

Minutes of Formal Meeting of FROA

with

Railway Board

held on

7th February 2011

MINUTES OF FORMAL MEETING OF FROA WITH RAILWAY BOARD
HELD ON 7/2/2011 HELD IN THE CONFERENCE HALL, RAIL BHAWAN,
NEW DELHI.

1.0 **Addl. Member (Staff)** Railway Board extended a warm welcome to CRB, other Members of Board, Secretary/Railway Board, Shri Rajiv Chaudhry, President/FROA, Shri Shubhranshu, Secretary General/FROA, all the representatives of FROA and officers of Railways Board to the Formal Meeting of FROA with full Board. He stated that this Meeting was long over due and expressed the hope that the issues will be discussed in the interest of both Administration as well as Railway Officers in a very cordial atmosphere.

2.0 After welcome address, AM(S) requested **Shri Vivek Sahai, Chairman, Railway Board** to give his inaugural address.

2.1 **Chairman/Railway Board** extended a warm welcome to the representatives of FROA and officers of Railway Board to the formal meeting of FROA with Board. He stated that this meeting is being held after a long gap and it should be held more often. CRB further stated that he has gone through the agenda and expressed the view that members of FROA in their official capacities are themselves the authorities to take decisions on them and this puts added responsibilities on the officers to ensure handling the matters keeping the interest of Indian Railways in view.

2.2 CRB assured the FROA that Administration is always with them in their justifiable demands and will make efforts in solving them. He stated that after the 6th Pay Commission implementation and the financial slowdown, the present growth has not been to the expected level and impressed upon the FROA the need for reducing the expenditure, avoiding wastages and for effecting austerity measures.

2.3 At the end, CRB expressed the hope that the issues will be discussed in cordial and harmonious atmosphere and in the interest of both, Indian Railways and Railway Officers.

3.0 Additional Member (Staff) requested President/FROA to address the gathering.

3.1 **President/FROA** thanked Railway Board for holding the Formal Meeting after a long gap and expressed the hope that in future the meeting would be held as per the laid down frequency. He also requested that sufficient notice for such meetings be given to FROA so that representatives of FROA who are posted outside Delhi can attend the meeting.

3.2 It was stated by President/FROA that officers of Indian Railways work very hard and in fact the only All India Officers cadre manning an organisation which apart from spending the budget grants also helps the Govt. earn large chunk of

revenue. He further added that the privilege given to Indian Railway Officers however do not reflect this specially when viewed in the perspective of other All India Services which is resulting in Railway Services losing its shine and sheen and also on brighter of the young talent in the country. On the front of arranging funds for expansion of the network and for essential maintenance work, President/FROA stressed the need for immediate efforts in the right direction.

3.3 President/FROA brought to the notice that there are two most important issues concerning officers fraternity, i.e., cadre restructuring and availability of ORH accommodation. He stated that cadre restructuring of all the services has been badly delayed and needs to be expedited. About ORH accommodation he stressed that something needs to be done to address the affairs. President/FROA also raised the following issues:

- (i) TADK to the Directors in the RDSO;
- (ii) Finalization of policy on maintenance/replacement of laptops provided to officers;
- (iii) Provision of independent vehicles to SAG officers in Production Units, Training Institutes, RDSO, etc.;
- (iv) Improvement in health services, conditions of Railway quarters; and
- (v) Decision of Board on the issue of integration of RPF Officers and permission to them to join FROA.

3.4 At the end, President/FROA requested that FROA must be formally consulted on the issues impacting the officers fraternity. He assured that as in the past, Railway Board would find the officers fraternity in the forefront of the delivery of service to the nation and carry the flag of Indian Railways flying higher than ever before.

4.0 After the speech of President/FROA, AM(S) requested Secretary General/FROA to address the gathering.

4.1 **Secretary General/FROA** thanked the Railway Board for holding the Formal Meeting after a gap of nearly five years and expressed the hope that the meetings will be held more frequently to address the grievances of officers. He stated that the Railway Officers constitute nearly 25% of the Central Govt. cadre and requested for and sought support and solidarity from Chairman and Members of Board for protecting the interest of Railway Officers.

