

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(P&A)II-80/RS-10.

New Delhi, the 17.7.1981.

The General Managers,
All Indian Railways.

Sub:- Recommendations of the Committee on Running
Allowances - Decisions on
.....

As you are aware, the Running Allowance Committee (hereinafter referred to as RAC) submitted its report in April 1980. The report has been under consideration of the Ministry of Railways since then. After detailed deliberations on the various recommendations contained in the report, the Ministry of Railways have taken decisions on them as indicated in para 3 of this letter in consultation with the recognised labour Federations viz. NFIR and AIRF. Reference to the relevant paragraphs of the RAC is given in brackets at the end of each decision.

2. The decisions communicated herein take effect from 1.8.1981 except where any other date is specifically indicated. These decisions will have the effect of superseding the existing rules and orders wherever contained on the concerned subject to the extent those rules and orders are repugnant thereto.

3. Decisions on the recommendations of the RAC.

3.1 Continuance of the Scheme of Running Allowances.

The Scheme of Running Allowances for Running Staff will continue to be operative with the modifications as contained hereinafter (Para 607).

3.2 Pay element in the Running Allowance.

30% of the basic pay of running staff will be treated to be in the nature of pay representing the pay element in the Running Allowance pending further review. This Pay element will fall under clause (iii) of Rule 2003(21)(a)-R-II i.e. "emoluments which are specially classed as Pay by the President" (Paras 705, 707 & 715).

3.3 Revised Rate of Running Allowance.

On the basis of the methodology suggested by the RAC and also keeping in view the restructuring of the cadres of Drivers and Guards orders in regard to which are being issued separately, the rates of Running Allowance

....2.

-:(2):-

will be as indicated in Annexure 'A', w.e.f. 1.8.1981 for the different categories and grades of Running Staff. With the coming into force of these new rates, the present dual rate system (III-A & III-B rates) will stand abolished. (Paras 805, 811, 812, 812-A, 817, 820, 821, 822 & 823).

3.4. Dearness Allowance on the Pay element of Running Allowance.

Instead of the Scheme of Additional Running Allowance recommended by the RAC, Running staff will be paid with effect from 1.8.1981, Dearness Allowance, Additional D.A. at the appropriate rates as sanctioned by the Government from time to time on their basic pay plus the pay element of the Running Allowance viz. 30% of the basic pay. (Paras 824 & 825).

3.5 Allowance in lieu of Kilometerage.

When Running staff are engaged in or employed on duties other than running duties for which they are at present paid allowance in lieu of mileage, they will be paid allowance in kilometrage as below for every calendar day for such duties as are required to be performed:

i) When such non-running duties are performed at their Headquarters, they will be paid the pay element of the running allowance viz. 30% of the basic pay applicable for the day.

ii) When such non-running duties are performed at outstation, they will be paid at the rates indicated in Annexure 'B' to this letter for each category and grade of running staff.

Provided that if during the same calendar day, a member of the running staff is engaged in running as well as non-running duties, the allowance in lieu of kilometrage will be payable only if the periods spent on non-running duties is of four hours duration or more, as at present.

3.6 Breach of Rest Allowance.

i) Breach of rest allowance will be payable only in respect of rest at Headquarters as hithertofore and not for breach of rest at outstations.

ii) No change will be made in respect of the scale of rest applicable to running staff on rostered duty at Headquarters e.g. on shunting duty etc.

iii) However, suburban staff performing "double details" with rest in a running room/rest room between the two details will be given liberalised scale of rest of 12 hours or 16 hours, according to their total duty hours for less than 8 hours or 8 hours and more. They will, however, not be entitled to be paid any breach of rest allowance.

iv) Wherever Breach of rest allowance is admissible under the existing orders, it will be paid henceforth at the rate of 2 hours for every hour by which rest falls short of the prescribed hours of rest, periods of less than half an hour being disregarded and those of half and hour and more being rounded off to one hour (Paras 924, 925, 927, 928 & 929).

3.7. Allowance in lieu of Running Room Facilities.

i) Allowance in lieu of Running Room Facilities will be payable at fixed rates as indicated in Annexure 'C' to the different categories of running staff at places where Running Rooms are not provided. For every 24 hours or part thereof reckoned from the time of signing off at the outstation, provided the period of rest exceeds four hours between train arrival and train departure timings. The allowance will not be payable if rest facilities are made available even if running rooms as such do not exist.

ii) In respect of running rooms where cooks are not provided, the allowance will be admissible at half the rates specified in Annexure 'C'.

iii) In the case of Ballast and Material Trains and Tranship Goods Vans, the existing orders will continue to be in force i.e. the staff of these trains taking rest in Crew Rest Vans may be paid an allowance at half the rates of the Allowance in lieu of Running Room Facilities indicated at Annexure 'C' during the halts. (Paras 933, 934, 935, 936 & 938).

