceived as a weakness on their part.

FC, at this juncture, assured the Federation that this was not the case.

While referring to strike decision of the Railways and the Central Government employees, Shri Chaubey stated that a 20-point Charter of Demands was submitted to the Prime Minister, Finance Minister and also the Cabinet Secretary with a request for negotiated settlement but in spite of repeated requests, no discussion could be held. The Staff Side, N/C (JCM) did not get an opportunity to put their point of view for their appreciation.

Shri Chaubey further stated that the Cabinet Secretary stated in one of the meetings of the National Council (JCM) that the Government was not in favour of appointing the VIth Central Pay Commission. The Central Government employees were left with no alternative, but to take decision for strike from 1st March, 2006 for which notice will be served on 7th February, 2006 by the constituent organizations of National Council (JCM).

Shri Chaubey emphasized that the Railways is a strategic industry and any strike will result in serious hardship to crores of people who travel by rail and also irreparable loss to the freight earnings, and only a negotiated settlement can avert the strike.

Referring to increase in the Hourly Rate of Incentive Bonus to workshop staff consequent upon merger of 50% DA with Basic Pay, he said that orders for the same were issued by the Railway Board vide letter dated 27.07.2004 which were subsequently held by the Railway Board.

Shri Chaubey also drew attention that while Production Allowance has been increased for the Supervisors but the increase was denied to the workers, which was very unfortunate.

Shri Chaubey continued, citing some of the issues, that had become irritants in the harmonious relations hitherto existing between both the sides. He pointed out that it had been agreed in the PREM meeting that as a pilot project, money value of the uniforms would be given to the employees instead of stitched uniforms, but that this decision was not carried out. Similarly, he stated, the constitution of an exclusive Committee to look into the career advancement of Group 'D' employees had been rejected, although recently, the constitution of a work-norms related career advancement Committee had been mooted. He added that in fact, the Federations had been suggesting upgradation of some identified Group D posts after an evaluation of their work content.

Shri Chaubey mentioned that it was a sad state of affairs, if the pioneering initiatives taken by the Railway Ministry, such as the introduction of PLB and stagnation increments, was, in the course of time, relegated to the control of the other Ministries, who were holding up decisions on matters already approved by this Ministry. **He pointed out that the revised formula for reckoning PLB, as mutually agreed upon by the Administration and both the recognised Federations, had still not been cleared by the Ministry of Finance, although the proposal was sent to them three years ago.** He expressed his unhappiness about the reduction of PLB for the past year, from 61 to 59 days, after the Minister had declared that payment would be for 61 days and added further that these instances were seriously affecting the credibility of the Unions.

Shri Raghavaiah emphasised that the foremost issue at hand, was the restoration of the rapport and mutual trust that had always existed in the matter of industrial relations due to the nature involvement on both sides and insisted that serious efforts should be made in this direction. He stated that the Federations had always appreciated the viewpoints of the Administration and had rendered maximum cooperation, but that unfortunately, matters were now drifting. Referring

to the decisions taken in the Cadre Restructuring committee, consequent to several rounds of meetings and discussions, Shri Raghavaiah lamented that the Board had revised the percentages that had been agreed upon in the case of several categories. This, he said, had adversely affected the credibility of the Federations to a large extent. He also stated that the revision of the rates of Incentive Bonus, duly reckoning the merged element of Dearness Allowance, could have been automatically done by this Ministry as the orders issued by the Ministry of Finance had excluded reckoning of the same only for 3 specific allowances. He pointed out that MM and MS had in fact agreed to this principle but that despite this, the matter had been referred to the Ministry of Finance without keeping the Federations informed, apparently to contain the additional financial expenditure of around R. 18 crores that would have had to be incurred on this account. He stated that Ministry of Finance would not be in a position to fully appreciate the concept of Incentive Bonus as this was a scheme formulated by this Ministry and unique to the workshop staff of the Railways. As instructions had initially been issued to the effect that the merged element of D.A. would be reckoned for revising the rates of bonus, subsequent withdrawal of these orders had generated a feeling of being let down, amongst the workshop staff.

Talking further on the matter of Cadre Restructuring, Shri Raghavaiah held, that thousands of posts had been surrendered in the process of Cadre Restructuring in order to ensure that there is no additional expenditure on this account. The Cadre Restructuring, therefore, had not generated any satisfaction amongst the employees. He drew attention to the fact that through the manpower planning exercises, savings in the working expenses to the tune of Rs. 1146 crores had been achieved which included 540 crores on Wages and Allowances alone. The Cadre Restructuring was to be done with "Expenditure Neutral" concept. As savings were achieved already, the surrender of posts done again in the name of meeting the financial implications was not a right step.

Shri Raghavaiah also talked about the issue of shortage of staff. He mentioned that posts were not being created for new assets and vacancies even

in the essential categories such that of Trackmen, Track Machine staff etc. were not being filled. He further stated that in spite of orders from the Board, creation of posts of Ticket Checking staff was not being done on the Zonal Railways. Mention was also made about pending issue of upgradation of Permanent Way Supervisors. He desired that orders issued subsequently by the Board, reversing earlier decisions taken in consultation with the Federations, e.g. regarding allotment of births to Ticket Checking staff, should be responded and earlier decisions restored.

Shri Raghavaiah stated that the Federations were not really in favour of resorting to strike but would be compelled to do so, mainly because of the failure of the JCM Scheme and non-resolution of issues such as the constitution of the 6th Central Pay Commission, revoking of the new Pension Scheme, date of effect of the deamess merger to be changed to 1.7.2002 instead of 1.4.2004 etc.

Shri Bhatnagar also expressed the view that decisions on major issues were being taken and orders were being issued, totally ignoring the existence of the Federations.

Shri Bhonsle, remarked on the delay on the part of the Administration's side, in talking decisions on certain issues of importance. He referred, in this context, to the pending proposal regarding the introduction of the apex grade in four categories including that of Commercial Clerks and ECRCs, on which it had been decided as far back as 2002, that the proposal would be processed for obtaining Cabinet's approval.

Shri Guman Singh too, expressed unhappiness about the reversal of decisions taken in the fora of JCM and PNM and emphasised that the original decisions should be restored.

FC assured the Federations that agreements arrived at after discussions in the JCM/DC and PNM meetings will be honoured and that the Administration would be receptive to the views of the Federations. He stated that whatever was workable would be implemented.

Member Staff agreed that on those issues on which orders had been issued, based on agreements with the Federations, subsequent modifications, if any, would be reviewed in consultation with them.

Specific issues raised by the Federations in their joint letter were thereafter discussed.

1. **Restructuring:** The Federations pointed out that it was not justified to deny the benefit of promotion against the vacancies that existed as on 1.11.03, i.e. the date of effect of restructuring, at least from that date itself. They pointed out that these vacancies were available from 2001 and 2002 and onwards in some cases and that had the selections been held in time, the benefit would have accrued from the earlier dates itself. To make matters worse, they said, the delay in implementing the cadre - restructuring because of problems of matching surrender etc. had further put off the selections against these normal vacancies.

It was agreed to consider giving proforma benefit from 1.11.03.

The Federations also insisted that the percentages as decided upon bilaterally, after discussions by the Cadre Restructuring Committee should be adhered to. It was agreed that the matter would be reviewed.

Regularisation of staff working in the Quasi Administrative Offices

The Staff side stated that when orders had been issued in May 2000, allowing the regularisation of employees working in the Quasi-Administrative Offices, it was unfair to apply this decision from a date earlier to that. They urged that in such cases, where no financial or other administrative problem were bound to arise, the Administration should have an open minded approach. **They urged that condition laid down in Board's letter dated 30-5-2000 be relaxed and those who were on rolls on 16-6-1997 be regularised and equally the proposals of GMs in a few cases not cleared, may be finalised and approval given.**

It was agreed to re-examine the matter.

Medically decategorised staff

The Staff side demanded that the scheme in force prior to April 99 (when the PWD Act came into operation), wherein medically decategorised employees were allowed to seek voluntary retirement and their wards considered for compassionate appointment, should be restored. They pointed out that at present, such staff were continued in service against supernumerary posts, where they did no productive work or were fitted against alternative posts not suitable for them with seniority etc., causing resentment to the staff already in that cadre, whose promotional chances were being affected.

The Official side explained that the matter was already under process and that the matter would be discussed shortly in the full Board meeting.

Incentive bonus

The Federations held that the orders issued by the Ministry of Finance had not contained any clause that would have restricted the revision of incentive bonus taking into account the merged D.A. It was not to be reckoned and this did not include Incentive Bonus. They stated that the orders issued initially, allowing the reckoning of merged D.A for revision of incentive bonus, which had subsequently been withdrawn, should be allowed to stand. They expressed the view that it appeared as if the matter had been referred to the M.O.F., just so that the additional expenditure on this account could be contained. **The stated that the fact that a negative reply and come from the Ministry of Finance, in spite of the fact that the Secretary Expenditure had, in the National Council meeting confirmed that the merged D.A could be reckoned for incentive bonus, made this impression stronger.**

The official side explained that the matter would be taken up again.

Productivity linked bonus

The Federations insisted that the issue of PLB should be resolved quickly, as the matter was now pending with the M.O.F for three years without any further

progress on the revised formula for calculating PLB, as mutually agreed upon by the Federations and the Administration. They opined that the Ministry of Finance may not be in a position to appreciate the intricacies of assessing the productivity of the Railways.

The official side indicated that action would now be taken to prepare a Note for Cabinet, suggesting the revised formula, in consultation with the Federations. It was also agreed that the Board would discuss the matter with the Cabinet Secretary.