4.2 Secretary General/FROA in his speech raised the following points:

- (i) Central Govt. be requested by the Ministry of Railways that in all subsequent Pay Commission and in all similar authorities there should invariably be an officer from the Railways appointed as a Member.
- (ii) Even though Railway officers earn for the organisation the benefits granted by the Central Govt. are often withheld from Railway officers, e.g., restrictive provisions for air travel, refusal to permit hotel accommodation on duty, delay

in empanelment of Jt. Secretaries, and even restriction on travel in 1st AC to JAG officers.

- (iii) The orders passed by the Railway Board are often not implemented, for example, inordinate delay in leasing of houses, inaction on the part of Railway PSUs in constructing/leasing houses, etc.
- (iv) Delay in taking action where Railway Board or the Ministry of Railways are competent to take decisions like delay in panels for promotion to SG, SAG and HAG, non-functional upgradation of officers of SAG to HAG.
- (v) Despite stagnation in Indian Railway cadres reluctance to release people on députation, training, study leave or even on VRS.
- (vi) Disparity in promotion amongst Indian Railways cadres.

4.3 At the end, Secretary General/FROA expressed the hope that the Formal Meeting will be held in constructive manner and FROA's long pending demands will be viewed sympathetically by the Board.

5.0 Discussion on Agenda Items

1/2011 - Upgradation of the posts of General Managers to the Apex Grade of Rs.80,000/- (fixed).

FROA pointed out that over the years the position has deteriorated. They drew attention to a comparative chart prepared by them, showing the position of GM vis-à-vis DGP & PCCF and how the GMs used to be above DGP and PCCF and gradually the position has deteriorated and now in the 6th CPC, GM is in the grade Rs.75,500 to Rs.80,000 whereas DGP and PCCF in Rs.80,000 fixed. FROA requested that GMs should get the apex grade of Rs.80,000 (fixed) and this matter be taken up through Cabinet Note.

It was explained that a proposal for upgradation of the post of GM and equivalent to the apex scale of Rs.80,000/- (fixed) was sent to Ministry of Finance but the same was not agreed to.

After a detailed discussion on the subject, it was decided that a detailed proposal on the subject will once again be sent to Ministry of Finance.

2/2011 - Non-functional upgradation of SG/SAG officers of Indian Railways.

FROA explained that guidelines on the subject of NFSG to SG/SAG officers are already in place therefore a deadline should be fixed for its implementation. They requested, to start with process of notification immediately with some Departments.

After detailed discussion it was decided that NFSG to be processed for early finalization in Electrical, S & T and Stores Departments to begin with and for the other departments it will be finalized in a time bound manner.

3/2011 - Cadre Review.

FROA pointed out that the exercise of Cadre restructuring in other Central Group 'A' Services has been completed whereas Ministry of Railways is lagging behind in this matter putting the Railway Services in disadvantageous position. They requested that Cadre restructuring exercise should be completed expeditiously and insisted that a deadline should be fixed for submitting the proposal to DOPT. They also stressed that for making out the proposal for Cadre restructuring norms should be laid down.

After detailed discussion, it was decided that norms/guidelines would be laid down for Additional Members to make out the proposals for the respective Deptt. A deadline of 5th May 2011 was fixed for submitting the proposals of Cadre restructuring to the DOPT.

4/2011 - Accommodation in hotel while on duty.

FROA pointed out officers do not get ORH accommodation, mainly at the metropolitan cities, and also ORH booking are cancelled at very short notice putting the officers to lot of inconvenience and humiliation. They suggested that accommodation should be hired for ORH and whenever any officer is unable to get booking of ORH or a booking is cancelled, he should be allowed reimbursement of Hotel expenses.

The matter was discussed at length. It was decided that Railways be asked to explore the possibility of hiring accommodation for the purpose of Rest Houses with necessary facilities on payment, besides, hotel accommodation in the range of Rs.5000-6000 and a proposal be submitted for consideration.

5/2011 - Travel facility by air.

The matter was discussed and it was decided that the present guidelines on the subject should continue.

(Closed)

6/2011 - Travel entitlement by train.

FROA pointed out that issue of instructions dated 3/2/2011 by Railway Board on privilege passes has created an anomalous position.

After discussion on the matter it was decided that FROA would submit their views in the matter and a Committee would be set up to examine the issues.

7/2011 - Scheme of hired vehicles.

FROA thanked Railway Board for extending the facility of hired vehicles to the Selection Grade level officers of Railway Board. They further stated that as per Board's guidelines allocation of vehicle is restricted to one vehicle between two SAG officers in respect of SAG officers working in RDSO, PUs, Training Institutes and also in the case of doctors.

