

N F I R

National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/1/Part III

Dated: 2nd Feb, 2017

The Chairman
Railway Board
New Delhi

Dear Sir,

Sub: **Measures to improve safety on Indian Railways – reg.**

Ref: Railway Board's letter No. 2017/E(LR)III/Ref/RB/1 dated 30/01/2017 addressed to GMs of Zonal Railways, copy endorsed to the Federations.

NFIR at the outset expresses its serious disappointment over Railway Board's letter dated 30th January 2017 as the contents of the letter convey that an impression has been gained by the Railway Administration that the "Supervisory Officials who happen to be the Office Bearers of the unions are more involved in Trade Union working and are less devoted to their legitimate duties of running the system".

2. The observation vide para 3 of Board's letter dated 30th January, 2017 that Office-Bearers of the Unions have to devote a substantial amount of time to attend to their additional responsibilities as Union Office Bearers is totally fabrication of truth. In fact such supervisors of safety category, first discharge their duties and at times they do not attend meetings or participate in the programmes as many of them come under "Excluded" category, expected to be available at all times for meeting administrative requirements.

3. The Federation is pained to note that the Railway Board although aware of the loyalty and devotion of Rail workforce whether "Supervisory or Supervised" for running the complex system efficiently round the clock, has, of late developed doubts on their commitment without any valid ground. It is sad to note that the devotion of Supervisors has not been properly analyzed in spite of the fact that they never failed in their duties irrespective of their status as Union office – bearer or otherwise, although several short-comings exist in the system which are required to be addressed quickly.

4. NFIR being a responsible Federation has always been extending support in ensuring disciplined and efficient working of employees of various categories whether they are Group 'C' or erstwhile Group 'D' (Supervisors or other than Supervisors). The objects of the NFIR as per its Constitution are:

- (a) To develop among the railway employees a sense of responsibility towards industry and the nation.
- (b) To raise the railway employees standard of efficiency and discipline.
- (c) To secure increasing association of the railway employees in the administration of railways and their full participation in its control.

Contd..2

// 2 //

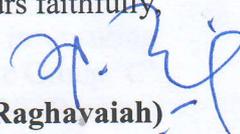
5. In order to inculcate greater sense of commitment and undivided attention towards their duties and enhance safety consciousness levels among safety category staff, NFIR's affiliates have regularly been conducting seminars, conferences, workshops etc., with their own resources inspite of lukewarm response from the authorities at Zonal and Divisional levels. The Federation also conveys that Supervisory officials of safety categories who happen to be Office Bearers have always been giving first priority to their duties. In fact, the Trade Union culture includes "safety of public, safety of system and safety of employees at work places". Therefore, the question of not paying attention towards their duties or diverting their attention from their legitimate duties, does not at all arise in the light of these realities, NFIR views that the Board's instructions vide letter dated 30th January, 2017 are totally unjustified.

6. NFIR also points out that the supervisors of safety categories (Technical, Operational etc.) have been subjected to grave injustice by the Railway Ministry as well successive Pay Commissions with regard to their pay structure and career growth. They are in fact "disgruntled lot" as the Railway Ministry has failed to implement its commitments for replacement of their Grade Pay and upgradation of apex Group 'C' posts to Group 'B' Gazetted even after a lapse of one decade. The written assurances given to the Federations on certain issues have also not been complied with till date. In spite of such grave injustice meted out to these staff, they continue to perform and their loyalty to Railways and their services for ensuring high degree of safety standards is beyond any doubt. The Railway Board (CRB) is aware that the "Indian Railways" is the only organization, where healthy industrial relations continued to prevail for over 4 decades on account of dedication of workforce and matured approach of the Federation and its affiliates. Unfortunately, the Railway Board's instructions dated 30th January 2017 have deeply disturbed the rank and file of railway employees whether they are supervisory or non-supervisory as every employee now feels that the Railway Board instead of addressing the real lacunae and deficiencies in the system has started targeting the established Trade Unions and Supervisory staff.

7. In the above context, NFIR also wants the Railway Board to kindly appreciate the fact that freedom of association, election of Office Bearers from among the Members of the Trade Union are the legitimate rights of the employees under the Law. The Railway Board's letter dated 30th January 2017 appears to be an attempt to trample the rights of the Trade Union. Protests/demonstrations against Board's instructions are on at various places, demanding withdrawal of instructions.

NFIR, therefore, urges upon the Railway Board (CRB) to kindly intervene to see that Railway Board's instructions dated 30/01/2017 are withdrawn immediately for creating congenial atmosphere in the overall interests of Railways.

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary

Copy forwarded to **the Member Staff, Railway Board**, New Delhi for information and necessary action please.

Copy forwarded to the **Director General (Personnel)**, Railway Board, New Delhi for information and necessary action please.

Copy to the **Executive Director, (IR)**, Railway Board, New Delhi for information and necessary action please.

✓ Copy to the General Secretaries of Affiliated Unions of NFIR.

Media Centre/NFIR

File No. II/95/Pt.X.

Copy to the General Secretary, AIRF, 4 State Entry Road, New Delhi.