



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

No. 2021/E(LR)II/6/5

New Delhi, dated: 03.12.2021

The General Manager,
Southern Railway,
Chennai.

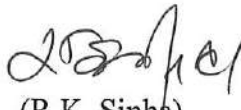
**Sub.:Strike Notice given by All India Station Masters' Association
(AISMA), an unrecognised Union.**

All India Station Masters' Association (AISMA), an unrecognized Union, has given a Strike Notice (Copy enclosed) regarding 72 Hours "ON AND OFF" duty Hunger Fast from 00.00 Hours from 10th December, 2021 to 23.59 Hours of 12th December, 2021 by Station Managers, Station Superintendents, Station Masters and Traffic Inspectors of Southern Railway in support of their Charter of Demands. The Strike Notice has been given in terms of Sub-section (1) of Section 22 of the Industrial Disputes Act, 1947 to General Manager/Southern Railway and copy has been endorsed to others.

2. In view of aforesaid, there should not be any room for complacency on the part of the Railway administration and all necessary stringent steps must be taken to ensure discipline and smooth functioning of rail movement. It must be ensured that Railway servants need to seek necessary permission from their Competent Authority to leave their headquarters. Instructions may be issued not to sanction any kind of leave including Casual Leave, if applied for their participation in the proposed "ON AND OFF" duty Hunger Fast.,

3. Their particular attention should be drawn to relevant penal provisions i.e. Section 173, 174 and 175 of the Railways Act, 1989 which are attracted in cases of abandoning train without authority, obstructing running of train and endangering the safety of persons by disobeying rules etc.

4. In case, Station Masters etc. take mass leave without any sanction for participation in aforesaid Hunger Fast, Southern Railway is advised to submit a report in this matter to Railway Board on e-mail ID "rk.sinha1963@gov.in"


(R.K. Sinha)
Director, Estt.(IR)
Railway Board

Copy for information to:-

1. Member (Traffic), Railway Board.
2. Additional Member(Traffic), Railway Board.
3. DG/RPF.

DG/HR - NIP
S No 1
16/11/2021
PEB/ER

1022064/2021
15/11/2021

FORM - L

(See Rule 71)

FORM OF NOTICE OF STRIKE TO BE GIVEN BY UNION/WORKMEN IN A PUBLIC UTILITY SERVICE

Dated this 09th day of November, 2021

Name of the Union

: All India Station Masters' Association
(Regd. No. NDD/09)

Regd Office

: 101/102 - Guptha Buildings,
Sarai Kalai Khan, New Delhi - 110013

Camp Office for communication

: T. Vinu, C/o Achutha Pharmacy, Railway Station
Road, Vettikkattiri PO, Cheruthuruthi
Thrissur District. PIN 679531, Phone: 8891492135
Email: vinu.vinut@gmail.com

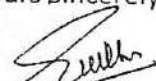
To

The GENERAL MANAGER, (Representing the Management)
Southern Railway, Park Town,
Chennai - 600003

Sir,

In accordance with the provisions contained in Subsection (1) of Section 22 of the Industrial Disputes Act 1947, I hereby give you a notice that I propose to call a STRIKE of Station Managers, Station Superintendents, Station Masters and Traffic Inspectors of Southern Railway that WE will be going on a 72 HOURS "ON AND OFF" DUTY HUNGER FAST FROM 00.00 HOURS OF 10th DECEMBER 2021 UP TO 23.59 HOURS OF 12th DECEMBER 2021 for the demands and reasons explained in the Annexure.

