



सत्यमेव जयते

MINUTES

of

The PNM Meeting

between

Railway Board

and

National Federation of Indian Railwaymen

held

on 06th & 07th May, 2025

**MINUTES OF THE PNM MEETING HELD BETWEEN
RAILWAY BOARD AND NFIR ON 06TH & 07TH MAY, 2025**

MEMBERS PRESENT

OFFICIAL SIDE

- S/ Shri/ Ms.**
1. Satish Kumar
Chairman, Railway Board & CEO
 2. Usha Venugopal
Member (Finance)
 3. Naveen Gulati
Member (Infra.)
 4. Hitendra Malhotra
Member (O&BD)
 5. Braj Mohan Agrawal
Member (T&RS)
 6. R. Rajagopal
DG (HR)
 7. Hari Shankar Verma
DG (Safety)
 8. Manoj Yadava
DG (RPF)
 9. Ashish Sharma
AM (ME)
 10. Vijay Pratap Singh
Addl. Member (TR.)
 11. V.G. Bhooma
AM (HR)
 12. Pramila H. Bhargava
Addl. Member (Staff)
 13. Anand Bhatia
AM (CE)
 14. Vijaylaxmi Kaushik
AM(Signal)
 15. Sanjay Kumar Pankaj
AM (PU)
 16. Dr. Kunjunjamma George
PED/Health
 17. Prabhas Dansana
PED/TT/M
 18. Renu Sharma
PED/IR
 19. Sanjay Mishra
PED/Safety

FEDERATION (NFIR)

- S/ Shri/Ms.**
1. Guman Singh, President/ NFIR
 2. Dr. M. Raghavaiah,
General Secretary./NFIR
 3. R.P. Singh
 4. B.C. Sharma
 5. Ramneek Sharma[#]
 6. T.K. Chatterjee*
 7. Munindra Saikia
 8. R.G. Kabar
 9. C.P. Singh
 10. Binod Sharma
 11. Praveen C. Bajpai
 12. Ashok Sharma*
 13. Vinod Mehta
 14. S.R. Mishra
 15. R.C. Sahoo
 16. P. S. Chaturvedi
 17. Vinod Kumar Rai
 18. G. Ganeswar Rao
 19. V. Gopalakrishnan
 20. A. V. Rajkumar
 21. Taposh Mukherjee
 22. Indrajit Singh
 23. Ram Rattan Singh
 24. M.V. Tulasidas
 25. Venkat Rao
 26. S. Ramesh
 27. T.D. Satyavani
 28. Deepa Sodhi

[#] attended on 07.05.2025 only.

* attended on 06.05.2025 only.

20. Basant K. Singh
PED(Accounts)
21. Sundeep Pal
ED/PC
22. Ravindra Kumar
ED/EN
23. Dr. Namita Negi
ED/Health(G)
24. Prem Chand Lochab
ED/E/Sports
25. Neeraj Kumar Mourya
ED/Coaching
26. Pankaj Tyagi
ED/L&A
27. Vineet Pandey
ED/Training
28. Shivendra Shukla
EDPM
29. Rameshwer Meena
ED/Signal
30. Ashok Kumar Nakra
ED/Safety/EE
31. Sudhir Kumar
EDE/LL
32. Anurag Kapil
ED/F(X)
33. Bandana Sharma
EDF(E)
34. Sunil Kumar
ED/Estt.
35. Rajiv Gandhi
EDE/RRB
36. Avinash Singh Kushwah
EDEE/RS-II
37. M.M. Jeyabalan
JDE(W)
38. Hem Chander
JDE(IR)

SECTION – A : INTRODUCTION

CRB & CEO as Chairman of the meeting welcomed the President/NFIR, General Secretary/NFIR, other representatives of the NFIR, his colleagues in Railway Board and members of the Official Side.

He called upon all to unitedly express deep anguish and condemn the cowardly terrorist attack on innocent tourists in Pahalgam, Jammu & Kashmir on 22nd April earlier this year. A respectful tribute was paid to the innocent lives snuffed out brutally and prematurely while expressing condolences to the bereaved families.

He congratulated Federation(NFIR) and their affiliates for NFIR's remarkable performance in the Secret Ballot Elections which were successfully conducted in last December 2024.

He hoped that the Agenda items of this PNM will be discussed and resolved fruitfully during the meeting.

While discussing Railways' performance, he expressed his heartfelt thanks to all of them for successful completion of Kumbh Mela 2025 from January to February 2025, wherein Railwaymen have put in their efforts and accomplished the task in a grand manner, appreciated by one and all. He has also stated that during these forty five days over 17300 trains were run, which included 7484 Mela special trains as against 8394 trains including 694 specials run during the previous Kumbh (2019).

He took the opportunity to mention that Indian Railways are undergoing massive transformation and modernization. He further mentioned that the country and the government has reposed in Indian Railways as the primary transporter of passengers and cargo.

Freight Loading

- Indian Railways recorded its highest ever freight loading of 1617.38 million tonnes (MTs) in 2024-25 which is 1.68% more than the previous financial year.

Revenue

- Indian Railways generated ₹2.56 Lakh Crore Revenue in 2023-24 with Net Profit of ₹3,260 Crore amid Major Investments in Staff, Pension, and Energy.

These achievements underscore the Railways' robust performance and its pivotal role in facilitating the movement of goods and passengers across the country.

Connectivity with Kashmir

- With the completion of the prestigious 272 km Udhampur-Srinagar-Baramulla Rail Link (USBRL) project, the Kashmir Valley is set to get rail connectivity with other parts of the country. The completion of Banihal-Katra section has been an engineering marvel in which 97 KMs of length is tunnel and 7 KMs of distance is covered by 4 main bridges.

Record Track Upgradation

- Indian Railways has achieved a significant milestone by upgrading over 23,000 track kilometers (TKM) of the Indian Railways network to support train speeds of up to 130 kilometres per hour (kmph). This remarkable progress underscores the government's commitment to modernizing railway infrastructure, improving connectivity, and reducing travel times for millions of passengers nationwide. With nearly 1/5th of India's railway network now equipped for higher speeds, these advancements have been made possible through robust safety measures such as modern signalling systems and strategic fencing, and further Kavach installation is underway.

Coach production

- Indian Railways has achieved a significant milestone in the financial year 2024-25 by manufacturing 7,134 coaches, marking a 9% increase from the previous year's production of 6,541 coaches, **with special emphasis on non A/C coaches with production of 4,601 coaches, catering the needs of common man.** This rise reflects India's growing emphasis on modernizing Railway infrastructure to meet increasing passenger demand for all sections of society.

Pamban Bridge

- The New Pamban Bridge which is India's first vertical lift sea bridge has set a new benchmark in modern infrastructure and maritime harmony. The bridge was dedicated to the nation by our Hon'ble PM on 6th April 2025. The Pamban Strait, which separates the Indian mainland from Rameswaram Island in Tamil Nadu, is now home to an impressive railway engineering marvel, as India's first vertical-lift railway sea bridge. Replacing the iconic but aging 110-year-old Pamban bridge, this new structure is more than just metal and bolts, but a symbol of how history and progress can flow together. With the opening of this bridge, the traffic has started again going to Rameswaram which was closed since 23.12.2022.

Amrit Bharat Station Development Scheme

- A total of 1,337 stations have been identified under the scheme so far and work is in progress at 1,202 stations. The total cost of the project is around Rs 1 lakh crore.

HR Initiatives

He mentioned a few salient HR initiatives taken during last year:-

- As a system improvement, the Ministry of Railways has introduced a system of publishing annual calendar from 2024 for recruitment to various categories of Group 'C' posts. Accordingly, ten Centralized Employment Notifications (CENs) for 92116 (Safety-63669, Non-Safety 28447) vacancies have been notified during January to December 2024 for filling up of posts of ALPS, Technicians, Sub-Inspectors, Constables etc.
- Human Resource Management System (HRMS) developed through CRIS is focussed to digitize various administrative functionalities. As part of continuous upgradation, orders of promotion, inter-Railway transfers and processing of compassionate ground appointments cases upto inspection by Welfare Inspectors stage have also been enabled in HRMS. This will bring efficiency and transparency in the system.
- Further, with continuous monitoring by Board and efforts by Zonal Railways, more than one lakh cases of promotions have been completed.
- Around 3900 cases of Compassionate Ground Appointments have been settled.
- 2290 cases of medically decategorisation which approximately 98.5% of the pendency have been finalised.

