

**Report of the Fast Track Committee
on
Loco Running Staff including Motormen.**

JUNE 2010

Report of the Fast Track Committee on Loco Running Staff including Motormen.

Introductory:

Railway Board vide order No.ERB-I/2010/23/7 dated 15.2.2010 constituted a Fast Track Committee comprising of EDPC-I (as Convenor), EDPC-II, EDF/E, Adviser Elect.(RS), EDME(Tr.) and ED(Coaching) to look into the issues of Loco Running Staff including Motormen.

The terms of reference of the Committee were as under:

The Committee will look into the issues raised by various Federations/Unions/Associations and will also seek views from Federations, Associations, Unions and employees as considered appropriate regarding:

- (i) *Grade Pay and fixation of pay on promotion vis-a-vis direct recruitment;*
- (ii) *Allowances to Loco Running Staff as per the recommendations of the Sixth Pay Commission;*
- (iii) *Applicability of running allowances w.e.f 1.1.2006 based on revised rate of running allowance and related demands; and*
- (iv) *Computed running allowance in suburban sections, etc.*

A large number of representations from individual employees, Western Railway Motormen's Association, Joint Action Forum of Western and Central Railway Motormen and Loco Running Staff, Indian Railway Loco Runningmen Organisation, All India Guard Council, All India Loco Running Staff Association were received.

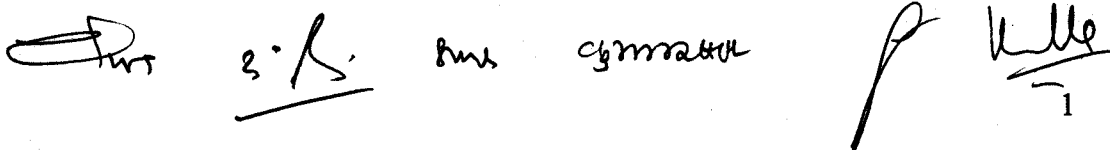
Views of recognised Labour Federations i.e., National Federation of Indian Railwaymen(NFIR) and All India Railwaymen's Federation(AIRF) were sought but the Federations decided not to associate with the deliberations of this Committee.

1.0 Background:

1.1. Sixth Pay Commission under the Chairmanship of **Justice B.N. Srikrishna** and three other Members was set up in October 2006 by the Government of India to give recommendations regarding structure of pay, allowances and other facilities/benefits (whether in cash or in kind) for all Central Government Employees (including railway employees).

1.2. The Commission submitted its report in March 2008 after having detailed deliberations with all stakeholders including various federations, unions, associations, individual employees of relevant departments of Government of India. The Commission also visited various workplaces in different parts of the country to get a first hand impression about the functioning of the conditions of service prevailing there. During these visits the Commission also interacted with a large number of field level employees and their associations and unions. During the course of these visits the Chairman of the Commission along with other Members also visited Mumbai and had a first hand experience of travelling in the Cab of the EMU rake along with the motormen. Similar first hand experience was also gathered by them in various railway establishments along with different categories of staff. These visits and interaction gave commission the idea of the conditions of work, responsibility and also the relative variations in different categories in their roles and conditions. Such factors were taken into account by the commission while recommending compensations and pay structures.

1.3. The recommendations of Sixth Central Pay Commission were significantly different from previous pay commissions in various respects. One of the major changes has been in the basic pay

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structure. In earlier pay structures there was a concept of fixed pay scales for particular category/grade of employees. In the new system recommended by Sixth pay commission concept of running pay bands and grade pay was introduced by the Commission. The relevant portion of the recommendations mentioned in their summary is reproduced below:

- *A major departure from the earlier Pay Commissions has been made in respect of pay scales. For the first time, the Commission is recommending, running pay bands for civilian employees as well as for the Defence Forces. The Fourth Central Pay Commission had recommended running pay bands for Defence Forces that were implemented. The fifth CPC, however recommended specific pay scales for civilians as well as Defence Forces personnel. A conscious departure has been made in recommending running pay bands because of the inherent advantages of such pay scales.*

- *Since the individual pay scales have a limited span, it often leads to stagnation. To ease stagnation, promotional avenues have to be created even though no functional justification for higher posts may exist. Creation of additional posts in higher grades through cadre reviews etc. does not always achieve the desired results in terms of improved career progression. Movement from one pay scale to another frequently leads to problems in pay fixation like a senior drawing lower salary vis-à-vis a junior. Running pay bands will address all these problems and also remove many of the pay scale related anomalies.*

