



सत्यमेव जयते

MINUTES

of

**The Meeting of the
Departmental Council
of Railways (JCM)**

held

on 16th & 17th February, 2026

**MINUTES OF THE DC/JCM(RAILWAYS) MEETING HELD BETWEEN
RAILWAY BOARD AND STAFF SIDE ON 16TH – 17TH FEBRUARY, 2026**

MEMBERS PRESENT

OFFICIAL SIDE	STAFF SIDE
S/ Shri/ Smt.	S/ Shri
1. Satish Kumar Chairman, Railway Board & CEO	AIRF 1. Dr. N. Kanniah, President/AIRF
2. Manjusha Jain Member(Finance)	2. Shiva Gopal Mishra, Genl. Secy./AIRF
3. R. Rajagopal Member(T&RS)	3. J R Bhosale
4. Hari Shankar Verma Member(O&BD)	4. Basant Lal Chaturvedi
5. Dr. Jagdish Chandra DG(RHS)	5. Venu P Nair #
6. Aruna Nayyar DG(HR)	6. Amit Kumar Ghosh
7. V.G. Bhooma AM(HR)	7. S.K. Tyagi
8. Pramila H Bhargava AM(Staff)	8. R.D. Yadav
9. Chhavi Jha AM/Revenue	9. Mukesh Galav
10. Anand Bhatia AM(CE)	10. Mukesh Mathur
11. S.C. Jain AM(L&A)	11. S.N.P. Srivastava
12. S.R. Sinku AM(PU)	12. Goutam Mukherjee
13. Rajeev Singh PED/E(N)	13. Pijush Chakraborty
14. P.K. Ojha PED/TT(F)	14. K.V. Raghavendra
15. Sanjeev Jain PED/Accounts	NFIR
16. S. Mayank ADG(RPF)	1. Guman Singh, President/ NFIR
17. Renu Sharma PED/IR	2. M. Raghavaiah, Genl. Secy./NFIR
18. Sundeep Pal EDPC	3. B.C. Sharma
	4. Pitambar Laxminarayan
	5. Munindra Saikia
	6. R.G. Kabar
	7. Binod Sharma
	8. Praveen C Bajpai
	9. Ashok Sharma
	10. Vinod Mehta
	11. Shaik Rahiman
	12. P.S. Chaturvedi
	13. V. Gopalakrishnan
	# attended on 16.02.2026 only.

OFFICIAL SIDE	STAFF SIDE
19. Vinita Verma EDE/LL	
20. Avinash Singh Kushwah EDEE/RS-II	
21. Gajendra Kumar ED/EE(M)	
22. Vinod Kumar EDME/(PU & W)	
23. B.K Jain ED/L&A	
24. Shatrughna Behera ED/MPP	
25. Abheejeet Kumar Sinha EDF(E)	
26. Shivendra Shukla ED/PM	
27. Dr Ashutosh Garg Dir. H (P&P)	
28. Wormila Jasmine K Dir./E(N)	
29. Megha Agrawal Dir./Accounts	
30. Pallavi Goswami DE(GC)	
31. Amit Singh Mehra Dir./ MPP	
32. Neilam Yaadav DE(G)	
33. Rajat Agarwal JDFCCA	
34. M. M. Jeyabalan JDE(W)	
35. Tejendra Singh JDE/IR	

Section –A: Introduction

CRB & CEO welcomed Dr. N. Kanniah ji, President/AIRF, Shri Guman Singh ji, President/NFIR, Shri Shiva Gopal Mishra ji, General Secretary/AIRF, Shri M. Raghavaiah ji, General Secretary/NFIR, other representatives of both the Federations, his colleagues in Railway Board, members of the Official side. CRB & CEO addressed that this meeting of DC/JCM is taking place after two years and hoped that the items will be discussed and resolved in a cordial environment and the outcome of the meeting will be very fruitful.

CRB & CEO highlighted following achievements of Railways in the past year:-

Budget Allocation

- In recognition of our last year's performance and also the great importance attached by Government of India to Ministry of Railways, highest ever Capital allocation of Rs.2.78 lakh crore has been made for infrastructure development during FY 2026-2027. This is approx. 5% more than the last year's allocation of Rs.2.65 lakh crore. It exhibits Government of India's firm faith and confidence in Indian Railways as being a key department of infrastructural development in the country.
- In 2026-27, capital expenditure is estimated Rs.2.93 Lakh crore. Central Government is financing approx. 95% of capital expenditure.

Announcement in Budget Speech 2026-27 for Railways:

- A new DFC, connecting Dankuni in West Bengal with Surat in Gujrat, has been proposed. It will integrate with existing WDFC, and will pass through Odisha, Chhattisgarh, Maharashtra and MP.
- Seven High speed rail corridors have been proposed connecting major cities such as Mumbai, Hyderabad, Bangalore, Pune, Chennai and Varanasi. These corridors are expected to span nearly 4000 km and attract investment of around Rs.16 Lakh crore.

Operating Ratio:

- Operating ratio of IRs is above 98%, leaving little revenue surplus for capital works.
- 90% of revenue is committed to salary, pension and lease liability in 2026-27.
- Implementation of 8th pay commission recommendations may increase expenditure pressure.
- In 2026-27, operating ratio is estimated to be 98.4% as against revised estimate of 98.8% for 2025-26.

Freight Loading & Earnings

- Indian Railways including KRCL have loaded 1366.09 Million Tonnes of freight during the current fiscal year up to January, 2026 which is an improvement of approximately 42.50 million tonnes as compared to the corresponding period of previous year. During the same period Indian Railways earned Rs. 221450 crore which is an improvement of Rs. 4440 crore over the corresponding period of last year (Rs.217010 crore).

Mission 100% Electrification:

- With a vision of providing eco-friendly, faster, an energy efficient mode of transportation, Indian Railways is marching ahead towards 100% electrification of

Broad gauge network. It ensures a cleaner environment and smarter transport for the nation. **The focus is clear: greener trains, reliable power, and a cleaner environment.**

- Indian Railways has electrified about 99.2%(69,427 RKM) of its BG network(70,001RKM) by November 2025 out of which 46900 RKM have been electrified between 2014 and 2025, making it one of the world's most extensively electrified rail systems.
- Electrification pace has surged from just about 1.42km/day between 2004 and 2014 to over 15km/day between 2019 and 2025, marking a massive acceleration in modernization,
- Railway electrification stands as a cornerstone of India's sustainable transport and economic growth strategy. Beyond reducing environment impact, it strengthens energy security, enhance operation efficiency and drive inclusive development across regions. The benefits of electrification extend from faster and more efficient train operations to catalyzing industrial and rural growth along railway corridors, making it powerful enabler of national progress.

Go -Green Initiative:

- Ministry of Railways, with a goal of transforming Indian Railways into Green Railways by 2030, has taken a number of major initiatives towards mitigation of global warming and combating climate change. Indian Railways is actively pursuing a "net zero" carbon emission target by 2030 through massive electrification, renewable energy adoption (Solar/wind), and energy efficient technologies. Key initiatives include 100% LED lighting in stations, installing over 69000 bio-toilets, adopting Head on Generation(HOG), development of DFC to shift cargo from road to rail and promoting green certifications for stations and manufacturing units.
- As of November, 2025, Indian Railways has commissioned 898 MW of solar power, a remarkable leap from just 3.68 MW in 2014, reflecting nearly a 244 fold increase in solar capacity. The solar power is now installed at 2626 stations. Out of total 898 MW of solar capacity commissioned, 629 MW (about 70%) is being utilized for traction purpose (electric train operations) and the remaining 269MW of solar capacity is used for non-traction purpose (station lighting, service building, workshops and railway quarters).

