



**MEMORANDUM**

**TO**

**SEVENTH CENTRAL PAY  
COMMISSION**



**ALL INDIA LOCO RUNNING STAFF ASSOCIATION**



# **ALL INDIA LOCO RUNNING STAFF ASSOCIATION**



*Regd. No. 17903 H/Q Aravindapalli, Lower Beniasole, Post. – Adra . Distt. Purulia (W.B.) Pin 723121*

**Central Office : AIRLSA BHAWAN, H.No. 333, Bhoor Bharat Nagar, Ghaziabad – 201001.**

**Tel. No. : 0120-2740025**

**L. Mony**  
Central President

**'Devi Nilayam', Kadavil Road,  
P.O. Vytila – 682019, Kochi, Kerala.**

**Phone: 09446207312**

**[mn.prasad@rediffmail.com](mailto:mn.prasad@rediffmail.com)**

**M.N.Prasad**  
Secretary-General,

**At:- Aravindapally,  
Post: Adra, Dist:-Purulia (WB)**

**Phone: 09434008950**

**E-mail**

**To**

**Dt. 30.06.2014**

**THE HON'BLE CHAIRMAN  
7<sup>TH</sup> CENTRAL PAY COMMISSION**

Respected Sir,

**Sub: Memorandum of the Loco Running Staff of Indian Railways to 7<sup>th</sup> CPC.**

**Ref: Government of India resolution No. 1/1/2013-E.III(A) dated 28.02.2014.**

This Association represents the strategic category of employees of the Indian Railways, i.e. the Loco Running Staff, which includes Assistant Loco Pilot, Loco Pilot (Shunting), Loco Pilot (Goods), Loco Pilot (passenger), Motormen and Loco Pilot (Mail). Keeping the terms of reference of 7<sup>th</sup> CPC in view, we submit this memorandum before the august body hoping that justice would be done to the Loco Running Staff by setting their long pending demands in regard to Pay, allowances and service conditions.

At the outset, we would like to bring your kind notice that there was confusion regarding the last date of submission of memorandum on the terms of reference, the matter of which has been brought earlier through my letter dated 16.05.2014 to the notice of Smt. Meena Agrawal, Secretary, 7<sup>th</sup> CPC, with the request to clarify the last date of submission of representation but no response. However by the time, to notification of 7<sup>th</sup> CPC it came in to the notice that last date of submitting the representation is extended to 31<sup>st</sup> July 2014. on the request of stakeholders. Therefore on the behalf of AIRLSA attached herewith submit our representation for its appropriate consideration please.

Sir, Indian Railways play the role of engine of growth for country's economy and has almost 13 lakhs workers, 5 lakhs less than yester years. It is pertinent to mention that the Indian

Railways entered 'One Billion Tonne Club', to join with China, Russia and USA, after exceeding revised freight loading target from the year 2012-13. This could be achieved only due to the hard work put in by the Railway workers in general and the Loco Running Staff in particular.

The peculiar job attributes, working conditions, responsibilities, medical standards, accountabilities, skill, technical knowledge etc demanded from the Loco Running Staff to perform the unique job of driving the locomotive makes them a distinct category. This was substantiated in the submission of Ministry of Railways before National Industrial Tribunal that 'the Loco Running Staff is a class by themselves and incomparable with any other category of staff'.

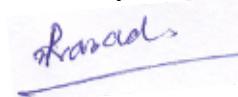
Earlier Pay Commissions had considered educational qualification as the only criterion for fixing the Pay without giving any merit to the technical skill and strenuous nature of duty performed. VI CPC had in fact enhanced the pay of certain categories like Nurses, Constables and Postmen considering their job nature but was unfair to the Loco Running Staff. All the Loco Running Staff still share the resentment that their job attributes has not been given due consideration it deserves. The successive Pay commissions had not done any job evaluation in this regard while fixing their pay, thus resulting in allotting inadequate scales of pay and thus done injustice to Loco Running Staff. It is worth to mention here that the safety consciousness of a Loco Running Staff is unique which is evident from the Gallantry Awards presented to the Loco Running Staff on various occasions.

We submit this memorandum with the hope that proper appreciation of the service rendered by the Loco Running Staff would be done by the 7<sup>th</sup> CPC and justice would be ensured while fixing the pay and allowances.

In addition, I would also like to express that we shall be obliged if you finally make it convenient to grant us an interview for the personal hearing to explain the matters relating to the Loco Running Staff in detail which are of very special type and distinct in nature. Please be kind enough to communicate to me in this regard either through post, e-mail or telephone with a sufficient margin of time to enable us to reach in time.

Thanking you.

Yours faithfully,



(M. N. PRASAD)

Enclosure: **Memorandum with Annexure.** (30 pages)

**Secretary-General**

## **THE ALL INDIA LOCO RUNNING STAFF ASSOCIATION SUBMIT ITS VIEWS AND SUGGESTIONS BEFORE 7<sup>TH</sup> CPC.**

### **1.0 Pay Determination**

The Pay Commission should evolve the emoluments based on a job analysis and technical knowhow to have a reflection of the job attributes of individual/group of posts. The earlier pay commissions never ventured in this line. It had derived emoluments by way of replacing scales, taking into consideration the existing pay and the dearness allowances that were in force and a fitment formula without taking into the horizontal and vertical relativity between various posts. Such a process never yielded the desired result as aspired by the Staff, especially of Loco Running Staff of Indian Railways who shoulder highest work load and responsibilities rather on the other hand subjected to injustice in regards to pay, duty hours, working conditions etc. Therefore, the resentment of workers still exists even after several pay commissions.

After the 6<sup>th</sup> CPC vast changes were took place in Indian Railways. Modernisation of signals, track, locomotives, the length of train, the trailing load, the increase in speed, introduction of more powerful sophisticated locomotives, have a direct bearing on the job attributes of loco pilots. To cope up with this modernisation the Loco Running Staff have to be trained and retrained to acquire more skill to operate the trains. The duties of Loco Pilot become more arduous and calling more sustained attention. This additional burden on the Loco Running Staff after the 6<sup>th</sup> CPC should be adequately compensated .

