

# WESTERN RAILWAY EMPLOYEES' UNION

## AHMEDABAD DIVISION

No. EU/1160/OS/June/2015

Date: 16-06-2015

To,  
**Divisional Railway Manager,**  
Western Railway - Ahmedabad.

WREU-ADI welcome you in second PNM of the year. We want to place on record unstinted efforts made by you during "Rail Upphogta Yatri Pakhvada". Further we would like to submit following issues before you for early redressal please.

### 1. Opening of approach road KKF New Complex Yard.

Union are consistently representing for leaving space for approach over the existing road, while placement of passenger racks in new complex KKF. The then Sr. DOM constituted a committee of supervisory level including Union representative to find out gravity of problems and solution thereon, but nothing is done so far. There are RAC , C&W, DEMU and Loco units situated in the area and there is no other approach left, after placement of racks and the staff working in the area have to move with material for maintenance are facing hardship. In addition to this there is always possibility of accident and in case of any unusual there is no space left for ambulance also or to take out victim to main road.

You are requested to issue suitable instructions immediately for placement of racks in the new complex KKF Yard by leaving space for approach to the units.

### 2. Opening of CDTS Pit line KKF Yard- Hardship to maintenances staff Elect and C & W.

The maintenance staff of electrical and mechanical both are facing hardship in their maintenance work on pit line at KKF due to opening of CDTS of coaches, after placement on the pit line. With opening of CDTS waste spread in the pit line, emits very bad smell and difficult to stand even. There is no any provision to clean pit line immediate after. In such kind of working conditions, the employees cannot work and maintenance may be affected adversely.

It is therefore requested to frame a policy for opening of CDTS and if, at all, required to be opened on pit line, effective cleaning system is to be developed and the maintenance time be increased accordingly.

### 3. Non-issue of form 16 for the FY. 2014-15.

This issue was raised in last PNM in OUTSET no. 1. We have been replied that Form 16 will be provided to the staff in the month of June-2015. In addition to this feasibility will also be explored for providing ARD with saving particulars submitted by the employees. Now we are in middle of June but the FORM 16 are yet not issued to the employees. More over the saving particulars are also not made aware to employees so as to check the correctness of feeding of their savings. Once again there may be possibility of deduction of income tax in excess.

We request to adhere to the reply given to the Union.

#### **4. Filling up of clerical vacancies in BWSM group Engg department.**

There are a lot of vacancies in clerical cadre more particularly in Engg. Deptt. BWSM group. It is not out of mention that maintenance of service records, PR&T, fixation of pay etc. establishment work are decentralised. In the absence of clerks gang man and other group C staff are deployed to work in all most all the Engg. Units of division, which in turn cause shortage of manpower in the field. Since there is no intake of junior clerk in this group union is of the view to conduct early selection of Junior clerks departmentally by granting one time exemption for existing group D employees of Engineering department as it was done in ADI division at the time of its inception to fill up vacancies in ministerial cadre.

#### **5. Grant of GP 1800 and allowances to trainees from the day of acquiring requisite qualification of 10<sup>th</sup> Std.**

Candidates appointed as trainee and allotted –1S scale of pay are to be granted regular pay in PB-1+GP 1800 from the date of acquiring requisite qualification of 10<sup>th</sup> Standard. It is noticed that such candidates are not granted GP 1800 and allied allowances from the date of Mark-sheet issued by the education department. In spite of representation still corrective actions are not taken.

You are therefore requested to issue instructions for mentioning the date of granting the GP 1800 in the memorandum in such type of cases and past cases be reviewed and payment to be made with arrears.

#### **6. Indifferent attitude and illegal activities of TI-RDHP.**

TFC staff Group C and D working in the beat of TI RDHP submitted a joint complain for illegal, unwarranted activities and harassment to the staff by TI RDHP SH. D M Prajapati. Union had represented the same and the then Sr DOM ADI ordered an enquiry. The concern staff of the section were called. The union have been apprised that a note for shifting of TI from that section is already issued by Sr DOM but Sh. Prajapati is still continuing to work as TI in the same section and in addition, he has started revengeful action against the staff and continued with his earlier activities in full swing.

It is requested to shift him from the post of TI in the larger interest of staff for smooth working.

#### **7. Allotment of office to contractor by withdrawal from CTI Sleeper Hardship to working staff.**

CTI SL office is situated on platform number 1 at ADI. This is a separate unit apart from SM-ADI. The staff working have the nature of duty similar to running staff. There were 2 rooms available for CTI SL office on PF number 1 at ADI where the ticket checking staff office along with space to keep their briefcase provided. One fine morning one of the room was withdrawn and allotted to contractor. With the withdrawal of room there is space constraint for staff. Lobbies are provided on main Platforms for ticket checking staff in other Divisions/Railways where as in our division the existing allotted space is withdrawn.

Suitable instructions may be issued for restoration of earlier facilities to CTI SL Staff.