The above achievements could not have been possible without the constructive cooperation from the Federation. He thanked NFIR again for their continued cooperation and support and also congratulated all Railwaymen for their performance and hard work.

Shri Guman Singh, President/NFIR:

President/NFIR welcomed the Chairman of the forum i.e. CRB & CEO, Members of Railway Board, DG/RHS, DG/RPF, DG/HR, AM (Staff), AM(HR), PED/IR, other Officers of Railway Board, General Secretary/NFIR, Dr. M. Raghavaiah, Vice President, Shri B.C. Sharma, Treasurer Shri R.P. Singh and other Office Bearers and representatives of NFIR attending the PNM Meeting. He said that the NFIR has been carrying the tradition since its inception in the year 1948 for constructive Trade Union Movement in Railways. He further said that the NFIR in its role has yielded positive results not only in favour of all sections of Railway employees but its outcome of activities have yielded favourable results to Railway Officers also.

Speaking on the conclusion of Secret Ballot Elections – 2024, results declared on 12th December, 2024, the President appreciated the role played by the Officers of Railway Board, Officers working in Zones/Divisions and in Production Units. He said that though the Affiliated Unions of NFIR have done exceedingly well in this Election yet the results could have been more better had some of the high ranking Officers in Railways could have done their duties impartially. He cited the example of South Eastern Railway where the Authorities have failed to render justice to the Affiliated Union of NFIR throwing rules to the winds.

He thanked the Chairman, Railway Board for sharing important information relating to the performance of Indian Railways. While complementing the excellent performance of IR in freight loading, revenue earning and other areas. He added that the dedication and devotion of all sections of Railway employees cannot be undermined. He said that the Railway Workforce has always been giving excellent output which is the main contributing factor for increasing the productivity as well output. He reminded the Railway Board that as per the calendar circulated by the Railway Board under the signature of PED/IR, two PNM and two DC/JCM meetings are required to be convened to settle the grievances of Railway employees emanating from day-to-day working. He further stated that the calendar prescribed by the Railway Board is not being followed by the Board itself. He emphasized the need to hold the meetings as per calendar. The President invited attention of the Railway Board to the instructions issued vide letter No. 2024/Elect (TRS)/138/7 (Com) (3476271) dated 04/04/2025 on the basis of Report of the Standing Multi-Disciplinary Committee wherein the issue stated to have been deliberated/engaged with Federations. He stated that while no such deliberations/discussions have taken place, how the Railway Board has mentioned the same as none of the recommendations sent by NFIR in its 21 pages reply has been included vide instructions dated 04/04/2025. He further said that the instructions dated 04/04/2025 be kept in abeyance and discussions are held with the Federations before issuing further instructions. He reminded the Railway Board that the proposal relating to payment of Risk & Hardship Allowance to certain categories of Railway employees

is still pending with the Ministry of Finance while no efforts are being made to expedite its approval.

He highlighted an issue of non-grant of financial upgradation to the category of Train Manager (Formerly Train Guards) of Pay Matrix 6 / GP 4200 to pay level 7 and pay level 8. According to the MACP rules they were to be given financial benefit in GP 4600 and 4800 but subsequently the benefits were withdrawn and recoveries were made. The affected persons sought legal remedies through Hon'ble Courts against the action of Railway administration. Several High Courts and CATs have given decision in their favour. Those who have brought judgment in their favour, the benefit of MACP is being extended only to those persons whereas similarly placed employees have to be treated alike in all fairness. Time and again, NFIR requested the Railway Board to take decision so that the similarly placed employees should not be forced to go to court for achieving orders in their favour. In case they are forced to go to court, obviously they will have to face heavy financial burden and equally the Railway administration will also be forced to spend money in facing the court cases. He requested that the railway administration must take decision in the matter in a positive manner to resolve grievances of staff to prove that IR is model employer. He said that though the issue was highlighted in the last PNM Meeting (6th & 07th June, 2024) but however no instructions have been issued by the Railway Board.

He also urged the Railway Board to approach the Chairman, CBDT for seeking exemption to the TA portion of Kilometrage Allowance paid to Running Staff in order to settle NFIR's PNM Agenda Item No. 39/2012.

Dr. M. Raghavaiah, General Secretary/NFIR:

At the outset General Secretary, NFIR Dr. M. Raghavaiah richly complimented the CRB & CEO, all Board Members and Officers of Railway Ministry and Railways for ensuring significant achievements during the year 2024-25 surpassing the performance of previous years. He at the same time admired the leadership of Railway Ministry which resulted increased freight loading breaking all past records which was unprecedented. He also richly complimented all categories of Railway employees for their dedication and devotion paving the way for best performance of Indian Railways on all fronts. He expressed confidence that in the current year as well as future years also, entire Railway population would continue to work for the growth of Indian Railways which is the backbone of Nation's economy.

Industrial Relations:

On Industrial Relations in Railways, General Secretary, NFIR briefly highlighted about 8th May, 1974 Railway strike and role of political forces and the

consistent stand taken by NFIR for strengthening the Nation as well Indian Railways. He stated that the Track Record of NFIR has always been for pursuing disciplined Trade Union activity while making efforts for redressal of demands of working class through negotiation and arbitration. He brought to Railway Board's notice that all Central Trade Unions have decided to launch All India Strike on 20th May, 2025 on 17-point Charter of Demands. Some demands notable are; Revival of Old Pension Scheme, Stoppage of privatization which are concerning the Railway employees as NFIR has been insisting upon the Government of India for restoration of Old Pension Scheme and not to resort to privatization in Railways. He said that NFIR continues to strengthen Indian Railways despite the All India Strike Call given by the Central Trade Unions. He however expressed disappointment over lack of expected response/cooperation from the Railway Administration at different levels. He brought to the notice of the Chairman of the PNM Meeting, the non responsive attitude of a Senior Officer of South Eastern Railway harming the NFIR's Union which always worked for smooth working system. He said that this matter may be looked into. NFIR has always played significant role for preventing dislocation of Train Services during the previous four decades period. He requested the Railway Board Chairman to take action to set right the matters before it is too late.

While thanking the Railway Board for congratulating NFIR for its success in the December, 2024 Secret Ballot Elections, General Secretary stated that despite several odds and problems created by certain forces, the NFIR has registered its presence in all the 17 Zonal Railways and two production Units (CLW & RCF) in some form or the other. He conveyed his disappointment over the unfairness of railway administration which led to disappointment among right thinking and honest persons. In this context, he quoted para No.1 (iii) of Recognition letter issued by the Railway Ministry vide letter No. 2024/E(LR)III/SBE-III/Recognition dated 13th January, 2025 and said that Federation's cadre adheres to the said para for the overall interest of Indian Railways. He expected the Railway Ministry to be fair and impartial so that IR can prosper and continue to serve the Nation as a robust organization.

The General Secretary said that the Government has announced appointment of 8th Central Pay Commission and as a sequel to the decision, a meeting was also held by the DoP&T with the Staff Side Federations on 10th February, 2025 for considering the suggestions for framing ToR. He requested the Railway Board that before the composition of 8th CPC, the pending issues/proposals be got finalized and, in this context, he mentioned following cases:

1. Pending issues to be settled by Railway Ministry:

- (i) Risk & Hardship Allowance
- (ii) Pointsmen upgradation

- (iii) Supervisory Officials upgradation – RBE No. 155/2022 – Coverage of left over categories – Gazetted status to SSEs and Supervisors of various cadres.
 - (iv) Kilometrage Allowance – exemption from Income Tax – Increase of TA portion of KMA to Running Staff in view of DA rise.
 - (v) Cadre Restructuring Committee constituted on 25/04/2022. Further exercise needed.
 - (vi) Option for 7th CPC Pay Matrices from the date of promotion (during 90 days option period). In the 62nd Standing Committee Meeting of NC/JCM held on 20/09/2023, this subject was dealt (Item No. 8/SC/62/23). After discussion, it was stated by Special Secretary, Department of Expenditure that cases as such are being considered on case to case basis. The item was again discussed in the 63rd Standing Committee Meeting on 23/04/2025. Railway Board should send proposal to MoF early. Board may also refer NFIR's PNM Item No. 20/2018.
 - (vii) S&T Maintainers upgradation – 14/2010 (PNM) – Decision be taken.
2. **UPS-NPS-OPS:** Two Railway Ministers had sent proposal to Government of India for restoration of OPS in Railways, explaining uniqueness of Railways and its role akin to Defence Forces. Railway Employees are unhappy as OPS has not been restored so far. Hon'ble MR be conveyed for taking initiative.
3. **Indiscriminate surrender of posts:**
During the year 2024-25 alone 28,816 posts were surrendered/redistributed.
- Principal Secretary to Prime Minister Shri P.K. Mishra's speech in the 9th Convocation ceremony on 19th April, 2025 at 11 M, Sambalpur highlighting the need to create 8 to 9 million jobs annually. Unfortunately, manned posts were surrendered in Railways and posts meant to be filled by promotion are being surrendered and staff redeployed on bottom seniority, thus their career got ruined. Such Staff are not given opportunity to volunteer to another post matching with their qualification.
4. **Non-implementation of Norms/Yardsticks for manpower – Adverse effect on quality and heavy additional burden on staff:**
- (a) RBE No. 139/2023 dated 12/12/2023 Manpower Yardsticks for freight maintenance activities of Mechanical Department.
 - (b) RBE No. 11/2023 dated 11/01/2023 – Revised Yardsticks for Non-Gazetted Staff of Electrical Department.
 - (c) Norms/Yardsticks for Non-Gazetted Signalling Staff. RBE No. 170/2022 dated 30/12/2022.

- (d) RBE No. 145/2022 dated 07/11/2022 – Yardstick of Electrical Department.
- (e) RBE No. 143/2022 dated 04/11/2022 – Yardstick of Civil Engineering Department.
- (f) RBE No. 130/2022 dated 17/10/2022 – Manpower Yardsticks for EMUs/MEMUs.
- (g) RBE No. 128/2022 dated 13/10/2022 – Yardsticks of Telecom Department.
- (h) RBE No. 81/2022 dated 11/07/2022 – Yardsticks of Electrical Department.
- (i) RBE No. 95/2021 dated 30/12/2021 – Yardsticks for Accounts Department.
- (j) Yardsticks for O&M activities – Railway Board's letter No. E(MPP)/2019/1/12 dated 30/09/2019.

Immediate action needed for manpower provision as per yardsticks/norms.

5. Creation of additional posts for new assets, services etc.,

P. Way Tracks, TRD Units, Signalling & Telecom assets, Workshops, new stations, new terminals, New Trip Sheds, Electric Loco Sheds etc., have been built, but however new posts not sanctioned.

CRB's D.O. dated 11/09/2024 to Secretary (Expenditure), MOF (Secy)/Expenditure is pending while MoF's ban. Requested to pursue for obtaining clearance from MoF.

6. Strengthening Railway Hospitals & Health Units.

Engagement of Manpower through GEM Portal – Quality suffers. This needs review.

Workload in Railway Hospitals & HUs has tremendously increased. Commensurating with the increased workload, addl. Manpower not ensured. Yardstick laid down by Railway Board vide dated 11/03/2013 in terms of Board's guidelines dated 10/11/1983 not being implemented as PFAs of Zonal Railways are rejecting creation proposals on the plea that Board's yardstick does not have concurrence of Finance Directorate. NFIR has sent communication vide No. NFIR/I/12/2023 dated 24/03/2025 to Railway Board for intervention. Expeditious action be taken.

7. Efficient and effective management of litigation for minimizing court cases.

Ministry of Law & Justice (Department of Legal Affairs) O.M. F. No. J.18/5/2016-Judicial dated 04/04/2025 – This Directive seeks to introduce effective measures to simplify legal processes, prevent unnecessary litigation,

address inconsistencies in notifications and orders, minimize unwanted appeals, streamline inter-departmental co-ordination in litigation.

Para 5.5 Litigation on recurrent issues.

5.7 Narrow interpretation of rules.

5.10 Litigation on settled issues.

Specific cases of multiple litigations (as example):

- (a) Allotment of higher pay scales to Railway Accounts Staff w.e.f. 01/01/1996. NFIR's letters No. NFIR/VI CPC/Main/10/Pt dated 28/02/2013 & onwards be connected. Hon'ble Supreme Court had disposed of all SLPs on 09/09/2024. Directed Railway Board to grant pay scales and pay arrears – Matter pending.
- (b) RBE No. 07/2020 dated 27/01/2020 – Stepping up of pay of pre-2006 CLIs at par with their juniors promoted after 01/01/2006 – Railway Board's clarification complicated the matter. Presently more than 70 Court cases.

8. Creation of posts of SSEs in ICF – Proposal for creation of 30 Work Charged posts sent by GM/ICF to Railway Board for approval (For Vande Bharat Rake).

Initially GM/ICF sent proposal for creation of 61 posts of SSEs which was not agreed to by Board. GM had again sent fresh proposal on 22/12/2023 for creation of 30 work charged posts of SSE for Vande Bharat Rakes pending with Railway Board. Sanction may be accorded at the earliest.

9. Committees:

- (a) Multi-Disciplinary Committee to deliberate engage with Federations and submit holistic recommendation on the issues/grievances of Loco Running Staff raised by recognized and unrecognized Unions – Railway Board's letter No. ERB-I/2024/23/41 dated 11/07/2024 and 2024/Elec(TRS)/138/7 dated 18/07/2024. NFIR had sent 21 page Note to Railway Board vide letter No. NFIR/IV/RSAC/2024 dated 23/07/2024. It is unfortunate that the Board vide letter dated 04/04/2025 issued instructions arbitrarily without consultations. Refer NFIR's protest letter dated 05/04/2025 and withdraw instructions to enable discussions on the subject.
- (b) Committee of 04 EDs was constituted under the Convenorship of EDE(N) to study and review the existing provisions on career progression of Track Maintainers and suggest measures for enhancing promotion opportunities for Track Maintainers through all modes. NFIR's letter No. NFIR/IV/Committee/T.M./2021 dated 24/12/2024 to Railway Board and

NFIR's PNM Items 04/2017, 31/2018 and 01/2022 are relevant. Separate meeting be convened for discussing the issues.

- (c) Committee of EDs (EDPC as Convenor, EDE/GC, EDE/N, EDCE(G) & EDF(E) was constituted vide ERB-I/2024/23/65 dated 20/11/2024 with TOR as follows:
- (i) Study issue of stagnation at Level-7 and to suggest to improve promotion prospects for all Supervisory Staff.
 - (ii) Study implications and suggest modalities for allotting Group 'B' status to (iii) Supervisors upgraded to Level-8 vide RBE No. 155/2022.
 - (iii) Study implications and suggest modalities for aligning classification policy of Ministry of Railways with DoP&T.

NFIR sent a comprehensive proposal vide No. IV/NFIR/7th CPC (Imp)/2016/RB/2020 dated 23/12/2024. A special meeting was held on 03/01/2025 in which NFIR representatives explained various points. Action be taken accordingly for providing Gazetted status and reducing the residency period. The left over categories be covered under RBE No. 155/2022.

- (d) Committee to recommend on the working of Traffic Controllers and Railway Board's letter No. ERB-I/2024/23/51 dated 27/08/2024. NFIR's proposal vide NFIR/II/1/2023 dated 14/10/2024 to Railway Board may be considered for mitigating the problems.
- (e) Committee to deliberate on implementation and compliance of accepted recommendations of HPC with special focus on outstation rest, periodic rest, working hours and compliance of HOER. ERB-I/2024/23/46 dated 26/07/2024. NFIR's letter No. NFIR/IV/HOER/2003 (DC/HPC)/2021 dated 05/08/2024 be perused and action taken.

10. Quasi Staff – Screening and absorption – NFIR's letter to Railway Board vide No. NFIR/II/18/2018 dated 16/08/2021 & 19/09/2022 and to Hon'ble MR vide dated 22/03/2024 and letters dated 04/07/2024, 10/01/2025, 21/02/2025 to CRB – NFIR PNM Item No. 22/2018, DC/JCM Item No. 27/2006 & 12/2012.