(Source: the Report of Sixth Pay Commission, March 2008: paras 1.2.7 to 1.2.9)

1.3.1. Some of the fundamental differences brought in by the Government on recommendations of the Sixth Pay Commission are illustrated as under:

- 31 Pay Scales have been replaced by 4 running Pay Bands. In addition, there are two scales of pay outside running pay bands and apex fixed pay of Rs.80000 and Rs. 90000.
- A new concept of Grade Pay has been introduced in addition to pay in Pay Band.
- There are now only 18 Grades pay as against 31 pay scales in old system. This necessitated merging of various scales existing in the past.
- The concept of fixed annual increments in the fixed scales has been replaced by 3% annual increment in the running Pay Band. The running pay bands have sufficiently long span to ensure that no employee ordinarily stagnates at any stage in his/her career To ensure that no stagnation takes place in any case. Pay Commission further recommended that a person stagnating for more than one year continuously would be placed in the immediate next higher pay band without change in the grade pay.

1.3.2. These fundamental changes are applicable for all Central Government employees including all categories of Railway employees.

1.4. There are several hundred categories of employees in Railways including running staff. The number of running staff is 89,252 out of total railway employees which number 13,94,520.

1.5. The recommendations of the Sixth Pay Commission regarding loco running staff of Indian Railways based on their field visits and analysis of demands are reproduced below:

"7.36.46 The present cadre of Loco Running Staff is as under:-

(in Rs.)

Assistant Loco Pilot (Diesel/Electric)	3050-4590
Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric)	4000-6000
Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I	5000-8000
Loco Pilot (Passenger) II/Motorman/Loco Pilot (Goods) I	5500-9000
Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman	6000-9800
Asst Loco foreman/Traction Loco Controller/Driving Inspector/Power Controller/Loco Inspector/Loco Foreman 'B'/Fuel Inspector 'B'	6500-10500
Chief Traction Loco Controller/Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector	7450-11500

7.36.47 Higher pay scales for Loco pilots have been demanded on the ground of their job profile, responsibilities, physical and mental efforts and hazards related to job. Loco pilots (mail/express, passenger I and senior motormen) are in the scale Rs.6000-9800. The scale of Rs.6500-10500 has been demanded for them. Due to introduction of Rajdhani/Shatabdi and other super fast trains, a special grade of Loco pilot (high speed/super fast) has also been demanded.

7.36.48 Up gradation of two grades above the present grade for Motormen of the Mumbai Suburban Local trains have been sought on the ground that they work in the most overstressed network in the world.

7.36.49 An insurance cover of Rs.15 lakh for all Loco running staff has been demanded. Various allowances like Risk allowance, High tension allowance, Break down allowance, National Holiday Allowance, Night duty allowance, etc. have also been sought.

Recommendations- Loco Running Staff

7.36.50 The demand for placement of the categories of Loco Pilot Mail Express, Loco Pilot Passenger I, Senior Motorman in the scale of Rs.6500-10500 is no longer justified as the scale of Rs.6000-9800 is not a regular pay scale and was specifically created for this category because they were bursting out of the maximum of the earlier pay scale of Rs.5500-9000. In the revised scheme of running pay bands and grade pay, no such bursting is possible. Accordingly, the post should normally have been given only the replacement pay band and grade pay corresponding to the pre-revised pay scale of Rs.5500-9000. However, the Commission is recommending merger of the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The post will, therefore, automatically be upgraded. This would also necessitate up gradation of the higher categories so as to ensure that feeder and promotion posts do not come to lie in an identical pay scale. The Commission, accordingly, recommends the following pay structure for Loco Running Staff:-

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Grade Pay
Assistant Loco Pilot (Diesel/Electric)	3050-4590	PB-1	1900
Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric)	4000-6000	PB-1	2400

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Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I/ Loco Pilot (Passenger) II/Motorman/ Loco Pilot (Goods) I, Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman	6500-10500	PB-2	4200
Asst Loco foreman /Traction Loco Controller/Driving Inspector/ Power Controller/Loco Inspector / Loco Foreman 'B'/Fuel Inspector B'/Chief Traction Loco Controller / Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector	7450-11500	PB-2	4600

On account of more onerous nature of work as well as process of selection involved, Loco Pilots for passenger trains shall be given an additional allowance of Rs.500 p.m. Loco Pilot for mail/express trains will be given this allowance at the rate of Rs.1000 p.m. Dearness allowance shall be payable on this allowance. The existing parity with cadre of Guards, for other allowances like running allowance, may also be retained in respect of this allowance which is being recommended for the first time.