**8. Deduction of TDS from salary of the low salaried employees, not coming under the taxable income slab.**

The complaints are received from every corner of the division that TDS is deducted from the salary of the staff those who are not coming under the taxable income slab. In this context it not out of mention that in case such staff are paid any type of arrears in particular month, the TDS is deducted based upon existing formula. However the income tax is assessed in the Financial Year where their Income is not found taxable. Most of such employees are of group D and facing hardship in getting refund from IT department.

It is requested that the system of TDS deduction to be rectified to avoid such kind of hardship to staff.

**9. Formation of running room inspection committee without Union representatives.**

The concept of formation of running room inspection committee is totally forgotten in ADI division. Union has been explaining in detail continuously at the OUTSET in PNM but always irrelevant and misleading reply received. It is therefore once again put to your notice that the running room inspection committee constituted including the representatives of Unions and was functioning smoothly. With the change of officer i.e. ADRM, the Chairman of the committee, in the division, the UNION representative is out from the committee for the reasons best known to the concerned officials. It is not understood that every time with the change of the officer in the division, union has to apply again and again. Since last three years nothing has been done in the name of inspection.

It requested to include the Union representatives in the committee without any delay and inspections should be planned immediately.

**10. Abnormal delay in restructuring of Drawing Staff.**

Restructuring of the cadre of categories issued by the Railway Board has been completed in most of the departments of our division except the Drawing staff. Since the restructuring of Drawing Staff is badly delayed the process is required to be expedited on priority.

**11. Delay in granting benefit of restructuring in GP-4200 to Station Master and GP-2400 to ticket checking staff.**

Station Masters working in GP-2800 for last five years or more are not being promoted in higher grade. Recently number of SMs are promoted in GP-4600 under restructuring, and in terms of orders resultant vacancies in GP-4200 are to be filled in by existing suitable employees. But personal department converted all such resultant vacancies into LDCE quota and issued notification. It is pertinent to point out that, personal department did not care to identify LDCE quota in operating branch in past since the formation of division. Now when employees are to be promoted under restructured posts, personnel department has awakened and converted the posts into the LDCE Quota and awaiting employees are deprived of promotion w.e.f. 1.11.13, which is

totally incorrect and unjustified. In spite of Union's representation, nothing is done as yet.

In a similar case, ticket checking staff promoted in GP-2400 under restructuring against resultant vacancies are promoted prospectively instead of 1.11.2013 as per Rly. Bd orders. Even after our representation cases are not decided though issuance of clear-cut guidelines by HQ.

Both issues involve promotion of large number of employees, you are requested to intervene so as to expedite the matter.

**12. Divergent views on a settled PNM item without consultation of the Union in violation of the extant provisions of the PNM forum – case of Shri D D Sharma, CRS-ADI.**

It is noticed that divisional administration has taken a divergent view on a settled case in PNM vide Item No. 8/95 without any information to the Union. This is a gross violation of extant provisions of PNM Forum. Sh D D Sharma presently working as CRS – ADI has been granted benefit of seniority in ECRC cadre after detailed discussion and examination. Now divisional administration has decided to review and advise of compliance to this effect is conveyed to HQ office which is incorrect and unjustified. Sh Sharma is our Branch Secretary and will retire in June 2016.

You are requested to intervene and the contemplated action of divisional administration be pend and if at all required the same may be discussed again with the union.

**13. Provision of toilet and change room for ladies working in Elect Repair Shop, SSE(C & W)(BG) SBI, RAC-KKF, Parcel Office ADI (PF No. 1)**

We have different items in this forum for making provision of toilets and change rooms for female employees in various units but these are not given priority and are badly ignored. We are replied that there are fund constraints even for dire need of the working women. It is surprising that number of other works are sanctioned and completed meanwhile. This is nothing but a matter of attitude which needs to be changed.

Union request to provide all necessary basic facilities to women employees at their workplace on top priority.

**14. Grant of HRA to the staff of Dabhoda and Medra stations at the rate of ADI city being (UA)**

It is requested to refer our previous OUTSET item no. 19 in last PNM held on 19-03-2015. Union find that the administration is not keen to resolve the issue and still no any serious efforts are made to collect the required information from local Government Authorities.

Please take suitable action in the matter.

**15. Non availability of chronic diseases medicines & No local Purchase of it:**

The essential medicines of chronic diseases like Diabetes, blood pressure, heart diseases etc. are not available at Divisional Hospital and other health units since long. Above

medicines are very much essential and are to be taken continuously without break forever. Due to non-availability of stock of these medicines, patients have to purchase it from market and cannot claim it and cannot be granted its reimbursement. Not only this, medical authorities are banned to make supply through Local Purchase. Glaring examples are... Tab. Metformin SR 1000 mg is out of stock since last three months, Tab. Telmisartan 40/80 Mg is also not available since last 4 months. Further a recent note has also been issued to restrict the LP of medicines required for patients taking treatment from the private doctors (which facilities are not available in our hospital) and prescribed medicines.