The Federations suggested that the Railway Ministry should also try to obtain the powers for itself to decide on such issues which are unique and peculiar to the Railways.

It was also decided that M.R. would be apprised of the views of the Federation on the proposed strike and that it would be suggested to him that he should approach the Prime Minister with the proposal for constituting a Group of Ministers and that the names of the Ministers they would like to be included would be proposed by them shortly.

6.2 Record Note of Discussion Held on 27.01.06 in The Chamber of Member Staff to Discuss the Item Raised in the Joint Letter from AIRF and NFIR

The meeting was attended by the following:

Official Side:

1. Shri R. Shivdasan, FC
2. Shri R.S. Varshneya, Member Staff
3. Shri S.C. Manchanda, AM (Staff)
4. Shri P.K. Sharma, Adv (IR)
5. Shri B.N. Mohapatra, EDPC
6. Shri A.K. Prasad, EDFE
7. Smt. Nadira Razak, JDE (L)

Staff Side:

AIRF:

1. Shri J.P. Chaubey
2. Shri Rakhal Das Gupta
3. Shri Shivgopal Mishra
4. Shri J.R. Bhonsale

NFIR:

1. Shri Guman Singh
2. Shri M. Raghavaiah
3. Shri R.P. Bhatnagar
4. Shri B.C. Sharma

Reverting back to three of the issues that had been discussed in the earlier meeting held on 17.01.06, the staff side stated that there should be no further discussions on the date of effect of promotions to those promoted against the normal vacancies that existed prior to 1.11.2003 and as on 1.11.2003, as this was already agreed to in the last meeting and that necessary orders should be issued within a week. Similarly, they said that orders should be issued, allowing the regularization of those on the rolls of the quasiadministrative offices on 10.06.97 and that further all proposals received from the General Managers recommending all such cases should be considered, irrespective of when it was received in Board's office.

The above aspects were agreed to by the official side.

On the subject of regularization of employees working in Quasi-administrative offices, the staff side further demanded that the original instructions of 1977, allowing for their absorption, should be restored. It was agreed that the demand would be examined.

Speaking again on the issue of medically decategorised staff, the Staff side, while stressing on the necessity to restore the provisions that existed prior to 29.4.99, urged that the matter should be expedited. The official side informed that the matter would be taken up in the next Board meeting.

Report of the Running Allowances Committee

Both the Federations, in no uncertain terms, demanded that the report of the Running Allowances Committee should be scrapped. Both the Federations emphatically said that the report of the Running Allowances Committee -2002 is a slug on the industrial relations in the Indian Railways. **The official side apprised the Federations that their views were taken note of and that the same would be kept in view when the Board takes a decision in the matter.**

H.O.E.R – Running Staff

The Staff side pointed out that the Running staff working in Rajdhani, Super-fast trains and Express/Mail trains should be reclassified as “Intensive” and for other services, since they are classified as “Continuous” their duty hours should not normally exceed 8 hrs. Ten hours duty rule is being violated, yet there are attempts to tighten the existing crew links. The existing crew links should not be tightened further and the existing position should be allowed to continue.

The official side explained that instructions had been issued for tightening up the links when it came to notice that only inter divisional and intra-zonal Railway links were in operation on many Railways and with the size of the zones reducing, many links were being drawn up for only 4-5 hrs resulting in underutilization of staff.

After detailed discussion, it was agreed that a High Power Committee with an eminent Judge of the High Court would be constituted to look into all the above issues.

The Staff side stated that the proposed Committee should be set up quickly and that a definite time frame should be laid down for this Committee to make recommendations.

Committee for examining Career advancement of Group D employees

After discussions it was agreed that an exclusive Committee comprising of a retired General Manager would be set up for looking into this and that the matter would be processed for obtaining M.R.'s approval.

Upgradation of P.W. Mistries as JE-II and implementation of CRC Sub-Committee recommendations for upgradation of P.Way Mates and Keymen.

It was decided that the matter would be discussed separately in a meeting with FC, ME and MS to be held on 13.2.06 at 11.00 hrs.

Counting of Ty. status service of Casual Labour

The Staff side stated that the concept of Casual Labour and the norms under which they were engaged on the Civil side were quite different from that in the Ministry of Railways. They pointed out that on the Civil side, casual labour were engaged against work charged posts on a daily rates basis, whereas on the Railways, they were engaged against regular posts and continued without breaks. They stated that the nodal Ministry's decision not to reckon the entire period of Ty. status service as regular service was being guided by the scenario obtaining on the Civil side.

The official side explained that while this Ministry was fully convinced about the justification of this demand as far the railways were concerned, what was coming in the **way was that the Pension Rules fall within the powers of the**

Department of Pension as per the Allocation of Business rules and so the final decision in the matter rested with them.

The staff side mentioned that the issue is in Charter of Demands and that the matter was coming up for discussions again in a meeting to be convened by the Cabinet Secretary and urged that Member (Staff) should convince them that this issue should best be left to the Railways to decide. The official side appreciated that there was strength in the Federations' argument and stated the due action will be taken to convince the Finance Ministry.

The meeting concluded with the decision to hold the next round of discussions on the 1st of February at 11.00 AM.

6.3 Record Note of Discussion Held with the Federations on 13.02.06 in The Chamber of Member Staff to Discuss the Demands Raised in their Joint Letter

The meeting was attended by the following:

Official Side:

1. Shri R. Jaruhar, ME
2. Shri R. Shivdasan, FC
3. Shri R.S. Varshneya, Member Staff
4. Shri S.C. Manchanda, AM (Staff)
5. Shri P.K. Sharma, Adv (IR)
6. Shri B.N. Mohapatra, EDPC
7. Shri A.K. Prasad, EDF (E)
8. Shri Pramod Kumar, EDCE (G)
9. Smt. Nadira Razak, JDE (L)

Staff Side:

AIRF:

1. Shri J.P. Chaubey
2. Shri Rakhal Das Gupta
3. Shri Shivgopal Mishra
4. Shri J.R. Bhonsale

NFIR:

1. Shri Guman Singh
2. Shri M. Raghavaiah
3. Shri R.P. Bhatnagar
4. Shri Mahurkar
5. Shri B.C. Sharma

The issues that came up for discussions are detailed below:

- 1. 100% upgradation of P.W. Supervisors in Scale Rs. 4500-7000 + Rs. 100/- as JE-II in scale Rs. 5000-8000**

Minutes of this item are under consideration. The same will be issued very shortly.

Improvement of the Working Conditions of Gangmen

On the issue regarding the “package deal” for Gangmen, the official side explained that after duly taking into account the views of the Federations and

the General Managers, the Board had decided to implement some of the recommendations and rejected other items such as cycle allowance and provision of wrist watches. On breakdown allowance as well, the official side stated that this could not be extended to the gangmen as this allowance was given to only those categories clearly defined as breakdown staff.

ME, at this juncture apprised the Federations that a substantial improvement was being envisaged in the accommodation aspect, as budget provisions for this purpose, was being proposed to be hiked up considerably from the existing Rs. 80-90 crores to around Rs. 250 crores.

Member Staff mentioned that other aspects of improvement in the working conditions of gangmen could be examined by the Committee proposed to be set up for looking into the Career Advancement of Group “D” staff.

The staff side pointed out that there was still confusion in the field regarding the allotment of the higher scale to Engineering gateman. The official side explained that the Board’s intention was clear that the posts of gateman would henceforth be operated in the highest grade i.e. Rs. 2750-4400 and clarification to this effect has been issued vide Board’s letter No. PC-III/2003/UPG/2 dated 03.05.05.

Creation of Posts:

The Federations raised the issue of shortage of manpower and stressed upon the need to do away with the condition of matching surrender, where creation of posts in essential operational and safety categories was required. They regretted the fact that new assets were being created without the corresponding manpower required to operate and maintain those assets and warned that this would eventually tell upon the system. They pointed out that whatever financial savings was being perceived to be made through the exercise of matching savings and surrender of posts, would in the long run make itself evident to be a costlier mistake, as the productivity that was expected from these assets would

not come to be because of the shortage in sufficient manpower required for their optimum utilization. The cost that would have to be inevitably incurred for repair and replacement of the infrastructure, as a result of wear and tear resulting from improper maintenance, would also nullify the financial savings that had been brought about by surrender of posts.

The official side apprised the Federations that this matter was being processed for consideration by the full Board.

On outsourcing also, the Federation pointed out that the ground level realities should be taken note of as indiscriminate surrendering of posts was gradually leading to outsourcing of activities taht was hitherto being done departmentally. This, they said creates a sense of uncertainty amongst the employees as they feel their future is at stake. They quoted as an example, the case of the catering staff, now working with IRCTC, whose future prospects still looked hazy. The official side explained that the lien of these employees would continue to be maintained on the railways and that there was no cause for concern.

Review of decisions taken by the Board in reversal of earlier agreements with the staff side in JCM and PNM meetings:

It was decided that a list of such decisions would be furnished by the staff side and thereafter a review would be taken up.

Risk Allowance:

The staff side voiced their grievance about the Board's decision to denotify some of the categories who had been in receipt of the risk Allowance without consulting them. The official side explaiend that the whole review had been taken up because there was a very specific recommendation from the Vth Central Pay Commission that Risk Allowance should only be given to those categories where the Risk was of a "continuous" nature and not of a "contingent" nature, "continuous" being defined as continuous exposure to adverse health hazards

by the very nature of the work such as inhalation of toxic fumes etc. which would affect the health in the long run as against one time events in the nature of accidents. The Departmental of Personnel had issued guidelines to all the Ministries to undertake such a review and first de-notify the categories which did not fulfill the criteria and then furnish their recommendations regarding the eligible categories for consideration of enhancement of the amount of Risk Allowance. As the Federations had not been agreeing to this, it has been decided to record disagreement with the Staff Side before sending the proposal to DOP & T.