Hon'ble Supreme Court has passed order on 20th December, 2024 – para 26 of Judgement is relevant. The Judgement in Uma Devi case aimed to distinguish between illegal and irregular appointments. It categorically held that employees in irregular appointments, who were engaged in duly sanctioned posts and had served for more than 10 years should be considered for regularization. In the light of Hon'ble Apex Court's Judgement, the Quasi Staff in Railways may be absorbed in Level-1 posts. CRB & CEO may kindly take action accordingly.

Denial of Medical facility to Quasi Administrative Staff in absence to UMID Card:

Though the Railway Board vide letter No. 2023/H-1/19/01/AIRF dated 20/03/2023 have issued instructions to the Zonal Railways etc., that the Quasi Administrative Offices Staff and other category of staff who are eligible to take treatment as per IRMM-2000 but cannot be issued UMID Card, these staff may continue to avail Railway Medical facilities on old medical Card under Temporary Registration in HMIS. Cases are being reported to the Federation that despite these instructions, these staff are not able to avail Railway Medical facilities with temporary registration in HMIS on old Medical Card as the HMIS application does not recognize old medical card (QR Number) for temporary registration purpose. On the other hand the HMIS module asks for specific Computer Registration Number. NFIR, requests that the relevant module of HMIS be updated with additional facility of temporary Computer Registration Number.

- 11. Track Maintainers lateral induction against 10% vacancies in Level-1 – RBE No. 138/2023 dated 13/12/2023.**
No implementation of Board's decision till date, consequently Track Maintainers are extremely unhappy. Policy needs to be reviewed for ensuring annual intake against 10% vacancies in Level-1 through lateral induction. 10% intake be enhanced to atleast 20% in order to improve career growth of Track Maintainers.
- 12. Selection for promotions Railway Board's letters dated 05/03/2025 & 28/03/2025. There are cases wherein notifications issued, pre-promotional Training given – written test not conducted due to Board' order. Action be taken for conducting selections for granting promotions.**
 - (a) "SM Category – 25% Promotion Example: Quota – upper age limit 45 years.
 - (b) Lateral induction to the posts of ALP against 50% vacancies from staff of Diesel Loco Sheds, Electric Loco Sheds etc. – Age limit 35 years.
 - (c) JE (Signal) LDCE Quota 20% - Age limit 47 years.
 - (d) Train Controllers LDCE Quota 25% - Age limit 40 years.
- 13. Stenographer upgradation not implemented – RBE No. 291/1989 dated 27/11/1989 and PC-VI/2011/IR/IR-DC/1/Pt dated 25/09/2014 to GMs. Immediate action needed in view of deprivation of opportunity (Examples cited below):**
S.C. Railway provided money value through matching surrender & referred to Railway Board for clearance. Pending since long, may be cleared immediately.
- 14. Merger of P. Way Supervisor with JE (P. Way) w.e.f. 03/07/2013 – Spread effect benefit not implemented – Example: E.C. Railway.**

E.C. Railway, Danapur Division – Spread effect benefit from 03/07/2013 not granted to SSEs (P. Way). Cadre restructuring benefit w.e.f. 01/11/2013 for SSEs (P. Way) not granted although the ratio revised at 67: 33 for SSE & JE.

15. Accumulation of LAP beyond 300 days – NFIR's PNM demand No. 23/2018 and 05/2010.

In reply to Railway Ministry's O.M. dated 10/09/2012, the DoP&T had conveyed to Railway Board vide O.M. dated 24/09/2012, not agreeing with its proposal for accumulation of LAP beyond 300 days. DoP&T further advised Railway Ministry to revisit their policy of grant of leave, so that the workforce is not denied Leave as the Government policy has been to encourage Government servant to break the monotony of routine work through periodical sabbaticals and balancing the same against the demand of public interest and exigencies. DoP&T's advice be complied with.

16. SSEs on Indian Railways:

Sanction	On roll	Vacancy	%age
50473	41973	8500	16.8%

D/R quota discontinued from the year 2018. Restored in the year 2021. But till date no recruitment. Earlier recruitment was done in the year 2015. As a special dispensation all D/R quota vacancies of SSEs be got filled by JEs & resultant vacancies of JE by Sr. Technicians.

SSEs are the disappointed lot as RBE No. 155/2022 has not improved their status. Many are retiring in Level-8 (GP 4800) due to 04 years residency period condition for placement in Level-9 (GP 5400) Non-functional. Action be taken for reducing 4 years residency period condition and granting Gazetted status.

17. Negotiating Machinery – only ten PNM Meetings during the period 2014 and 2024 were held. PNM be activated for conducting meetings as per Railway Board's policy decision.

Last PNM meeting held in June, 2024. Though agenda was given on 9th August, 2024, this meeting is convened after 09 months (on 6th & 7th May, 2025).

18. RBE No. 155/2022 dated 17/11/2022 not implemented – Example ECR (SSE/P. Way, Commercial Inspector).

OT Assistants upgradation order not implemented on ECR.

19. **Avenue for isolated categories – Medical Department – Quick action be taken for providing promotion opportunities.**

Revision of entry qualification – Pharmacist category:

Ministry of Health & Family Welfare Notification dated 24/06/2024 has laid down – Bachelor Degree in Pharmacy (4 years) and registered as Pharmacist and Pharmacy Act 1948 or Doctor of Pharmacy (6 years) from Central Government or State Government Recognized University registered as Pharmacist under the Pharmacy Act 1948 as entry qualification. Railway Board is requested to issue corresponding instructions.

20. **Medically decategorized staff - Their absorption has become a problem due to surrender of posts in C-II totally and most of the posts in C-I.**

They are continued on rolls (supernumerary) drawing wages. Extant policy vide Railway Board's letter dated 14/06/2006 be reviewed for their voluntary retirement if below 57 years and Compassionate Ground appointment to their wards in Level-1 posts.

21. **Safety:**

(a) Conducting Seminars by NFIR – Railway Board's decision of 2009 be implemented and facilities allowed for holding seminars on safety.

(b) Rakshak for protecting lives of Track Maintainer – Speedy action be taken.

22. **Revision of honorarium of PREM Staff – Last revision 12 years back. He requested for enhancement of honorarium soon.**

23. **Payment of NDA to those in Level-8 & 9 Group 'C' Staff. Immediate action requested.**

24. **IRISET – PNM Meetings. Letter No. NFIR/III/SCRES/2022 dated 20/01/2022 to CRB.**

PNM meetings with NFIR Union be held at the level of DG/IRISET instead with DRM/SC.

25. **15/2013 – Stepping up of pay for Accounts Department Staff – PNM agreement be implemented.**

26. **Railway Employees House Building Society, Bengaluru - Rent for Office Building.**

Despite Government's policy to encourage Co-operative Societies, the rent for Railway Quarters No. 197/3, M.G. Colony, Bengaluru allotted to Railway Men's House Building Cooperative Society has been enhanced arbitrarily, NFIR wrote letters to Railway Board. SWR may be advised to reduce building rent.

27. Reckoning GP 4200 as Entry GP w.e.f. 01/01/2016 for MACPS in the case of SM category – 15/2017 (PNM) – Orders be issued soon.

28. Train Manager (Goods) panel – Amendment approval sought by GM/S.C. Railway vide letter No. SCR/P-HQ/Pers (Optg)119/2021 dated 09/04/2025 to Railway Board – NFIR's letter No. NFIR/II/6/2024 dated 10/04/2025 to DG/HR may be connected. Approval be granted for amending panel as a special dispensation as was done in the case of GTL Division., on 02/01/2024 so that qualified candidates will get promoted.

29. Shortage of LPs – West Central Railway:

In West Central Railway, selection (GDCE) was held for filling ALP vacancies. 264 Staff were found qualified. However, panel of 210 candidates notified. Due to heavy vacancy position, Zonal Railway wanted to grant promotion to remain 54 qualified staff. Railway Board may give approval as a special case.

30. 50 : 50 ratio in GP 2800 & GP 4200 respectively for Train Managers (Goods) w.e.f. 01/11/2013 in terms of RBE No. 102/2013 dated 08/10/2013 – Not implemented on W.C. Railway despite WCRMS representations at Zonal level. (NFIR's letter No. NFIR/I/CRC/09/2019 dated 25/02/2025 to Railway Board be referred).