3.8 Outstation (Detention) Allowance.

i) There will be no change in the existing orders regulating this allowance. At outstations where running rooms are not provided, the allowance payable therefor will be at the rates prescribed at Annexure 'C' Paras 943, 944, 945 & 946.)

3.9 Accident Allowance.

There will be no change in the existing orders regulating this allowance (Para 950).

3.10 Outstation (Relieving) Allowance.

There will be no change in the existing orders regulating this allowance (Para 954).

3.11 Officiating Allowance

i) This allowance will be regulated as under:

a) When running staff are put to officiate in a "running" post for 30 days for less, they will be paid pay admissible in the lower grade plus running allowance at the rates and on the condition applicable to the higher

grade in which they officiate enhanced by 15% (except in the case of Firemen 'C' put to officiate as Fireman 'B' and Engine Cleaner put to officiate as Firemen 'C', for whom the enhancement will be by 30%) of the kilometrage actually performed for every such higher grade.

b) When running staff are put to officiate in a 'running' post for more than 30 days, their pay in the higher post will be fixed under the normal rules. When officiating in a stationary post, their pay will be fixed on the basis of their pay in the lower post plus 30% thereof representing the pay element of the running allowance.

Ltham
ii) Replacement of running staff to officiate in a post higher by more than one grade than their regular grade should not be made except in exceptional circumstances.

iii) ~~When~~ No running staff qualified to work in a higher grade will be permitted to refuse to work in any such higher grade

3.12 Minimum guarantee kilometrage.

i) The existing system of minimum guaranteed kilometrage will be discontinued and the concept of rostered day will be abolished w.e.f. 1.8.1981.

ii) However, each Railway in association with the DRM will immediately arrange to identify such sections as do not have the potential for enabling the running staff to earn adequate kilometrage within the stipulated duty hours. Apart from such sections, if there are any other circumstances where the prescribed type of duty allotted to the running staff does not allow them to earn adequate kilometrage, they will also be identified. For these identified sections and in the other exceptional circumstances, the running staff will be paid at the rate of 120 kilometers for the full stipulated duty hours.

3.13 Incentive Scheme for through Goods Trains.

i) An incentive Scheme for through Goods trains working on sections and in circumstances other than those identified as per the procedure indicated in para 3.12 above will be introduced w.e.f. 1.8.81. The Scheme will be regulated as under:-

a) Steam Traction

Kilometrage actually performed by the Running Staff (Slabs)

Kilometrage to be paid for

0 to 60
61 to 100
101 to 150
151 and above

Actual kilometrage performed.
-do- + 40% thereof
-do- + 50% thereof
-do- + 60% thereof

(b) Diesel and Electric Traction

<u>Kilometrage actually performed by the running staff (slabs)</u>	<u>Kilometrage to be paid for</u>
0 to 125	actual kilometrage performed.
126 to 175	-do- +20% thereof
176 to 200	-do- + 30% thereof
201 and above	-do- + 40% thereof

ii) Inflation of kilometrage as indicated above will be applied with reference to the kilometrage actually performed during one prescribed schedule of duty from "signing on" to "signing off". It will not be related to either rostered day, which concept is being abolished as indicated under para 3.12 above or to trip.

iii) The inflation of kilometrage as indicated above will not apply to Ghat Sections, for which a separate method of computation is provided for later in these orders.

Note: The Scheme of trip allowance recommended by the RAC for through Goods trains has not been accepted.

3.14. Computation of kilometrage for slow moving trains.

i) In the case of shunting and Van Goods Trains the existing orders of computation of kilometrage will continue i.e. the staff working these trains will be paid at double the kilometrage for the first 60 Kms and at 3 times the kilometrage beyond that distance.

ii) In the case of Ballast and Material Trains and Crane Specials and light Engines on mechanical account, the computation of kilometrage will be at the rate of 20 Kms per hour subject to a maximum of 200 Kms. for prescribed hours of duty, the period being reckoned from "signing on" to 'signing off'.

iii) In the case of Breakdown Specials and Medical Relief Trains, the computation of kilometrage will be at the rate of 25 Kms per hour from the time of 'signing on' to that of 'signing off'.

3.15 Shunting Duty Allowance.

Running staff working through Goods Trains and Shunting/Van Goods trains will be paid shunting duty Allowance to the extent and at the rate indicated below, after excluding incidental Shunting which may have to be performed e.g. for hot axles, attachment/detachment of Inspection Carriages:

- i) For through Goods trains: For shunting from third station/point in one trip.
- ii) For Shunting/Van Goods : For shunting from the fourth tra ins station/point in one continuous spell of duty.