7. CLARION CALL
“LET US GO ON STRIKE
FROM 1.3.2006.”



NFIR

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नेशनल फेडरेशन ऑफ इन्डियन रेलवेमैन National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)

3, CHELMSFORD ROAD, NEW DELHI - 110 055

**Camp : Gandhi Ashram,
Ahmedabad**

7.1 NFIR STEERING COMMITTEE GIVES CALL FOR INDEFINITE GENERAL STRIKE

The Steering Committee of National Federation of Indian Railwaymen (NFIR) (consists of Office Bearers of NFIR, Presidents and General Secretaries of the Zonal Unions and Production Units) met at Gandhi Ashram, Ahmedabad (Sabarmati) on 19.1.2006 and took note of the results of Strike Ballot conducted by NFIR Unions during the period from 3.1.2006 to 10.1.2006 on the Charter of Demands 96.81% of railway employees have voted in favour of Indefinite General Strike as per the reports received from NFIR Unions.

The Steering Committee took note of the fact that there has been no response from the Government for a negotiated settlement in spite of repeated pleas of JCM (Staff Side). The Steering Committee came to a conclusion that there is no alternative left but to proceed further taking into account that over 96% of Railway Employees favoured indefinite strike and similar is the position in other Central Government departments also. The Steering Committee, while endorsing the decision of Joint Council of Action (JCA) of JCM constituent organisations in its meeting held in NFIR Office at New Delhi on 15.1.2006

calls upon all ranks of Railwaymen to go on Indefinite General Strike from March 1st, 2006 from 6 A.M. in support of the Charter of Demands given below:

CHARTER OF DEMANDS

1. Constitute VI CPC and grant interim relief
2. Merge 50% D.A. with Basic Pay w.e.f. 01.07.2002 instead of 01.04.2004.
3. Withdraw downsizing schemes, stop surrendering of posts, stop outsourcing of activities, lift ban on recruitment and fill all vacancies.
4. Withdraw new Controbutory Pension Scheme,
5. Implement the agreement (signed on 11th September, 1997) for the rectification of V CPC anomalies and remove hurdles in processing them before the Arbitrator.
6. (a) Grant 50% merger of D.A. to the Gramin Dak Sewaks, provide social security benefit and concede their demand for consideration of their pay scales and service conditions by the VI CPC.
(b) Increase the allowances, including Hourly Rate of Incentive Bonus to the Workshop staff and Special Compensatory (Hill) Allowances etc. consequent on merger of 50% D.A.with Basic Pay.
7. Grant accumulation and encashment of 300 days' E.L. for the Defence and other industrial workers.
8. Increase interest on the G.P.F.
9. Remove ceiling of 5% quota in respect of compassionate ground appointment.
10. Ensure regular functioning of the JCM fora as per JCM scheme;
11. Implement pending Arbitration Awards on H.R.A. arrears, pay scales of Accounts & Audit, Night Duty Allowance etc.
12. Emplement the CAT decision on restructuring of the Central Secretariat cadre.

13. Implement agreement of 11th September, 1997 and grant pay scale of Rs. 5,000-8,000 to the Master Craftsman of the Defence Establishment.
14. Count Casual Labour (temporary status) service in full for all purposes, including pension and other retirement benefits.
15. Create additional posts for the maintenance of new assets created and new services introduced without imposing any restrictions.
16. Scrap report of the Running Allowances Committee-2002.
17. Review HOER, reduce duty hours of the Running staff and other Safety categories staff in the Railways.
18. Grant Cadre Restructuring and upgradation of left out categories in the Railways.
19. Remove discrimination amongst the Central Government employees working in the N.E. region by granting Special Duty Allowance to all Group 'C' & 'D' employees.
20. Improve Career opportunities of the Group 'D' employees in the Railways.

The Steering Committee is fully aware that General Strike by employees in general and railway employees in particular would cause immense harm to the Nation's economy and put public to great inconvenience. The Steering Committee is of firm view that the Government's non-responsive attitude and failure of Joint Consultative Machinery has compelled the Railwaymen and other Central Government Employees to decide to go on Indefinite General Strike.

The Steering Committee accordingly directs all its affiliates to serve Strike Notice on the respective General Managers on 7.2.2006.

The Steering Committee at same time directs all the Affiliated Unions to intensify agitation i.e. Demonstrations, Mass Rallies Dharnas etc. in support of demands and ensure that all the railwaymen participate in the General Strike from 1.3.2006.

The Steering Committee directs the affiliates to observe all India protest Day on 23.2.2006 by holding Meetings, Demonstrations, Processions, and also Dhahrans Rallies etc.

Copy forwarded to Affiliated Unions of NFIR.

Copy forwarded to News and Electronic Media.

Copy on file II/95

Camp: Ahmedabad
Dated: January 19, 2006

Sd/-
(M. Raghavaiah)
General Secretary

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COLOUR PAGE

**8. PRIME MINISTER'S
ASSURANCE TO SET UP
VI CENTRAL PAY
COMMISSION**

1.2.2006

8.1 PM HINTS AT SETTING UP NEW PAY PANEL

Times News Network

New Delhi: In what will cheer up 3.6 million Central government employees, but will strain the exchequer, PM Manmohan Singh on Wednesday indicated the setting up of the sixth pay commission. He, however, did not indicate any timeframe.

“There is a need for a new pay commission. Efforts are on for it,” he told a press conference on Wednesday.

Going by past trends, the salary of Central government employees could increase by 15-20% but raise the Centre’s annual wage bill by around Rs. 6,000 crore.

Additionally, state governments, particularly those going to the polls, will also announce pay commissions in coming months. Kerala has already decided to set up a pay panel, while some others are planning similar moves as they are sitting on a cash pile without any productive utilisation. At the end of last week, states had an unprecedented cash surplus of Rs. 38,000 crore.

The announcement can be seen as an attempt to woo the Left and trade unions, which have opposed moves like privatisation of airports and reduction in interest rates on Employees Provident Fund deposits.

8.2 8.2 छठा वेतन आयोग बनाने पर सही वक्त पर फैसला : पीएम

विशेष संवाददाता

नई दिल्ली: प्रधानमंत्री मनमोहन सिंह ने कहा है कि छठा वेतन आयोग बनाने पर सरकार सिद्धांत: सहमत है लेकिन यथा समय इसका गठन किया जाएगा ।

प्रधानमंत्री ने कहा कि पांचवां वेतन आयोग 1994 में आया था । अब नए वेतन आयोग के गठन का वक्त आ गया है । हालांकि प्रधानमंत्री ने छठे वेतन आयोग के गठन की और तफसील नहीं दी लेकिन कहा कि सही वक्त आने पर इसके बारे में बता दिया जाएगा । प्रधानमंत्री ने कहा कि इससे सरकार की राजकोषीय हालत पर बुरा असर नहीं पड़ेगा और न ही विदेशी निवेशकों में किसी तरह का गलत संकेत जाएगा । उन्होंने कहा कि पिछले २० महीने में सरकार की माली हालत सुधरी है ।

प्रधानमंत्री की इस घोषणा से केंद्र सरकार के 40 लाख कर्मचारियों की लंबे समय से चली आ रही मांग पूरी होगी । कई राज्य सरकारें तो अपने कर्मचारियों के वेतन ढांचे को अभी भी पांचवे वेतन आयोग के मुताबिक भी तय नहीं कर पाई हैं ।



NFIR

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8.3 नेशनल फेडरेशन ऑफ इन्डियन रेलवेमैन

National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)

3, CHELMSFORD ROAD, NEW DELHI - 110 055

No. II/95/Vol. II

2nd February 2006

Dr. Man Mohan Singh,
Hon'ble Prime Minister of India,
South Block,
New Delhi.

Respected Sir,

You have been very kind enough to invite the INTUC delegation led by Dr. G. Sanjeeva Reddy which called on you on 24.1.2006 to congratulate you for successfully leading the country on the path of sound economic progress during the past 20 months. On the said occasion, I made a submission before you about the imperative need for constituting VIth Central Pay Commission, as also making the JCM effective and implementing Awards of Board of Arbitration pending with the Government. You have responded positively on the demand for setting up of VIth Central Pay Commission for which we are extremely grateful to you.

Yesterday i.e., 1st February, 2006, in the Press Conference at Vigyan Bhavan, New Delhi, you had announced that Government would constitute VIth CPC, in view of the fact that previous Pay Commission was constituted in 1994 and therefore, the need has arisen now to set up the new Pay Commission.

I heartily thank you on my own behalf and on behalf of National Federation of Indian Railwaymen (NFIR), an Affiliate of Indian National Trade Union Congress (INTUC), for the said announcement. I equally request you to kindly issue necessary directives to the concerned authorities in the Government to initiate dialogue on all the pending demands, so that negotiated settlement can be reached at the earliest and an atmosphere of agitation is averted.

With kind regards,

Yours faithfully,

Sd/-

(M. Raghavaiah)

General Secretary

Copy to Dr. G. Sanjeeva Reddy, President, INTUC, 4, Bhai Veer Singh, Marg, New Delhi.

Copy to the General Secretaries of the Affiliated Unions of NFIR.