7.36.51 The demand for providing insurance cover appears justified and the Ministry should work out a scheme for providing such insurance cover. The demands for other allowances specifically for this category are not merited. Consequently, these demands cannot be conceded".

(Source: the Report of Sixth Pay Commission, March 2008: paras 7.36.46 to 7.36.51)

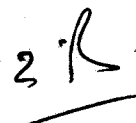

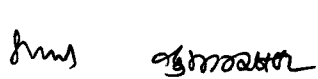


1.6. The Sixth Pay Commission also introduced several other benefits for the employees by way of enhanced educational allowance at the rate of Rs 1000 per month per child up to 2 children amounting to total benefit of Rs 24000 per year. Prior to this the educational allowance was only Rs.40 per child per month.

1.7. Transport allowance has been enhanced. It is admissible to all categories of employees even if they are residing within one kilometer of work place (this was one of the conditions in earlier scheme). Now it is being paid at the rate of Rs.300+D.A to Rs.3200+D.A. as against Rs.100 to Rs.800 prior to Sixth Pay Commission.

1.8. The Sixth Pay Commission while summarizing their recommendation have also mentioned as under:

"All the recommendations are inter-connected and need to be treated as an organic whole. Partial implementation of these recommendations will destroy the underlying spirit, break the common thread and bring in several anomalies and inconsistencies. The report would, therefore, need to be treated in a holistic manner and the recommendations considered as a package."

1.9. The recommendations of Pay Commission of enhanced pay structure, other allowances, compensations after being accepted by the Government of India and issue of orders by the Ministry of Finance have been fully implemented by Railways. Recommendations have been implemented for all categories of railway employees including loco-running staff (including motorman category) and arrears have also been paid. The total impact of Sixth Pay Commission has been assessed at approximately of Rs.55000 Crs. during the three financial years 2008-09, 2009-10 and 2010-11 including expenditure on account of Pension and pay arrears but excluding rise in Dearness Allowance which is estimated at Rs.2736 Crs. This estimate includes permanent increase of approximately Rs.15000 Crs for one year.

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2.0. However, there have been number of representations from various categories of railway employees including the running staff for higher pay structure, higher grade pay and revision of various allowances etc. which are beyond the recommendations of Sixth Pay Commission.

2.1. As per the terms of reference of the Fast Track Committee the representations received from the running staff, their associations and issues pending in different forums of structured negotiating mechanism raised by Federations and Unions have been taken into account and analyzed/examined by the Committee. The Committee visited Mumbai and heard all those who wanted to interact with the Committee. Further, the direction of Regional Labour Commissioner, New Delhi to grant hearing to a loco running staff association was also complied with.

2.2. Following issues brought before the Committee by different Unions and individual employees were examined by the Committee and are discussed below:

3.0 Pay Structure:

3.1. Demand : Proper Grade Pay and Additional Allowance to Motormen, Loco Pilots Assistant Loco Pilots.


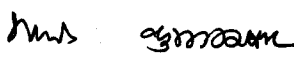


There have been a number of demands from various categories of railway employees including the running staff for improved pay structure, higher grade pay and revision of various allowances etc.

a) The demand of running staff for higher grade pay is briefly given in the table below:

	Sixth Pay Commission pay structure			Demand
Designation	PB	GP	Additional Allowance	
LP Mail/ Express	PB2(Rs.9300-34800)	Rs4200	Rs 1000 pm+DA Rs 350(as on 1.1.2010)	GP Rs 5400
LP Passenger I/Sr motorman	PB2(Rs.9300-34800)	Rs4200	Rs 500pm +DA.	GP Rs 4800
LP PassengerII/ motorman			Rs175(as on 1.1.2010)	
LP Goods I	PB2(Rs.9300-34800)	Rs4200		GP Rs 4600
LP Goods II				
LP Shunter I	PB2(Rs.9300-34800)	Rs4200		GP RS 4200
LPShunter II	PB1(Rs5200-20200)	Rs2400		
Sr ALP	PB1(Rs5200-20200)	Rs2400		GP Rs 2800
Asstt Loco Pilots (ALP)	PB1(Rs5200-20200)	Rs 1900		

Legend: PB: Pay Band, DA: Dearness Allowance, GP: Grade Pay.

b) Running staff have further demanded Additional Allowance as admissible to Loco Pilot Mail/Express and Loco pilot/Passenger for all categories of running staff. Motormen of Western Railway demand an Additional Allowance of Rs.4000/-p.m.