### **2. Loco running staff is a distinct and uncomparable category among the Railway workers**

This Association is representing for a very long time that the loco running staff is a distinct category among the railway workers. This position has been endorsed and recognised by the High Power Committee,2013

constituted by the Ministry of Railways, in its report the committee says in the following lines elaborately in Para 4.3.1.3 in page no.67 & 68 :-

"The Running Staff is a distinct category among the railway workers. The special features of their job which make them distinct from other categories of staff are:

- The duty hours cannot be fixed on a regular roster basis due to the nature of their duties which vary with the type of the train and the section worked on a particular day.
- Their duty hours cannot be fixed on daily basis like stationary staff. They have to be fixed on trip basis.
- Their duty involves regular travel out of headquarters and at times remaining out of headquarters for periods exceeding 24 hours.
- The duty hours are aggregated by applying the principle of averaging over every fortnight.
- Their duty requires running on continuous long stretches demanding alertness and sustained concentrated attention to ensure safety.
- They have to stay in running rooms away from their homes for taking rest before undertaking another journey or a journey back to their headquarters.
- The duty cycle involves frequent and irregular night working.
- Duties within various categories of Running Staff and even within the same category vary with regard to their arduousness and sustained attention and may require laying down of different working hours for different groups within Running Staff to bring a balance between their work load and the time spent on duty. (e.g. the working of the Loco Pilots running Rajdhani/ Shatabdi/Superfast trains in a section which has automatic signalling throughout may be much more arduous than a similar set of staff running these trains on a section with conventional absolute block system of working.)
- Uncomfortable work place."

## **2.1 Job demands- Psychological stresses of Loco Pilots**

The High Power Committee further says in Para 4.3.1.2(6) in page no 62 to 64 as follows:-

"The study was carried out on a group of 200 staff out of which 100 were Railway Loco Pilots and the other 100 were stationary staff like Station Managers, Station Superintendents and Station Masters. The age group was between 26-50 years with concentration on 31-40 years. 91 per cent of Loco Pilots were married. The study indicated that psychological stresses in Loco Pilots are mainly on account of their job demands. As many as 57 per cent of them had moderate build up of stress and only 42 per cent had mild build up of stress. As against this, only 4% of the stationary staff had moderate build up of stress and as many as 96% of them had mild build up of stress. The major reasons for build-up of stress (i.e. stressors) were perceived as:

- (i) Postural discomfort and non-spacious work place (96%)
- (ii) Noisy work place (95%)
- (iii) Long duties with improper rest and dissatisfaction with place and service at the place of intermediary rest (88%)
- (iv) Fear and susceptibility to accident due to drowsiness caused by fatigue, tiredness and exhaustion due to job stress (83%)
- (v) Absence of toilet in job requiring long hours of working and responsibilities of thousands of life (75%)
- (vi) Consequences of making mistake on duty very severe (71%)
- (vii) Stress due to long period of absence from home & city & unable to maintain balance between work and home (71%).
- (viii) Inadequate protection from extremes of temperature and rain (70%)".

***From the above, it could well be derived that job attributes of Loco Running Staff is distinct and requires differential higher treatment.***

## **2.2 Technological changes after VI CPC- the increase in stress level of Loco Running Staff**

In this regard the finding of the High Power Committee is worth noticing. In Para 4.3.1.2(4) page 52, in its report " that in the preceding decades, many technological changes have taken place in the train operation

area like elimination of steam traction, seamless running over long stretches, track circuiting, Audio Frequency Track Circuiting (AFTC), automatic signalling, driver -guard communication, provision of Vigilance Control Device (VCD), Freight Operation Information System (FOIS) and Coaching Operation Information System (COIS) which are now in regular use on Indian Railways. ***Yet, most of these changes have brought relief only to the stationary staff who are working at stations, yards or in control offices and not to the running staff for whom the stress levels have apparently gone up*** due to larger number of signal sightings on account of introduction of Automatic Block System, higher speeds, higher trailing loads, unmanned level crossings, increased interaction with man-machine interfaces like regularly operating the VCD and other devices, all of which call for continuous sustained attention".(Emphasis added)

The same report in page 53 observes, "At present, the working conditions inside the locomotive cab are also fatigue inducing. The temperatures inside the cab go as high as 60 degree Centigrade in peak summers and close to 4-5 degree centigrade in peak winters with wind entering through the crevices in the doors/windows. The noise level inside the cab is also as high as 88.4 decibel as against the limit of 90 decibel laid down by Occupational Safety and Health Administration (OSHA) Regulations which says that ,if anyone is exposed to this noise level for more than 08 hours per day, there is a risk of hearing loss for him. The instruments, operating levers and other equipments inside the cab are also not ergonomically designed. All these features aggravate the stress of working and enhance the fatigue levels".

In the same report in page 73 observes, "Yet, at the same time, the stress level on the Loco Pilot has gone up many times due to higher speeds, heavier loads, continuous sustained attention for viewing and acting upon aspects of approach signals (caused by reduction in Block section lengths and introduction of automatic signalling) and requirement of latest technical knowledge and technique for trouble shooting. Thus, the strain/stress on the loco pilot shifted from that of physical nature to that of mental and this has

led to a situation where the Loco Pilot has to remain continuously attentive in something or the other while on run. If nothing else, he has to operate the VCD every minute”.

***Hence in reality technological advancement has not eased the work of Loco Running Staff rather increased the stress and strain on the Loco Running Staff.***

### **2.3 Stress level on Loco Pilots**

The Loco Pilot’s attention has to be always on the signals as well as on the obstacles on the track, condition/continuity of Over Head Equipment (OHE), anything approaching from sides of the track, the loco controls, Vigilance Control Device (VCD), Train Protection Warning System (TPWS), the trailing load and he has to remain prepared to stop at the earliest in any emergency. The sections with Automatic Signalling on long continuous stretches with signal sighting required at intervals of less than a minute due to higher speeds further adds to the burden if continuous sustained attention on the Loco Pilot. In this regard the High Power Committee observes in page 84 & 85 as, “The Committee members individually and collectively travelled on footplate in the automatic territory (both fitted/equipped with TPWS system and without TPWS system). The interaction with the Loco Pilots/ Engine Crew on these trains brought out that not only the continuous sustained attention on signals & Locomotive control display unit is causing stress and tiredness, the continuous standing/ sitting (on an uncomfortable seat) adds to the build up of physical fatigue which gets aggravated due to the reason that the Loco Pilot/Engine Crew has to control even his urge to attend to nature’s call on account of continuous running without stoppage.

Coupled with the requirement of such a sharp concentration level, there are many adverse conditions such as heavy noise, vibrations and extreme heat/cold environment inside the locomotive cab. The driver may also be working against his natural circadian rhythm. The amount of stress developed by all these on the Loco Pilot can only be imagined. Expecting a person to work under such conditions continuously/regularly for hours

together is being unkind to him and this, in a short span of time, might make him prone to making mistakes."

## **2.4 Onerous duties and responsibilities of Loco Running Staff**

The High Power Committee appreciates the critical role played by the Running Staff in keeping the wheels of progress moving in a railway system. The High Power Committee does acknowledge the difficult working conditions and onerous responsibilities shouldered by the running staff. The research findings summarized by the committee in page 123, clearly brings out that:

- a) The sleep during the day does not completely compensate the loss of sleep at night.
- b) Due to continuous night working, the uncompensated sleep keeps accumulating even though the Running Staff is provided adequate rest during day hours. This sleep debt can only be compensated by providing adequate full nights in bed.
- c) This accumulation builds up stress and strain which even though may not be clearly felt by the Running Staff at times, affects his reflexes, reaction time and increases sleepiness while on duty. This may result into safety violations in addition to having adverse effects on the health of running staff as well as his family and social life.