Sd/-

(M. Raghavaiah)

General Secretary

**9. NFIR COMMUNICATION
ABOUT PRIME MINISTER'S
ANNOUNCEMENT TO SET UP VI
CENTRAL PAY COMMISSION.**



NFIR

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नेशनल फेडरेशन ऑफ इन्डियन रेलवेमैन National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)

3, CHELMSFORD ROAD, NEW DELHI - 110 055

2.2.2006

PRESS RELEASE

9.1

NATIONAL FEDERATION OF INDIAN RAILWAYMEN (NFIR) WELCOMES THE MOVE OF THE PRIME MINISTER DR. MANMOHAN SINGH IN THE PRESS CONFERENCE HELD AT VIGYAN BHAVAN, NEW DELHI ON 1ST FEBRUARY, 2006 FOR APPOINTMENT OF VITH CENTRAL PAY COMMISSION TO CONSIDER THE REVISION OF WAGE STRUCTURE OF CENTRAL GOVERNMENT EMPLOYEES.

THE FEDERATION URGES UPON THE GOVERNMENT TO INITIATE DIALOGUE ON ALL THE DEMANDS LISTED IN THE CHARTER SO THAT NEGOTIATED SETTLEMENT CAN BE REACHED EARLY.

Sd/-
(M. Raghavaiah)
General Secretary

No. II/95

2nd February 2006

Copy forwarded to General Secretaries of all Affiliated Unions of NFIR for information. Also please get ready to serve Indefinite General Strike notice on 7.2.2006 on the respective General Managers on the charter of Demands.

**Sd/-
(M. Raghavaiah)
General Secretary**

**10. MEETINGS OF STANDING
COMMITTEE OF NATIONAL
COUNCIL (JCM) DISCUSSION ON
NFIR DEMANDS.**

**10.1 MEETING OF
STANDING COMMITTEE OF
NATIONAL COUNCIL (JCM)**

15TH FEBRUARY, 2006

MINUTES

**Government of India
Ministry of Personnel, Public Grievances & Pensions**

Department of Personnel & Training (JCA)

ITEM NO.1

SUB : CONSTITUTION OF 6TH CPC AND GRANT OF INTERIM RELIEF

The Government has agreed in-principle to set up the 6th Central Pay Commission.

The Staff Side requested that the Terms of Reference of the 6th Central Pay Commission may be discussed with the Staff Side.

The request of the Staff Side for grant of Interim Relief will be conveyed to the Government for decision.

ITEM NO.2

SUB : MERGER OF 50% DA WITH BASIC PAY W.E.F.1.7.2002 INSTEAD OF 1.4.2004

Not Agreed to.

ITEM NO.3

SUB : IMPLEMENT THE PENDING ARBITRATION AWARDS ON HRA, PAY SCALES OF ACCOUNTS STAFF, NIGHT DUTY ALLOWANCE, OTA & TRANSPORT ALLOWANCE ETC.

After discussion, it was decided that the 16 pending Arbitration Awards would be discussed with the Staff Side before the Government took a final view in the matter.

ITEM NO.4

SUB : WITHDRAW DOWNSIZING / SCHEME, STOP SURRENDERING OF POST, OUTSOURCING ACTIVITIES, LIFT BAN ON RECRUITMENT AND FILL ALL VACANCIES.

It was agreed to reiterate the instructions contained in the Cabinet Secretary's letter No. 3/3/2001-JCM (Pt) dated 21-05-2002, where all Secretaries to the Govt. of India were advised to give an opportunity to the Staff Side to present their views on issues relating to downsizing before the Government took a decision in the matter.

ITEM NO.5

SUB : WITHDRAW THE NEW CONTRIBUTORY PENSION SCHEME.

After detailed discussion on the subject, it was agreed that the Staff Side would submit a note on the subject conveying their observations and concerns. Ministry of Finance (Deptt. of Economic Affairs) would then examine the same and furnish necessary clarifications and explanations to the Staff Side for further discussion on the note.

ITEM NO.6

SUB: IMPLEMENT THE AGREEMENT (SIGNED ON 11M SEPTEMBER, 1997) FOR RECTIFICATION OF V CPC ANOMALIES AND REMOVE THE HURDLES IN PROCESSING THEM BEFORE THE ARBITRATOR.

It was agreed that the matter would now be processed for referring the cases to the mutually agreed Arbitrator, outside the JCM Scheme.

ITEM NO.7

SUB. (a) GRANT 50% MERGER OF DA TO GRAMIN DAK SEWAKS AND PROVIDE SOCIAL SECURITY BENEFIT.

At the outset Secretary (P) clarified that according to the existing rules, Gramin Oak Sewaks were outside the purview of JCM scheme. This item was being discussed separately since it formed a part of Charter of Demands.

After detailed discussion, it was decided that the Staff Side representatives would meet the officials concerned in the Deptt. of Posts for separate discussions in the matter.

The Staff Side stated that the enhancement of emoluments for Gramin Oak Sewaks may also be suitably considered simultaneously.

(b) INCREASE THE ALLOWANCES INCLUDING THE HOURLY RATE OF INCENTIVE BONUS TO WORKSHOP STAFF AND SPECIAL COMPENSATORY (HILL) ALLOWANCES ETC. CONSEQUENT ON MERGER OF 50% DEARNESS

ALLOWANCE WITH BASIC PAY.

After detailed discussions, it was decided that the Ministry of Finance would consider the matter after receiving a proposal from the Ministry of Railways.

ITEM NO.8

SUB : GRANT ACCUMULATION AND ENCASHMENT OF 300 DAYS' EL FOR DEFENCE AND OTHER INDUSTRIAL WORKERS.

After detailed discussion, it was agreed that the matter would be reexamined and a decision taken within one month.

ITEM NO.9

SUB : INCREASE INTEREST ON GPF

Not Agreed to.

ITEM NO.10

SUB : REMOVE THE CEILING OF 5% QUOTA IN RESPECT OF COMPASSIONATE GROUND APPOINTMENT.

It was decided that as agreed in the meeting with the Cabinet Secretary, the ceiling of 5% quota in respect of Compassionate Ground appointment would be reviewed, giving due weightage to the need for compassion.

ITEM NO.11

SUB : ENSURE REGULAR FUNCTIONING OF JCM FORA AT ALL LEVELS AS PER THE JCM SCHEME.

While it was agreed that steps had been recently taken to increase the frequency of contact with the Staff Side, further efforts would be made to adhere to the Schedule of meetings as also other provisions in the JCM Scheme.

ITEM NO.12

SUB : IMPLEMENT THE CAT DECISION ON RESTRUCTURING OF THE CENTRAL SECRETARIAT CADRE.

Staff Side representative would meet the Additional Secretary (Pension) for discussing this issue.

ITEM NO.13

SUB: IMPLEMENT THE AGREEMENT OF 11TH SEPTEMBER, 1997 AND GRANT THE PAY SCALE OF RS. 5,000-8,000 TO THE MASTER CRAFTSMAN OF THE DEFENCE ESTABLISHMENT.

It was decided in the Departmental Council Meeting of the Ministry of Defence held on 16-01-06 that a Committee would be constituted to attempt to work out a formula to solve it at the earliest. One representative from each of the Federations would also be involved in the exercise.

ITEM NO.14

SUB: COUNT THE CASUAL LABOUR (TEMPORARY STATUS) SERVICE IN FULL FOR ALL PURPOSES INCLUDING PENSION AND OTHER RETIREMENT BENEFITS.

After discussion it was decided that the Ministry of Railways would examine this item and submit their views in the matter to DOPT, for examination. It was also decided that the practice of taking away the incremental benefit of the temporary status employees on regularisation, would be examined in respect of all the Departments except Railways where it is already given.

ITEM NO.15

SUB: CREATE ADDITIONAL POSTS FOR MAINTENANCE OF THE NEW ASSETS CREATED AND THE NEW SERVICES INTRODUCED WITHOUT IMPOSING ANY RESTRICTIONS.

It was agreed that while there could be no doubt about the need to cater to the safety and operational requirements of any organization, it, however, had to be judiciously balanced with the need to maintain utmost economy.

It was noted that provision existed for the Ministries/Departments to submit proposals of Manpower requirements for consideration of the Committee of Secretaries/ Cabinet.

ITEM NO.16

SUB: (a) SCRAP THE REPORT ALLOWANCES COMMITTEE 2002 OF THE RUNNING.

The report of the Running Allowance Committee was still under examination. Position in _____ this regard had also been apprised to both the Federations in their meeting with the Railway Administration on 27-01-06.

(b) REJECT KELKAR COMMITTEE RECOMMENDATIONS ON ORDNANCE FACTORIES ETC. AND INCOME TAX DEPTT

The Staff Side was informed that this issue had been sepafately discussed by the Ministry of Defence with their Staff Side” where they were infonned that the report of the Committee was yet to be submitted to the Government and that the matter would be discussed with the Staff Side before a final view was taken on the report.

It was agreed to communicate to the Deptt. of Revenue to similarly consult the Staff Side before taking a final decision on the report pertaining to the Income-Tax Department.

ITEM NO.17

SUB : REVIEW HOER, REDUCE DUTY HOURS OF RUNNING STAFF AND OTHER SAFETY CATEGORIES STAFF IN RAILWAYS.

Decision was already taken to set up a High Powered Committee to look into the issue of duty Hours of Running Staff and other safety categories in a meeting held on 27-01-06 between the Ministry of Railways and their Staff Side.

ITEM NO.18

SUB : GRANT CADRE RESTRUCTURING AND UPGRADATION OF LEFT OUT CATEGORIES IN RAILWAYS.