The shunting duty allowance will be made at the following rates for such shunting at each station/point :

Driver	... Rs.2.00
Guards	...Rs.1.50
Firemen/Diesel Asst/ Asstt.Electric Driver	Rs.1.25

3.16 Waiting duty Allowance

For waiting/stand-by duty, including station duty pre-departure detention, etc. of any type and where staff is kept back in administrative interest, the running staff will be paid at the rate of 15 Kms per hour upto 10 hours.

3.17 Coal Pilots of Eastern and SE Railways.

i) The existing Scheme of trip allowance for manning staff of Coal Pilots of Eastern and S.E. Railways will continue.

ii) Running Staff of Coal Pilots of Eastern and S.E. Railways will be paid a bonus equivalent to 50 Kms besides the trip allowance if they perform the complete trips within the stipulated duty hours.

iii) Coal Pilot Guards of Eastern and SE Railways will be paid a special pay of Rs.50/- per month for performing commercial duties.

3.18 Pilots in General

i) In the case of all Pilots, target times for completion of trips should be fixed by each Railway. Thereafter trip allowance should be regulated in the same manner as in the case of Coal Pilots of Eastern and SE Railways and the staff of these Pilots will also be eligible for the bonus payment equivalent to 50 Kms as in the case of Coal Pilots of Eastern and SE Railways if they perform the complete trips within the stipulated target time. The target time as envisaged herein should be fixed within...

within one month of the issue of these orders.

ii) The orders contained in sub paras (i) above will also be applicable in the case of loco and traffic running staff working in Delhi area.

3.19 SQT/ASQT Guards

It has been decided that all SQT/ASQT services should be discontinued. It may, however, be ensured that the staff who are confirmed in their posts are protected. The date of discontinuance of these services may please be advised to the Ministry of Railways as early as possible.
(Paras 1051 and 1052)

3.20 Computation of kilometrage for Passenger Services.

The kilometrage for the purpose of payment of Running Allowance to running staff working passenger trains will be computed on the following basis:

<u>Hours of duty from 'signing on' to 'signing off'</u>	<u>Kilometrage to be paid for</u>
---	-----------------------------------

a) upto 4 hours

Actual subject to a minimum of 120 kilometres.

b) 4 hours and above but less than 5 hours

Actual subject to a minimum of 130 Kms.

c) 5 hours and above

Actual subject to a minimum of 150 KMs

(para 1055)

3.21 Ghat Sections

i) The following criteria will be adopted for declaring a section as Ghat Section for the purpose of payment of running allowance on the basis of computation as indicated in sub-para (ii) below:

a) The ruling gradient of a section will be the determining factor.

b) Sections with a ruling gradient of 1:40 or steeper will be classified as Class I Ghat Section and those with a ruling gradient of 1:80 or steeper but less steeper than 1:40 will be classified as Class II Ghat Section.

c) The distance between two adjacent block stations will be treated as a section for this purpose.

d).....8

d) The total length of the stretches in such a section having the gradients specified in (b) above should be at least one-third of the ~~maximum~~ length of the section concerned.

ii) Computation of kilometrage for the purpose of payment of running allowance to the running staff working trains on a Ghat Section will be made on the following basis :

a) In the case of running staff working trains on all Ghat sections, where the banker is actually employed in assisting the train, the computation of kilometrage will be five times the actual distance travelled.

b) In all other cases (including those where the banking engine is run as a light engine or assistance not required, the computation will be five times the actual distance in the case of Class I Ghat Section and three times the actual distance in the case of Class II Ghat section.
(Para 1067)

3.22 High speed (Super-fast) trains

i) For the purpose of payment of trip allowance to running staff, the existing nomenclature of the concerned trains will be changed to "High Speed Trains".

ii) The following criteria will be adopted for classifying a train as High Speed Train for the purpose of payment of the Trip Allowance to the running staff.

a) The maximum permissible speed should not be less than 110 Kms in the case of B.G. and 100 Kms in the case of M.G.

b) The aforesaid limits of maximum permissible speed should obtain over at least 50% of the total run of the train.

c) The average speed should be not less than 66 Kms on the BG section and 60 Kms on ~~the~~ MG section, and

d) The minimum distance between terminals of the train should be 400 Kms on BG and 300 Kms on MG sections.

iii) The trip allowance will continue to be paid at the existing rates.

iv) The co-drivers in High Speed Trains will be drawn from young Grade 'B' Drivers instead of from Grade 'A' in the interest of safety.