## **2.5 Loco Running Staff Vs Other staff in regard to duty**

The High Power Committee is also of the view that (page 131)," for stationary staff working on the basis of fixed rosters, the effect of continuous night working is not as detrimental as in the case of Running Staff who do not work on the basis of fixed rosters. This is because the biological clock which sets easily for the persons who work on the basis of fixed roster, does not get set at all for those who do not work on fixed roster basis and have varying duty time even during night like Running Staff".

"The High Power Committee members also travelled in the Motorman's cab and in guard's brake van on suburban trains to have a firsthand

experience of their work load and difficulties being encountered by them while on run and came to a conclusion that the stress level of Motorman is much higher than that of the Guard as he is required to pay more intense and prolonged attention. Moreover, the role of a Guard in Suburban trains is not considered to be so significant that it cannot be performed by any other equivalent category of staff."(page No.183)

The then Hon'ble Railway Minister Shri.Dinesh Trivedi, who was an Air-Pilot by profession recognised that pilot a loco train was tougher than pilot an aeroplane after his experience at a railway simulator centre in Chennai.(Courtesy: THE HINDU Daily dt:22/11/2011)

The committee also requested to note that even in a span of 24 months, on account of medical de-categorization, in a tiny division like Trivandrum of the southern Railway, 12% of Loco Pilots who are above 45 years forced to quit the job either on Voluntary Retirement Scheme or fitted against super numerary post. This working environment and the level of stress and strain in performing the duties of Loco Pilot do not exist in any other category of staff. This precarious position of sidelined from their profession by quitting the job by way of VRS or dumped in alternative posts much earlier than super-annuation with loss of emoluments and reduction in pensionary benefits has to be taken into consideration while fixing the pay of Loco Running Staff. It is also worthwhile to mention the Government of India/ Ministry of Railways in its Traction Rolling Stock/ Operation Manual vide para 1.2.3 stated that " Driver is the only person available on a train who is technically more competent than the other Railway Staff like TTE, Conductor, Guard etc. present on train". ***The Railway Board has also agreed in various fora that the Loco running Staff are a class by themselves.***

***IT IS VIVIDLY CLEAR FROM THE ABOVE THAT THE LOCO RUNNING STAFF ARE DISTINCT FROM OTHER STAFF AND***

**HENCE DISTINCT HIGHER PAY STRUCTURE FOR LOCO RUNNING STAFF IS WARRANTED.**

**3. Minimum prescribed qualification for Assistant Loco Pilot**

Initially, trains were run by steam locomotives and in those days, the signalling systems, speed of the train, operation of the train engine etc. were very simple, not requiring any basic educational qualification and in that process the post in the cadre of Fireman etc. were being filled by promotion of Loco Khalasis etc. whose basic educational qualification requirement was only literacy. However, with the advancement in Science and Technology, change in traction from steam to diesel and from diesel to AC Power (Electrical), AC Power (Electrical) to modern power electronics with latest Microprocessor technology the scenario changed with growing technology. In the result, wherever direct recruitment was resorted to as Assistant Loco Pilots, the same was done specifying Diploma in Engineering as minimum qualification upto the year 1990. Subsequently, wherever direct recruitment was resorted to, the qualification was modified as 'ITI preferably Diploma holders in Engineering'. Nevertheless, wherever direct recruitments were being resorted to, 70 to 80% of those who were being recruited were either holders of Diploma in Engineering or Degree in Engineering. For Example Out of 296 Assistant Loco Pilots joined in Southern Railway in 2013-14 through Railway Recruitment Board of Trivandrum and Chennai, 202 are either Graduate or Diploma in Engineering (around 70%).

In practice, Railways are recruiting only the higher qualified candidates than the prescribed ie, Diploma Engineers or Graduate Engineers considering the nature of job of the Assistant Loco Pilot which demands a very high level of technical expertise, knowledge, intelligence, reflexes and leadership qualities. ***In fact, a minimum educational qualification of Diploma in Engineering has also been recommended by the High Level Safety Review Committee headed by Dr. Anil Kakodkar, Former Chairman of***

**Atomic Energy Commission, vide para 6.3 of its report dated 17th February 2012.**

Despite every need to fix the minimum qualification for Assistant Loco Pilot as Diploma in Engineering, the same is fixed as Matriculation plus ITI by Railway Board with the sole intention to maintain lower pay to this category. This intention of the Railway Board is very clearly reflected vide para 3.4 of the Report of Parliamentary Standing Committee (Railways) on Recruitment Policy, Thirteenth Lok Sabha submitted in February 2004.

### **3.1 Highest Medical Standard and Aptitude Test**

The Assistant Loco Pilots after Recruitment have to undergo a thorough and stringent medical examination and must be fit in medical classification "Aye One" medical fitness, the highest medical standard in the Indian Railways. This medical examination is conducted by Railway Medical Authorities with stringent examination in the vision test, audiometric test, vestibular test, psycho-nerve test, x-ray-chest, blood pressure, urine test for diabetes, blood sugar, ECG, colour perception, night vision, binocular vision, and funduscopy test. This fitness has to be maintained throughout one's service as Loco Running Staff. Qualifying in an Aptitude Test/Psycho Test, is a *sine-qua-non* for empanelment and issuance of the offers of appointment. In this connection, it may be seen that the Aptitude/ psycho tests are available only for the categories of Assistant Loco Pilots (Grade Pay Rs.1900) and the Assistant Station Masters (Grade Pay Rs.2800). Aptitude Test includes memory test, following direction test, depth perception test, perpetual speed test and etc.

### **3.2 Induction Training for Assistant Loco Pilot**

The Assistant Loco Pilots also will have to undergo and qualify in a rigorous training as per training schedule prescribed by Railway Board for Assistant Loco Pilot. They must undergo about 6 months of initial training on induction as Assistant Loco Pilots in which they have to undergo training in safety related Rules and regulations and instructions in Mechanism and Operations of various types of Locomotives of different tractions in use

including quick trouble-shooting, familiarizing with all safety equipments on them, relevant aspects of various coaches/ wagons and problems on run, Fire fighting, First-Aid, Function of shed / Crew Lobby, Control Office, familiar with the section of Rail track, location of innumerable signals, Sign Boards, Station lay outs, up and down gradients, locations of manned / unmanned Level Crossing Gates, curves, cuttings, tunnels and bridges, etc. They are trained in distress management also.