It was agreed by Ministry of Railways to reconvene the Restructuring Committee to consider eases of left over categories.

ITEM NO.19

SUB : REMOVE DISCRIMINATION AMONGST THE CENTRAL GOVERNMENT EMPLOYEES WORKING IN THE N.E. REGION BY GRANTING SPECIAL DUTY ALLOWANCE TO ALL GROUP 'C' & 'D' EMPLOYEES

The matter would be referred for consideration to the 6th Pay Commission.

ITEM NO.20

SUB : IMPROVE CAREER OPPORTUNITIES OF GROUP 'D' EMPLOYEES IN RAILWAYS AND IN OTHER MINISTRIES.

It had already been agreed by the Railways to set up a Committee comprising a retired General Manager to look into the career opportunities of Group D staff.

Details will be obtained from the Ministry of Railways in this matter so as to enable a view to be taken regarding Group D employees of other Ministries.

10.2

**MINUTES OF STANDING
COMMITTEE OF NATIONAL
COUNCIL (JCM) HELD ON
27 MAY, 2006**

ITEM NO.1

SUB : CONSTITUTION OF 6TH CPC AND GRANT OF INTERIM RELIEF.

The Staff Side stated that neither had any timeframe been indicated for setting up of the 6th Pay Commission, nor had any meeting been fixed for discussing the Terms of Reference with the Staff Side. They further stated that the Government's decision regarding grant of Interim Relief had also not been communicated to them.

After detailed discussion, the Chairman concluded by stating that the request of Staff Side for early notification of the 6th Central Pay Commission as well as their request for discussing the Terms of Reference would be suitably communicated to the Ministry of Finance. A date for discussing the Terms of Reference with the Ministry of Finance would also be fixed and communicated to the Staff Side shortly.

ITEM NO.2

SUB : MERGER OF 50% DA WITH BASIC PAY W.E.F. 1.7.2002 INSTEAD OF 1.4.2004

Not Agreed to.

ITEM NO.3

SUB: IMPLEMENT THE PENDING ARBITRATION AWARDS ON HRA, PAY SCALES OF ACCOUNTS STAFF, NIGHT DUTY ALLOWANCE, OTA & TRANSPORT ALLOWANCE ETC.

The Official Side stated that necessary guidelines for reviewing the 16 Board of Arbitration Awards have been issued vide O.M.No.7/1/2006-JCA dated 19.5.2006.

After discussion it was agreed to advise Ministries/Departments that efforts may be made by them to preferably complete the discussions on these Awards within one months time.

ITEM NO.4

SUB : WITHDRAW DOWNSIZING SCHEME, STOP SURRENDERING OF POST, OUTSOURCING ACTIVITIES, LIFT BAN ON RECRUITMENT AND FILL ALL VACANCIES.

As agreed, the instructions contained in Cabinet Secretary's letter No.3/3/2001-JCM (Pt.) dated 21.5.2002, have been reiterated vide Secretary (P)'s D.O letter No.3/2/2006-JCA dated 30.3.2006.

Staff Side, however, pointed out that inspite of the above instructions, the Defence Production Department of Ministry of Defence and the Geological Survey of India have not afforded an opportunity to the Staff Side, to present their views on issues related to downsizing, in spite of requests having been made by the Staff Side. The Staff Side stated that the decision on downsizing measures were being taken and implemented without affording any opportunity to the Staff Side to place their view points.

The Chairman stated that a letter would be addressed to both these organizations requesting them to comply with the instructions contained in the Cabinet Secretary's letter dated 21.05.2002.

ITEM NO.5

SUB: WITHDRAW THE NEW CONTRIBUTORY PENSION SCHEME

The Chairman drew the attention of the Staff Side to discussions held in the previous meeting wherein it was categorically stated that it would not be possible to withdraw.or disband the new Contributory Pension Scheme. However, efforts would be made to examine and address the genuine grievances and apprehensions of the Staff Side.

The Staff Side stated that they had submitted a detailed note, as required and no discussion thereon had taken place.

After some further discussion it was agreed that the Department of Economic Affairs would examine the note received from the Staff' Side and respond to the same within one month and thereafter discussion could be held with the Staff Side.

ITEM NO.6

SUB: IMPLEMENT THE AGREEMENT (SIGNED ON 11TH SEPTEMBER, 1997) FOR RECTIFICATION OF V CPC ANOMALIES AND REMOVE THE HURDLES IN PROCESSING THEM BEFORE THE ARBITRATOR.

The Chairman explained that in view of the fact that the 6th Pay Commission is likely to be constituted and notified in the near future, the Staff Side may like to consider the option of referring all the anomalies, arising out of the 5th CPC, on which disagreement had been recorded in the National and Departmental Anomaly Committee Meetings, for consideration by the 6th Pay Commission. This could be specifically included in the Terms of Reference of the 6th CPC.

The Staff Side stated that they would examine the above suggestion and communicate their views in the matter to the Official Side, shortly.

ITEM NO.7

SUB: (a) GRANT 50% MERGER OF DA TO GRAMIN DAK SEWAKS AND PROVIDE SOCIAL SECURITY BENEFIT.

Secretary (P) stated that since Gramin Oak Sewaks were outside the purview of the JCM Scheme, this item was required to be discussed separately by the Staff Side with the Deptt. of Posts.

Secretary (P) requested the representative of Department of Posts to fix a meeting and convey the date to the Staff Side.

SUB: (b) INCREASE THE ALLOWANCES INCLUDING THE HOURLY RATE OF INCENTIVE BONUS TO WORKSHOP STAFF AND SPECIAL COMPENSATORY (HILL) ALLOWANCES ETC. CONSEQUENT ON MERGER OF 50% DEARNESS ALLOWANCE WITH BASIC PAY.

The Official Side explained that a proposal was received from the Ministry of Railways and the same was examined afresh, based on the extant rules on the subject. On examination, it was seen that the hourly rate of incentive bonus was paid with

reference to the minimum of the pay scale and not as a percentage of the basic pay. Hence there appeared to be no rationale for its enhancement, as the same was linked to the pay scale. Merger of 50% DA as DP with effect from 1.4.2004 could not be construed as revision of pay scales.

After discussion it was decided that the matter would be re-examined by the Ministry of Railways and they would confirm to Ministry of Finance whether in the present system the rate of incentive bonus to Workshop staff was calculated and paid on the basic pay of employees or on the minimum of the pay scale.

ITEM NO.8

SUB: GRANT ACCUMULATION AND ENCASHMENT OF 300 DAYS' EL FOR DEFENCE AND OTHER INDUSTRIAL WORKERS.

A copy of the objections/grounds on account of which the Official Side has been unable to extend 300 Days' Leave encashment benefit to Defence and other industrial workers, was handed over to Secretary, Staff Side in the meeting.

It was agreed that the objections would be examined by the Staff Side and they would furnish a detailed note shortly, putting forth their arguments, for reconsideration of the matter by Ministry of Finance.

ITEM NO.9

SUB : INCREASE INTEREST ON GPF.

Not Agreed to.

ITEM NO.10

SUB : REMOVE THE CEILING OF 5% QUOTA IN RESPECT OF COMPASSIONATE GROUND APPOINTMENT.

The Chairman stated that the matter is already under review and orders would be issued within one month.

ITEM NO.11

SUB : ENSURE REGULAR FUNCTIONING OF JCM FORA AT ALL LEVELS AS PER THE JCM SCHEME.

The Official Side stated that necessary instructions for adhering to the provisions of JCM Scheme had been circulated to all Ministries/Departments vide Secretary (P)'s D.O letter No.4/2/ 2006-JCA dated 29th March, 2006.

The Staff Side drew attention of. the Chairman to some Ministries/ Departments like Health, Geological Survey of India etc. who were not holding Departmental Council meetings for a long time.

It was agreed to reiterate instructions to these Ministries for early holding of Departmental Council Meetings.

ITEM NO.12

SUB : IMPLEMENT THE CAT DECISION ON RESTRUCTURING OF THE CENTRAL SECRETARIAT CADRE.

This item was required to be discussed separately by the Staff Side with AS (Pension). A meeting has accordingly been fixed on 22-06-2006 at 1500 Hrs in AS (Pension)'s chamber for discussing this item.

ITEM NO.13

SUB : IMPLEMENT THE AGREEMENT OF 11TH SEPTEMBER, 1997 AND GRANT THE PAY SCALE OF RS. 5,000-8,000 TO THE MASTER CRAFTSMAN OF THE DEFENCE ESTABLISHMENT.

The Official Side explained that Ministry of Defence had constituted a Committee under the Chairmanship of Joint Secretary (GIN) of the Ministry of Defence. Representatives of the Staff Side were also associated with the exercise. Report of the Committee has been received and is under examination.

ITEM NO.14

SUB : COUNT THE CASUAL LABOUR (TEMPORARY STATUS) SERVICE IN FULL FOR ALL PURPOSES INCLUDING PENSION AND OTHER RETIREMENT BENEFITS.

The Chairman stated that both the issues pertaining to casual labour viz.,

- a) Question of counting casual labour (Temporary Status) service in full, for all purposes including pension, and
- b) Protecting the incremental benefit of the temporary status employees while fixing pay, on regularization, will be re-examined.

Ministry of Finance will examine part (a) above and Department of Personnel & Training will examine part (b). After re-examination, decision will be communicated to the Staff Side.

ITEM NO.15

SUB : CREATE ADDITIONAL POSTS FOR MAINTENANCE OF THE NEW ASSETS CREATED AND THE NEW SERVICES INTRODUCED WITHOUT IMPOSING ANY RESTRICTIONS.

