

Government of India,
Ministry of Railways,
(Railway Board)

No. E(P&A)I-70/HW-2/9

New Delhi,

19-2-71

The General Managers,
All Indian Railways, CLW, DLW and ICF.

Sub:- Weightage for night duty.

The Board of Arbitration under the Joint Consultative Machinery of the National Council to whom two issues namely, (1) Night Duty allowance should be paid to all staff who perform night duty, and (2) the rate of night duty allowance should be calculated on total emoluments, were referred, have given their Award as under:-

"Re. (1) "(1) Railway Servants whose employment is 'essentially intermittent' under the Railways Act, the rules and orders made thereunder will be admitted to the benefit of night duty allowance and be paid the allowance at two-thirds of the rate for the 'intensive' and 'continuous' workers.

"(ii) Out of the Railway servants who are in the 'excluded' category under the Act, the rules and orders made thereunder, such supervisory staff, sisters-in-charge and Assistant Surgeons (Licentiatees) who are on regular shift duty will be admitted to the benefit of night duty allowance at the same rates as for 'intensive' and 'continuous' workers. The reference is rejected with respect to the remaining 'excluded' category.

"(iii) The above will come into force from 1st September, 1970 on the basis of existing rates.

"Re. (2) "(1) As agreed, the parties are left to settle this issue by negotiations with the Railway Board.

"(ii) The revised rates, if any, for 'intensive' and 'continuous' workers will come into force from 1st April, 1970. With respect to the employees who are admitted to the benefit of night allowance in accordance with our Award re. (1) (i) and (ii) the revised rates will come into force from the date of the agreement between the parties".

2. Accordingly, the orders, contained in Board's letter No. PC-67/JCM/1 dated 13.4.67 as clarified in their letter of even number dated 6.5.67 will stand modified as detailed in the succeeding paragraphs.

3. In accordance with the award on item (2), the Board, after having had consultations with the representatives

of the staff side of the Departmental Council (JCM), have decided that the hourly rates should be related to Pay plus Dearness Allowance instead of to basic pay (substantive or officiating), as at present. Accordingly, the revised rates of night duty allowance per weighted hour of night duty are indicated below:-

Pay plus Dearness Allowance

Rate of night duty allowance per weighted hour of night duty, applicable to workers classified as 'continuous', 'intensive', specified categories of 'excluded' under Hrs of Employment Regulations and specified categories of workshop staff.

(1)	(2)
	Rs
Upto Rs.161	0.70
Exceeding Rs.161 but not exceeding Rs.174	0.80
" Rs.174	0.85
" Rs.180	1.00
" Rs.228	1.10
" Rs.247	1.35
" Rs.302	1.45
" Rs.331	1.75
" Rs.391	1.90
" Rs.426	2.05
" Rs.461	2.25
" Rs.506	2.45
" Rs.545	2.70
" Rs.609	2.95

With effect from 1st April 1970, the revised hourly rates shown in column(2) above are applicable to railway servants who are classified as 'continuous' and 'intensive' under the Hours of Employment Regulations and to the specified categories of Workshop staff already eligible for night duty allowance.

4. The rates shown in paragraph 3 above are also applicable with effect from 1st September 1970 to Railway servants classified as 'Excluded' under the H.O.E.R. to the extent mentioned in item 1(ii) of the Award quoted above namely, Supervisory staff, sisters-in-charge and Assistant Surgeons (Licentiate) who are on regular shift duty. However, in view of the orders contained in Board's letter No.PC-66/PS-5/MH-2 dated 12.1.71 the Assistant Surgeons (Licentiate, class III) having been upgraded as AMOs (class II) with retrospective effect from 1.1.66, are not eligible to derive any benefit from the Award.

5. In accordance with the award on item 1(i) quoted above, the hourly rates applicable to Railway servants

classified....3

classified as 'Essentially Intermittent' under H.O.E.R. which take effect from 1.9.70 are indicated below:-

Pay plus Dearness Allowance

Rate of night duty Allowance for weighted hour of night duty applicable to Rly. servants classified as 'essentially intermittent' under H.O.E.R.

(1)	(2)
	Rs.
Upto Rs.161	0.45
Exceeding Rs.161 but not exceeding Rs.174	0.55
" Rs.174	0.55
" Rs.180	0.65
" Rs.228	0.75
" Rs.247	0.90
" Rs.302	0.95
" Rs.331	1.15
" Rs.391	1.25
" Rs.426	1.35
" Rs.461	1.50
" Rs.506	1.65
" Rs.545	1.80
" Rs.609	1.95

6. Railway servants working to the standard rosters furnished in the Annexure to Railway Board's letter No.PC-66/HW-2/3 dated 16.5.1967 as well as others for whom standard rosters have been drawn up by you in terms of orders contained in para.1 thereof, are to be paid the consolidated night duty allowance at the above mentioned revised hourly rates. Similarly, Board desire that standard rosters to the extent possible may likewise be drawn up by you in consultation with your F.A. & C.A.O. and average number of night duty hours in a wage month be fixed for the purpose of payment of consolidated night duty allowance at the revised rates in respect of 'Essentially Intermittent' workers also. The other instructions contained in their letter dated 16.5.1967 as clarified/amended from time to time will continue to apply in making payment of consolidated night duty allowance at the revised rates.

7. Board desire that while payment of night duty allowance in accordance with this letter should commence with immediate effect, arrears due from 1.4.70/1.9.70, as the case may be, should be paid to the staff concerned before 31st May 1971 at the latest and a report to that effect sent to this office. For this purpose

where...

where necessary, the work of arrear payments may be got done by sanctioning to the staff of the Personnel Branch and Accounts Office suitable honorarium under your own powers.

8. This has the sanction of the President.

R.S. Bharal

(R.S. Bharal)
Deputy Director, Establishment(P&A)
Railway Board.

No.E(P&A)I-70/HW-2/9

New Delhi, 19.2.71

Copy forwarded to:-

1. The Director General, R.D.S.O., Lucknow.
2. F.A. & C.A.O., All Indian Railways, CLW, DLW and ICF.
3. The Joint Director, Finance, RDSO, Lucknow.
4. The General Secretary, I.R.C.A., New Delhi.
5. The C.A.O., Metropolitan Transport Project, 5 Cuffe Parade, Colaba, Bombay-5 and 14, Strand Road, Calcutta-1.

R.S. Bharal

(R.S. Bharal)
Deputy Director, Establishment(P&A)
Railway Board.

No.E(P&A)I-70/HW-2/9

New Delhi 19.2.71

Copy forwarded for information to:-

1. The Ministry of Finance (Deptt. of Expenditure), E II(B), New Delhi.
2. The Ministry of Home Affairs, New Delhi.

R.S. Bharal

(R.S. Bharal)
Deputy Director, Establishment(P&A)
Railway Board.

No.E(P&A)I-70/HW-2/9

New Delhi, 19.2.71

Copy (with 140 spares) forwarded to the
A.D.A.I.(Railways), New Delhi.

N.V. Jayaraman

for Financial Commissioner,
Railways

DA: Spares.

No.É(P&A)I-70/HW-2/9

19.2.71

Copy (with 25 spares each) forwarded to:

1. The General Secretary, N.F.I.R., 166/1, Panchkuin Road, New Delhi.
2. The General Secretary, A.I.R.F., 125-E, Babar Road, New Delhi.

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for Secretary, Railway Board.

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