Production Units achievement:

- Indian Railways have manufactured and commissioned two Vande Bharat Sleeper Train sets designed for high acceleration and 180/160 kmph operation now operational on the Howrah-Kamakhya route. Enhanced passenger safety, comfort and efficiency, CCTV surveillance, emergency talk back units, divyangjan friendly lavatories, centralized coach monitoring and economically designed berths etc. are reflecting the advanced capabilities of the PUs.
- Supporting Make in India initiatives and reducing dependence on imports, MCF/Raebareli is producing high strength forged wheels for locomotives and coaches.
- Amrit Bharat Express 3.0 (latest version of Amrit Bharat) is being developed to provide affordable and comfortable long distance travel.
- EMU AC and Automatic door closure EMU rakes are being operated to enhance commuter comfort on high density routes.

Reforms related to Passenger Services:

- Aadhaar Authentication for online booking of General and Tatkal ticket through IRCTC web site/App has been allowed. Agents are barred from booking opening day tatkal tickets during first 30 minutes of opening of tatkal booking.
- Timings of preparation of reservation charts has been revised.
- An application for digitalizing the procedure for issue of photo ID cards to persons with disabilities (Divyangjan) has been rolled out on pan India Level. Facility of change of name on concessional tickets has been extended to the attendant of PwD.
- GMs/ZRs have been empowered to downgrade SL coaches of special trains as unreserved sleeper class or unreserved/reserved second class during festival rush, mela period etc.

Reforms related to Railway Health beneficiaries:

- In order to address the complaints received from Railway beneficiaries regarding overcharging, denial of treatment and other grievances, Advisory to all Railways empanelled Health Care Organizations (HCOs) has been issued on 22.04.2025.
- To provide a comprehensive care, treatment and access in cancer cases, instructions have been issued for treatment at Tata Memorial Centre hospital, Institute of National Importance, Government Hospitals and Empanelled Hospitals on 05.05.2025.
- Honorarium rates for the engagement of Honorary Visiting Specialist in the Railways have been revised on 22.10.2025.
- Ministry of Railways have granted approval to start Indian Railway Post Graduate Institute of Medical Sciences and Research ((IRPGIMSR), New Delhi at NRCH.

Staff Welfare and HR Management

Some of the major achievements and initiatives taken in staff welfare and HR Management are highlighted:

- Indian Railways has taken a significant step towards addressing long standing concern of the Train Manager cadre by amending their RRS/AVCs. Consequent upon the review, benefit of one promotional increment under Rule 13 of the Railway Services (Revised pay) Rules, 2008 on promotion from Senior Train Manager (Goods) to Senior Train Manager (Passenger) has been granted. This measure restores financial progression aligned with higher operational responsibilities and will substantially boost morale and motivation of this critical safety category , thereby strengthening operational efficiency of Indian Railways,
- A proposal for cadre restructuring of Group 'C' Ancillary Staff of RPF/RPSF- proposing for creation of one additional grade i.e. Level -4 has been approved by Hon'ble MR and has been forwarded to the Ministry of Finance.
- Railway School Teachers have been brought in the ambit of MACP Scheme.
- Earlier the change in option from FMA to OPD & vice versa required proof of change in residential address. Now, Instructions have been issued on 7.3.2025 for change in option without requirement of residential proof.
- The issue of regulation of MACPs in case of promotion taking place in the pre revised pay structure between 1.1.2006 and date of notification of CCS (RP) Rules 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common grade has been examined and instruction have been issued on

11.03.2025, ignoring the said promotion for grant of further financial upgradation under MACPs.

- CBT system of promotions at Zonal level has been mandated to ensure transparency and fairness in the selection process.
- By continuous monitoring of Board and effort of Zonal Railways, 1,02,454 staff have been promoted in this financial year.
- 44850 cases of medical de-categorization staff have been finalized, which is approximately 94% of the pendency and accrual.
- Over 5 lakh candidates have been empanelled in the last 10 years.
- 1,43,086 posts have been notified for recruitment during 2024 and 2025.
- 3.6 crore candidates participated in CBTs conducted by RRBs from November 2024 onwards.
- Further, CBTs for recruitment notified s per Annual Calendar 2025 have been started from 11.2.2026.
- During 2025-26 upto 31.1.2026, about 34,000 young individuals secured employment for various group 'C' posts.
- Redistribution of posts from non-safety/essential categories is the focus of manpower rationalization. During 2025-26, around 20,000 posts have been redistributed, and only 651 posts have been surrendered. During the same period more than 12,500 posts have been created through crew review.

HRMS: HRMS is a constant endeavour to offer a complete digital solution to entire establishment aspects of Indian Railways. Various Modules have been introduced on HRMS for the benefit of staff, as detailed:

1. **Upgraded Transfer (One-Way Request Transfer-UDIT) Module** has been rolled out to facilitate ease of application by staff and faster processing of transfer requests.
2. **Transfer Module** for RPF staff has been launched.
3. **Applications Options Module for Group 'B' selection** has been provided on HRMS.
4. **Indent Module** has been launched on HRMS to enable Railways to submit realistic recruitment indents.
5. **Provision for nomination of Non-Gazetted staff for training** through HRMS has been enabled.
6. **Out of Turn Promotion Module** for sportspersons has been introduced on HRMS.
7. **Online option for applying for transfer** to Jammu Division, SCoR, and Rayagada Division has been provided for the convenience of staff.
8. **Compassionate Grounds Appointment (CGA) Module** has been implemented to enable eligible applicants to apply for CGA and ensure a convenient, digital, and seamless processing mechanism.

HRMS has enabled easy access to all employees and found to be very well appreciated.

Reforms related to recruitment through RRBs

- To reduce uncertainty and ensure timely filling of vacancies, Annual Recruitment Calendar has been introduced.
- In line with Hon'ble PM's Mission ANTODAYA, RRBs have launched India's first Divyang friendly recruitment website (www.rrbapply.gov.in) for filling and submission of online application.

- RRBs have introduced the One Time Registration (OTR) system from the 2024 recruitment cycle as a landmark reform to simplify applications and enhance fairness.
- Examination centers during CBT are allotted as close to the candidates' home addresses as possible, based on Google Maps.
- End-to-End Aadhaar-Based Identity Verification has been introduced to strengthen identity assurance and integrity across the entire recruitment lifecycle.
- 100% Jammer Deployment across all Centres has resulted in a complete elimination of cheating cases involving communication devices
- To promote greater fairness, transparency, and integrity in the conduct of examinations, Aadhaar-based authentication for examination personnel has also been implemented.
- A system of back-to-back verification of identity data points across the entire recruitment lifecycle, from application submission and examinations to document verification and joining after appointment has been implemented.

Thanks to both the Federations for their continued cooperation and support and also congratulations for their performance and hard work.

Opening speech by President and General Secretary, AIRF

In the meeting of the **Departmental Council(JCM)**, held on **16-17 February, 2026**, the undernoted important issues related to the Railwaymen, were raised by AIRF leadership:-

Dr. N. Kanniah, President/AIRF, at the outset expressed his happiness to attend the first DC/JCM meeting of the year 2026. He appreciated the Chair for presenting the picture of the Indian Railways in the House and stated the following:

Contractual Labours are working in the Signal Department, and they are working in live location. As per the schedule, they must accompany with Construction/Project Staff/Maintenance Staff while working in live circuit. But, due to shortage of the Railway Staff, key to open Location Boxes is handed over to the Contractual Staff. Hence, they work individually and so many incidents happened throughout the Southern Railway. While working in live circuit location failures happening and it may lead to accident as well. Hence, this practice of hiring Contractual Staff, having key of the Location Box, is endangering Railway Safety.

Computer Based Tests are conducted by TCS and then re-evaluated by the Administration. Not only is this a duplication of work and waste of time and resources, but it is noticed that there is invariably a difference between both the evaluations.

Allotment of the marks is also found to vary in the sense that when irrelevant questions are given in the questionnaire, instead of allotting marks for such questions to all the candidates only those who have attempted to answer the questions are allotted marks.

Since it is the TCS which decides on the dates for selections, many deserving employees are denied promotion as they may retire before the test is conducted. Only promotion of the Gazetted Officers takes place on time.