2.1.    

Analysis and Discussion

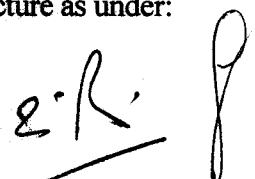

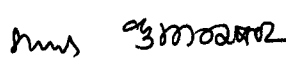
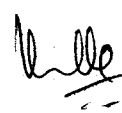
3.2. The Sixth Pay Commission had duly examined the pay structure of running staff in their report. In accordance with the recommendations, Assistant Loco Pilots/Loco Pilots of Indian Railways were granted replacement pay structure as also recommended by the Commission for various other categories in the same pre-revised pay scales. The Assistant Loco Pilots and Sr. Assistant Loco Pilots were placed in the Pay Band PB-1 with Grade Pay Rs.1900/- and Rs.2400/- respectively. Loco Pilots (on Goods and Passenger categories) and Motorman/Sr. Motorman were placed in the revised pay structure of Pay Band PB-2 with Grade Pay of Rs.4200/- along with Loco Pilots (Mail) on account of general merger of scales. The Commission had recommended grant of additional allowance (on which DA is also payable) to Mail/Express and Passenger Loco Pilots @ Rs.1000/- p.m. and Rs.500/- p.m. respectively which has already been implemented. Likewise, additional allowance of Rs.500/- was granted to Mail/Express Guards in accordance with recommendation of Pay Commission in this regard. **The Committee observed that the dispensation recommended by the Pay Commission for running staff was in consonance with the general philosophy of de-layering in Government envisaged by the Pay Commission.** In addition, running staff are entitled to a number of other financial benefits including Running Allowance. A better methodology than the one applicable to other government employees for fixing the pay of running staff in the revised pay structure has been used since in case of running staff DA on pay element of running allowance has also been taken into computation.

3.2.1. The grade pay of Rs 4600 has been allotted to Loco Inspectors which constitute the next higher grade available to Loco Pilots on promotion. Grade Pay of Rs 4800 and Rs 5400 have been allotted by the Government to officers which constitute further superior grades in the hierarchy. It is noted that the pay scale of Rs 5500-9000 was replaced with Pay band of Rs.9300-34800+GP 4200 in the Sixth Pay Commission pay structure. The Motormen were inducted in the pre-revised pay scale of Rs 5500-9000 which has been replaced in the revised pay structure by Pay band of 9300-34800+GP of Rs.4200 + Additional Allowance of Rs.500 p.m. on which D.A. is payable.

3.2.2. The range of revised basic pay for pay fixation in revised pay structure for the staff as on 1.1.2006 in the pre-revised pay scale of Rs.5500-9000 in respect of running staff (including Motormen) was Rs.15850-24380 as compared to the range of Rs 14430-21920 of this scale of pay for non-running staff. The revised basic pay of running staff further has an additive value equivalent to 30% of the basic pay for determining allowances like D.A and HRA. This additive value is also reckoned for several other in-service benefits as given below:

- (a) Medical attendance and treatment.
- (b) Educational assistance.
- (c) Fixation of pay in stationary posts.
- (d) Entitlement to quarter
- (e) Overtime Allowance.
- (f) Leave Salary.

3.2.3. The running staff thus have a distinct advantage over others in the Sixth Pay Commission pay structure. The emoluments of Loco Pilot (Passenger) and Motorman in the Fifth Pay commission scale of pay of Rs.5500-9000 compare with Sixth Pay Commission pay structure as under:

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Emoluments of Loco Pilot (Passenger)/Motorman (excluding Overtime, Bonus, Night Duty Allowance National Holiday Allowance, Children Education Allowance etc.)			
Scale of Pay Rs. 5500-9000(pre-revised)			
	As on 31-12-2005 (Prior to 6 th Pay Commission)	As on 01-01-2006 (Date of Effect of 6 th Pay Commission)	As on 01-05- 2010 (Current Position))
Basic Pay(Avg)	7250	15360	17840
Grade Pay	00	4200	4200
Pay element (notional)*	2175	5868	6612
Dearness Pay	4713	00	00
Additional Allowance\$	00	500	500
Dearness Allowance	2969(21%)	00	10763(35%)
Transport Allowance	100	1600	1600
CCA (A-I class city)	200	00	00
HRA (30% of BP+PE+DP)	4241	7628	8596
Running Allowance (@83.80)	4274	8619	8619
Total emoluments	23747	37907	52118
%Increase over Fifth Pay Commission		59.63%	119.47%

*Pay Element reckoned for calculating allowances; not included in the total emoluments.