Yours Sincerely,


(E.K. BABU)

**General Secretary, South Zone,
All India Station Masters' Association
(Regd No. NDD/09)**

ANNEXURES: Charter of demands with explanatory notes

Copies To:-

1. The Hon'ble Minister for Railways, New Delhi.
2. DRM/TVC, DRM/PGT, DRM/SA, DRM/MAS, DRM/MDU and DRM/TPJ
3. Chairman/Railway Board.
4. PCPO/MAS, CPO/IR/MAS, PCOM/MAS
5. The Hon'ble Minister for Labour and Employment, Govt of India, New Delhi.
6. The Hon'ble Minister for Home Affairs, Govt of India, New Delhi.
7. The Chief Labour Commissioner (Central), New Delhi. ✓
8. The Dy Chief Labour Commissioner (Central), Chennai and Ernakulam ✓
9. The Regional Labour Commissioner (Central), Trivandrum and Madurai ✓
10. The DG of Police, Kerala, Tamil Nadu, Karnataka and Andhra Pradesh
11. Secretary, Ministry of Home Affairs, Govt of Kerala, Karnataka and Tamil Nadu
12. All DySPs, SPs and IGs of Police, Kerala, Tamil Nadu, Karnataka and Andhra Pradesh

DE/ER

Imp

DDE(LR)-I-01

Send a letter to

SR.

2/11/21

So/E(LR)E

Received on
23/11/21

Amob

ANNEXURE to Form L

Charter of Demands for the proposed Strike by ALL INDIA STATION MASTERS ASSOCIATION, (REGD No. NDD/09, NEW DELHI)

1. Filling up of vacancies in the cadre of Station Masters, Sanctioning of Additional Station Masters at Stations as per Railway Board Orders and Restore the Additional Station Masters already sanctioned in 2011.
2. To quickly process the requests of Station Masters working in various Divisions of Southern Railway for Inter Railway Transfers (IRT) and Inter Divisional Transfers (IDT) on personal hardships or spouse' account.
3. Provision of Block duty Station Masters at all signalling cabins at Double and Multiple lines
4. Stop surrender of safety category Station Master posts without closure of stations
5. Refix the pay of Station Masters who are already granted MACP to higher grades of the hierarchy, to the next higher grade as per RBE 16/2020 owing to merger of grades with GP of Rs. 2800 and Rs 4200 in the cadre of Station Masters.
6. Non-communicated APAR shall not be considered for MACP and MACP Upgradation shall not be denied based on the gradings in APARs which were not finalised as per the instructions from Railway Board.
7. Timely promotion from Level 6 to Level 7 to Station Masters from the date of arising of vacancy
8. Increase the Leave Reserve and Trainee Reserve percentage in the cadre of Station Masters to 31.5% and 19% respectively and include the same in the cadre strength.
9. Post Supervisory SS at all Stations
10. Provision of Rest Rooms at all Stations

Details of demands and grievances along with explanations are appended below.

- 1. Filling up of vacancies in the cadre of Station Masters, Sanctioning of Additional Station Masters at Stations as per Railway Board Orders and Restore the Additional Station Masters already sanctioned in 2011**

1(a) Filling up of vacancies in the cadre of Station Masters: At present there are more than 20% vacancy in the cadre of Station Masters, which is a safety category dealing with safety of travelling public and assets and goods worth crores of Rupees. Keeping huge vacancies in this cadre of historical importance is detrimental to the safety of railways as well as the best interest of the nation. Vacancies in the cadre of Station Masters are filled up through RRBs by direct recruitment (60%) and through departmental selection by promotion (40%). Timely indenting to RRBs ensures timely filling up of the direct recruitment quota in the cadre. Lack of enthusiasm by the Zonal Railway administration

is visible in this matter and that is the reason for this much of vacancies in the cadre. There has not been any initiative by the Railway administration to communicate the necessity for timely filling up of vacancies of Station Masters to those dealing with the recruitment. Details of indents submitted, pending with RRBs and yet to be submitted to the RRBs are not divulged by the Administration. Considering the Covid-19 situation in the country, it is the duty of the Railway administration to do everything possible for timely filling up of vacancies in this cadre. Added to this is the lack of interest shown in the recruitment through promotion to the post of Station Masters by the Railway Administration. This promotional recruitment is entirely controlled and executed by the Railway administration and there is no dependency on external agencies unlike direct recruitment. When there is a strong demand from this Association for filling up of promotional quota posts in the cadre of Station Masters, the respective Divisional officers do something to satisfy the demand. That too is often impaired by the slow pace and no concrete action plan is published. There are no targets fixed or responsibility bestowed in the matter of promotional quota recruitment to the cadre of Station Masters as is being done in other selection processes. Therefore it is demanded that a detailed action plan with target dates may be drawn to fill up the vacancies in the cadre of Station Masters to ensure safe and efficient railway operations.