It is very difficult to attend the exam on a Tab, because, while scrolling to select the correct answer, the entire page goes up or down, thus confusing the candidates. Further, Tab charging is not lasting for two hours of exam.

Copy of the Answer Sheet is not given to the candidate for verification when demanded after the results are published. He demanded that the Answer Sheet of each individual may be sent to him/her through email.

The employees who had submitted their transfer applications manually were not reflected in the HRMS Seniority Module, resulting in their names being left out from the updated seniority list. Though the portal has now been reopened for correction, the changes require approval and concurrence of the PCPO causing delay and uncertainty in rectification.

In certain cases, the employees who were transferred to other Railways were mapped with incorrect designations in the HRMS System. This mismatch has led to processing difficulties and discrepancies in the records, affecting their service particulars and further administrative actions.

In the Leave Module, there is presently no provision for the Supervisors to view consolidated number of the employees under their control who are on leave on a particular day. The absence of this feature makes manpower planning and duty allocation difficult at the supervisory level.

In the Settlement Module, the employees are required to affix their signatures on a digital pad during settlement process. However, many employees find it difficult to reproduce their

actual signature accurately using digital pad. As a result, digitally captured signature often differs significantly from their regular specimen signature available in bank records. This discrepancy may lead to complications during verification by the Bank Authorities.

In the Pass Module only Privilege Pass and Duty Cheque Passes available now. He demanded to include the **DCP, RCP, and School Pass etc.** in the said module for ease of the employee and their families.

The data of UMID and IPAS is not reflecting in the HRMS on real time basis. This needs to be rectified.

Many employees are still not granted MACP is time. He demanded that, priority should be given for implementing MACP Module

ESR implemented in HRMS does not have a download in case the employee opts for technical resignation.

For processing promotions in the HRMS, all the related components, such as APAR, Seniority and Roster must be completed and updated in their respective modules within the system. In cases where seniority has been issued manually and not updated in the HRMS or where APAR has been processed manually or where an appeal against APAR grading is pending, Promotion Module does not permit further action. Consequently, promotion process remains pending in the system, even if employee is otherwise eligible. This dependency on complete digital updation across all the modules is causing delays in effecting timely promotions. Necessary provisions may, therefore, be made to address such cases and ensure that, eligible employees are not adversely affected due to technical or procedural constraints within the HRMS System.

Contractual Works in the Engineering Department is increasing day-by-day, including important works, such as assembling of points and crossing and SEJs etc. even though information is provided to Contractual Workers, there is concern that they might misuse these important tasks, which could potentially lead to dangerous train accidents, i.e. Kavarpet Accident. Consequently, to prevent such risks, important works should not be assigned to the Contractual Workers.

On the issue of vision defects post Lasik surgery, Dr. Kanniah mentioned that even though he has had Lasik Surgery done several years ago, but he can hit a ball during cricket match with exact precision. This clearly indicates that Lasik surgery should not be previewed as a hindrance/ deterrent to the vision related problems.

Shri Shiva Gopal Mishra, General Secretary AIRF, at the outset, conveyed heartfelt thanks to the Chair, viz. Chairman & C.E.O., Members of the Railway Board, and other officials present in the meeting, for conducting DC/JCM Meeting (though after two years), and stated the following:

The negotiation level has gone to the lowest level and requested the Official Side to set a calendar for conducting meetings of the **Negotiating Fora**, vis. PREM and DC/JCM, timely.

He expressed anguish over **non-consulting the Recognized Federations** before finalizing recommendations of the committee constituted to review the issues related to Running Staff and also other staff matters.

A system of close monitoring, periodic review and accountability, ensuring that all the Negotiating Forums should function regularly and purposefully. Calendar for conducting meetings of the Negotiating Fora timely should be prepared. Moreover, the practice of holding regular meetings of the PREM Group, Conferences of the GMs' and CPOs and also the Safety Seminars in the Railways should be continued.

The Indian Railways possesses highly skilled manpower and world class infrastructure, therefore, outsourcing and induction of the outsiders, particularly in the Railway Production Units, must be completed avoided and strongly demanded total stoppage on outsourcing and contractorisation across the Indian Railways.

He expressed serious concern over non-implementation of the agreed decision to provide **30% promotional avenues to the staff in GP Rs.1800 to 1900**, which remains pending despite repeated assurances from the Official Side.

While setting-up Madhepura and Marhowra Locomotive Factories in Bihar by Alstom and G.E. it was decided that, subsequently Railway Staff would be utilized at Rosa and Gandhidham Sheds for locomotive maintenance. Regrettably not even a single Railway Worker is being used in these sheds.

The yardsticks in various departments had been changed without consulting the Organised Labour and also posts are not being created according to the yardsticks and new assets.

He expressed anguish over inordinate delay in granting financial upgradation to the leftover Supervisory Staff in Grade Pay ₹4600 (RBE No.155/2022 dated 17.11.2022), such as **IT Cadre, Malaria Inspectors, Health Inspectors, CLIs and others**, to Grade Pay 4800 and ₹5400.

He demanded completion of **Cadre Restructuring Exercise** timely and implementation of the same w.e.f. 01.11.2023.

While expressing anguish over extraordinary delay in **Cadre Restructuring of Pointsmen** (four-grade pay structure), asserted on early finalisation of the same.

He also expressed serious anguish over inordinate delay in settlement of the issue of enhancement in the rates of **Kilometrage Allowance**, by 25% to the Running Staff, w.e.f. 01.01.2024, consequent upon Dearness Allowance crossing 50%, and demanded early finalization of the issue.

He demanded early finalisation of unanimous recommendation of the committee constituted on the issue of payment of **Risk and Hardship Allowance** to Safety Categories Employees at the enhanced rates.

Non-holding of GDCE selections across the Indian Railways is seriously affecting promotional prospects and must be addressed urgently with uniform clarity and commitment.

The proposed **merger of Ministerial Categories** across departments has caused widespread unrest. We strongly oppose this move and demand that the orders be kept in abeyance and discussed threadbare with Recognized Federations.

Rejection of the demand for **extension of validity of NOCs for Inter-Railway Transfers** has caused undue hardship and urged reconsideration & demanded a permanent, uniform mechanism for timely disposal of IRT Cases. He also demanded that the NOC, once given to the staff, should be treated as valid till they are relieved.

He demanded that the instructions dated 11.08.2025, regarding **reckoning of only 30% Pay Element for Running Staff in SPAD Cases**, be kept in abeyance and earlier practices restored, including continuation of the 55% Pay Element for Retirement Benefits.

He also demanded for upgradation in classification of **Agartala Railway Station City**, from **'Z' to 'Y'**, for HRA purposes, w.e.f. 17.11.2020 as also upgradation of **Bathinda and Patiala** as **"Y" Class Cities** for the purpose of payment of HRA.

He emphasised on absorption and regularization of the Quasi-Administrative Offices Staff in the light of recent judgement of Hon'ble Supreme Court.

He as well asserted on issuing **UMID Cards** to **Quasi-Administrative Offices Staff** for availing medical facilities in Railway Hospitals/Health Units.

He further demanded **enhancement in per-capita contribution** to the **Staff Benefit Fund** from ₹800 to ₹1600.

He as well demanded restoration of the practice of presenting **Gold Plated Silver Medals** to Retiring Railway Officials.

He further demanded **retrospective grant of higher pay scales to Railway Accounts Staff** from 01.01.1996 as per judicial pronouncements.

He also emphasised on **protection of stepping-up of pay granted to Sr. CLIs** under RBE No.07/2020 and prevention of recoveries,

He also requested the Official Side to issue **guidelines pertaining to finalisation of the Examination Conducting Agency to conduct GDCE**, as was advised by the Railway Board to the GMs of the Indian Railways, vide letter dated 23.12.2025(RBE No.128/2025), because without that, GDCEs are struck up.