***After undergoing these intensive training programmes Assistant Loco Pilot recruited remains no more as an ITI holder but attains the status of Diploma in Engineering.***

### **3.3 The Loco Running Cadre in the Indian Railways are designated and allotted with Pay Band and Grade Pay by VI CPC as follows:-**

DESIGNATION	PERCENTAGE	PAY BAND	GRADE PAY
Assistant Loco Pilot	20%	5200-20200	1900
Senior Assistant Loco Pilot	80%		
Loco Pilot Shunting Grade II	50%	5200-20200	2400
Loco Pilot Shunting Grade I	50%		
Loco Pilot Goods	100%		
Loco Pilot (Passenger)/ Sr.Motorman	100%	9300-34800	4200
Loco Pilot Mail	100%		

### **3.4 The V CPC scales was as follows.**

DESIGNATION	PERCENTAGE	PAY SCALE
Assistant Loco Pilot	30%	3050-4590
Sr.Assistant Loco Pilot	70%	4000-6000
Loco Pilot Shunting	30%	4000-6000
Sr.Loco Pilot Shunting	70%	5000-8000
Loco Pilot Goods	80%	5000-8000
Sr.Loco Pilot Goods	20%	5500-9000

Loco Pilot Passenger	80%	5500-9000
Sr.Loco Pilot Passenger	20%	6000-9800
Loco Pilot Mail	100%	6000-9800

### **3.5 Pay packets of Assistant Loco Pilots**

The lowest Pay of Central Government employee is in Pay Band I (Rs. 5200 – 20200) + Grade Pay of Rs.1800/- . Assistant Loco Pilot is allotted in the same Pay Band with a Grade Pay of Rs. 1900/- i.e. just Rs. 100/- more than the lowest post in the Government Service without considering the higher educational qualification, the highest standard of Medical fitness, stringent training, high responsibility and skill required to perform duties in train operation. The responsibility and the risk involved have also not been taken into consideration. Realising this fact the Railway Board upgraded 80% of the Assistant Loco Pilot post with a grade pay of Rs.2400 with effect from 01.05.2010. Thus 20% of post is in Grade Pay Rs.1900 still remains at the entry level itself.

The duties of Assistant Loco Pilot have undergone a sea change from 1<sup>st</sup> Central Pay Commission to 7<sup>th</sup> Central Pay Commission. His duty is much related with public safety and therefore, subjected to stringent punishments for even an error in judgement on his part and often met with highest penalty of removal, same as in the case of Loco Pilot (RB order No.99/safety(A&R)/6/1 dated 21.08.2012). So in fact in present day situation, an Assistant Loco Pilot is virtually a CO-LOCO PILOT similar to Co-Pilot in Airways.

### **3.6 Entry Grade Pay of Assistant Loco Pilots Vs Assistant Station Masters and Guards**

In fact, the most important three categories as far as the Indian Railways is concerned are the Loco Pilots, the Station Masters and the Guards. Among the three the Loco Pilots category acquires the primacy. Ironically, while the initial recruitment grade pay of the Assistant Station

Masters and the Guards is Rs.2800/- whereas the Assistant Loco pilots, it is only just Rs.1900/- i.e three grades below.

In addition to the above, it may be seen that when it comes to the question of training, the Assistant Loco Pilots, the Assistant Station Masters and the Guards ie., persons who deal with the movement of the train services, the Assistant Station Masters will have to go for a training in General Rules and Subsidiary Rules only. He has also to undergo training for a short period on the commercial and accounting of ticket aspects which extends for a period of 45 days. When it comes to the Guards, their training would consist of only General Rules. The Assistant Loco Pilots will have to train himself in the very same General and Subsidiary Rules, in addition, he has to undergo another phase of training involving technical aspects of Locomotives and the running of the trains. Apart from that, they have to undergo some practical training of driving locomotives also before they are certified fit to discharge the duties of Assistant Loco Pilot. Nevertheless, while the initial recruitment grade in the cadre of Assistant Station Masters and Goods Guards happen to be in PB-1 with a GP of Rs.2,800/-, in the case of Assistant Loco Pilots which is the initial recruitment grade of Loco Running Staff, the scale of pay is confined only to PB-1 with GP of Rs.1,900/- as already stated. That is they are seen equated only to the Lower Division Clerks and in a position just above the lowest officials of the railways. This is a clearly anomalous position and highly discriminatory. In fact, with the requirement in increase of their basic qualification, the higher medical standard of 'AYE ONE' is prescribed for Assistant Loco Pilots where as in the case of Guard and Station Master the medical standard is only 'AYE TWO'. The arduousness in performing the duty of manning the train, the uncertain duty hours, unscheduled work, the stringent training on technical matters of Locomotive, thorough knowledge of the terrain he has to move the train all are totally absent in the duties of Guard and Station Master. Therefore better pay packet than the Guard and station Master are warranted for Assistant Loco pilot. They are entitled to be granted the scale of pay of PB-2 with a GP of Rs.4,200/-.

The V Central Pay Commission, in its report recommended that Diploma Engineers should be granted the scale of pay of Rs.5000-8000 with the result that even Technician in organizations like Department of Telecommunication/BSNL were granted the scale of pay of Rs.5000-8000. However, the Assistant Loco Pilots were continued to be granted only the scale of pay of Rs.950-1500/Rs.3050-4590 in IV and V Pay Commission respectively i.e at par with the Lower Division Clerks. Incidentally, it is also to be added that even the matriculate qualification Postmen of the Postal Department are granted a scale of Pay of Rs. 3200 – 4900/ 5200-20200 plus GP 2000/- in V and VI Pay Commission respectively.

It is also submitted, while a large number of posts were granted upgraded scales of pay with effect from 01.01.2006, as per the recommendations of the VI CPC, the Assistant Loco Pilots were not granted any upgraded scale of pay despite the need for the same.

***CONSIDERING THE ABOVE ASSISTANT LOCO PILOT PAY SHALL BE UPGRADED TO PB2 + GP RS.4200 IN 6<sup>th</sup> CPC SCALES AND CORRESPONDING AND APPROPRIATE PAY SCALES TO BE ALLOTED BY THE 7<sup>TH</sup> CPC.***

#### **4. Pay Structure of Loco Pilots in Various Grades**

##### **4.1 Loco Pilot (Shunting)**

It is a promotional post for Assistant Loco Pilot. Loco Pilot (Shunting) has to work independently without Assistant Loco Pilot, in major goods yards and junction stations for timely attaching, detaching and marshalling of good stock and passenger coaches. It is a promotional post with suitability. He has to undergo Loco Pilot training schedule in Operating rules and loco mechanism for promotion. He is responsible for quick turn out of locos from shed, coaches and laborious shunting operations single handed. Safe and punctual train operation also lies on him. He operates locomotive

independently. So the next higher grade ie, PB2 plus Rs.4600 GP in terms of Sixth CPC scales to be allotted to Loco Pilot (Shunting).