\$ Dearness Allowance is payable on Additional Allowance.

3.3. The Committee notes that as per decision of the Government, the Anomalies Committees have been set up under the Joint Consultative Machinery (JCM) Scheme at the National and Departmental levels to look into anomalies arising out of implementation of the Sixth Pay Commission. The representatives of the recognised labour Federations on the Railways are members of both national and departmental Anomalies Committees. The issues pertaining to pay structure of running staff have been taken up by recognised labour Federations of Railways in Departmental Anomaly Committee.

3.4. Recommendations(Pay Structure):

3.4.1. The Committee noted that the Labour Federations took up the matter of pay structure of Assistant Loco Pilots(ALPs). In pursuance the cadre structure of Assistant Loco Pilots(ALPs) has been improved by the Ministry of Railways as under:

Designation	Grade Pay	Existing % of posts	Revised % of posts
Sr ALP	Rs 2400	30	80
ALP	Rs 1900	70	20

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3.4.2. The Committee observed that due to merger of pre-revised scales of Rs.5000-8000, Rs.5500-9000 and Rs.6000-9800 various posts of Running staff in these scales of pay have been placed in identical Pay Band/Grade Pay, viz., PB-2, GP Rs 4200 on specific recommendation of Sixth pay Commission. An additional allowance (on which DA is payable) has been allowed to Loco Pilot Mail/Express, Loco Pilot Passenger, and Mail/Express Guards thus providing differentiation between functional groups of Loco Pilots. As per the general scheme of running pay bands an employee after reaching the maximum of one Pay Band will automatically move to the next Pay Band and thus there would be no incidence of stagnation at maximum of the pay band. Further, for fixation of pay of Running Staff in revised pay structure, special fitment tables were used duly reckoning DA on pay element of running allowance. The running allowance has also been continued in the revised pay structure. **The Committee observed that the pay structure recommended by the Pay Commission for running staff was in consonance with the general principle of de-layering adopted by the Pay Commission for all categories of central government employees.**

3.4.3. Further, the issues regarding Grade Pay and Additional Allowance to running staff is on the agenda of Departmental Anomaly Committee as per standard procedure under JCM Scheme and are under discussion in the Committee. Based on recommendations of the Anomaly Committee, appropriate references for different categories of staff (including running staff) may be made to the Ministry of Finance wherever decided by Railway Board.

3.4.4. As per Sixth Pay Commission recommendations minimum pay was prescribed in the pay bands for the direct recruits, while for promoted employees no such minimum pay was made applicable. This led to a situation at times when junior direct recruit employee was drawing more pay than the senior promoted employee. The Committee finds that the Ministry of Railways at the instance of Labour Federations took up this matter with the Ministry of Finance which in turn examined and issued instructions to give above benefit by permitting stepping up of pay of the senior subject to conditions. These instructions have been implemented on the Railways. This will also benefit Motormen and other loco running staff.

4.0. Running Allowance

4.1. **Demand: Rates of Kilometrage Allowance(KMA) be revised as per formula enunciated by Running Allowance Committee, 1980 and arrears be paid w.e.f 1.1.2006.**

Analysis and Discussion

4.2. The Sixth Central Pay Commission in para 7.36.97 of its report regarding certain allowances in Railways recommended (later qualified as suggestions only) as under:

In Railways, certain allowances like Night Duty Allowance, Running Allowance, etc. are computed on the basis of pay scales attached to various posts. In the revised structure, pay scales for specific posts will cease to have any meaning. A revised formula for computing these allowances would, therefore, need to be evolved...

Further, the Commission in para 4.2.81 of its report recommended as under:

The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries/Departments/Organisations not covered in this Report will also be doubled...