He demanded for implementation of the Revised Duty Roster for Trackmen in Metro Railway, Kolkata, and recruitment of Motormen through RRB and humane duty conditions. He said that, upon agreement arrived at in the last PNM Meeting of AIRF with the Railway Board, Metro Railway Kolkata Management issued instructions about two days rest after continuous five days night duty. Regrettably, this was withdrawn by them later on.

He as well demanded for **introduction of 8-hour duty roster for C' Class Gatemen and also abolition of E.I. Roster for the staff** as well as **provision of two Patrollmen for Night Patrolling**.

He asserted on **framing of clear HR rules following administrative takeover** of RINL by Railways at MCF/RBL.

He further demanded **restoration of PCO Allowance to SSES/JEs** of Production Control Organizations in Levels 8 and 9.

He as well demanded for **Compassionate Appointment** to the wards of Railway Employees and OBHS Staff killed in the passenger attacks or on duty with clear instructions for early finalization.

He also demanded restoration of **80% Promotional Quota and 20% Direct Recruitment Quota** for the SSEs in RDSO/LKO.

He expressed concern over conducting of **Written Examination by S.C. Railway against 20% Promotional Quota** for J.E.(P. Way) contrary to Railway Board's orders circulated vide RBE No.120/2014.

He added that, all the qualified **Appendix-III(A(2A) JAAs** may be permitted to **appear in the Appendix-III-A Examination 2026**, so that no eligible staff is denied a fair chance due to a procedural cut-off date.

He also brought to the notice of the Official Side the issue of **deduction of the cost of the Tablet and EFT stolen from Ticket Checking Staff and issuance of charge-sheet** (imposition of double punishment). Instructions should be issued to the GMs of the Indian Railways, especially East Central Railway.

He expressed serious concern over violation of Railway Board's instructions regarding **staffing pattern in Track Maintainers Cadre** by South Western Railway. He said that the senior-most Track Maintainer, posted as TM-Gr. I(GP Rs.2800), shall perform the existing duties of Gangmate and Jr. Track Maintainer shall be assigned the duties of Keyman.

Erroneous restriction related to journeys beyond 3071 kms on Privilege/Complementary Passes may be corrected by removing restrictions imposed in the HRMS System, however, the administration denied any such restrictions

He demanded for **benefit of financial upgradation under MACPS by reckoning ad-hoc service as Regular Service**. He further said that the service rendered on ad-hoc/contract basis before regular appointment or pre-appointment training shall not be reckoned – RBE No.101/2009 – MACP Scheme. Hence only regular service has been counted for granting further MACP in GP Rs.4600 w.e.f. 16.08.2010.

He emphasized on **counting of service on ad-hoc period** subsequently regularized without break for the purpose of MACP.

He asserted on the issue of **revised entitlement of Hospital Wards for the Railway Medical beneficiaries** in the Railway Empanelled Hospitals in the UMID Card – Amendment in the System.

He asserted on payment of **Fixed Medical Allowance** to the employees covered under the **NPS**.

He as well demanded **re-circulation of Railway Board's instructions**, contained in RBE No.93/2017 dated 11.08.2017 and RBE No.44/2023 dated 16.03.2023, regarding revision of rates of **Cycle Maintenance Allowance**.

He further demanded for **one-time exemption for promotion of JEs(Level-6) to SSEs(Level-7) under D.R. Quota in Tech. Deptt.** as D.R. Quota in Level-7 is not being filled-in since a couple of years and the same was included in D.R Quota of Level-6.

Sr. CC and TC(Level-5), recruited directly **are not being promoted in Level-6 in the Merged Cadre** since Level-6 posts are not available, whereas their juniors in Level-5, having separate Cadre are being promoted in Level-6. NWR's reference is pending in Rail Bhawan.

He as well expressed concern over **abrupt enhancement in per-capita charges for the treatment of the staff and their family members** employed in the Railway Co-op. Societies and other Quasi-Administrative Offices, including Recognized Unions and Federations, for treatment in Railway Hospitals. He also demanded reduction in per-capita contribution.

He emphasized on **filling-up of large-number of vacancies**, especially in the Safety Categories and also creation of the posts in commensurate with the increased workload and infrastructure in the Railways.

He also expressed serious concern over **bad condition of the Running Rooms**, and demanded that, there should be **Running Rooms Committee** at the Railway Board level as well.

He as well expressed concern over **mass transfer of the Running Staff of Muzaffarpur Headquarters of Sonepur Division**, due to merger of Muzaffarpur Area of Sonepur Division with Samastipur, should be stopped. He also demanded for giving option to Running Staff who have been leftover. The Chairman & CEO asked the D.G.(H.R.), Railway Board, for giving options to these staff.

Returning of the Crew to their Headquarters, instead of 36 hours, all over the Indian Railways in general and East Central Railway in particular, is so bad that, even up to 72 hours Running Staff is not coming to their Headquarters. It needs to be corrected in the larger interest of safety as well as removing fatigue to the Crew.

He further said that the indents of E.C. Railway are badly curtailed on the plea that the staff working in other Zonal Railways will join, but in the intervening period, the workload of the respective zones from where they were due to come has increased manifold and are not in a position to relieve. E.C. Railway working is affected badly and safety is also a challenge in ECR because of huge vacancies in Safety Categories.

The **Compassionate Ground Appointees**, sent on requisite training, and if they fail to qualify, were given **two more chances**, and even if they fail to qualify were given appointment in erstwhile Group 'D', but a clarification from Railway Board has wrongly been issued to consider them like Direct Recruited Candidates, and as such if they fail are not being given appointment treating them as Direct Recruits, which is highly objectionable, therefore, the clarification issued from the Railway Board should be reviewed forthwith.

He demanded that the **Divisional Hospital NCR, Allahabad be located at Kanpur**, keeping in view huge staff strength and large-number of pensioners, since Allahabad Central Hospital is not in a position to cope-up with the medical facilities to the beneficiaries of Kanpur and onwards till Khurja.

As recruitment of TA/DK has been stopped, the amount being paid in lieu of TA/DK to the officers be also given to the **PREM Office Peon**.

He demanded for **enhancement in the rate of Honorarium** paid for Secretarial Assistant to PREM Offices.

Sr. Supervisors, while writing APARs of erstwhile Group 'D' staff, **are not taking care for the norms of MACP**, and hence large-number of Level-1 staff are not getting any promotion/MACP even completing much more than 10 years' service. Unknowingly Sr. Supervisors are giving "Good" to the staff, which is against the MACP standard of "**Very Good**".

The Compassionate Ground Appointment was given against LARSGESS to a bachelor son, but unfortunately on his demise, **second son should be considered for C.G. Appointment**.

He also brought to the notice of the Official Side that, **appointment is not being given to partially medically de-categorized** staff by West Central Railway.

He as well demanded that the **rent of the Union Building should be fixed** at par with other Welfare Organizations in the Railways.

Beat of the Trackmen should not be more than **12 kms**.

The **re-engaged officials** should not be posted as **in-charges**. Moreover, the practice of re-engagement should be avoided.

Expressing serious concern he said that, recruitment of the **Ex-Servicemen on important Safety Category Posts**, like Gateman, will be disastrous for safe running of the trains. He as well demanded that, one Trackman should be posted as Gateman, and if there is any need, Ex-Servicemen should be recruited as Trackmen.

On **South Western Railway; 3200 higher grade posts of Workshops have been transferred to Open Line**, as such long await promotion of the Workshop Staff is not being given since the posts have been transferred to Open Line. He also demanded that, Higher Grade Posts should immediately be restored back to the Workshops.

On South Western Railway, the **dress provided through GeM is of very poor quality**, which should be looked into seriously and the GeM should be blacklisted.

He as well informed the Official Side that the **PCMD/CR has refused to accept Rs.30 crore from IRFC-CSR Fund to develop heart related specialties in Byculla Central Railway Hospital** on the plea that the facilities are available in Western Railway Hospital. This is a grave injustice to the large-number of Serving/Pensioners of Central Railway.