It is requested to issue instructions to supply the medicines for such chronic and lifesaving medicines without break avoiding supply of substitute medicines.

**16. Non-payment of scholarship through Staff Benefit Fund to wards of Employees:**

In current year, CSBF has sanctioned Rs. 18000/- scholarship to wards of Railwaymen who are studying in technical, medical, Para-medical degree courses and sanctioned list has been sent by personnel branch to Accounts department for the payment through ECS/bank as per bank account for regular salary. It is noticed by the LSBF members of WREU that just 40% railway men got the amount through ECS and remaining about 60% cases are still not paid due to wrong bank account numbers entered by our Accounts department as stated by DFM ADI during the last meeting of LSBF committee. Moreover it is strange that Accounts Department now asking the individual applications from the claimant of Scholarship without assigning any reason thereof. Union failed to understand the working style of our Accounts Department as the payments and withdrawals of Provident Fund have no problem. Even some cases are also reported by employees every month that they have not been paid payment of regular salary in time.

It is requested to issue suitable guidelines to accounts for avoiding such problems of necessary and essential payments to Railwaymen.

**17. Delay in granting benefit of MACPS to eligible employees:**

The instructions exist for maintaining cycle of MACPS, accordingly the eligible employees due for MACPS are to be granted benefit in January and July every year. Recently Railway Bd has reiterated the same and asked to follow the order scrupulously. In our division this not being followed which is creating additional work for division and staff are also not benefited timely.

Please issue instruction to maintain the cycle for MACPS as per orders.

**18. Discontinuance of facility of dialling on Auto Phone through Mobile Phones:**

On demand of Union, the facility was started before two years that a Railwaymen can communicate with his office/Railwaymen on Auto Phone through the CUG number 9724093899. Surprisingly the same facility has been discontinued by Sr. DSTE three months before without communicating the Union and without Departmental note to all units of the division for the reason best known to the Sr. DSTE. All supervisors and important staff has allotted CUG numbers who required to talk with on duty staff on Auto Phone frequently when they are out of office for smooth working of Railway. It was also stressed that like BCT Division, a three digit code followed by STD code of ADI



should be made functional so that any staff can call on Railway Auto Phone from anywhere.

It is requested to restore above facility in the interest of better communication for smooth Railway working with upgradation of facility at par with BCT Division.

**19. Abnormal delay in payment of settlement dues and family pension. Case of ex Gang Woman late Smt. Taraben D., under SSEE(PW) AAR:**

Smt. Taraben D. ex Gang Woman under SSE(PW) AAR expired while in service on 01-04-2003 i.e. the day of formation of ADI division. Since then her settlement dues and family pension to her legal ward have not been paid. Union put up this issue in Non-Payment meeting vide item no. NP/98/14 but nothing has been done so far. The matter is being tossed amongst Divisional office ADI, ADEN RDHP and Division Office All(NWR). Finally All division advised ADI division to recast her service sheet and call for accounts vetting for the period prior to 01-04-2003 but the same has also not been complied. With such type of ignorant attitude and irresponsible functioning, the ward of deceased employee is still awaiting for payment of settlement dues and pension.

It is requested to expedite the matter.

**20. Withdrawal of MACPs granted to the Teachers rendered surplus and redeployed in ministerial cadre.**

The Teachers appointed as Primary Teacher in Railway School in Scale 4500-7000 (RSRP), were rendered surplus in the cadre due to closer of Railway Primary School in July 2008 and were redeployed as Junior Clerk. As per GM(E)CCG's letter No. E/SCH/1140/57 (L) dated 26-03-2008, competent authority i.e. CPO (IR) has accorded approval for redeployment in scale 4500-7000. Even in ADI division surplus teachers were redeployed in intermediate Scale of OS II. On implementation of the recommendations of 6<sup>th</sup> CPC, the existing scale of Rs. 4500-7000, allotted to School Teachers was revised to PB - 2 with GP 4200, w.e.f. 01-01-06. Thus, their appointment in Railways was in PB 2, with GP 4200. Rendering surplus was not on account of the employee for which an employee may not suffer. As per GM (E)CCG's letter No. E(P & A) 773/0 Vol. VII dated 20-12-2001 (P S No. 260/2001) their scale and pay were protected being personnel to them. Further, board has specifically mentioned that the surplus staff will carry their scale and pay along with him to the alternative posts in which an employee is redeployed. Para 19, 20, 9 of board's letter No. PC-V/2009/ACP/2 dated 10-6-2009 (RBE No. 101/2009) are very much relevant to this and requires to be considered for final decision. In the light of the factual positions stated above the Show Cause notices issued to them may be withdrawn and they may be continued in GP, Rs. 4600/- under MACPs also redeployment in PB 2 with GP 4200 at par with other similarly situated employees.

**R. C. Sharma**  
Divisional Secretary  
WREU-ADI