1(b) Sanctioning of Additional Station Masters at Stations as per Railway Board Orders and Restore the Additional Station Masters already sanctioned in 2011: On 09.07.2002, Railway Board vide its letter No. 2002/Sig/PI/1 had directed all General Managers to post additional Station Master at all double line stations and at those single line stations where Line Capacity utilisation exceeds 85%. These orders are not yet fully implemented in Southern Railway. In 2011, 308 posts of additional Station Masters were created in this Railway and posted at various stations. Due to existing vacancies all these additional posts were withdrawn and one single Station Master is doing the duty of two Station Masters in those stations violating all norms and jeopardising safety. Hence it is demanded that immediate action is taken to restore the additional Station Masters already sanctioned in 2011 and further to post additional Station Masters at all eligible stations as per the Railway Board order dated 09.07.2002 to ensure safety of Railways.

2. To quickly process the requests of Station Masters working in various Divisions of Southern Railway for Inter Railway Transfers (IRT) and Inter Divisional Transfers (IDT) on personal hardships or spouse' account

Station Masters are appointed mainly from open market candidates through RRBs by direct recruitment. As the recruitment process is open to all citizens of India the candidates inducted in to the category of SMs is as divergent as the nation itself. Para 226 of IREC permits the Station Masters to apply for a transfer to their native place and directs the Railway Administration to consider such requests on priority and order such transfers. Subsequent Railway Board orders amplified the provisions of this welfare legislation and liberalised the process of IRT and IDT among Station Masters. These

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instructions of Railway Board on the subject of IRT and IDT are not being followed by the Southern Railway Administration and Station Masters are denied their legitimate opportunity to get a transfer to their place of choice. It is pertinent to note that such incumbent loses all their acquired seniority on IRT and IDT and will rank junior to all SMs working in the new seniority unit. Hence any delay in finalising IRT and IDT of Station Masters affect their career prospects. Despite this, there has been instances in PGT Division in which the IRT request applications of Station Masters have been returned after keeping them pending for more than five years. This total denial of a welfare measure for SMs of Southern Railway is gross injustice. Also such dissatisfied workforce is a potential safety hazard considering the nature of duties of Station Masters. Hence it is demanded that all pending IRT and IDT applications shall be forwarded to the recipient Divisions and further a clear road map shall be laid out for processing IRT and IDT requests. No such application shall be kept pending at the Divisional office in the name of vacancy, since vacancy is a temporary phenomenon.

3. Provision of separate Block duty Station Masters at all signalling cabins at Double and Multiple lines

A steaming engine hauling coned wagons over a single line track structure is the trivial picture of railway in India. Over the years, the single line sections are replaced by double and multiple line sections owing to the growth in transportation demands and development of railway systems. As number of trains increase the continued concentration span of Station Masters required towards safe operations increases exponentially. For every additional train there are additional Loco Pilots, Guards, TTEs and maintenance staff. But the number of Station Masters remains a constant irrespective of number of trains run over the section. More than over work load, Station Masters are affected by role conflict and simultaneous multiple works connected with running of trains and shunting operations in big yards. At such stations separate signalling cabins are erected with big control panels controlling entire movements through and within the station. To deal with multiple duties connected with running of trains at such signalling cabins, it is demanded that, separate Block duty Station Masters shall be posted there to ensure safety and efficiency of train operations.

4. Stop surrender of safety category Station Master posts without closure of stations

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12/7/2018
Surrender of posts in Railway is done on extraneous considerations than on prudence. There have been examples in the past of surrender of posts in the cadre of Station Masters to offset the financial expenditure to implement re-structuring the cadre. Station Masters' posts are pinpointed to Stations and the total sanctioned strength of Station Masters in a Divisional unit depends on the number of stations and its classification under HOER. Without closure of stations there cannot be a reduction in the sanctioned strength through surrender of posts. Therefore it is demanded that there

shall not be any surrender of posts of Station Masters on extraneous considerations without closure of stations to ensure safety and efficiency of operations.