The Official Side explained that provisions already exist for Ministries/Departments to submit proposals of manpower requirements for co”nsideration of the Committee of Secretaries/Cabinet.

The Chairman further stated that the proposal of Ministry of Railways was discussed by the Committee of Secretaries. Certain directions have been given to Ministry of Railways, in accordance with which they are required to. reformulate and resubmit their proposal. Ministry of Railways is taking action accordingly.

ITEM NO.16

SUB: (a) SCRAP THE REPORT OF THE RUNNING ALLOWANCES COMMITTEE-2002

The Official Side explained that comments of the Zonal Railways and Recognized Federations have been called on the report of the Committee on Running Allowance - 2002. On receipt of the said comments, the matter will be examined further.

SUB: (b) REJECT KELKAR COMMITTEE RECOMMENDATIONS ON ORDNANCE FACTORIES ETC. AND INCOME TAX DEPTT.

The Report is under examination in the Ministry of Defence. Staff Side would be consulted before the Government takes a final view on the Report.

Department of Revenue has also been similarly advised vide letter No. 3/2/2006-JCA dated 28.3.2006.

ITEM NO.17

SUB : REVIEW HOER, REDUCE DUTY HOURS OF RUNNING STAFF AND OTHER SAFETY CATEGORIES STAFF IN RAILWAYS.

The Official Side explained that the matter relating to Constitution of a Committee to review duty hours of Running Staff is under consideration in the Ministry of Railways.

ITEM NO.18

SUB : GRANT CADRE RESTRUCTURING AND UPGRADATION OF LEFT OUT CATEGORIES IN RAILWAYS.

The Official Side explained that the Cadre Re-structuring of left over categories had been discussed in the Cadre Re-structuring Committee's meetings held on 18.4.2006 and 27.4.2006 in the Ministry of Railways. Cadre restructuring of remaining categories will be further discussed by Ministry of Railways.

ITEM NO.19

SUB: REMOVE DISCRIMINATION AMONGST THE CENTRAL GOVERNMENT

EMPLOYEES WORKING IN THE N.E. REGION BY GRANTING SPECIAL DUTY ALLOWANCE TO ALL GROUP 'C' & 'D' EMPLOYEES

The Official Side stated that as agreed, the matter will be referred for consideration to the 6th Pay Commission.

ITEM NO.20

SUB : IMPROVE CAREER OPPORTUNITIES OF GROUP 'D' EMPLOYEES IN RAILWAYS AND IN OTHER MINISTRIES.

The Official Side explained that a one man Committee has been approved comprising Shri SR. Choudhuri, retired G.M, East Coast Railway,. to look into the opportunities of Career Advancement of Group 'D' employees in Railways.

**11. LETTERS ADDRESSED BY
GENERAL SECRETARY, NFIR**

TO

- (A) PRIME MINISTER, CABINET
MINISTERS MEMBERS OF
PARLIAMENT ON 12.2.2006
EXPLAINING MERITS OF CASE.**
- (B) PRIME MINISTER ON 4.7.2006
URGING GRANTING OF INTERIM
RELIEF ALONG WITH
NOTIFICATION OF APPOINTMENT
OF SIXTH CPC**

11.1 Resentment among the Central Government Employees over Non-setting up of VICPC

Central Pay Commission and non-redressal of major demands.

1. As you are the Torch Bearer of the nation and legislating visionary, and I as the General Secretary of National Federation of Indian Railwayment, (NFIR), an affiliate of INTUC, representing 15 lakh Railway Employees, take the opportunity to apprise you of the simmering discontent, frustration and resentment prevailing amongst the 34 lakhs Central Government Employees. This avoidable situation has developed due to non - responsive attitude of the Govt. on genuine issues agitating the minds of employees. A few such important issues are given hereunder in brief for your proper appreciation.

Ineffective Joint Consultative Machinery (JCM)

2. Joint Consultative Machinery (J.C.M.) was created by the Govt. of India in October, 1996 on the initiative and under the aegis of the legendary Leaders like late Gulzari Lal Nanda and Late Jagjivan Ram, the then Home Minister and Labour Minister respectively. The role and scope of JCM was well defined by the Government as the Forum for mutual dialogue and negotiation between the Central Government and the Staff representatives to resolve the grievances and demands of its workforce to the satisfaction of both the sides inorder to make Strikes superfluous.
3. It is unfortunate to point out that the JCM Scheme has failed to deliver th goods, as during its 39 years of life only 44 meetings were held, the issues discussed by Staff Side Federations were, by and large, not finalised

satisfactorily. The issues on which the Board of Arbitration arbitrated and gave awards in favour of employees were also not honoured by the Government. It is interesting to note that the Board of Arbitration has been constituted by Central Government and such Board gave awards, the Government is not willing to implement them. On the whole, JCM became defunct and thus the very only official channel left for projecting the demands of employees got broken by Government's casual attitude.

Demand for setting up of VI th Central Pay Commission

4. The Vth Central Pay Commission (CPC) had in the year 1997 recommended that there should be a permanent wage Review body for reviewing and revising the wage structure of the Central Govt. employees periodically. The Vth CPC had also stated that if the Govt. is not able to set up a permanent wage review. Body, it should atleast concede the right of the Central Govt. employees to have a complete pay revision once in 10 years. The pay Commission had also stated that VI CPC be appointed by the year 2003 so that the new pay scales will be made effective from 1.1.2006.
5. As the exercise for reviewing the wage structure of Central Govt. employees is an arduous, complex and time consuming exercise, the VIth CPC must have been appointed long back. Silence and lull on the part of the Govt. is an indicative of the fact that it is feeling complacement and self-satisfied after merging 50% DA in the basic pay of the Central Govt. employees for certain attending benefits w.e.f. 1.1.2004 and is not in a mood to give any further relief by reviewing the existing wage structure of the Central Govt. employees by appointment of VIth CPC.
6. While the matter thus stands, wage agreements and bilateral settlement have been reached in various sectors.

7. In Banking Insurance and other Public Sector enterprises, wage revision has taken place after 4 to 5 years. At present, minimum wage in the Banks stands revised to more than Rs. 7000/-. In Coal Sector revision effective from 2001 placed their minimum wage beyond Rs. 8000/-.
8. Even various State Governments have set up their Wage Revision Committees. In Andhra Pradesh, minimum wage is already 15% higher than the minimum wage of the Central Government Employees. Kerala State Government has also granted Rs. 300/- by way of Interim Relief. The minimum wage of the State Government employees of Punjab, Haryana, Himachal Pradesh and West Bengal is higher than the minimum wage of the Central Government employees which is meager Rs. 4628/- as on 01.11.2005 This itself establishes the fact that the Central Government employees are lagging behind in respect of their wages.
9. In terms of formula i.e. per capita Net National Product evolved by V CPC and accepted by the Government, the revised minimum wage of Central Government employees should be more than Rs. 6500/- P.M. Under these circumstances, refusal to constitute VI CPC is an unjustified and illogical stand of the Government.

Anomalies arisen out of V Central Pay Commission Pay Scales.

10. Hundreds of anomalies arisen consequent upon implementation of V CPC pay scales are yet to be resolved by the Government. The age old parity among various categories of employees was disturbed and Government has not rectified these anomalies even after a lapse of eight years. Formal discussions in the JCM and also in the Anomaly Committee have been proved fruitless.

New Pension Scheme

11. Previous government have introduced "Contributory Pension Scheme" w.e.f. 1.1.2004. This Scheme has crippled the social security net provided to the

employees since 1957. In spite of JCM's demand to scrap the New Pension Scheme the Government is reluctant to do so.

Issues Agitating Railwaymen

12. The Indian Railways (IR) is a main transport infrastructure serving the needs of the people of the country. IR run 14000 trains per day (freight and passenger) and carrying 1.26 crores of people to different destinations. IR is on the high growth in its performance. The railwaymen render the services uninterruptedly throughout the year round the clock facing all vagaries of nature and hazardous conditions.
13. In spite of railway men's best performance during the past several years, their problems are not resolved satisfactorily. On the other hand they are subjected to around hardship due to inter alia, over hours of working, non-creation of posts etc. Some of the major issues pertaining to railway employees are explained under the succeeding paragraphs.
14. The Running Allowances Committee constituted during July, 2002 have given its Report curtailing wages, allowances, and retirement benefits etc., of the running staff viz. Loco Pilots, Asstt. Loco Pilots and Guards. While the running staff exhibited their best performance and expected that the Committee would do justice to them by making upward revision of pay elements, allowances, kilometerage etc., the Committee has virtually attacked the existing rights and privilege of the running staff. This retrograde report has led to deep frustration and resentment among railway employees in general and running staff in particular.
15. Non-setting up of VIth Central Pay Commission has generated anger among all categories of railway employees. The nature of duties of railway employees, is not only hazardous and risky, but also uncommon on comparison with the duties of employees of any Ministry/Department in the Government. The unfair treatment meted out to the 15 lakh railway employees has resulted in serious unrest among them.