Payment of Special Duty Allowance @ 10% to Running Staff in N.F. Railway has been stopped on the plea of payment of Running Allowance, which is highly objectionable since Special Duty Allowance is paid to all the employees on the basis of geographical jurisdiction of N.F. Railway because of their arduous duties.

He as well informed the Official Side that, **10% as also 40% lateral entry of Track Maintainers in the Workshops and other categories are not being done** though the staff are considered but not relieved by the respective Engg. Officials because of shortage of the Trackman Cadre. The Administration must resolve this issue.

More than 210 km new line, i.e. Silchar to Sairang, Bilaspur to New Bongaigaon and Agartala to Nearby Bangladesh Border, and Thakurganj to Araria, has been opened for traffic. Unfortunately, **not even a single staff has been sanctioned and recruited for maintenance of these lines.**

1% of Accounts Asstt. who are not Appendix qualified are promoted all over the Indian Railways, but N.E. Railway is not implementing Railway Board orders in this regard. He also demanded to **enhance the same to 100%.**

He also demanded that the **parents of the Railway Employees should be included in the Privilege Pass/PTO.** They should also be provide medical facilities in Railway Hospitals.

Talking about the shortcoming in the process of CBT Selection, he demanded to provide Question Bank to the candidates appearing in the examination for their promotions.

Contractual Labour is being taken imparting them only three days training, which is a potential danger to the safety in the Railways.

Outsourced Staff is being utilised by the contractors in Safety Categories, giving them 15 days training, which is a potential threat to Railway Safety.

He also raised the issue of exploitation of the Contractual and Outsourced Staff, by not giving them Minimum Wage, benefits of the Social Security, Provident Fund, E.S.I. etc., and said

that, they are working in very poor conditions without any duty hours. Being the Principle Employer, the Indian Railways is duty-bound to save them from exploitation.

He as well demanded that, representation of the Sports persons in the Senior National Team be considered for appointment in the Railways.

South Western Railway is engaging Ex-Servicemen as Gatemen on contract basis through GeM, and also the Railway Administration has sent a proposal to the Railway Board in this regard. He demanded that, instead of engaging Gatemen through GeM, Ex-Servicemen may be hired through Ex-Servicemen Welfare Boards of the Central/State Governments.

He also expressed serious concern over lodging of FIR against the Railway Employees in NJP(NFR) and Parel(Western Railway) by the State Police.

A Solar Panel has been installed at the rooftop of AIRF Office Building. Regrettably, benefit of the same is not being given to the Federation. He also demanded that, Revised Electricity Bills should be issued for AIRF Office, 4 State Entry Road, New Delhi

Shri J.R. Bhosale, Working President/AIRF, emphasized on three week roster in Track Machine Organisation.

Shri Mukesh Galav, AGS/AIRF, requested for issuing necessary orders from the Railway Board to the Railway Administrations to open HRMS Portal for two months, so as to enable those employees, who applied manually since 2021 onwards, for applying Inter-Railway Transfers in HRM Portal. He also requested to Official Side to ensure about maintaining their seniority.

Opening speech by President and General Secretary, NFIR

The President, NFIR, warmly welcomed the CRB & CEO, Railway Board, Smt. Manjusha Jain; Member (Finance), Shri Harishankar Verma; Member (O&BD), Smt. Aruna Nair; DG (HR), Dr. Jagadish Chandra; DG (RHS), ADG (RPF), Smt. Renu Sharma; PED (IR), Shri Rajeev Singh; PED(N), other Senior Officers of the Railway Board, Dr. M. Raghavaiah, General Secretary, NFIR, Shri B.C. Sharma, Working President, NFIR, Shri Munindra Saikia and Shri Binod Sharma, Vice Presidents, NFIR, Shri Kanahiya, President, AIRF, Shri Shiv Gopal Mishra, General Secretary, AIRF and all esteemed members of the Departmental Council, JCM.

The President stated that the last meeting of the DC JCM was held on 15th and 16th February, 2024. The present meeting is thus being convened after a gap of two years. Earlier, three meetings were scheduled annually, which was later revised to two meetings per year. Accordingly, four meetings should have been convened by now. It gives an impression that the importance and objective of the Joint Consultative Machinery have been forgotten.

The JCM was formed with the objective of settlement of disputes through dialogues – consultation. In case, settlement is not reached on any issue, the provision of compulsory Board of Arbitration was made to resolve the dispute through consultation to avoid confrontation between the Government and its own employees. There is a need to realize and ensure proper functioning of JCM with the spirit of resolving the disputes through peaceful methods.

President thanked CRB & CEO for sharing valuable information regarding performance of Indian Railways. The significant growth in the freight, passenger Traffic and enhancement in earning is commendable. He congratulated the CRB for significant development in Indian Railways under his leadership, though in the history of Railways, developments of Indian Railways remained a continuance process from the time of its inception.

It is expected that during the period of present CRB discriminatory treatment to Railway employees will be curbed. The following cogent points were put-forth:-

1. Railway quarters are in deplorable condition due to inadequate allocation of funds for maintenance of Railway quarters meant for non-gazetted staff but at the same time the quarters of officers are regularly and properly maintained. This disparity needs immediate corrective action.
2. As per the recommendation of Pay Commission, other Central Government employees are entitled for payment of TA and Hotel charges when they are deputed to work out of their Headquarters. The Railway employees are denied Hotel charges on the plea that resting facilities are provided to them whereas facts remain that most of the time either Rest Houses are not available or not properly maintained.
3. The Kilometrage Allowance payable to Running Staff comprises of two components i.e. 30% as pay element which is taxable and 70% as TA which is not taxable. Unfortunately, the Railway Administration is treating the entire Kilometrage Allowance as taxable income and deducting tax on TA portion also which is non-taxable. The Staff Side has been repeatedly requesting to exempt the 70% portion of Kilometrage Allowance from Income Tax. This issue is highly sensitive. The Railway Board may not wait for other agencies to hijack the issue for agitation and create serious problem in Running of Trains.
4. Cadre Restructuring of Non-Gazetted staff became due in the year 2013. The Committee was constituted but the issue still remains unresolved due to requirement of matching saving by surrendering of posts. Staff Side has already provided

workable solutions but there appears to be lack of seriousness in concluding the matter.

5. **Risk and Hardship duty Allowance:-** The issue of payment of Risk & Hard Duty Allowance have been pending for the last three years despite the Committee submitted its recommendations.
6. **Financial Upgradation under MACP to Train Managers:** - Financial upgradation under the MACP Scheme has been denied to Train Managers, except to those who approached judicial forums and obtained favourable judgments. As per available information, 11 Hon'ble High Courts and the Hon'ble CAT have delivered judgments in their favour. Employees similarly placed, who have not approached the courts, should also be granted the same benefit to avoid multiplicity of litigation and unnecessary hardship.

Opening address in the DC/JCM (Railways) on 16th February, 2026 by General Secretary Dr. M. Raghavaiah:

At the outset General Secretary/NFIR richly complemented CRB & CEO for cogently presenting the performance of Indian Railways covering all aspects. He assured that NFIR will continue to support the Railways in its mission to achieve freight loading of 3000 MT. He observed that average speed of freight trains needs to be improved duly ensuring throughput. He also observed that without increasing the speed of freight trains, rest rooms are constructed enroute for detaining Running Staff which is a wasteful expenditure. He observed that effective utilization of Running Staff is necessary instead of detaining them enroute and keeping them away from Headquarters upto 72 hours.

He further stated that there was CTUs strike on 12/02/2026 opposing 04 Labour Codes – Railwaymen are also opposing Labour Codes, however, in the interest of Nation they continued their duties. He reminded CRB & CEO that there has been industrial peace since over five decades on account of matured approach of two Federation participating in the JCM and expects reciprocal action by the Railway Ministry in resolving staff issues with logic and through consultations.