#### **4.2 Loco Pilot (Goods), Loco Pilot (Passenger)/ Sr.Motorman, Loco Pilot (Mail)**

In the case of loco pilots the VI Central Pay Commission merged the scales of Rs.5000 – 8000, Rs.5500 - 9000 and Rs.6000 – 9800 to one Pay band of Rs.9300 – 34800 with a Grade Pay of Rs.4200/- which was against the principle enunciated by the VI CPC. At the same time some of the Posts which had a scale of Rs.6500 – 10500 were upgraded to a distinct Grade Pay of Rs.4600. Subsequently vide Railway Board circular No.RBE 226/09 all the left over post in the scale Rs.6500-10500 were also allotted with the Grade pay of Rs.4600. So, in fact, two grades of Rs.5000 – 8000 and Rs.5500 – 9000 are only merged into the Grade pay of Rs.4200. Others were upgraded to the scale of Rs.7450-11,500 and allotted the Grade pay of Rs.4600 whereas V CPC S10A scale of Rs6000-9800 for Loco Pilot (Mail) was left out and not upgraded to GP Rs. 4600.

#### **4.3 Merger of scales by 6<sup>th</sup> CPC in relation to Loco running Cadre and its adverse effect**

On the system of running Pay Bands, in para 2.2.11 the VI Central Pay Commission was pleased to state that at the time of promotion from one post to another in the same running Pay Band, the Grade Pay attached to the posts at different levels within the same running pay band will change. In the case of Loco Running staff, in the cadres of Loco Pilot (Goods), Loco Pilot (Passenger) and Loco Pilot (Mail) functional differences exist in discharging duties and responsibilities. Therefore, these cadres should not have been merged and they are allowed to stand. In fact, each one of these posts have also been treated as selection posts. Hence, allowing the same

Grade Pay of Rs.4200/- to all these posts is in contradiction to 6<sup>th</sup> CPC recommendation and need to be reviewed and upgraded.

Also, the different grades of Loco Pilots in the scale of Rs.5000-8000, 5500-9000 and Rs.6000-9800 could not be and have not been merged due to functional consideration. Railway Board order dated 23.09.2008 says that for promotion within running categories viz. Loco Pilots and Guards the existing channel of promotion will continue till further orders. Further, Railway Board order dated 03.09.2009 reiterates the continuance of the existing channel of promotions to the Loco Pilots, signifying the functional difference. The VI Central Pay Commission in Para 7.36.50, also states that 'feeder and promotional post do not lie in identical scale'. This is the principle enunciated by the VI Central Pay Commission. Per Contra the feeder post and promotional post in Loco Pilots lie in the identical grade pay of Rs.4200/- for Loco Pilot (Goods), Loco Pilot(Passenger) and Loco pilot (Mail). This injustice done to these categories needs to be addressed by the 7<sup>th</sup> CPC.

#### **4.4 In service training to Loco Running cadre**

The Loco Pilots will have to be trained in every stage of their service and they have to qualify in the requisite pre-promotional courses also. In short, to be promoted as Loco Pilot (Shunting) one must qualify in pre promotional course of three months duration, failing which he will not be promoted. In Divisions where there are Diesel and Electric Traction, separate pre promotional courses for Diesel and Electric Traction will have to be undertaken. Similar is the case when one is to be promoted as Loco Pilot (Goods) and later as Loco Pilot (Passenger). Apart from the above forms of training, once in every three years, they have to undergo refresher courses and they will have to participate in safety camps also. If one fails in a refresher course twice, he will be terminated from the cadre of Loco Running Staff.

#### **4.5 Higher Responsibility And Independent Nature Of Work**

The Railway Board order No.2004/M(L)/466/7101 dated:31.08.2009 regarding training of loco pilot prescribes that Loco Pilot of Goods shall impart driving technique and other features in train working to trainee loco pilot. In such cases the trainee loco pilot will be booked as Co-Pilot along with loco pilot for 1500 kms. In this situation the loco pilot of the train has to shoulder the responsibility of Loco Inspector as trainer and that of Assistant Loco Pilot. This is followed by training on foot plate by Loco Inspector for 1000 kms. Thus the loco pilot has taken the position of driving inspector/loco inspector with much more responsibility and accountability by imparting training on footplate to a trainee loco pilot in real time situation. Also loco pilots are discharging their duties independently without any supervision.

The duty nature of Loco Pilot (Goods) is uncertain with huge responsibilities for taking the goods stock like oil, petroleum products, explosives, gases, heavy machinery, food grains, livestock etc, to the destinations safely and in time. He is also responsible for examination of train when goods trains are stabled at way side for road worthiness thus Loco Pilot assumes the duties of Train Examiner. In goods trains when Guards are not deployed the duties and responsibilities of Guard as per General Rules devolved on Loco Pilot(Goods). New method of python trains or long hauled goods trains to a length of about 1.5 km requires more driving skill.

#### **4.6 Special Job Attributes of Motorman in view of Single Man Operation**

The General Rule provision of having two people in the locomotive cabin (ie. Loco Pilot and Assistant Loco Pilot) restricted to single man operation in EMU( Electric multiple units)/MEMU/DEMU train working. While driving, they have to remain in the same position with their hand on a control called the Dead Man's handle. It is only when stopped in stations, they can remove the hand from it, that too for a maximum of 30 seconds of stoppage time. They use their hands and feet to operate the train, control

the speed, to apply brakes and other controls like horn, etc. Generally these EMU trains are running through sections with high density of population which requires extra vigilance due to trespassers, extra alertness and concentration, in addition to picking up of the aspects of signals without any assistance of the Assistant Loco Pilot. Further these trains require frequent stopping and starting and needs special skill to maintain punctuality. And in case of trouble shooting, to attend to the same, the Motorman should have up-to-date knowledge, quick reflexes and special skills being a singleman operation. At the time of turn back services, Motorman has to wade through the on rush of commuters to avoid delay which increases stress on his part. In the present system of working, pre-clearing of signals in case of stopping for EMU trains some times leads to error as he is alone in the cabin and more effort in concentration is needed. Presently introduction of 12/15 cars EMU trains increases the work load and responsibilities of Motormen as the length of train and number of motor coaches increases.

The Commissioner of Railway Safety in his report on side collision in the suburban section of Central Railway Bombay Division on 24.04.1981 observes,

*"Compared to Locomotive Driver, a Motorman's degree of concentration on his look-out duties is of higher order simply because he is all by himself in the Cab to pick out the aspects of the Signals ahead. That such mental acuity can be highly fatiguing has to be recognized and accepted".*

A similar observation was made by the then ACRS who had conducted a Statutory Inquiry into the rear-end collision between two Locals near Matunga Station on 14-11-1979. Elaborating on the circumstances that effectively imposed additional stresses and strains on Motormen.