16. In view of the best performance of the railway employees, under the norms prescribed for grant of Productivity Linked Bonus (PLB), the railwaymen are entitled for PL Bonus equivalent to over 61 days salary for the year 2004-2005. The agreement was also reached during September, 2005 between the Railway Ministry and the Federation's for payment of 61 days salary and accordingly the Railway Minister has approved the same. Surprisingly, the Finance Minister has intervened and allowed only 59 days wages towards PL Bonus. This is a clear case of "Breach of Agreement" which can also be termed as "Breach of Trust".
17. The Hours of Employment Regulation prescribing the duty hours of running staff in 1960 have not been revised, even though the work load on staff has substantially increased because of heavy stress and strain. Near about 2 lakh employees are forced to work 12 hours a day, while running staff are made to be on duties for long hours which is a crippling effect on their health. The Railway Ministry, although aware of the situation, is reluctant to review the Hours of Employment Regulation.
18. Downsizing, surrendering of posts and out-sourcing are being resorted to indiscriminately causing heavy strain on the existing staff. Additional posts are not sanctioned for new assets created and new services introduced. This tells upon the health of the employees who are much over-burdened, besides safety is involved.
19. Group 'D' employees in the railways who are employed and put in decades of Casual Labour service continuously, have been subjected to injustice due to non-counting of the Casual Labour service in full. Formal discussions with the Government have not mitigated the hardship of those employees and consequently their pension and retirement dues got depressed.
20. There are more than 1,70,000 vacancies on Indian Railways in various categories, out of these over 80,000 vacancies are in Safety categories. Non-filling of vacancies has not only caused additional burden on the

existing staff but also contributed to dilution of standards of safety and efficiency.

21. In view of continued redundancy of JCM, as brought above in second para, lack of response from the Govt. to solve, the issues more important being, setting up of VIth Central Pay Commission, procrastination of various important grievances, non-implementation of Awards of Board of Arbitration, have compelled JCM constituent organisations representing all the 34 lakh Central Government Employees to decide to go on indefinite general strike.
22. We do realise that general strike by 34 lakhs Central Government employees in general and 15 lakh Railway employees in particular, would cause immense harm to the nation, and nation's economy would be affected adversely. As there is no other alternative left, with great reluctance, we arrive at a painful decision of going in for Indefinite General Strike as the legitimate demands have either been rejected or not sorted out, through negotiations.
23. Non-setting up of VI CPC has generated serious disappointment among all employees, as the appointment of the Commission should have been done in the year 2003 itself.
24. I hope that you would be good enough to appreciate the above scenario which has compelled the Railway employees and as well Central Government employees to pursue the path of agitation in the form of indefinite General Strike. I, earnestly therefore, appeal to you to kindly use your good offices with the Govt. and impress upon the Prime Minister and Finance Minister to consider the matter seriously for working out a negotiated settlement, thereby the general strike may be averted in the interest of the nation and employees as well.

**Letter addressed on 12.2.2006 to Prime Minister, Cabinet Ministers,
Members of Parliament explaining merit of demand
by Shri M. Raghavaiah, General Secretary NFIR Leader, JCM (Staff Side)**

11.2

No. NFIR/VIth CPC

4th July, 2006

Dr. Man Mohan Singh,
Hon'ble Prime Minister,
Government of India,
New Delhi.

Respected Sir,

Sub:- Setting up of VI Central Pay Commission and grant of Interim Relief.

We express our great sense of gratitude to you for making announcement for setting up of VIth Central Pay Commission for Central Government Employees. We are confident that very soon, an official notification would be issued by the Government.

We desire to invite your kind attention to the fact that in the past, as and when the Pay Commissions were set up, Interim Relief was granted simultaneously in order to reduce the gap to some extent between the wages of Central Government Employees and other Public Sectors etc.

During the negotiations held between the JCM Staff Side and Official Side of the Government, the Staff Side plea for grant of Interim Relief was agreed to be conveyed to the Government for a decision.

As on date the wages of Central Government Employees are far below in comparison with Public Sector (Banks, LIC, COAL etc.). Grant of Interim Relief alongwith the Notification constituting VIth Central Pay Commission would go a long way in generating satisfaction among employees. You may kindly appreciate that the vast majority of Central Government Employees are Industrial workers i.e. Railways, Postal, Defence establishments etc. Their contribution to the Nation is very appreciable and you have been kind enough to compliment Railways for its best performance.

The Central Government Employees have great confidence in you hoping that you will look after their genuine demands.

We earnestly appeal to you to favourably consider our plea for grant of Interim Relief and see that the same is granted while issuing VI CPC notification.

With Pranams,

Yours sincerely,

Sd/-

(M.Raghavalah)
Leader JCM (Staff Side)

**12. BRIEF NARRATION OF
EVENTS SINCE DECEMBER, 2004.
PRESENTED TO 186TH WORKING
COMMITTEE MEETING.**

12.1 SEQUENCE OF EVENTS SINCE DECEMBER, 2004

As per the resolution adopted at 24th Biennial Convention of NFIR from 2nd to 4th December, 2004 at Mumbaio, a Steering Committee was formed to decide action Programmes on various demands and proceed with sustained struggle.

In the NFIR General Council meeting held at Bangalore from 22nd to 24th October, 2005 it was resolved that as the Govt. of India was not conceding the demands of the employees and equally Government's negative attitude on the demand for setting up of VI CPC, indefinite general strike should be launched by Railwaymen and other Central Government Employees.

The Joint Council of Action (JCA) of the constituent organizations of JCM met on 15.1.2006 at New Delhi and decided to serve strike notice on 7.2.2006 and proceed on indefinite general strike from 6A.M. of 1.3.2006.

On 24.1.2006 Dr. G. Sanjeeva Reddy, President, INTUC leading its Working Committee members called on Prime Minister Dr. Manmohan Singh wherein Dr. Reddy and Shri M. Raghavaiah, General Secretary, NFIR and leader of JCM (Staff Side) apprised the Prime Minister the demands of the Central Govt. Employees, specially the need for setting up of VI Central Pay Commission forthwith. In response, the Hon'ble Prime Minister assured to consider the demand for constituting VI CPC.

On 24.1.2006, Secretary (Personnel), Govt. of India met a few important JCM leaders and discussed issues informally. The leaders explained the position taken by Joint Council of Action. On 27.1.2006 a meeting between Cabinet Secretary and JCM leaders was held, wherein the Govt. suggested postponement of the decision to serve strike notice for a period of one month and also assured

that the demands would be discussed and resolved to the satisfaction of both the sides. This plea of the Govt. was discussed by the JCA on 27.1.2006 evening and the decision to adhere to the schedule of serving Strike Notice on 7.2.2006 and launch Indefinite Strike from 1.3.2006 was conveyed to the Govt., as one month time was still left with the Govt. for settling the demands through negotiations.

On 1.2.2006 the Prime Minister in his Press Conference held at Vigyan Bhavan, New Delhi has stated that VIth CPC would be constituted to consider the revision of wage structure of Central Govt. Employees.

NFIR hailed the announcement and Shri M. Raghavaiah, General Secretary immediately addressed a letter to Prime Minister Dr. Manmohan Singh thanking him for the announcement.

However, the rank and file of NFIR, as per the direction of JCA intensified their mobilization and served the Strike Notice on their respective General Managers on 7.2.2006 backed by massive demonstrations, rallies and mammoth meetings all over the country. NFIR affiliates ensured the largest mobilization of railwaymen while serving the Strike Notice.

On 10.2.2006 Secretary (Personnel), Govt. of India again met JCM leaders and expressed disappointment over Staff Side's action in spite of Prime Minister's announcement on VI CPC. To this, the JCM leaders responded appropriately and insisted that negotiations be initiated on 20 Point Charter of demands for satisfactory settlement order to avert strike.

On 14.2.2006 the Chief Labour Commissioner (Central) Shri S.K. Mukhopadhyay met JCM leaders for reconciliation proceedings. The Federations' representatives from NFIR, AIRF, FNPO, AIDEF, INDWF and ITEF have participated in the proceedings. However, as none of the demands was accepted, the conciliation proceedings failed.

Shri Prayush Sinha, Secretary (Personnel) chaired JCM Standing Committee meeting on 15.2.2006. In the said meeting discussions were held on each of the charter of demands. A written letter was also given agreeing to constitute the VI CPC. The JCA met immediately at New Delhi and reviewed the position in the light of settlement of issues as indicated below and decided to defer strike:

1. Agreed to constitute VI Central Pay Commission.
2. Terms of reference of VI CPC will be finalised in consultation with the JCM Leaders.
3. Demand for Interim Relief - It was offered to refer to VI CPC for giving its Interim Report - Staff Side insisted that Interim Relief in the form of cash should be granted - Official Side agreed to convey the same to the Government.
4. It was agreed to appoint High Court Judge to review Hours of Works of Drivers, Assistant Drivers, etc., on Indian Railways.
5. It was agreed to constitute Group 'D' Career Improvement Committee (Railways) to be headed by retired General Manager.
6. It was agreed to review for counting full casual labour service for retirement benefits.
7. It was agreed to consider for treating Dearness Pay as pay for revising the Incentive Bonus rates of Workshop employees on Indian Railways.
8. It was agreed to undertake Cadre Restructuring of the left out categories on Indian Railways.
9. It was agreed to consider for relaxing extant instructions for creation of new posts for the maintenance of new assets/new services.
10. Agreed to consider the demand of the Federation of scrap the Report of Running allowances Committee-2002.

11. Agreed to grant proforma promotion to the staff promoted against the vacancies existed prior to 1.11.2003.
12. Agreed to grant upgradation of P. Way Supervisors to grade R. 5000-8000.
13. Agreed to discuss with the JCM leaders on Awards of Board of Arbitration before taking a final decision.
14. Agreed to discuss with the Defence Employees' Federation on Kelker Committee Report before taking a view.

As demands stood settled satisfactorily besides acceptance of the demand for constituting VI CPC, the Central Government Employees in general and railwaymen in particular are a satisfied lot today. The success of this struggle is attributable to the utmost unity demonstrated by all the constituents of JCM more particularly NFIR and AIRF.