- 5. Refix the pay of Station Masters who are already granted MACP to higher grades of the hierarchy, to the next higher grade as per RBE 16/2020 owing to merger of grades with GP of Rs. 2800 and Rs 4200 in the cadre of Station Masters.**

The Seventh Central Pay Commission in its accepted recommendations upgraded the posts with GP 2800 (ASM) to grades with GP 4200 (SM) and gave Level 6 as replacement, duly abolishing ASM grade. Railway Board vide letter RBE 16/2020 issued consolidated guidelines for MACP upgradations in VII CPC regime. As per Para 6.1 of the Annexure to that letter all financial upgradations granted to any employee prior to VII CPC shall be refixed to the higher grade due to the upgradation of pay scales by the VII CPC. Therefore all MACP upgradations in the cadre of Station Masters should be refixed to the next higher level with effect from 01.01.2016 as per the above instructions. The Railway administration is not doing so, instead treating each case as a fresh case of MACP upgradation, which has caused huge financial loss to the incumbent Station Masters. Therefore the demand to refix the pay of each Station Master who is already granted MACP prior to VII CPC to the next higher level due to the upgradation and merger of Grade with GP 2800 to the Grade with GP 4200 fixing the replacement level 6 as recommended by the VII CPC.

- 6. Non-communicated APAR shall not be considered for MACP and MACP Upgradation shall not be denied based on the gradings in APARs which were not finalised as per the instructions from Railway Board**

MACP upgradation of many Station Masters in this Railway is denied based on lower than very good grading in APAR for the three preceding years. Railway Board issued a Master Circular No. 28 detailing the procedures to be followed in finalising the APAR grading. RBE 68/2015 issued by Railway Board reiterated that all APAR gradings should be intimated to the employee concerned to ensure fairness, transparency and principles of natural justice. Violation of the instructions from Railway Board is seen everywhere in case of Station Masters and it is intended to settle scores on Trade Union affiliation. Therefore it is demanded that such illegal APAR gradings shall not be considered for granting MACP upgradation and that MACP upgradation shall not be denied to SMs based on illegal APAR sheets.

- 7. Timely promotion from Level 6 to Level 7 to Station Masters from the date of arising of vacancy**

There are only two grades in the cadre of SMs which are Level 6 and Level 7 with a prescribed percentage distribution of 60% and 40% respectively. Level 7 posts are non-selection posts filled up through promotion on seniority basis. The Railway administration is not ordering timely promotion from Level 6 to Level 7 despite having

many vacancies in the higher grade. There is only one promotion in the life of a Station Masters and delaying the same without any reason is unacceptable. The DPC should meet at regular intervals in Divisions to process the due promotions. Technology is ripe with facilities to issue promotion orders to the senior most in the lower grade on the date of arising of vacancy in the higher grade, through HRMS. Hence it is demanded that all pending promotion orders shall be issued at the earliest and all future promotion orders shall be issued from the date of arising of vacancy in higher grade.

8. Increase the Leave Reserve and Trainee Reserve percentage in the cadre of Station Masters to 31.5% and 19% respectively and include the same in the cadre strength

The requirement of LR strength as per the RB letter is between 16 2/3 to 33 1/3, which is applicable to a range of categories. The RB letter further says that 16 2/3 is applicable for office clerks and 33 1/3 is applicable to categories such as running categories. The difference between the above referred categories is that in case of office clerks, the chair can be kept vacant if no relief is available. In the other case that is not possible. Post of Station Masters belongs to the second group and hence maximum of the range of LR is required for SMs. The requirement of LR strength can be scientifically calculated as below based on the total leave admissible to Station Masters and loss of man days due to those leave.