Motorman pay packet are not commensurate with the responsibility attached to the post, the skill required to and the health that is expected of to stay fit to perform the assigned duty. At this juncture we call the

attention of the commission on the observation of the High Power committee in regard to the stress and responsibility of Motor man /Loco Pilot vs Guard. We quote the observation:-

*"The Committee members also travelled in the Motorman's cab and in guard's brake van on suburban trains to have a firsthand experience of their work load and difficulties being encountered by them while on run and came to a conclusion that the stress level of Motorman is much higher than that of the Guard as he is required to pay more intense and prolonged attention. Moreover, the role of a Guard in Suburban trains is not considered to be so significant that it cannot be performed by any other equivalent category of staff."*

Further, Motorman of Metro Railway, Kolkata are working in different environment as they are required to operate trains in underground tunnels with more risks and responsibilities. Their job is tedious in nature and long working in this system deteriorates their health. This aspect shall be looked into and adequately be compensated by the Pay Commission.

***IN FINE, IN CASE OF SINGLE MAN OPERATION/MOTORMAN IT IS DEMANDED THAT***

- a) SINGLE MAN OPERATION OF EMU/DEMU/MEMU SHALL BE DONE AWAY WITH AND ASSISTANT MOTORMAN TO BE PROVIDED***
- b) IN THE CASE OF SINGLE MAN OPERATION THE DUTY AT A STRETCH SHALL NOT EXCEED 2 ½ HOURS***
- c) ADDITIONAL ALLOWANCE FOR ONEROUS DUTIES SHALL BE HIGHER THAN LOCO PILOT (PASSENGER)***

**4.7 Stress level on Loco Pilots of Mail/Express/ Superfast trains**

As regards, Loco Pilots of **Mail/Express trains**, it is seen that their working involves continuous runs at high speed over long stretches and with responsibility of over a thousand lives travelling in these trains. A kilometre distance is gone within less than half a minute. In this one kilometre covered in half a minute or so, the train might encounter a level crossing gate, a signal, an animal crossing or some other obstruction. The braking distance in emergency when train is moving at 100 kmph is of the order of 750 metres or so. Moreover, the en-route detentions as in case of freight trains which provide some relief to the Running Staff are not there, in case of Mail/Express trains.

On the implementation of the VI Central Pay Commission recommendations, Teachers, Nurses, Section Officers/ Sr. Section Officers of Accounts and many other categories have been placed in the Grade pay of Rs' 5400/- ie, above the conventional Group C scales. Crucial categories like Loco Pilots have to be seen in relation to the difficulties, skill level and environment in which they work and Loco Pilots are distinct from all other Group 'C' staff and their case has to be accordingly appreciated.

Also while implementing Modified Assured Career Progression Scheme (MACPS) many categories of staff in Group C have been granted grade pay of Rs.5400/- as the apex grade. Therefore, Loco Pilot Passenger should also be placed at the highest Group C Grade Pay of Rs.5400/-. Considering the high skill required to pilot high speed trains such as Rajdhani, Shatapdi, doronto, rdsd high speed trials, vvip trains etc, loco pilot (mail) shall be upgraded to grade pay Rs.5400 **in PB3** in VI CPC scales and corresponding and appropriate pay scales to be allotted by the 7<sup>th</sup> CPC.

In Para 9 and 10 of the Report of Committee on Running Allowance 2008 states that "the running staff is crucial and vital to the running of the Railway and that running staff productivity is critical to the Indian Railways, hence, it is necessary that their motivation level is maintained at the highest level".

From the above it is amply clear that various grades of Loco Pilots such as Loco Pilot Goods, Passenger, Mail cannot be merged and have not been merged because of functional differences wherein promotion/ selection is involved as recommended by the 6<sup>th</sup> CPC itself and thus their grade pay should be kept at distinct higher levels.

A slight mistake or error in judgement on the part of Loco Pilot/Assistant Loco Pilot resulting train passing signal at danger, even though not ended in any accident, they will be visited with removal from service, as minimum punishment is prescribed as such under Disciplinary and Appeal Rules, 1969.

The responsibility attached to the post of Loco Pilot involves higher degree of skill and stress involved. The effect of their health in performing the duty of Loco Running Staff, higher medical standards, the intensive and longer training, the thorough knowledge of technicality for more than 20 types of locomotives are not attached with post of Guard. Alas, the VI CPC allowed Pay Band and Grade Pay of Rs.9300-34800 + GP 4200 to the Guard and the Loco Pilot. This is a gross injustice and unequal are treated as equals. In a similar situation when V CPC recommended same scales of Pay for Mail Guard and Loco Pilot Mail at Rs.5500-9000, the government referred the matter to the Fast Track Committee and said committee modified the recommendation and allowed with a higher scale of pay at Rs.6000-9800 for the Loco Pilot Mail. That also was taken back by the VI CPC. If an option is given to Loco Pilot Mail & Loco Pilot Passenger to switch over to the post of Guard, the entire Loco Pilots will readily accept it and not vice versa. The host of posts such as Nurses, Teachers, Section Officers/Sr. Section Officers of Accounts and many other categories are allotted with a Grade Pay of Rs.5400/- . But in regards to the emoluments attached to the post of Guard and Loco Pilot are placed in the same Pay Band and Grade Pay Rs.4200/- and same scale of retirement benefits. This is an anomaly that needs to be rectified by giving higher pay scale to Loco Pilots than the Guard.

#### **4.8 Loco Inspector and Loco Pilot**

The Loco Pilots are working independently in a moving train and not under anybody else's supervision. In spite of this fact the Loco Inspectors are wrongly considered as Supervisors of loco Pilots. Thus the pay structure of Loco Pilot were fixed just below the Loco Inspectors, keeping the concept that the pay of supervisor should be higher than the supervised. This had a cascading effect on the pay scales of running staff from IV CPC onwards. This was not the position prior to IV CPC. Prior to IV CPC, in III CPC scales the Loco Pilot Mail was in Rs.550-750 and Rs.700-900 in various percentage, where as the Loco Inspectors were in the scale of 425-700/550-700. The responsibility, skill and stress and the working conditions attached to the working of Loco Pilot is far more than the Loco Inspectors, therefore allowing higher pay scales for Loco Pilot not been unjustified one. At present the Loco Inspectors were wrongly termed as Supervisors. Consequently the pay and retiring benefits of Loco pilot were kept below the Loco Inspectors. This is a wrong concept crept into the system. Drafting to the post of Loco Inspectors Loco Pilot Goods also been considered. There is a similar case of Commercial Inspectors. When demanded to consider them as Supervisors of Commercial Clerks before the VI CPC, the commission held that in para 7.36.18 that duties of Commercial Inspectors does not include direct supervision of the commercial clerks but are more inspectorial than supervisors. This position is equally applicable to Loco Inspectors too. Therefore while considering appropriate pay of the Loco Running Staff weighing the job attributes, the responsibility attached to the post, the skill required , the stress, this position may be specifically kept in mind.