He raised the following issues:

1. Last Meeting of DC/JCM was held in February, 2024. This meeting being held after two years. The JCM was introduced in the year 1966 as a result of joint intent of the Central Government and the employees organizations to work the machinery of joint consultation and compulsory arbitration with the object of promoting harmonious relations and secure greatest measure of cooperation between the Government in its capacity as employer in matters of common concern and with the object, further of increasing the efficiency of public service. According to JCM rules, consultation is necessary when new technology is introduced, Norms for sanctioning of posts and SIU reports. It is however sad that arbitrary decision are being taken at Railway Board level.
2. Surrender of posts for re-distribution, re-deployment of surplus manpower resulting loss of seniority and promotion to staff.
3. Outsourcing/contractorizing of regular, perennial nature of activities without consultation and contrary to Act provisions.
4. Norms/Yardsticks for manpower not implemented. GMs and Railway Board have no powers to sanction posts due to ban imposed by MoF.

5. New assets mainly P.Way Tracks, TRD, S&T Units, Workshops etc., – New Stations opened, new services introduced – New posts not sanctioned.
6. Staff are greatly disappointed, frustrated – suffering silently due to heavy additional burden Situation may deteriorate leading to set back to well-built IR's network.
7. Alarming vacancy position – more particularly safety categories – Example:- L.P. category over 25% vacancies - equally Track Maintainer, Operating categories etc., there is heavy shortage.
8. Lateral induction not being done – (Example RBE No. 138/2023 dated 13/12/2023 – Lateral induction of Track Maintainers against 10% vacancies in other cadres). Reason being non-availability of manpower in feeder posts. Railway Board failed to give empanelled candidates.
9. Lateral induction of Technicians & Helpers as ALP – Railway Board's order not complied with, on account of no replacement. Aspirants are deprived of opportunity.
10. Promotion Quota 33 1/3% as TE/CCS not fulfilled due to no replacement to Pointsmen – Staff agitated.
11. GDCEs not conducted regularly on some reason or the other leading to staff dissatisfaction.
12. IRRT applications not being processed on the plea of staff shortage. IRRT applications on spouse ground also not considered.

13. Court Cases:

Ministry of Law & Justice (Department of Legal Affairs) vide O.M. No. J18/5/2016 Judicial dated 04/04/2025 had issued guidelines for minimizing Court cases, prevent unnecessary litigation, address in-consistencies in notifications and orders, minimize unwarranted appeals and avoid litigation on settled issues. Unfortunately litigation continued due to negative approach of Railway Board.

Example:

- (a) RBE No. 07/2020 – Stepping up of pay of CLIs and Board's unjustified clarification dated 07/11/2022 resulted many more Court cases.
- (b) Higher Pay scales to Accounts staff in Railways on actual basis w.e.f. 01/01/1996 instead from 19/02/2003. Hon'ble Supreme Court Order – NFIR's letter No. NFIR/VI/CPC/Main/Pt. 11 dated 23/12/2025 – PNM Item No. 05 sent to Railway Board on 24/06/2025. Railway Ministry's Cabinet note clearly stated that
 - Anomaly arose from the Vth CPC recommendations and
 - The intended date of effect was 01/01/1996, which is also the uniform date of implementation of Vth CPC recommendations in terms of MoF's resolution dated 30/9/1997. Sadly decision not given for payment on actual basis w.e.f. 01/01/1996.
- (c) SPAD involved LPs reinstated but failed in Aptitude test- Railway Board issued arbitrary orders withdrawing 30% pay element, thus running staff will get only Pay + DA – this has lead to court cases. Federations not consulted.

- (d) Benefit of one increment under Rule 13 on promotion from Sr. Goods Train Manager to Sr. Passenger Train Manager- RBE 10/2026 dated 02/02/2026 – This clarification must be effective from 01/01/2016 and not from the date of issue.

Committees – Need for quick finalization and decisions:

- Multi-Disciplinary Committee to look into the issues/grievances of Loco Running Staff constituted vide letters dated 11/07/2024 & 18/07/2024.
- Committee for deliberation/recommendation on the HOER & rest of Running Staff (letter dated 26/07/2024).
- EDs Committee to look into issues of improving the promotional prospects of Track Maintainers on I.R. (Board's letter dated 29/11/2024).
- Stagnation among Supervisory Officials at Level-7, allotment of Group 'B' status to Supervisors upgraded to Level-8 vide RBE No. 155/2022 and modalities for aligning the classification policy of Ministry of Railways with DoP&T (Railway Board's order dated 20/11/2024 & EDPC/Convenor of the Committee letter dated 27/11/2024).
- CRC constituted on 25/04/2022. MoF (DoE) O.M. dated 31/07/2023 issued guidelines to consider rationalization of categories/grades thro' merger as over the passage of time, there might have been proliferation of categories, levels and grades in each service/cadre – to attempt merger of isolated/ex-cadre posts to streamline the cadre/service.

NFIR had elaborately conveyed on each terms of reference of Committees. Quick finalization needed.

14. Government launched "PRAGATI" – pro-active Governance and timely implementation – For grievance redressal etc., - Issues:-

- (a) 70% TA Component of KMA – Exemption from Income Tax. Railway Ministry's proposal pending with CBDT. Despite several years passed, no clearance from CBDT. Running Staff extremely unhappy.
- (b) Upgraded pay structure to Pointsman category. Orders yet to be issued.
- (c) 25% hike in KMA rates in view of DA increase to 50% of pay w.e.f. 01/01/2024 – No realistic approach, resulting unrest among Running Staff. NFIR has given detailed letter justifying increase.
- (d) Payment of settlement dues to the Departmental Catering Staff absorbed in IRCTC & retired on superannuation – NFIR's PNM Item No. 03/2024. RBE No. 53/2003 – letter No. F(E)III/2003/PN1/1 dated 31/03/2003 – Railway Board has not ensured compliance of its policy decision even though more than two decades passed. Retired staff are disappointed.
- (e) Accident Free Service Awards to Safety category staff at the time of retirement – Railway Board's orders not being implemented due to non-allotment of required funds. On one Zone, retired safety category staff had approached Hon'ble Court.

Other issues:-

15. 12/- hours duty continued despite increase of workload. Factual job analysis not regularly conducted. Staff heavily overburdened.

16. Running Staff made to work upto 14/- Hrs., instead limiting to 9 + 1 + 1 in terms of extant instructions.
17. South Coast Railway formation – Transfer of posts from SCR ordered by Railway Board, despite staff shortage in terms of Yardstick. No prior consultations with Federations.
18. Absorption of Quasi Administrative Staff against Level-1 posts in the light Supreme Court's Judgment – Railway Board gave negative reply. Federation urges review in the light of merits of the case mentioned in its letters.
19. Contract engagement of ex-servicemen as Pointsmen – undesirable as safety will be compromised.
20. Proposal for creation of 5000 Supervisory Group 'C' and 2000 Group 'B' posts – Needs to be pursued for quick sanction.
21. RBE No. 155/2022 – Upgradation of left over categories – Federation's proposal pending with Railway Board. Expeditious action urged.
22. Stenographers upgradation – South Central Railway's proposal pending with Railway Board. Sanction be accorded.
23. Compassionate ground appointment to the widows/wards medically found fit in B-II. In the absence of clear instructions from Railway Board, Zonal Railways are not granting appointment against vacancies of Commercial-cum-Ticket Clerk/Ministerial posts. Consequently, families are suffering. Railway Board is requested to solve the issue.
24. Denial of PCO Allowance – Board's letter dated 06/11/2025 unjustified. Needs review for allowing PCO Allowance to those in Level-8 & above.
25. Threshold value for processing IRRT applications – RBE No. 32/2025 dated 16/04/2025 – Needs review – Ensure that recruitment panels are available at any given time in order to see that smooth working is continued.
26. Upgradation to Pay Level-9 to the Supervisory staff who are placed in Pay level-8 – NFIR/IV/MACPS/09/2023 dated 02/02/2026 to Railway Board. As a result of Hon'ble Supreme Court's directive, the date of entry of Level-8 thro' MACPS has been taken into account for counting 4 years service for placement in Level-9 (NF) in certain central Government Departments. However, according to RBE No. 155/2022, the service through MACPS financial upgradation to Level-8 is not taken into account for allotting Level-9 (NF). Against this discrimination some Railway Staff have approached Courts. Railway Board may review and allow Level-8 service under MACPS to be taken into account for counting 4 years to avoid litigation.
27. Delay in promotion as LP(Passenger) and LP (Mail) – case of N.F. Railway, Katihar Division – Railway Board took over the file six months back - Early clearance needed as LPs are unhappy over denial of promotions.
28. Selection/GDCE – Examination conducting Agency yet to be set up, consequently there has been delay.
29. While noting that Railway School Teachers have been covered under MACPS for granting financial upgradation, the decision to give effect from prospective date has deprived to many teachers. Board may take note that MACPS was introduced w.e.f.