31. Promotion quota of Accounts Clerk – Existing 25% PQ, 8 1/3% LDCE & 66 2/3% DR NFIR's proposal: 33 1/3% PQ, 16 2/3% LDCE & 50% DR for ensuring equitable justice to all erstwhile Group 'D' Staff in all Departments – IREM para 171 (1) be modified accordingly (NFIR's letter to Railway Board vide No. NFIR/II/70/2023 dated 11/09/2024).

32. Office-Bearers of NFIR Union in (PUs) – retired staff be allowed to visit PUs, meet Management and workers. Instructions be issued to GM/ICF.

33. Female Track Maintainers & LPs/ALPs – Request applications for change of cadre on bottom seniority – NFIR PNM item be considered and orders issued.

34. Lucknow: Many Railway Colonies and quarters were declared unsafe for living and consequently demolished. Nearly 1000 families are affected as

outside rents are heavy. Need to construct multi-storey housing complex at vacant Fateh Ali Colony or any other Colony at Lucknow duly allotting funds.

35. **Metro Railway** – Heavy shortage of Motorman. GM/Metro wrote to GM/E. Railway on the subject. It would be necessary to induct Motormen in Metro/Kolkata through D/R.
36. **Metro Railway, Kolkata:-** Track Maintainers made to perform night duties continuously all the days. Action be taken for mitigating hardship.

Before concluding his address, NFIR General Secretary thanked CRB & CEO and Board Members, DGs and Officers for taking note of all points raised by him. He expressed confidence that the issues raised will be settled favourably and progress conveyed to the Federation within 2 or 3 months. GS/NFIR has at the same time assured Federation's continued support for improving the efficiency levels further so that Indian Railways continues its efficient role as back bone of Nation's economy.

Shri R.P. Singh, Treasurer/NFIR:

1. **Classification of Prayagraj & Agra Cities on North Central Railway into 'A' category for the purpose of payment of Compensatory (City) Allowance and HRA.**
Federation demanded that in terms of extant instructions Prayagraj & Agra Cities on North Central Railway have been classified into 'B-1' category. It was also mentioned that while the population of Prayagraj, a holy city, is 70 to 80 lakhs, there are other economic activities also. Similarly, the city of Agra is famous for Taj Mahal and a number of economic activities are undertaking in the city. Both the cities have enough population for their reclassification into 'A' category. Federation accordingly demanded that the two cities should be classified as 'A' instead of 'B-1' for the purpose of granting HRA and CCA at the revised rates.
2. It was pointed out that on North Central Railway revised PPO in favour of Running Staff particularly those retired prior to 2016 has not been completed yet. Federation demanded to look into the matter in order to settle the genuine demand of Railway Pensioners/Family Pensioners in accordance with the instructions issued by the Railway Board vide RBE No. 13/2018. Similarly, action also needs to be taken to retain the amount of Pension in case the same is reduced as a result of implementation of 7th CPC recommendations.
3. When the Railway employees are issued PTO through HRMS, they are charged 1/3rd of the fare when they seek train reservation in the eligible class.

In case of non-confirmation of the Ticket, the PTO should be accounted back in the employees account as unused. When the employee again seeks for Train reservation the amount of fare already lying on previous ticket should automatically be connected for issuing journey ticket to the employee. In case the ticket is not confirmed again for journey the amount of fare deposited with the Railway should be refunded to the employee. Federation requested the Railway Board to make suitable changes in the HRMS as the exercise of refund of fare is in accordance with extant rules.

Federation further demanded that in case of non-confirmation of journey ticket on Privilege/Duty Pass, the employee should be allowed to travel in the eligible class i.e. the class for which the privilege/duty pass has been issued.

Shri B.C. Sharma, Vice President/NFIR:

1. Raising the issue of opening of new Jammu Tawi Division on Northern Railway after carving out of Firozpur Division, it was mentioned that there was no necessity for the new Division and the extra expenditure on this account in different heads, allocations could have been avoided. Further it was stated that the objective could have been achieved through rationalization of various resources on Ambala, Firozpur and Delhi Divisions. To support the claim, Federation highlighted that after issue of notification by Railway Ministry, the post of DRM has been created and the incumbent has since joined about 03 months ago but there is no progress. Similarly, there are no instructions relating to posting of staff in the new Division while other difficulties are also experienced in setting up the new Divisions.
2. Federation mentioned that on Northern Railway, there is a proposal to set up PGI in the Northern Railway Central Hospital. Federation highlighted that with the opening up of PGI in NRCH arbitrarily, there is every possibility of increase in the number of patients due to the fact that this will allow private patients to take medical treatment. Railway Board while taking decision, failed to appreciate that this will enhance burden on the already over-burdened medical system in the hospital. Railway Board failed to augment the strength of Railway Doctors, para-medical staff and other category of staff in the NRCH. Federation suggested that such facility of PGI could have been considered in Railway Hospital of Delhi Division located at Delhi Railway station.
3. It was stated that as a result of instructions issued by the Railway Board vide RBE No. 155/2022 dated 17/11/2022 to grant upgradation to certain supervisory cadres, difficulties are being experienced by the Zones in posting Chief Instructors/Instructors in Training Institutions on Zonal Railways, who

have been denied GP 4600/Level-7, GP 4800/Level-8, GP 5400/Level-9. Federation suggested to grant GP 4800/Level-8 & GP 5400/Level-9 to Chief Instructors/Instructors in Training Institutions on the Zones to facilitate training/refresher courses to Railway employees.

4. Attention of Railway Board was invited NFIR's letter No.NFIR/II/34/2024 dated 15/02/2025 wherein it was requested to get the matter reviewed relating to instructions dated 24th January, 2025 and restore earlier policy.
5. Federation demanded copy of the Report of the Multi-Disciplinary Committee submitted to Railway Board by the Committee to study and respond.
6. Raising the issue of non-grant of Uniform Allowance to staff working in Kalka-Shimla and JAT-BDGM Sections on Northern Railway where temperature dips from 5 to 0° being special area, Federation urged for making amendments in the Uniform Manual 1980 & 2004.
7. Federation stated that the Ministry of Housing & Urban Affairs (Works Division) vide O.M. No. 28012/08/2023-WI dated 23rd January, 2024 has issued instructions to all Ministries of Government of India relating to "Revision of Plinth Area Norms for General Pool Residential Accommodation (GPRA) to be constructed for Central Government Employees and its applicability to Central Government Departments. These instructions have not been implemented in Railways. Federation demanded to issue corresponding instructions.
8. Series of references have been sent by the Federation (NFIR) to Railway Board urging to enhance honorarium of Stenographers, Office Assistant working in PREM Offices. NFIR's last letter No. NFIR/IV/PREM/Facility-Pt. I dated 26/12/2024 may please be connected for taking action to enhance the amounts.
9. On the issue of development of New Delhi Railway Station, Federation stated that a number of Office buildings in State Entry Road, Chelmsford, Railway Stadium, Basant Lane Colony residential area have been earmarked for demolition. Considering large scale demolition of buildings, Federation requested the Railway Board to review the policy and suggested that under PPP mode, development of New Delhi Station should be undertaken similar to the constructions of Station buildings of Metro Railway projects where minimum demolitions of existing buildings are done.

Shri R.G. Kabar, Joint General Secretary/NFIR:

1. **Denial of participation of Divisional Secretary in the Workshops PNM Meetings-Bhavnagar (BG)/Workshop, Western Railway.**

Attention of Railway Board was invited Federation's letter dated 10th January, 2025, in response to which Railway Board vide letter dated 16/01/2025 has issued instructions to General Manager (P), Western Railway to take appropriate action as per extant instructions. It was mentioned that despite Board's instructions, the Personnel Branch of Western Railway has declined the request of WRMS and has not allowed the Divisional Secretary, WRMS, BVP, to participate in the Workshop PNM Meeting chaired by CWM, WR, Bhavnagar Workshop. Federation requested the Railway Board to issue clear instructions to Western Railway to settle genuine demand.

2. Grant of Compassionate Ground Appointment to the ward of Trainee Substitute (engaged as per Court's Orders) – Case of Shri Janaksinh S/o late Chandrasinh Jadeja, Rajkot Division, Western Railway.