#### **4.9 Refusal of promotion due to same Pay Band and Grade Pay**

At present, allotting one and the same Grade pay to Loco Pilot Goods, Loco Pilot Passenger and Loco Pilot Mail categories facing difficulties in filling up the higher posts as no increase in pay is allotted for taking up higher responsibilities. In fact, many of the Loco pilots, particularly Loco Pilot (Passenger) are not willing to move to Loco Pilot (Mail) because, in case they

are so promoted they will have to still continue in the same grade pay of Rs.4200/- with added risks and responsibilities, with a meagre enhancement of one increment and allowances.

In view of the facts and for the reasons stated above, it is most humbly prayed that this Hon'ble Commission be pleased to consider the demands /views/suggestions of the Association and the pay of Loco Pilots shall be notionaly upgraded in VI cpc scales as follows and corresponding pay scales as deemed fit by the 7<sup>th</sup> cpc be allotted.

**ASST. LOCO PILOT / 1<sup>ST</sup> FIREMAN**                           **PB 2 + G. PAY- RS.4200**

**LOCO PILOT (SHUNTING)**                           **PB2+G.PAY - RS.4600**

**LOCO PILOT (GOODS)**                           **PB2+G.PAY - RS.4800**

**LOCO PILOT (PASSENGER)/SrMOTORMAN PB 2 +G.PAY - RS.5400**

**LOCO PILOT (MAIL)**                           **PB 3 + G. PAY - RS.5400**

***As the Indian Railways proposed to run Bullet Trains the pay of Loco Pilots of these trains are to be suitably compensated.***

#### **4.10        Anomaly in fixation on promotion to various Grade Pay**

We call your attention to Section II of the First Schedule of the notification of Implementation of VI CPC recommendations. A chart showing the entry pay in the revised pay structure for Direct Recruits appointed on or after 01.01.2006.

In PB-1(5200-20200) the pay in pay band for different Grade pay were shown. Likewise for PB-2,PB-3 and PB-4 are also shown.

In this connection we submit that one who enter in the Grade Pay by way of promotion, their pay in pay band will in any case lesser than of a direct recruits in the same grade pay.

To exemplify this position, a case of direct recruit and of a promotee who enter into a grade pay of Rs.2400 has been taken. The direct recruit pay in the pay band will be fixed at Rs.7510, where as an employee promoted to grade pay Rs.2400 from a grade pay Rs.1900, with a pay of Rs.6310, in PB1, his pay in the pay band on promotion to grade pay Rs.2400 will be fixed at Rs.6560. There is a difference of amount Rs.1000 between the two, though they are similarly qualified and doing the same work. Subsequently by an order the Railway Board instructed that whenever junior drawing more pay than the seniors the pay of senior should be stepped up. This particular type of contingency arise only where an element of direct recruitment do exists. The equal pay for equal work has been deviated by this application of Rule. Therefore we demand that the entry in the Pay Band for each and every particular Grade Pay should be identical and no discrimination should be shown as one who direct recruit and other who promotee.

## **5. ALLOWANCES**

### **5.1 Running Allowance**

By the nature of duty of Running staff, they have to stay out of their head quarters most of their service. They are therefore entitled to receive travel allowances. In order to induce them to work more the Ministry of Railways traditionally gave a portion of pay and travelling allowance through running allowance way back from 1919 when the Company Railways were existed.

Though the system of running allowance was in vogue from 1919 and is was considered by I,II & III CPCs and two Running allowance committees, none quantified the portion of pay in running allowance. Due to continuous demand from running staff to give clarity on the components in the running allowance for proper fixation of running allowance and running allowance

committee 1980 was appointed. It quantified the portion of pay as 30% to be given through running allowance to motivate the running staff. Further IV and V CPC recommended to continue and Running Allowance Committee constituted after VI CPC (2008) also endorsed it. At present this element of incentive stands at 30% of their Basic pay.

According to the scheme, a formula has been derived by the running allowance committee of 1980 to arrive at the rate for 100 km, is as follows.

$$\frac{30\% \text{ of mean of the scale of pay of Loco Pilot Passenger} + 20 \text{ Days TA} \times 100}{\text{Monthly average kilometre of Loco Pilot Passenger}}$$

This formula stands for the past 35 years to the satisfaction of all.

The system which was followed for three decades was distorted by taking minimum of the pay band instead of mean pay and not taking eligible TA for calculation of running allowance after the implementation of VI CPC. The Running Allowance Committee 2008 has also recommended to follow the formula recommended by the Running Allowance Committee,1980. Though the recommendation of the committee has been asserted by the Railway Board, by implementing the same the numerical factor has been changed. Instead of taking the Mean of the Pay Band attached to the post of Loco Pilot Passenger, the minimum of the said Pay band has been taken to arrive at the rate of running allowance. The reasons and justifications given by the Running Allowance Committee,1980 to take the mean pay has been discarded without any sound reasons. What was advanced by Railway is that the Pay Band is a product of amalgamation of several pay scales, therefore the maximum of the Pay Band could not be taken into consideration. At this juncture we say that on the same footing that the minimum of the Pay Band either should not be the base for calculating the running allowance. It may please be noted that none of the Loco Pilot Passenger in Indian Railways draw the minimum of the Pay band at Rs.9300/-. In fact the whole of the Loco pilot passenger draws a pay in the Pay Band Rs.18000 to 24000. Calculating the running allowance with Rs.9300 is totally unjustified and against all canons of justice and fair play. In this regard this Association

demands that atleast the Pay in the Pay Band corresponding to the mean pay of the V CPC pay scale Rs.5500-9000 of the Loco pilot Passenger has been taken for calculation of the running allowance.

By calculating the running allowance rate, the TA rate applicable for Grade pay of Rs.4200/- in which Loco Pilot Passenger falls should be taken and not the TA rate applicable below Rs.4200/-. Therefore we request the VII CPC to look into the anomaly crept in the calculation to arrive at the rate of Kilometerage. And also requests to recommend that RAC 1980 formula to be followed taking the mean of the Pay Band + Grade Pay and the present TA applicable to GP of Rs.4200 to arrive at the rate of Kilometerage under the Running allowance scheme.

## **5.2 Additional Allowance(for Onerous Duties)**

The VI CENTRAL PAY COMMISSION recommended in terms of Para 7.36.50 of its report which is accepted by the Government of India that Rs.1000/- and Rs.500/- per month be paid as additional allowance to Loco Pilot (Mail) and Loco Pilot (Passenger) respectively. The recommendation of the VI CENTRAL PAY COMMISSION report is follows.

*" On account of more onerous nature of work as well as process of selection involved Loco Pilot for Passenger trains shall be given an additional allowance of Rs.500 per month and and Loco pilot Mail and express will be given this allowance at the rate of Rs.1000 per month. Dearness allowance shall be payable on this allowance."*

The Assistant Loco Pilots are attached to passenger carrying train along with Loco Pilot (Passenger) and Loco Pilot (Mail) for the same length of run and time. They are also facing the above said onerous nature of work as faced by the Loco Pilots. Denying this allowance to the Assistant Loco Pilot is unjust and discriminatory.