They stated that sharing one vehicle between two SAG officers is impractical and virtually impossible. FROA stated that expenses involved in extending the same facility to these officers is not much.

After detailed discussion it was decided that FROA would submit a proposal after working out the financial implications etc. which would be examined.

8/2011 - Air-conditioning of staff cars.

It was explained that instructions as requested by FROA have already been issued.

(Closed)

9/2011 - Allotment of Railway quarters to family members appointed on Compassionate grounds.

The comments of the Administration were furnished to FROA. They did not take up this issue further.

(Closed)

10/2011 - Overseas training programmes of officers of Indian Railways.

FROA stressed the need for training of officers to enhance their knowledge and skills.

It was explained that Advanced Management Programme for SG/SAG officers of Indian Railways is conducted at INSEAD, Singapore and ICLIF, Malaysia and in respect of other approved training programmes, the files have been submitted to the Competent Authority for approval of nominations.

(Closed)

11/2011 - Selection norms for posting as GMs and DRMs.

The comments of the Administration on the Agenda Item No. 11/2011 were furnished to FROA who did not take up the matter further.

(Closed)

12/2011 - GM's Grade to those who are left out due to the 37.5% rule.

It was explained to the Federation that the issue of GM's grade to those who are left out due to 37.5% rule is under consideration of the Board.

ACTION TAKEN STATEMENT ON THE MINUTES OF THE MEETING OF FROA WITH RAILWAY BOARD ON 5/4/2006.

The Action Taken Statement/Comments of Railway Board on Item No. 1 to 14 of the minutes of the Formal Meeting of FROA with Board held on 5/4/2006 were furnished to FROA. They did not take up these items any further. Hence the items may be taken as closed.

At the end, AM(S) thanked everybody for a very fruitful discussion in the meeting.

**List of Officers who participated in Formal Meeting of FROA
with Board held on 7/2/2011.**

S/Shri

2. Vivek Sahai, CRB
3. Samar Jha, FC
4. V.N.Tripathi, MS
5. Sudesh Kumar, ML
6. Sanjiv Handa, MM
7. V.K.Gupta, Secretary
8. M.S.Mehra, Adv.(C)
9. Shivdan Singh, JS(G)
10. P.P. Sharma, JS
11. P.K. Sharma, AM(Staff)
12. A.K.Nigam, Adv.(IR)
13. Sanjay Mukherjee, Adv.F(X)
14. N.K.Jain, EDE(GC)
15. Smt. Anjali Goyal, EDF(E)
16. Dr. B.N. Annigeri, EDH(G)
17. Desh Ratan Gupta, ED(L&A)III
18. R.C.Adwal, ED(Tele.)
19. Dr. S.N.Pandey, DIG/P&T
20. Anil Gulati, Chairman/HRRC
21. Ms. V. Vaidehi, DE(GC)
22. Madan Lal, JDE(G)
23. H. Moharana, JD(Trg.)
24. Ravinder Pandey, DDE(Gaz.)

S/Shri

1. Shri Rajiv Chaudhry, ED/WP/RB & President/FROA
2. Shri Shubhranshu, EDME/Traction/RB & Secy.Genl/FROA
3. Shri R.R.Prasad, ED/(T&MPP)/RB & Secretary/FROA
4. Shri Sudheer Kumar, EDEE(Dev.)/RB & Secretary/FROA
5. Shri M.K. Singh, Dir(A/c)/RB & Treasurer/FROA
6. Shri A.K.Panda, DME(PU)/RB & Jt. Secy/FROA
7. Shri O.P.Mehra, CSTE/WCR & VP/FROA
8. Dr. Sudhir Sharma, Sr.DMO/NR & VP/FROA
9. Shri Deomani, Dy.CCM(G), NR & VP/FROA
10. Shri P.K.Sinha, FA&CAO, COFMOW & Secretary/FROA
11. Shri A.K.Satpathy, Sr.DSO/NGP/SECR & Secretary/FROA
12. Shri R.K.Jha, Dy.CE/Bridge/NER & Secretary/FROA
13. Shri R.K.Jain, GM/Elect/DFCCIL & Secretary/FROA
14. Shri Prakash Mirani, DRS(W)/RB & Secretary/FROA
15. Shri Virender Kumar, DW-II/RB & Secretary/FROA
16. Shri R.S.Kochak, CDE/RCF