General Secretary/NFIR vide letter dated 25/04/2025 has represented the case of Shri Janaksinh S/o late Chandrasinh Jadeja, casual Hot Weather Waterman re-appointed as Trainee Safaiwala in -1S Pay Band 4400-7440 + 1300 GP in November 2015 by DRM-RJT, Western Railway and expired while in service on 0401/2022 though the instructions on the subject issued by Railway Board is very clear in which General Manager of respective Zone is enough competent to approve such kind of cases, has unnecessarily referred the letter to Railway Board for clarification, resulted compassionate appointment to the ward of deceased employee is being delayed. Federation requested the Railway Board to issue suitable instructions to General Manager, Western Railway early.

3. Inconvenience being faced by staff while boarding the train without reservation on-e-pass.

It is needles to mention that the manual Pass/PTO System has been transferred to e-Pass/PTO under HRMS. The practical problem arise in many corners due to implementation of HRMS System are being brought out to the notice of Railway Board by NFIR time to time.

It was further brought out to the notice of Railway Board that earlier while staff getting the manual Pass/PTO has to travel in emergency could boarding the trains by getting their Pass encash and get reservation by TTE on the spot subject to availability of berth. Unfortunately, this system is not available in Digital Pass System, staff has to get confirm reservation in advance otherwise they can be treated as without ticket, through despite he has credited e-Pass in his Pass Account.

It was also brought to the kind notice of Railway Board, earlier manual Pass/PTO could be encashed enroute at intermediate stations base on actual

travel whereas this facility is not available on e-Pass. For example if employee availed e-PTO from BCT to Jammu Tawi, he has to encash e-PTO only in train originating from BCT and terminating to Jammu Tawi, thus he cannot encash e-PTO in split journey.

Federation therefore requested the Railway Board may look into the issue to resolve the staff problems.

4. Difference of opinion between Personnel and Accounts Department regarding fixation of pay of Loco Pilot promoted to the post of CLI – Ratlam (Western Railway) – Unwanted reference made to Railway Board.

As per the extant rule the pay fixation of Loco Pilot Mail/Express promoted to the post of CLI Pay Matrix Level-7 (Stationary post) is to be fixed by adding 30% of pay element to the basic pay of substantive grade and there after given one additional increment on promotional grade accordingly personnel Branch of Ratlam Division of Western Railway has fixed pay on promotion to the post of CLI, unfortunately Accounts Department has raised the objection against such fixation of pay interpreting the extent provision differently. The contention of Personnel Department reveal that Loco Pilot is employees drawing maximum pay i.e. 1,12,400/- under Level-6 will not get additional increment on promotion to the Level-7, whereas Personnel Department that employee will get promotional increment inspite of reaching at maximum of the pay in Level-6, ultimately issue has been referred to the Railway Board vide GME-CCG's letter No. EM 773/8/Fixn CLI dated 04/06/2024. The interpretation of rule of both the Department stipulated as under:-

A. Divisional Personnel Department:

Name	Designation/Level	Promotion Design/Level	Pay	
XYZ	LPM/06	CLI/07	86100/- in L-6	As on 01/07/2017
			86100+30% = 111930/- i.e. 112400/- (Next Higher Cell)	Promotion in CLI on 19/04/2018

			(Level-6 blocked as per 7 th Pay Matrix Table)	
			115800/- (L-7)	Promotional Increment w.e.f. 01/07/2018
			119300/- (L-7)	Option in CLI
			122900/- (L-7)	Next increment w.e.f. 01/01/2019

B. Divisional Accounts:

Name	Designation/Level	Promotion Design/Level	Pay	
XYZ	LPM/06	CLI/07	86100 in L-6	As on 01/07/2017
			86100+30 % = 111930/- i.e. 112400/- (Next Higher Cell)	Promotion in CLI on 19/04/2018
				As on 01/07/2018
			112400/- (L-7)	(Level-6 blocked as per 7 th Pay Matrix Table)
			115800/- (L-7)	Increment in L-7 w.e.f. 01/01/2019.

Railway Board may communicate clarification to General Manager, Western Railway soon.

Shri Ashok Sharma, Assistant General Secretary/NFIR:

1. As CRB & CEO stated that we are running more than 140 KMPH speed of the train and passengers are happy that they shared speed in the GPS to their friends but at the same time it is submitted that even in the premium trains like Rajdhani, Telangana etc. people are very uncomfortable due to heavy jerk during the journey right from the starting point to the destination.
Requested to please look into and remedial measures may be taken place to avoid deface the railway prestige.
2. In the Mahakumbh at Prayagraj thousands of railway employees from the different cadres of different Zones had rendered service without basic amenities and facilities, therefore, they should be given award for their dedicated services.
3. It was submitted that heavy shortage of Running Staff specifically in the West Central Railway and particularly in the Jabalpur Division, so, it is requested to kindly approve for amending the panel of ALPs duly adding the names of 54 candidates found qualified through GDCE.
4. Women Track Maintainers and the women Assistant Loco Pilot should be allowed to change their cadre in the Indian Railways as they are working in very adverse conditions.
5. In the present system of Railways there is regular video conferencing and meetings at various stages, in the Divisions and in the zonal Railway Headquarters. The Officers are always very busy to attend the meeting and meetings, thus they are not even sparing 30 minute in 24 hours for Railway employees representations for their welfare and disposal. It is requested to kindly look into and instructions be given through the Railway Board as deemed fit.

Shri Taposh Mukherjee, Zonal Secretary/NFIR:

1. The direct recruitment of Motorman in Metro Rly/Kolkata has been stopped in Metro Rly/Kolkata. In Kolkata Metro different lines and sections are coming up for operation. So, acute shortage of staff strength in Motorman category is becoming a hindrance to run the operations smoothly.
2. There is no designation of Conducting Motorman in Indian Railways but in Metro Rly/Kolkata the Motorman on the rear side performs the duty of conducting motorman being a full-fledged Motorman but they cannot perform the duty of train driving while change in direction of operation as they are known as Conducting Motorman and having no authority to work as Motorman being a motorman. Recently local Admn. Has issued an Office

Order No. E-11/60/2025 dated 27-03-2025 where Shunters are upgraded as Conducting Motorman.

3. While on performing the duty of Motorman with conducting motorman, Motorman has to stop in stations in Blue Line for 104 times and starts the train within 1.30-2 mins. for which the mental stress of the Motorman are increasing day by day to perform the duty perfectly and accurately. Due to such duty schedule the no. of SPAD is increasing gradually and as a result of which the safety violation is also increasing. In the Blue line as the train runs in the tunnel and in the elevated portion so the stress amongst the Motorman on the wheel increases. If the Conducting Motorman on the rear side works as Motorman then he will be also able to drive the train from the rear side and while can also active the cab and will drive the train.

Smt. T.D. Satyavani, NFIR's representative:

1. Railway Board issued communication on the grievances of Loco Running staff and issues raised by federations vide RB letter No.2024/Elect(TRS)/138/7(Com)(3476271) dated 04.04.2025(Copy enclosed). Vide para 2(c) it is mentioned that legislation of breaks for meal and attending nature's call is not operationally feasible. In this connection the following were the observations:-

It is seen that, as far as female loco pilots/Asst loco pilots are concerned, that the personnel of High Power Committee who spent their stint without taking cognizant of the intricate and intensive duties of Loco Pilot, have used the committee as a channel for their lavish amusement but ended in a profligate output. In present scenario, the Loco Pilot/Asst. Loco Pilot is ordered to work 10 Hrs roster and in the present day context of high speed trains, the non-stop arrangement compels the crew to run for a minimum of 7 hours with total concentration and the model employer railways expecting that the personnel should not have or should not attend a nature's call is the most unfortunate and uncouth recommendation of committee bereft of humanity. This act is in violation of article 21 of the Indian Constitution which guarantees the fundamental right to protection of life and personal liberty, stating that no person shall be deprived of their life or personal liberty except according to the procedure established by law. The phrase "Procedure established by law" means that any deprivation of life or liberty must be done through a valid law and following a fair and just procedure, not arbitrarily.

Hence, it is unfair that not being allowed to have a break for a meal or to attend nature's call for crew who are working in hard weather conditions. It is also unfortunate that their every movement is being watched, recorded through CVVRS cameras in loco cabs which is totally unfair. Central

Railway has gone further ahead and keeping a separate CC camera in front of LP/ALP and recording activity at every second which is very unfair. Crew are working in full tension, stress and their concentration is fully disturbed with these cameras. It is nothing but suspecting their integrity towards their dedicated working environment.