4.3. Railway Board constituted a Joint Committee in November 2008 comprising officers of Railway Board and staff side to determine the quantum of pay element in running allowance and review the formula for computing rates of kilometrage allowance. The Joint Committee after in depth deliberations felt that the concept of mean pay of passenger grade as existing in the extant formula was rendered impracticable as pay band was not a single scale of pay but amalgamation of several scales of pay. The Sixth Pay Commission recommended that various allowances should be doubled and the Committee felt that this recommendation of the Sixth Pay Commission should also be followed in respect of rate for kilometrage allowance. Thus, keeping in view the general recommendations of the Sixth Pay Commission regarding doubling of allowance, recommendations of the Joint Committee were accepted by Railway Board and instructions issued accordingly. The revised rates of KMA were made applicable w.e.f. 01.09.2008 as all other allowances were revised from this date after implementation of Sixth CPC pay structure. The pay element which was necessitated earlier due to depression in scales of pay of running staff was also considered by the Joint Committee. The Joint Committee noted that the depression in pay of Running Staff eroded after revisions of pay by the Fourth & Fifth Pay Commissions and merger of 50% Dearness Allowance with pay w.e.f.1.4.2004. But considering the need to motivate the Running Staff for efficient railway operations, the pay element of 30% for in service benefits and 55% for retirement benefits was continued on recommendations of the Joint Committee.

4.3.1. The expenditure on KMA due to revision of rate(doubling of rate) is estimated to be Rs.930.85crs per annum. Additional annual recurring expenditure on KMA would be approximately Rs.654crs. based on the demand of running staff. Further, the additional financial implication of the demand of running staff to revise the rates of KMA and payment of arrears w.e.f.1.1.2006 would be approximately Rs. 1642crs.(arrears w.e.f.1.1.2006 to 31.08.2008).

4.4. Recommendation(Running Allowance):

The continuation of running allowance(KMA) was discussed threadbare by the Joint Committee constituted by Railway Board. The Fast Track committee considering post-Sixth Pay Commission pay structure maintains that no change is called for in respect of doubling of this allowance w.e.f.1.9.2008 as was recommended by the Joint Committee. The issues regarding pay element and rates of running allowance were considered by the Joint Committee as a package while making its recommendations. Any review of rates of running allowance may call for a review of pay element as well.

5.0. Reduction in Duty Hours of running staff

Demand: Representations have been received from recognized Labour Federations and other organisations for reduction in the duty hours and change in HOER classification.

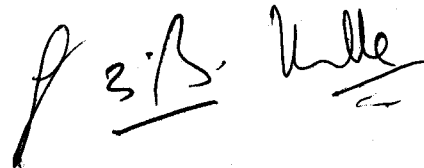
Analysis and Discussion

5.1. In accordance with the provisions of the Railway Act, 1989, running staff are classified as 'continuous' and are required to work for 104 hours per fortnight on an average. The duty hours of running staff are regulated by guidelines given by Central Administrative Tribunal, Ernakulam. The running duty at a stretch should not ordinarily exceed 10 hours from departure of the train and overall duty should not exceed 12 hours from 'signing on' to signing off' save in exceptional circumstances like accidents, floods, agitations, equipment failures etc.









5.2. Due to the very nature of their duties and keeping in view round the clock operation of the railways, the loco running staff cannot be put on a daily fixed roster. The current daily average duty hours of Motormen are 6 hours 18 minutes on Central Railway and 6 hours 26 minutes on Western Railway which are much below the stipulated norm of 10 hours.

5.3. All efforts are made to contain the duty hours within the parameters laid down and position is being monitored at divisional, Zonal and Railway Board levels. The position regarding drivers' duty on fortnightly basis is monitored by crew controllers and divisional officers. Power controllers work in close coordination with section controllers to ensure implementation of 10 hours duty. This issue is also discussed in periodical meetings with recognized Labour Federations. The running staff are monetarily compensated whenever they are booked beyond prescribed duty hours in various exigencies. The payment of overtime for excess hours of work rendered by a railway servant classified as 'continuous' between the limits of prescribed rostered hours of work and statutory hours of duty during the relevant averaging period is made at one-and-a-half (1-1/2 times) the ordinary rate of pay and for excess hours of work rendered beyond the limits prescribed in statutory hours it is two times the ordinary rate of pay.