Dr. Man Mohan Singh, Hon'ble Prime Minister deserves best compliments for his decision of VI CPC demand.

186th Meeting of Working Committee of NFIR

12.2 RESOLUTION NO.1

NFIR WORKING COMMITTEE THANKS PRIME MINISTER

The Working Committee of NFIR heartily thanks the Hon'ble Prime Minister Dr. Manmohan Singh for his assurance to the INTUC Delegation who called on him on 24.1.2006 and urged for setting up of VIth Central Pay Commission. The Working Committee expresses its deep sense of gratitude to the Prime Minister for re-iterating Government's intention to set up VIth CPC in the Press Conference at Vigyan Bhavan, New Delhi on 1.2.2006.

The Working Committee however appeals to the Prime Minister to see that speedy action is taken for issuing Notification, setting up VIth CPC.

RESOLUTION NO. 2

CONGRATULATIONS TO RAIL WORK FORCE

The Working Committee of NFIR with pleasure appreciates the rank and file for successful mobilization of employees of all categories for indefinite general strike on 20 Point Charter of Demands. The Working Committee expresses its gratitude to its cadre and as well staff for their ever largest participation in demonstrations and rallies on February 7,2006 in the course of serving Strike Notice on the General Managers.

The Working Committee appeals to members of affiliated unions to keep up the tempo and see the NFIR continues to lead the Railwaymen.

RESOLUTION NO. 3

SETTLEMENT OF CHARTER OF DEMANDS

The Working Committee of NFIR welcomes the decision of the Govt., agreeing to constitute VIth Central Pay Commission and consulting the

constituent organizations of JCM before finalizing the terms of references of VI CPC. The Working Committee also expresses its satisfaction over the conclusions reached in the Standing Committee Meeting of NC/JCM held on 15.2.2006 on 20 Pointy Charter of Demands and urges upon the Government to take speedy action in implementing the agreements.

The Working Committee endorses the decision of Joint Council of Action in its meeting held on February 15, 2006 to defer indefinite strike.

RESOLUTION NO. 5

PRODUCTIVITY LINKED BONUS (PLB)

The Working Committee of NFIR feels proud of the railwaymen for their dedicated efforts in ensuring highest ever earnings for Indian Railways during the year 2004-05. It is heartening to note that the Railway Minister acknowledged the efficient role played by all categories of employees and Hon'ble Prime Minister complimented the Railwaymen for achieving highest ever productivity and earnings.

In view of the improved performance, railway employees (Group C & D) expected increase in payment of Productivity Linked Bonus (PLB).

While payment of 63 days' wages in the form of Productivity Linked Bonus (PLB) was due on the basis of increased Productivity, the Railway Ministry approved for payment of 61 days wages. It was shocking to note that the Finance Minister has rejected Railway Minister's decision and allowed 59 days only. Thus grave injustice was done to employees.

The revised bonus formula has also not been finalised although NFIR communicated its views in a cogent manner facilitating the Railway Ministry to consider and have a dialogue for evolving the norms. The delay on the part Railway Ministry has resulted in less payment of PL Bonus eventhough the productivity has increased due to greater efforts of Railway employees. Reducing the bonus amount of 61 days' salary to 59 days for the year 2004-05 (payable in October, 2005) is an uncalled for action on the part of Govt.

The Working Committee demands the Govt. to finalise the formula by an agreement with Federation so as to ensure that PL Bonus is paid on the basis of productivity achieved.

RESOLUTION NO. 6

WORKING COMMITTEE CONGRATULATES INTUC PRESIDENT

The Working Committee of National Federation of Indian Railwaymen (NFIR) Congratulates Dr. G. Sanjeeva Reddy, President, INTUC on his unanimous election as Member of Parliament (Rajya Sabha). The Working Committee proudly feels that it is a great honour to working Class of the country as the Congress (I) President Smt. Sonia Gandhi has selected the most deserving Leader for the Rajya Sabha Membership.

The Working Committee thanks Congress (I) President Smt. Sonia Gandhi for bestowing honour to the INTUC. The Working Committee is confident that the country in general and working Class in particular will be greatly benefited with the enlightened contribution of Dr. Reddy in the Parliament.

**13. ARRIVAL AT DESTINATION
GOVERNMENT OF INDIA
NOTIFIES APPOINTMENT OF VI
CENTRAL PAY COMMISSION.
5TH OCTOBER, 2006.**

(TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRAORDINARY PART-I SECTION-I)

13.1 **GOVERNMENT OF INDIA**
 MINISTRY OF FINANCE
 DEPARTMENT OF EXPENDITURE

RESOLUTION

New Delhi, the October 5, 2006,
Asvina 13, 1928 (Saka)

No.5/2/2006-E.III (A). The Government of India have been considering for some time past the changes that have taken place in the structure of emoluments of Government employees over the years. Conditions have also changed in several respects since the last Pay Commission made its Report in 1997. Accordingly, it has been decided to appoint the Sixth Central Pay Commission comprising of the following:-

- | | | |
|---------------------|---|-----------------------------|
| 1. Chairman | = | Mr. Justice B.N. Srikrishna |
| 2. Member | = | Prof. Ravindra Dholakia |
| 3. Member | = | Shri J.S. Mathur |
| 4. Member-Secretary | = | Smt. Sushma Nath |

2. The terms of reference of the Commission will be as follows:-

(A) To examine the principles, the date of effect thereof, that should govern the structure of pay, allowances and other facilities/benefits, whether in cash or in kind, to the following categories of employees:-

- (i) Central government employees – industrial and non-industrial.
- (ii) Personnel belonging to the All India Services.
- (iii) Personnel belonging to the Armed Forces.

- (iv) Personnel of the Union Territories;
 - (v) Officers and employees of the Indian Audit and Accounts Department; and
 - (vi) Officers and employees of the regulatory bodies set up under Acts of Parliament.
- (B) To transform the Central Government Organisations into modern, professional and citizen-friendly entities that are dedicated to the service of the people.
- (C) To work out a comprehensive pay package for the categories of Central Government employees mentioned at (A) above that is suitably linked to promoting efficiency, productivity and economy through rationalization of structures, organisations, systems and processes within the Government, with a view to leveraging economy, accountability, responsibility, transparency, assimilation of technology and discipline.
- (D) To harmonize the functioning of the Central Government Organisations with the demands of the emerging global economic scenario. This would also taken account among other relevant factors, the totality of benefits available to the employees need of rationalization and simplification thereof, the prevailing pay structure and retirement benefits available under the country, the need to observe fiscal prudence in the management of the economy, the resources of the Central Government and the demands thereon on account of economic and social development, defence, national security and the global economic scenario, and the impact upon the finances of the States if the recommendations are adopted by the States.
- (E) To examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits having financial implications to the present and former Central Government employees appointed before January 1, 2004.

- (F) To make recommendations with respect to the general principles, financial parameters and conditions which should govern payment of bonus and the desirability and feasibility of introducing Productivity Linked incentive Scheme in place of the existing an hoc bonus scheme in various Departments and to recommend specific formulae for determining the productivity index and other related parameters.
- (G) To examine desirability and the need to sanction any interim relief till the time the recommendations of the Commission are made and accepted by the Government.
3. The Commission will devise its own procedure and may appoint such Advisers institutional consultants and experts as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of the Government of India will furnish such information and documents and other assistance as may be required by the Commission. The Government of India trusts that State Governments. Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.
4. The Commission will have its headquarters in Delhi.
5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending reports on any of the matters as and when the recommendations are finalized.

Ordered that the Resolution be published in the Gazette of India.

Ordered also that a copy of the Resolution be communicated to the Ministries/ Departments of the Governmnet of India, State Governments/Administrations of Union Territories and all others concerned.

Sd/-
(Adarsh Kishore)
Finance Secretary

14. THANKING PRIME MINISTER



14.1 N F I R

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National Federation of Indian Railwaymen

(Affiliated to Indian National Trade Union Congress)

(Affiliated to International Transport Workers' Federation (ITF) London)

3, CHELMSFORD ROAD, NEW DELHI - 110 055

No. NFIR/VIth CPC

16th October, 2006

**Dr. Man Mohan Singh,
Hon'ble Prime Minister,
Government of India,
New Delhi.**

Respected Sir,

Sub:- Setting up of VI Central Pay Commission

Thank you very much for the Government notifying the appointment of VI Central Pay Commission and fulfilling the assurance given to National Federation of Indian Railwaymen (NFIR) in your meeting with us on 41h July, 2006.

Sir, your personal intervention has been the prime factor in appointment of Pay Panel which has enthused the Government employees. We are all now looking forward to presenting our cases before the Commission as and when the process gets underway.

Particularly on behalf of Joint Consultative Machinery (Staff Side) as its leader I would thank you with deepest gratitude on this development. Opportunity is also availed to express thanks on behalf of Railway employees through National Federation of Indian Railwaymen as also Indian National Trade Union Congress (INTUC)

We assure you Sir, that all Government employees would strive their best to meet the challenges of competition arising out of Economic reforms under your leadership

and also raise our standards in rendering public service with dedication and commitment.

However we hasten to point out that notification makes pointed reference to leveraging economy with accountability, Technology assimilation, global economic scenario, rationalizing benetits etc. These leads to an inference that issues are heavily loaded against interests of workmen. We hope that necessary modifications are required to instil confidence and faith in Central Government Employees to anticipate due justice from the commission.

With profound respectful regards,

Yours sincerely,

Sd/-

(M. Raghavaiah)
Leader JCM (Staff Side)
and
General Secretary
National Federation of
Indian Railwaymen