2. Railway Board is regularly sought information from Zonal Railways regarding number of applicants for change of cadre from Track women and ALPs in this regard it has been felt that such applications be taken and the option of one time change of cadre shall be implemented immediately as Railways are going for huge recruitment of ALPs around 9000 plus and these resultant vacancies shall also be taken into consideration while filling the vacancies of ALPs.
3. Waterless Urinals for Female Loco Pilots: The NFIR representative Smt. T.D. Satyavani raised a valid concern regarding the provision of waterless urinals in Locomotives. It was highlighted that due to biological differences, women are more susceptible to Urinary Tract Infections (UTIs), and the use of waterless urinals may further increase this risk by compromising hygiene standards. The safety, dignity and health of our female Loco Pilots are of utmost importance. In light of this, the recommendation to explore hygienic and gender-sensitive alternatives is both timely and essential. The Board may take note of concerns for providing compact flush systems with antimicrobial surfaces or self-sanitizing toilet Units in Locomotives with changed designs.

Smt. Deepa Sodhi, NFIR's representative:

Following issues were raised:-

1. The promotion channel of TNC's and grade pay structure for TNCs (Train Clerk Category) should be upgraded. The current grade pay of ₹4200 should be revised to ₹4600, ₹4800, and ₹5400 in a structured promotional hierarchy.
2. In cases where a woman Railway employee's due date of increment falls during her Child Care Leave (CCL), the increment is currently granted only upon her return to duty. This practice should be revised. Since CCL is a sanctioned leave, the employee should receive the increment on the due date itself. Furthermore, if a CCL application is not decided by the competent authority within 21 days, it should be treated as deemed sanctioned.

AM(CE)

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

A policy will be framed as per the minutes of the last separate meeting held on 18.10.2023. The issue will be further examined. However, NFIR will give valid inputs.

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

The issue of revision of Dry Cell Allowance of all departments will be processed by PC Dte.

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AM(ME)

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

Fresh inputs regarding ergonomics of chairs provided by Federation will be examined.

.....

13/2022: Deplorable condition of Brake Vans used on the rakes of freight trains on Indian Railways.

RSP sanctions have been taken in 2024-25 for upgradation of 8000 existing brake vans with features. This will be done in open lines as well as workshops and new brake vans will be rolled-out with these facilities. Zone-wise breakup will be provided to NFIR. The item may be closed.

(Finalised)

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

Federation mentioned that the instructions regarding inclusion of rest houses in construction projects issued by Railway Board are not being implemented on Zonal Railways.

Federation invited Board's attention towards Board's letter dated 10.06.2024 regarding resting facilities. Federation demanded the Railway Board for providing foldable bench to the AC escorting staff during train run as agreed to in the previous meetings.

The matter will be further examined.

.....

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

Federation demanded that booking of animals other than dogs, such as sheep, goat etc. should be stopped forthwith, as these animals emanate foul smell and create filth. This leads to discomfort to train managers.

The matter will be examined by Commercial Dte.

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

&

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

The issue raised by Federation vide letter dated 02.05.2025 regarding outsourcing being done by MDU Division of SR will be examined for addressing the problem.

The issue of marshalling of power car before the GS coaches will be examined.

Regarding agenda item No. 13/2025, the demand of Federation to review the workload and provision of second staff will be examined objectively for deployment in prestigious trains.

.....
AM(PU)

06/2011: Incentive Bonus under Group Incentive Scheme to the Chemical and Metallurgical Superintendent (Grade Pay ₹4600/-) in Rail Wheel Factory (RWF), Yelahanka.

Discussed and finalised.

(Finalised)

.....
25/2016: Review of Group Incentive Scheme at Carriage Repair Shop, Tirupati, S.C.Railway.

Necessary instructions have already been issued vide Railway Board's letter no. 2024M(W)1/814/33 dated 06.05.2025.

After perusal of the letter, Federation mentioned that the reference of the PNM/NFIR item may be indicated and corrigendum may be issued. Discussed and finalised.

(Finalised)

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

The matter will be reviewed.

.....

22/2025: Incentive Allowance to Supervisors of CMT Organization working on Shop Floors in Workshops – reg.

Official side mentioned that the staff involved in the ultrasonic testing of wheels and axles on the shop floor are given incentive allowance.

Instructions dated 12.12.2001 will be reiterated to workshops of all Railways.

(Finalised)

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PED(Sig.Mod.) + EDPC

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

Federation stated that grave injustice is being meted out in this category by denying the legitimate upgradation while all other technical categories got the benefits from 01.09.2016. Federation expressed its disappointment over non-appreciation of injustice done which resulted staff unrest in S&T Department.

S&T Department is not in a position to provide money value for upgradation. Hence, the proposal of upgradation will be examined using existing money value available with Railway Board's vacancy bank in consultation with AM(HR).

.....

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

The proposal is in the process of being referred again to Department of Expenditure/ Ministry of Finance by EDPC.

Federation requested to expedite the matter before constitution of 8th CPC.

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PED(Sig.Mod.)

25/2024: A) Undue delay in supply of Uniform and Protective gears for Maintainers and Helpers including Supervisors of S&T Department.

B) Non-supply of Warm clothing/Winter jacket.

a) The proposal will be processed for supply of uniform and protective gears to the supervisors.

b) Warm clothing/Winter jacket is already being supplied to the technicians and helpers as per the requirement.

(Finalised)

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AM(Comml)/ ED(PM)

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

Federation pointed out that in most of the Zonal Railways the cooking facilities have not been provided in TTE rest houses. Federation urged to impress upon the Zonal Railways the need to comply with Board's instructions without further loss of time.

Administration mentioned that Zonal Railways will be advised for implementation of the policy issued by Board regarding cooking facilities in TTE rest rooms. Progress made will be apprised to the Federation.

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

Federation expressed its disappointment on pendency of the matter for over a decade. Federation demanded a separate meeting with the M(O&BD) at the earliest to clinch this issue.

The separate meeting will be arranged very soon.

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

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

Federation was requested to submit specific issues so that the same can be examined in consultation with CRIS.

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

Federation demanded a separate meeting with the M(O&BD) at the earliest to clinch this issue.

The separate meeting will be arranged very soon.

.....
AM(L&A)/ ED(L&A)

15/2016: Acute shortage of staff quarters of various types and non-provision of toilets in the suburban section of Mumbai on Western Railway-reg.

The funds allocated on the Western Railway for construction of new quarters and construction on replacement account for the year 2024-2025 was Rs. 204 crores and for the year 2025-2026 was Rs. 270 crores.

Federation may approach GM/WR to allocate the funds for construction of quarters in the Mumbai Suburban on replacement basis out of total fund allocated to WR.

(Finalised)

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23/2025: Revision of lease rent in favour of Non-Gazetted Staff-reg.

Instructions pertaining to lease rent in favour of Gazetted staff have been issued. For non Gazetted staff, it is within the GMs power.

(Finalised)

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AM(Traction)

10/2022: Redressal of Loco Running Staff Grievances:

(i) Working of MEMU trains without ALP.

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

&

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

Federation mentioned that the two items under 10/2022 were taken as part of the terms of reference of the multi-disciplinary EDs Committee constituted by Railway Board on 11.07.2024. NFIR had responded to the Committee on 24.07.2024 with a detailed 21 page representation. Committee had not deliberated with NFIR, nor the report of the Committee had been made available to the Federation for offering their suggestions for detailed discussion. Federation requested to review the subjects again after studying the representation of NFIR. Federation reiterated its demand for a separate meeting on the report of multi-disciplinary ED Committee. The instructions since issued in April 2025 should be kept in abeyance.

The official side stated that:

- (i) Instructions have been issued on the matter vide Railway Board's letter dated 04.04.2025.
- (ii) The FSDs with new specifications are lighter in weight and the loco running staff will be provided with the same in future.

The issue will be further examined.

Federation demanded a separate meeting with M(T&RS) on the multi-disciplinary ED level Committee report and a copy of report may be made available to the Federation before hand.

.....

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

Federation demanded a separate meeting with M(T&RS) on the multi-disciplinary ED level Committee report and a copy of report may be made available to the Federation before hand.

.....

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

20000 seats have been sanctioned in RSP for provision in 10000 locomotives. Action is being taken to provide LI seats on priority.