No. of CLs admissible to a Station Master in a year	10 days
No. of LAPs admissible to a Station Master in a year	30 days
No. of LHAPs admissible to a Station Master in a year	20 days
No. of PL admissible to male employees in service (2X15)	30 days
Taking the average service as 28 years and 95% of SMs as male	
No. of PL admissible to male employees in a year	1 day
No. of ML admissible to female employees in entire service	360 days
Taking average service as 28 years and 5% of SMs as female	
No. of days of ML admissible per year	0.65
No. of CCL admissible to female employees in entire service	730 days
Taking the average service as 28 years and 5% of SMs as female	
No. of days of CCL admissible per year	1.30
No. of SCLs admissible for FP procedure (7 days in entire service)	0.25
Average No. of SCLs granted on Trade union account	0.50
Average No. of other kinds of absence per employee per year	11.70
(ExL, WRRIL, absence, Court attendance, SCL for elections, blood donation, YOGA, Defense Helper, DAR enquiry proceedings, attend office, suspension, NH etc.)	
Total man days lost in a year for one SM due to leave	75 days
Total man days lost for 100 SMs 100x75	7500 days
Permissible authorized absence for one LR SM (52WR+75 leaves)	127 days
Availability of LR SM for one year	238 days
No. of LR SMs required for compensating 7500 man days =7500/238	31.5
(Percentage of LR = 31.5%)	

Similarly the requirement of Trainee Reserve Station Masters can be calculated based on the mandatory training duration and the man days lost for each such training course. The following are the mandatory trainings imparted to Station Masters.

- I Train Passing Duties**
 - 1) Periodical Refresher Course and Safety Camps
 - 2) Periodical Safety Seminar
 - 3) Air Break Training
 - 4) Working of Electrified Sections
- II Disaster Management**
 - 1) Fire Fighting
 - 2) Bomb Detections
 - 3) Study on Accidents
 - 4) First Aid
- III Dealing with Traffic**
 - 1) Customer Care
 - 2) Techniques in effective utilization of computers
- IV Establishment Rules and DAR**
- V Training in the basics concerned to Stores and Accounts etc**
- VI Periodical Medical Examination at the stipulated intervals**
- VII Monthly & Quarterly Safety Meeting in association with Traffic, Engg, Signal and Mechanical staff**

The total man days lost for one Station Master per year for training is 38 days. Permissible authorised absence for one TR Station Master is (52WR+75 Leave+38Tr) 165 days. Therefore availability of one TR SM per year is 200 days. Hence percentage of TR required is $[(38/200) \times 100]$ 19%.

9. Post Supervisory SS at all Stations

The lack of effective supervision at the station level is the root cause for major mishaps in railways. Station Masters working round the clock in an average 90 stations of a Division also act as their own supervisors. Centralised monitoring by the Divisional office or the occasional visit of Section Traffic Inspectors is not an effective substitute for quality supervision. Workload and responsibilities of Station Masters have increased manifold due to abolition of end cabins, introduction of new trains and release of numerous circulars for safe train operations. Every station has around 15-20 staff and that should be an accepted criteria for the provision of supervisory Station Masters at all stations. At present the seniormost Station Master of the Station look after these supervisory and administrative duties along with his shift duties of safety and operations. This is highly unsafe in Railways. The ratio of supervisory staff in other departments is far better than that for Station Masters. Railway administration has to put an end to this discrimination and should declare Supervisory Station Superintendents at all Stations to improve the efficiency and safety of Railway operations at the station level, which will contribute to high performance of Railways.

10. Provision of Rest Rooms at all Stations

Station Masters work round the clock at all stations and their duty hours extend to night hours with duty breaks at small hours. Now a days many women Station Masters also work at inconvenient stations with inconvenient timings. The duties also call for travelling from the Head Quarters station to other stations for relieving duties. Station Masters are not provided with rest rooms at all stations to avail the mandatory rest between two spell of their duty. The Station Master on relieving duties are forced to spend their time at the platforms and their coming on to duty without taking proper rest is detrimental to the safety of the railways besides being a health hazard to the incumbent Station Masters. When women Station Masters are put to such a hardship the administration is disregarding their privacy and security issues in addition to creating a hostile working environment. The employee charter of Railways provides that all stations where lady staff work should be provided with rest rooms. Railway Board orders also directed the Zonal administration to provided rest rooms at Stations. But the Southern Railway Administration has not provided rest rooms for Station Masters at all Stations in Southern Railway. Hence it is demanded that separate rest rooms for ladies and gents shall be provided at all stations immediately.
