



भारत सरकार GOVERNMENT OF INDIA  
रेल मंत्रालय MINISTRY OF RAILWAYS  
( रेलवे बोर्ड RAILWAY BOARD )

No.2025/E(LR&M)/I/JCM 2-1

रेल भवन, नई दिल्ली - 110 001, तिथि :

Rail Bhawan, New Delhi - 110 001, dated : 27.01.2025

The General Secretary,  
AIRF,  
4, State Entry Road,  
New Delhi - 110 055.

The General Secretary,  
NFIR,  
3, Chelmsford Road,  
New Delhi - 110 055.

**Sub: Re-organization of PNM at Board's level and DC/JCM Scheme consequent upon Secret Ballot Elections held in December, 2024.**

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Consequent upon Secret Ballot Elections on Railways held in December, 2024, AIRF and NFIR have been accorded recognition at Board's level vide this office letter no.

Consequently, this Ministry has evolved the following scheme for PNM and DC/JCM at Board's level: -

**Permanent Negotiating Machinery (PNM) at Board's level**

|  |   |
|--|---|
| Frequency of Meeting                   | Two with each recognised Federation, separately in a calendar year.   |
| Number of participants from Federation | 25 + 2 Ladies participants in each PNM.                               |
| Participation                          | Office Bearers of the Federation or Members of the Recognised Unions. |
| Size of the Agenda                     | Both Federation can place 30 new items in every PNM                   |

**Departmental Council/Joint Consultative Machinery (DC/JCM)**

|  |  |
|--|--|
| Frequency of Meeting                   | Two in a calendar year.  |
| Number of participants from Staff Side | Total 30<br>(16 from AIRF and 14 from NFIR)  |
| Participation                          | Office Bearers of the Federations or Members of the Recognised Unions.   |
| Size of the Agenda                     | 30 new items in every meeting. The Agenda will be called as "Agenda from Staff Side", and not separately as AIRF or NFIR Agenda. |

The earlier orders on the subject to the extent as mentioned above stands superceded.

This issues with the approval of the Competent Authority.

(Sadhna Aggarwal)  
Dy. Director, Estt.(LR)I  
Railway Board

No.2025/E(LR&M)/I/JCM 2-1

New Delhi, 27.01.2025

Copy forwarded to:

1. The General Managers, All Indian Railways and Production Units.
2. The PFA, All Indian Railways and Production Units.
3. The Joint Director (Finance), RDSO, Lucknow.
4. The General Secretary, IRCA, New Delhi.
5. The Director General, National Academy of Indian Railways, Vadodara.
6. The Director, IRICEN/ Pune, IRIEEN/ Nasik Road, IRIMEE/ Jamalpur, IRISSET/ Secunderabad.
7. All the Officers and Branches in Railway Board.

(Sadhna Aggarwal)  
Dy. Director, Estt.(LR)I  
Railway Board