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

Official side agreed after discussion to rationalise loco holding as per yardsticks and position will be apprised to the Federation.

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

As per RDSO's drawing, the location of RS/Emergency valve is being standardised in all the locomotives. Compliance status will be communicated to the Federation.

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

Federation requested that the shifting of responsibility from LP to ALP in looking back to be totally dispensed with either through technology or through modification of General Rules 4.41 and 4.42.

Necessary instructions on this issue have been issued on 11.04.2025 to all Zonal Railways. For high speed trains technical solution is being looked into as provided in Vande Bharat.

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DG(RHS)/ PED(Health)

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

Federation requested that a copy of the Supreme Court's constituted Committee report may be provided.

Report will be provided.

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

Federation will provide a list of cases which deserved to be considered.

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

The specific cases mentioned by the Federation will be examined and the position will be apprised to Federation.

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

The issue to be reviewed in consultation with Finance Dte.

.....
15/2025: Medical Care of Rail Passengers in emergency during the journey-reg.

Federation proposal is agreed to.

The existing guidelines dated 23.03.2018 will be reiterated to all the Zonal Railways.

Discussed and finalised.

(Finalised)

.....
17/2025: Subscription rates for RELHS-reg.

The rates of RELHS are at par with CGHS rates.

Discussed and finalised.

(Finalised)

.....
PED(Safety)

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

The report submitted by Committee is under examination.

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

The report submitted by Committee is under examination.

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

The letter issued by RB dated 01.06.2018 will be reiterated to ensure granting

accident free service award in a specially organised function which would boost the morale of the staff towards safety and should be given to them in a retirement function.

Federation however requested Railway Board to please sort out the shortage of funds if any.

.....

PED(Accounts)

06/2021: Introduction of 100% - Objective Paper for promotional examination to expedite and simplify examination process - Need to apply Railway Board's decision for promotion to the posts of Accounts Clerk, Pay Level -3- reg.

Necessary instructions have already been issued by Railway Board for introduction of 100% objective paper for promotion from Level-1 to higher level posts of Accounts Clerk. Discussed and finalised.

(Finalised)

.....

14/2025: Manning of posts of Accounts Stock Verifiers (ASVs) – allowing Appendix-2 IREM qualified Accounts Clerks and Jr. Shroffs to be posted as Accounts Stock Verifiers.

There is acute shortage of 55% manpower in Accounts Assistant category and 42% shortage of ASVs category. Hence, relaxing the criteria for promotion to ASV will further aggravate the shortage in Account Assistant category since feeder cadre is the same. Indent for recruitment of 1501 Junior Accounts Assistant has been placed with RRB. It is expected to improve the position. To tide over the shortage, re-engagement of retired railway staff on contract basis has been issued by Railway Board vide RBE No. 115/2024.

Federation is not able to appreciate the view taken by official side, as the administration has failed to fill up the vacancies timely. In terms of the yardsticks issued by RB, additional posts are required to be created as stated by some PFAs of Zonal Railway. While this is so, good numbers of posts have recently been surrendered which would harm the railways' efficiency as accounts department is the custodian of Railway finances. Federation, therefore, urges that speedy action should be taken for ensuring manning of posts through career growth opportunity. It is proposed to discuss with the Member (Finance) and DG(HR) separately.

.....

30/2025 (iv): Denial of posting of Shri Mohd. Waseem, AA/HQ, Northern Railway as SSO (Accounts) in GP 4800/Level-8, qualified Special Examination of Appendix-IIIA in the year 2022 – Non-implementation of order of Hon'ble CAT despite filing Affidavit by the Railway in the Court –reg.

Matter is sub-judice. Legal opinion is being obtained.

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EDF(E)

04/2021: Revision of Pension in the case of retired Technicians Grade-I on Indian Railways-wrong fixation of Pension to the pre-01/01/1996 Pensioners - review urged.

The matter will be reviewed in light of the RBE 269/1998.

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

The matter will be re-pursued with DoP&PW duly elaborating the previous OM of Railway Ministry.

.....
24/2022: Modification in the existing policy for payment of Travelling Allowance, contingent expenses etc., to retired Railway Personnel for attending DAR enquiries.

Discussed and finalised.

(Finalised)

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

The minutes recorded under 02/2023 are applicable to 11/2025. Both the items are clubbed.

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

Federation expressed its serious concern over the situation on Zonal Railways wherein the accounts administration has resorted to recoveries at the fag end of the railway employees' career disregarding Railway Board's instructions and codal provisions. Consequently the retired/retiring employees are suffering. Federation insists upon the Railway Board to issue categorical instructions to the Zonal Railways etc. not to flout codal provisions as well as Board's orders. Federation also requested the Railway Board to see that frozen amount is refunded to the retired employees early.

Official side has taken note of Federation's concern and assured to issue clear instructions for ensuring implementation of codal provisions/Board's order.

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

Matter will be objectively examined with details provided by the Federation.

06/2025: Entitlement for family on death of Employee covered under National Pension System-reg.

Demand agreed. Necessary instructions have already been issued. Discussed and finalised.

(Finalised)

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

Official side stated that in meeting held on 25.02.2025 with the Secretary/ DoP&PW at Khan Market, New Delhi, the MoR had proposed that in the CGA cases, date of application shall be the criteria for coverage under OPS.

Federation appreciated the Railway Board's initiative and requested to take follow-up action.

.....
EDF(X)

39/2012: Enhancement of Income Tax exemption limit in case of Running Staff reckoning of Running Allowance as pay for the purpose of deduction of Income Tax.

Federation conveyed that there is all round unhappiness among Running staff on abnormal delay of one decade in taking the decision for implementing the provisions of IT Act. Federation urged upon the Member(Finance) and DG(HR) to take personal initiative for approaching Chairman (CBDT) and obtaining approval.

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AM(Staff) / EDPC

11/2018: Implementation of recommendations of Seventh Central Pay Commission – Payment of National Holiday Allowance at revised rates to the non-gazetted staff in 7th CPC pay Level 9 and 10-reg.

Eligibility for NHA for staff drawing pay in Level-8 or higher under MACP is governed by RBE No. 14/2022. For employees holding regular post of Level-8 and above, reference is being made to Ministry of Finance/ Department of Expenditure duly bringing out the uniqueness of the working conditions and nature of field working on Indian Railways, which necessitates deployment of Level-8 and above non-gazetted staff.

13/2018: Need for restoration of discontinued Allowances – Daily Officiating Allowance to staff in Railways-reg.

A combined reference related to payment of allowances as mentioned in item no. 11/2018 will be made to Ministry of Finance / DoE.

18/2018: Provision of GP 4200/- in PB-2/Level 6 of 7th CPC to the Dressers/OT Assistants working in Railway Hospitals/Health Units-reg.

Orders for upgrading entry pay from Level-2 to Level-3 have been issued vide RBE No. 54/2024. Further for introduction of Level-6, proposal will be submitted before 8th Pay Commission.

Discussed and finalised.

(Finalised)

21/2018: Filling the vacancies of Chief Loco Inspectors – Review of extant policy facilitating first opportunity to Senior Loco Pilots (Mail/Express)-reg.

The decision for appointment to the post of CLI on basis of merit is based on judgement of Hon'ble Supreme Court. Any modification at Ministry's level is not justified. Copy of the judgement will be provided to NFIR.

Discussed and finalised.

(Finalised)

AM(HR)/ EDE

40/2018: Penalties of 'Dismissal/Removal or Reduction in rank" imposed on employees in Railways – violation of provisions of the Constitution of India – reg.

Instructions are under issue. Copy will be provided to the Federation after issuance of the instructions. Discussed and finalised.

(Finalised)

07/2022: Railway Servants (Discipline & Appeal) Rules, 1968-Choice of Retired Railway servants as Defence Helpers – conditions.

Necessary instructions have already been issued. Discussed and finalised.

(Finalised)

AM(HR)/ EDE(Sports)

57/2018: Grant of additional incentive increments to sportspersons for their achievements – Southern Railway.

Discussed and finalised.

(Finalised)

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ED/ME (EnHM & Proj.) + PED(Health)

12/2015: Maintenance of cleanliness on trains and at stations etc. – implementation of Food Safety and Standard Act, 2006 in Railways.

Federation demanded a separate meeting with DG(RHS).

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