01/09/2008, therefore the Scheme could have been given effect from back date to Teachers also. Aggrieved teachers have approached Hon'ble CAT at New Delhi.

30. 20% DR Quota of SSEs. No induction from open market since the year 2021. Vacancies unfilled and promotions against these vacancies not allowed, leading to staff dissatisfaction.

Before concluding his address, the NFIR General Secretary requested CRB & CEO and Board Members to address the points raised within quickest possible time in order to generate staff satisfaction. He thanked CRB & CEO and Officers for noting down all the issues raised very attentively. General Secretary assured NFIR's continued support for strengthening IR's systems for ensuring improved performance on all fronts.

Shri B.C. Sharma, NFIR Working President, has raised the following issues:

1. Funding of Homeopathic & Ayurvedic Services:

At present, Homeopathic and Ayurvedic treatments in Railway Hospitals and Dispensaries are funded through the Central Staff Benefit Fund (CSBF) and Staff Benefit Fund (SBF), which are limited in nature. Considering the growing trust of railway employees and their families in these systems of medicine, the expenditure be borne by Revenue Head of Railways. Revenue funding would ensure permanent allocation for medicines and equipment, instead of relying on fluctuating welfare funds. This step would formally recognize AYUSH services as a core component of Railway healthcare rather than an additional welfare measure.

2. Mandatory Consultation with Recognized Federations:

The Railway Board issues policy circulars aimed at improving efficiency and system reforms. All such orders must be endorsed to Recognized Federations and prior to framing policies, Federations be consulted.

Indian Railways already has a structured consultative mechanism under the Permanent Negotiating Machinery (PNM), Departmental Council (JCM)/Railways, and PREM. The objective of these forums is to discuss service conditions and organizational efficiency. Consultation before policy issuance ensures smoother implementation and leads to more sustainable outcomes.

3. Supply of Laptops to Recognized Federations:

In line with the "Digital Railway" initiative and complete transition to HRMS for payroll, transfers, leave, and grievance redressal, it has been urged that laptops be provided to Recognized Federations and Zonal Unions.

4. Implementation of Dress Allowance (RBE 141/2017):

RBE No. 141/2017 regarding payment of Dress Allowance w.e.f. 01.07.2017 be properly implemented and payment ensure to Para-Medical Staff such as Chemists, Dispensers, Pharmacists, Lab Assistants, Radiographers, and X-Ray Technicians, who are also entitled to Uniform Allowance.

5. Extension of Bad Climate Allowance (RBE 91/2017):

Under RBE No. 91/2017 dated 11.08.2017, provisions exist for Bad Climate and Tough Location Allowances. It has been demanded that Bad Climate Allowance be extended to employees working in the Delhi region—including Delhi, New Delhi, Nizamuddin, Anand Vihar, Ghaziabad, Faridabad, and Shakurbasti—where Air Quality Index (AQI) frequently reaches "Severe" or "Hazardous" levels.

Further, installation of air purifiers in GM's Office, DRM's Office, Northern Railway, and other subordinate offices in Delhi has been sought, as adverse climate conditions directly affect health, productivity, and overall efficiency of Railway employees.

6. Reduction of vacancies in indents of Safety Category:

NFIR expresses serious concern over the reduction of staff indents for critical safety categories such as Pointsmen, despite severe shortages in Northern Railway. These indents are prepared based on requirement, shortage and future attrition. Pointsmen play vital role in yard and shunting operations, and any shortage directly affects safety, increases workload, and causes staff fatigue. NFIR demands that justified indents based on safety and operational needs should not be curtailed.

7. Union Pass Entitlement:

NFIR raises the concern over restrictions in issue of Union Card Passes, which are presently limited to 3rd AC in premium trains like Rajdhani and Vande Bharat. Considering the official responsibilities and frequent travel of union representatives, NFIR demands entitlement in 2nd AC to ensure effective discharge of organizational duties.

Section-B: Minutes

DG(RHS)/ PED(Health)

01/2026: Concerns regarding implementation of Revised Railway Healthcare Policy.

The introduction of E-UMID Card serves as an optional value based added feature within the HMIS platform and is not mandatory for availing health services.

(Finalised)

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***06/2026: Recasting of avenue of channel of promotion in respect of Isolated Categories (Medical and Paramedical).**

The issue of reconsidering the avenue of channel of promotion will be taken up further in respect of isolated paramedical categories. The physiotherapist cadre already approved is under implementation.

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13/2026: Discriminatory validity period of OPD Consultation slips issued by Empanelled Hospitals to Railway Medical Beneficiaries.

Advisory will be issued to all empaneled hospitals with Railways to offer OPD slip validity at par with other patients.

(Finalised)

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***16/2026: Entitlement of Complimentary Pass and RELHS facilities to the widow of former Railway employees included as dependent under the Pass Rules.**

Currently the dependency for Widow Pass and RELHS is followed as per the DoP&T Guidelines and will be revised by the Railways as and when the revised instructions are received.

Staff side suggested that the proposal may be sent to DoP&T.

(Finalised)

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19/2026: Provision of cashless OPD Consultation and Medicines for RELHS Beneficiaries aged 70 years and above.

Staff side mentioned that a better system for providing medicines by Railways for such elderly patients (RELHS Beneficiaries) should be explored.

Official side mentioned that the same will be examined.

(Finalised)

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22/2026: Strengthening Railway Hospitals/Health Units on Indian Railways.

Regarding the issue of yardsticks for medical department, any proposal received from Health Dte. will be examined as per extant norms and Account, Finance concurrence etc.

However, the Staff side expressed its disappointment over casual approach on this sensitive healthcare issue, while hospitals and health units are heavily strained on account of non-implementation of Railway Ministry’s guidelines of 1983. Staff side suggested a separate meeting with the CRB & CEO and Member (Finance).

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27/2026: Treatment of the infants of the Railway Medical Beneficiaries in the absence of the UMID Card.

Provision have already been made for generation of UMID Card for newborns, delivered in Railway Hospitals and for deliveries in non-Railway hospitals through information entered at Railway Hospitals by primary card holder. In case of any emergency, treatment facilities to newborns shall not be delayed for want of UMID Card.

(Finalised)

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AM(Revenue)/ EDF(E)

21/2026: Clarification regarding entitlement of Non-AC Taxi for the employees in Pay Level-6 to 13-A.

The copy of reply from DoE will be given to Staff side. After study, this issue will be further deliberated.

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AM(CE)/ EDCE(G)

02/2026: Safety measures for Track Maintainers in Railways during hot weather conditions.

Instructions of providing 2L heat insulated water bottle to Track Maintainers are already available. Similarly, instructions for gang rooms cum rest rooms in the gang beat preferably at level crossings/ stations are issued. The necessary funds for the same can be utilized from contingency of Track renewal works and accordingly instructions will be issued. Due action will be taken on all other items mentioned in the agenda.

Staff side demanded that battery operated fans should also be provided in these rest rooms. Staff side demanded that 20L campers should also be provided in each gang, which was agreed to.