5.4. Various Committees/Tribunals have examined the issue regarding reduction of duty hours for running staff. They are, namely, Adjudicator Mr. Justice Rajadhyaksha (1946) followed by Railway Labour Tribunal (1969) headed by Mr. Justice Miabhoy and the Committees on Running Allowance (1980) but no specific recommendations for change of classification or working hours had been made.

5.5. The Committee notes that several measures to improve working conditions of running staff have been taken as indicated below:

- An ergonomic design of crew friendly Driving Cab has been developed.
- Improvement in condition of running rooms for drivers/guards.
- Walkie-Talkie sets have been provided to Drivers and Guards of all trains for faster communication.
- Improvement in skill and knowledge competence of running staff, training facility for drivers, guards and staff connected with train operations have been modernized including use of simulators for training of drivers.
- Signalling system is being modernised
- The modern designs of locomotives require less repairs and result in lesser failures.



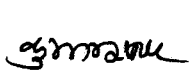

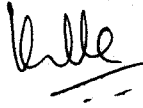
5.5. Recommendation (Duty Hours):

The Committee notes that there was an agreement with Labour Federations in 2006 to constitute a high powered committee to examine issues regarding duty hours of running staff and Safety categories under Hours Of Employment Regulations(HOER). This issue needs consultation with all stakeholders, detailed examination of field conditions, actual working hours and ground realities in the context of relevant provisions of law.

Other Issues and Recommendations:

6.0. Computed Kilometers for Motormen—Demand for minimum 300 Kms/day.

6.1. The current daily average kilometers earned by Motormen of Western and Central Railways are tabulated below:

2.15.     

DAILY AVERAGE COMPUTED KILOMETRAGE OF MOTORMEN

	CENTRAL RAILWAY	WESTERN RAILWAY
Avg working hours	6 hrs 18 mts	6hrs 26 mts
Actual avg Kms	100.24	122.65
Payable KMs	148.98	158.38

6.1.1. Kilometrage for motorman as well as running staff working passenger trains are computed as per instructions issued by Railway Board in 1981. In terms of these instructions, Motormen are allowed kilometrage allowance at the rate of actual kilometrage earned subject to minimum of 150 km per day for performing duty of 5 hours and above which indicates that motorman can normally earn KMA of 4500 kms. in a month. The average duty hours of Loco Pilots (Passenger) is longer than that of Motormen and so are their kilometer earnings. **This matter was formally considered by Railway Board in the past and it was decided that there was no justification in comparing suburban staff with main line running staff and hence the demand of Motormen for computed kilometrage was not accepted.**

7.0. ACP/MACP for Motormen

7.1. Demand : ACP/MACP Scheme should be implemented for all Western Railway Motormen without discrimination to feeder cadre.

7.2. ACP benefit to Motormen directly recruited on Western Railway in pre-revised scale of pay of Rs.5500-9000 has been a subject matter of dispute and litigation. The matter is sub-judice and pending in Supreme Court. **In view of this position the Committee is not in a position to give any recommendation in this regard.**

8.0. Single Handed Allowance for Motormen:

8.1. Demand : An Assistant Motorman be provided with Motorman and till this is done a Single Handed Allowance to all Motormen be paid.

8.2. Motormen are classified as Running Staff and are covered by the Running Allowance Scheme. As such all the allowances admissible to running staff are admissible to the category of motormen, on their fulfilling the prescribed conditions.

8.3. For suburban train operation, one Motorman is deployed against one Loco Pilot and one Assistant Loco Pilot deployed for mainline trains. It has been represented that Motorman should also be assisted by Assistant Motorman for suburban operation to ensure safety and till such time Assistant Motorman is provided, single handed allowance should be granted to all Motormen.

8.4. The nature and pattern of train operations on mainline and suburban system are totally different and cannot be compared. The Assistant Loco Pilot in respect of mainline operations is required to get down at scheduled and unscheduled stoppages to inspect locomotive under-gear for any abnormality, exchange signals with station staff and guard on each passing station, inspect high tension compartment and non driving cab of the locomotive after passing neutral section each time. This requirement does not exist for suburban operations.

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8.5. The Committee concludes that the existing arrangement is adequate and the demand for single handed allowance has no merit.