3.23 Reckoning of Running Allowance as Pay

1) For the specified purposes for which running allowance is reckoned as Pay at present, 30% of the basic pay of the running staff concerned will be reckoned except as below :

a) For the purpose of retirement benefits, 55% of basic pay will be taken into account. This provision will be made applicable retrospectively from 1.4.79 so that those running staff who have already retired with effect from that date or afterwards will also have their retirement benefits recalculated and re-settled.

b) When running staff are on leave, they shall be entitled to be paid their leave salary based on their basic pay plus 30% thereof representing the pay element of running allowance and the other allowances including Dearness Allowance/Addl.D.A. due on such basic pay plus 30% thereof.

c) The portion of running allowance to be reckoned for the purpose of income-tax is being referred to the Central Board of Direct Taxes and a separate advice will follow in this regard.

d) While 30% of the basic pay of running staff will be taken into account for the purpose of entitlement to Passes and PTOs. Such individual members of the running staff as are already entitled to a higher class of Passes/PTOs on regular basis as on 31.7.81 will continue to be eligible to such passes/PTOs.

ii) In addition to the existing provision, 30% of the basic pay of running staff is also to be reckoned for the purpose of DA/ADA as provided for in sub-para 3.4 supra.

3.24 Running staff learning the road.

i) Running staff learning the road will be paid for the total kilometrage actually run instead of for three-fourths of the distance as at present.

ii) Inflation of this kilometrage on account of Ghat Section or Incentive Scheme etc. is not admissible to such staff.

iii) Not more than three ~~stays~~ trips should be allowed for learning the road on each section.

3.25 Running staff travelling as passengers on duty before or after working trains.

Running staff travelling as passengers on duty before or after working trains will continue to be paid at half the kilometrage actually travelled.

3.26 Payment during periods of cancellation of train services.

When running staff cannot be allowed running or other duties on account of :

- a) either the occurrence of natural calamities like broaches due to floods; or
- b) coal shortage

they will be paid at a rate equal to Allowance in lieu of kilometrage at Headquarters as provided for in sub-para 3.5 supra.

3.27 Rounding off of total kilometrage

The total kilometrage earned by the running staff during a month will be rounded off to the nearest 50 Kms instead of to the nearest 100 Kms as at present i.e. 1 to 24 Kms will be rounded off to zero, 25 to 74 Kms will be rounded off to 50 and 75 to 99 kms will be rounded off to 100 Kms.

3.28 Date of effect and lumpsum payment

As provided for in para 2 supra, these orders take effect from 1st Aug.1981. It has further been decided that lumpsum ad hoc payment should be made to the running staff who were in service as on 1.4.79 or thereafter at the following rates :

- a) Drivers of all categories Rs.2370/- each
- b) Guards of all categories Rs.2050/- each
- c) All other categories of running staff viz, shunters, Firemen 'A', 'B', & 'C', Diesel Assts/Asstt.Elec Drivers and Asst.Guards. Rs.1190/- each

However, deductions from the above lumpsum amount will be made at the following rates for every month during which the concerned member of the running staff was either on unauthorised absence or not in service throughout the month. No such deductions will be made if on or after 1.4.79, the concerned employee had been performing either running duty or authorised stationary duty or was on sanctioned leave, including casual and special casual leave.

- a) Drivers Rs.85/- p.m.
- b) Guards Rs.75/- p.m.
- c) All other categories Rs.45/- p.m.

All efforts should be made to arrange payment of the above lump sum amounts to running staff latest by Oct.1981 along with the pay and allowances of the staff for Sept.1981.

4. The Ministry of Railways desire that immediate action should be taken to implement the above decisions. In particular the target dates for implementation wherever specified should be strictly adhered to. A report on the action taken to implement these decisions should be submitted to this Ministry by 31st Oct.1981.

5. These orders have the sanction of the President and issue in consultation with the Finance Directorate of this Ministry.

6. Please acknowledge receipt.



(Dwarka Dass)
Jt. Director Estt. (P &A),
Railway Board.

No.E(P&A)II/80/RS-10 New Delhi: 17.7.81

Copy to the ADAI(Rlys), New Delhi with 45 spares.



for Financial Commissioner, Railways.

No.E(P&A)II-80/RS-10 New Delhi: 17.7.81

Copy for information to -

1. The FA & CA Os/All Indian Railways.




No.E(P&A)II/80/RS-10 New Delhi: 17.7.81

JDE(P&A)

Copy to :

1. The Gen.Socy., NFIR, 3 Chhimsford Road, New Delhi with 25 spares.
2. The Gen.Socy., AIRF, 4 State Entry Road, New Delhi with 25 spares.
3. All members of the National Council and Secretary Staff Side, with 40 spares each.



for Secretary, Railway Board.