In the case of Loco Pilot (Goods) the position is similar to that of Loco Pilots of Passenger carrying trains. The duty of the Loco Pilot (Goods) is also arduous and onerous. The Goods train having a trailing load of usually more

than 6500 tonnes and length of the train 3 times higher than passenger carrying trains. The speed of most of the Goods Trains is 100 kmph (ie.) 10-15% lesser than passenger carrying trains. Handling of such heavy loaded trains at higher speed is also much onerous and arduous. The post of Loco Pilot (Goods) is also having process of selection involved. Therefore, the two criteria considered by the VI CENTRAL PAY COMMISSION to allow onerous duty allowance to Loco Pilot (Mail) and (Passenger) is also existing in the case of Loco Pilot (Goods). The Loco Pilot (Shunting) works without the assistance of ALP and alone in the cab. That itself make the duties of Loco Pilot (Shunting) more arduous and onerous in nature.

In view of the facts and for the reasons stated, it is prayed that the *Additional allowance (for Onerous Duties) may be granted to all cadres of Loco Running Staff*

In addition to that still there is a grievance in the minds of Loco Running Staff. Though the arduousness in performing the duties, the skill, responsibility etc., the demand from the Loco Pilot is much more than that of Guard, this is not reflected in their retirement benefits. For the Mail Guard and the Loco Pilot Mail who retire with the same pay and Grade Pay, their pensionary benefits will be the same, though LP(Mail) draws Rs.500/- more as additional Allowance.

***Therefore the additional allowance (for onerous duties) may be granted to all cadres of Loco Running Staff and this may be calculated for retirement benefits too.***

### **5.3 Other Allowances**

Besides the Running Allowance for the Running Staff (Loco and Traffic), the central government employees including the Railway Men are eligible for various types of other allowances which should continue with enhanced rate on account of increasing cost of living.

#### **5.3.1 National Holiday Allowance (NHA)**

The various staff including Loco Running Staff working in field especially in Railways cannot be allowed National Holiday as train service cannot be stopped on National Holiday. To compensate this, a National Holiday Allowance is allowed which is very meager. Therefore it should be enhanced atleast to the level of double the pay for a day. The option should be open for the employee concerned for availing the holiday on the other day in compensation to the National Holiday or one day leave to be credited to their leave account.

### **5.3.2 Uniform Allowance**

There is widespread complaints among Loco Running Staff about quality of cloth and inadequacy of stitching allowance. The system of procuring uniform cloth miserably fails to ensure quality. The High Power Committee recommends to ensure self esteem of Loco Running Staff by the way of ensuring good quality and smart uniform to Loco Pilots and Assistant Loco Pilots (page no.296 of the report). Further the then Hon'ble Minister of Railways Sri. Dinesh Trivedhi also endorsed good quality of uniform to be ensured for Loco Running Staff. So uniform allowance to be given for four pairs of premium quality cloth and stitching charges prevailing per year and on par with Nurses of medical department of Indian Railways duly disbanding with the present system of supply of cloth. This will reduce the burden of Administration and cost effective. This will also eliminate cumbersome procedure and possible corrupt practices.

### **5.3.3 Meal Break Time and/or Allowance in Exigencies**

In Industry it is an accepted fact that workers are to be given with intervals during their duty hours for lunch time, tea time, etc. The National laws are also thus framed. In Factory Act, Plantation Act, Inland Transport Act and Motor Vehicle Act, etc provisions were incorporated to allow such intervals

with their duty hours. On the peculiar circumstances and special transportation system prevails in Indian Railways, there is no such intervals are provided to Loco Pilots. There is no stop for more than two minutes allowed for any train even in major/ Junction Stations.

In this position Loco Pilot invariably work for hours together without any meal time, tea time, etc. Hence meal break time to be allowed in their duty schedule. In other countries, for this, special allowance is paid. Similarly such allowance shall be paid for Loco Running Staff of Indian Railways in exigencies.

#### **5.3.4 House Rent Allowance**

The principle adopted to determine HRA should not be exclusively based on the population at the cities but should also include the rate of rent prevailing. There should be a minimum HRA guaranteed for those in lowest Grade Pays, irrespective of the pay drawn, which is to be fixed taking into account the original rent rate prevailing in the area for a 2 BHK house.

#### **5.3.5 Enhancement of allowances on account of price rise**

The VI CPC recommended that specific allowances were enhanced by 25% when ever DA exceeds 50%. This gives very hardship to the employees. To tide over the erosion in money value due to inflation DA was allowed. Restricting to enhance the allowance by 25% whenever DA raised to 50% is unjustified as the erosion of money value equally affects the allowances that are to serve some contingency. Therefore enhancement of allowances on par with DA raise should be an apt formula. Therefore we demand that the present 25% enhancement prescribed be withdrawn and enhancement must be on par with the increase in DA.

### **6. Pension**

6.1 Instead of (New) National Pension Scheme, statutory pension need to be restored for the reasons

a)

pension of government employees is a deferred wage. Wage paid out to them during the course of work tenure is kept low by design to cater for pension.

b)

ension is a social welfare measure and cannot be subjected to market risks

c)

t does not guarantee minimum return and thus lacks basic fibre of social security scheme.

d)

t is in no way better than the existing scheme. It does not provide guaranteed family pension to the dependants and disabled siblings which exist in statutory pension scheme, even in case of spouse and dependant parents where death of the employee occur in early years of service there is no adequate social security. Leaving the honest employee, unattended, uncared in his final end of life is not ethical and against the right enshrined in constitution and against morale.

e)

he New pension scheme has in fact created a class within class amongst the Central Government employees which is discriminatory and impermissible. It is clearly in contravention of the dictum pronounced by the Constitution Bench of the Supreme Court in Nakara Vs Union of India and therefore deserves to be rescinded.

f)

nd all the employees are demanding to scrap the NPS and include them in old pension scheme. For the same, all trade unions in the

national level are on the war path. So it is significant to withdraw the NPS and allow old pension scheme to all.

6.2 The pay of every retired person covered under Statutory Pension Scheme must be re-determined notionally as if he is not retired and then his pension to be computed under the revised rules. This alone will protect the value of pension of a retired person.

## **7. Bonus**

As far as Railway is concerned, it is defined as an industry. Therefore instead of productivity linked bonus statutory bonus should be given.

## **CONCLUSION**

On behalf of the Loco Running Staff of Indian Railways this Association earnestly request before the Hon'ble Seventh Central Pay Commission to have job evaluation scientifically and then consider just pay scale to Loco Running Staff, keeping in mind historical horizontal and vertical relativity so as to keep the morale of staff in high pedestal and ensure efficient train operation.

\*\*\*\*\*