9.0. Restoration of 15 days Casual Leave(CL)

9.1. Demand: Reduction of Casual Leave from 15 to 10 was arbitrary and 15 days casual leave be restored.

9.2. The reduction in the number of days of casual leave in respect of various categories of Railway employees was brought about on the basis of the recommendation of the Fifth Central Pay Commission and is applicable to all Central Government employees. Accordingly, the CL of employees entitled to 12 days CL was reduced to 8 days, for employees entitled to 15 days, it was reduced to 10 days and for those entitled to 17 days, it was reduced to 13 days. The Committee noted that this matter was referred for Arbitration at the instance of Labour Federations under JCM Scheme after disagreement between Staff side and the official side. **The Arbitration Award rejected the proposed restoration of casual leave.**

10.0. Demand : Raise Ceiling Limit of KMA for the purpose of Income Tax exemption

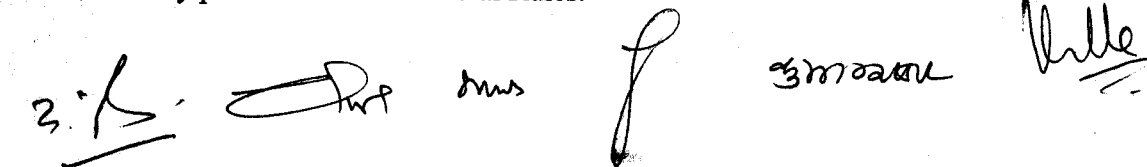
10.1. The Committee notes that a proposal for raising this limit from Rs.6000/- to Rs.12000/- was sent to CBDT/Ministry of Finance. This should be pursued with Ministry of Finance for an early decision.

11.0. Correction in SR 4.35 (E):

11.1. It has been stated by some Motormen that by amending the SR 4.35(1) (e), Western Railway (WR) have dispensed with Station Master(SM)'s permission to the Guard to start a train and have, thereby, made violations of the General Rules (GR) for safe train operations on Indian Railways (IR).It has been stated that the Guard should see the departing signal before giving all right signal to Motorman to start the train.

11.2. GR 4.35 pertains to "Starting of Trains" on IR. The first sub-rule of GR 4.35 makes it the responsibility of the Motorman/Loco Pilot to see that the correct starting signal has been given before starting of a train. GR 4.35 does not lay down that the Guard shall see the starting signal before giving all right signal to the Motorman. In GR 4.35 (5),it has been stated that "*the permission of the SM referred to in GR 4.35(2) may be dispensed with in case of suburban trains on such sections of a railway as may be specified by special instructions*". **The Committee finds that the Central Railway made use of enabling provisions of GR 4.35(5) and dispensed with SM's permission to the Guard to start a train in the year 1999. These provisions were invoked by Western Railway in the year 2006.**

11.3. GR has thus made clear provisions that SM's permission to Guard to start the train can be dispensed with in Suburban sections by the zonal railways in operational interests perhaps in view of high frequency of suburban services, short duration of halts, and multiplicity of trains at the same time at a station, and such other operational reasons. The high density of suburban traffic in Mumbai justifies the utilization of this provision by Western Railway which is marked by continuous track circuiting and automatic signalling system. The Committee finds that the instructions issued vide Advance Amendment Slip number 203 by WR on 14/2/2006 do not contravene any provision of the General Rules.



12.0. Night Duty Allowance and National Holiday Allowance:

12.1. Demand : There was a demand for allowing Night Duty Allowance (NDA) and National Holiday Allowance (NHA) to all non-gazetted staff without any restriction of pay limit and also for payment of NHA at the rate of one day basic pay + DA.

12.2. The demand of NDA and NHA has been accepted and all non-gazetted railway staff (including running staff) has been made eligible for NDA and NHA. Further, National Holiday Allowance (NHA), like other allowances, has been doubled w.e.f.1.9.2008 in keeping with the general recommendation of the Sixth Pay Commission with a proviso to increase the allowance by 25% with DA increase of 50%.

13.0. The Committee observes that on Railways(except Western Railway) where EMUs are operated, the category of Motormen and Loco Pilots (Passenger) is common and Motormen are taken from Loco Pilot cadre through a selection procedure. These Motormen operate EMUs as well as passenger trains and on promotion, return as Loco Pilot (Mail/Express) in the cadre. This ensures better career progression for Motormen. There is no such channel of upward movement as Mail/Express Loco Pilots for Western Railway Motormen. **The Committee, therefore, suggests that Western Railway examine the possibility of bringing its system at par with other Zonal Railways.**

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Date: June 9, 2010.

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Advisor L(RS)