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***29/2026: (i) Revision of the Railway Servants (Hours of Employment), Rules 2005 and Introduction of 8-hour duty roster for ‘C’ Class Gatemen of Engineering Department and E.I. Roster for the staff working at the roadside stations.**

(ii) Provision of Two Patrolmen for Night Patrolling Duties.

The re-classification in terms of Railway Servants (Hours of Employment), Rules 2005 and introduction of 8-hour duty roster for Gatemen of Engineering Department is decided after the job analysis at the concerned level crossing. For inter-locking of level crossings, TVU has been revised from 20,000 to 10,000. To expedite the inter-locking work, segregation of civil engineering works from S&T works has been initiated so as to complete the civil engineering works prior to S&T works and the works has been sanctioned this year onwards. It was agreed that the extant instructions in the matter of determining re-classification of Gate or HoER category, if any of engineering ‘C’ Class gates will be reiterated for urgent action by Zonal Railways in this matter.

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AM(PU)/ PED(W&D)

26/2026: Incentive Scheme coverage to the Staff working in ELAAU, Dankuni an Ancillary Unit of CLW.

The matter was discussed and staff side requested for a separate meeting with Member (T&RS) based on the proposal sent by GM/CLW.

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AM(Traffic)

08/2026: Grant of Home Station Rest and Periodic Rest to the Running Staff – Reckoning of rest commencing time.

This proposal is not as per the norms and is not found feasible for consideration as discussed. Staff side stated that the orders issued earlier should be implemented. Further it was stated that this may be brought to the notice of the Committee already constituted to look into the rest and duty hours of running staff.

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AM(Commercial)

18/2026: Travel facility to the Railway employees travelling on duty – validation of e-duty pass in case of non-reservation of seat/berth – reg.

Staff side expressed its disappointment over views expressed by official side. Staff side reiterated that staff booked on duty should be provided accommodation.

Matter was discussed and it was clarified that employee who is travelling on duty with e-duty pass and unreserved ticket would be given accommodation in entitled class (as mentioned in the e-duty Pass) provided with subject to availability. There has been no change in Manual Pass and e-duty Pass in this regard.

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PED(Accounts)

20/2026: Difficulties faced by staff regarding name mismatch between Adhaar and PRAN at the time of switching over from NPS to UPS – Intervention requested.

The change of name has been enabled by PFRDA on the UPS system and can be done by the administration based on service record and extant rule position.

(Finalised)

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ED(MPP)

04/2026: Manpower requirement in Railway in terms of Railway Ministry’s Norms/Yardsticks.

&

10/2026: Creation of additional posts for maintenance of new assets and manning new services.

Staff side expressed deep concerns about the manpower situation in the field due to non-compliance of yardsticks and norms.

Data regarding yardsticks and the manpower available will be provided in a week’s time, subsequent to which the representatives of both the Federation will meet together to discuss the data. If required, further meeting will be taken up with CRB & CEO and concerned Members.

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EDE(GC)

25/2026: Review of eligibility criteria for promotion of Group ‘C’ employees to Group ‘B’ through 30% LDCE (Talented) Quota.

Staff side demanded a separate meeting with CRB & CEO to discuss the issue further.

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EDPC

12/2026: Clarification on “Fixation of Pay” of Running Staff selected to Group ‘B’ posts.

Clarification regarding Fixation of Pay of Running Staff selected as Group ‘B’ officers will be after adding 30% pay element. Necessary clarification has been issued vide Railway Board’s letter No. E(P&A)II/2022/RS-2-Part(2) dated 20.06.2025.

(Finalised)

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15/2026: Reckoning of 30% pay element for fixation of pay of Running Staff involved in SPAD cases, who fail in Psychological Test and are subsequently deployed in Stationary Posts (non-running) – Clarification.

Clarification regarding reckoning of 30% pay element for fixation of pay of Running Staff involved in SPAD cases, who fail in Psychological Test and are subsequently deployed in Stationary Posts (non-running) has been issued vide letter dated 27.01.2026. Presently the matter is sub-judice.

Staff side demanded a separate meeting with Member (T&RS).

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24/2026: Grant of House Rent Allowance (HRA) to Staff working at ALAAU/Dankuni Workshop (a part of CLW).

The proposal for increasing the HRA entitlement for Dankuni Workshop has been turned down by the Ministry of Finance. Copy of Inter-Departmental Note of Ministry of Finance was provided to the Federations.

(Finalised)

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28/2026: Grant of 3rd financial upgradation under MACPS to the Nursing Staff in GP Rs. 6600+PB-3/Level-11.

Staff side demanded a separate meeting with DG(HR).

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PEDE(N)

07/2026: Removal of anomalies and upgradation in the promotion prospects of Chief Trains Clerks (CTNC) Cadre and Revision of Dress (Uniform) Code.

The issue is under examination and the proposal has been referred to the concerned Traffic Dte.

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09/2026: Proposal for Revision of Direct Recruitment Quota in Technician Grade – III in Loco Sheds/EMU Sheds.

The proposal for enhancement for DR quota has not been agreed to and the concerned Railway and the Federation has been apprised of the same.

(Finalised)

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14/2026: Female employees in Railway – Steps to redress gender specific issues.

Zones will be advised to be considerate regarding request for change of category as per extant provisions.

(Finalised)

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17/2026: Mode of filling-up vacancies of Tower Wagon Drivers and also non-payment of Running Allowance to Tower Wagon Drivers in some of the Zonal Railways.

Draft proposal has been sent to the concerned Dte. for examination. After obtaining their comments, action will be taken accordingly.

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23/2026: Aptitude Test in departmental Selection – Grant of 2nd Chance.

The issue of delinking the second chance from the next selection process is being examined in consultation with Safety Directorate. Another issue raised regarding calling all department volunteers against the shortfall in promotion quota as done a one-time exception last year will be further examined.

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EDEE(M)

30/2026: Provision of air-conditioning in the Subordinate Rest Houses and Holiday Homes for Non-Gazetted Railway Staff over the Indian Railways.

Policy is already available vide Railway Board’s letter No. 2012/ELECT./G/114/1 dated 01.12.2016 for providing Air conditioning based on requirement with the approval DRM/GM. Instructions will be reiterated.

(Finalised)

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EDE(LL)

***29/2026: (i) Revision of the Railway Servants (Hours of Employment), Rules 2025 and Introduction of 8-hour duty roster for ‘C’ Class Gatemen of Engineering Department and E.I. Roster for the staff working at the roadside stations.**

(ii) Provision of Two Patrolmen for Night Patrolling Duties.

The re-classification in terms of Railway Servants (Hours of Employment), Rules 2005 and introduction of 8-hour duty roster for Gatemen of Engineering Department is decided after the job analysis at the concerned level crossing. For inter-locking of level crossings, TVU has been revised from 20,000 to 10,000. To expedite the inter-locking work, segregation of civil engineering works from S&T works has been initiated so as to complete the civil engineering works prior to S&T works and the works has been sanctioned this year onwards. It was agreed that the extant instructions in the matter of determining re-classification of Gate or HoER category, if any of engineering ‘C’ Class gates will be reiterated for urgent action by Zonal Railways in this matter.

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PED(IR)/ DE(G)

03/2026: Irregular retention in service beyond the age of superannuation – Recovery of Pay/Allowances for the period of over-stay.

The case will be reviewed in the light of Supreme Court decision of 2008 and will be referred to the Nodal Ministry again.

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PED(IR)/ JDE(W)

11/2026: Enhancement of Per Capita Contribution to Staff Benefit Fund.

The details regarding utilization of the SBF funds will be shared with the staff side and then the item will be discussed further.

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***16/2026: Entitlement of Complimentary Pass and RELHS facilities to the widow of former Railway employees included as dependent under the Pass Rules.**

Currently the dependency for Widow Pass and RELHS is followed as per the DoP&T Guidelines and will be revised by the Railways as and when the revised instructions are received.

Staff side suggested that the proposal may be sent to DoP&T.

(Finalised)

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