

RAM

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MINISTRY OF LABOUR AND EMPLOYMENT
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No.M.41/1/HOER/2011-B2

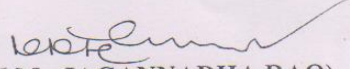
Date: 26.12.2011

To		
The Secretary, All India Loco Running Staff Association, C/o R. Soundrapandian, 16, Sengow Nagar, Madurai – 18.	The Sr. Divisional Personnel Officer, Southern Railway, Madurai Division, Madurai.	The Divisional Railway Manager, Southern Railway, Madurai Division, Madurai.

Sub: HOER – Appeal preferred under Rule 4 (1) of the Railway Servant (Hours of Work and Period of Rest Rules, 2005) – Decision of the Authority – Forwarding – Reg.



Please find enclosed herewith the decision dated 26.12.2011 of the Authority in the appeal preferred under Rule 4 (1) of the Railway Servant (Hours of Work and Period of Rest Rules, 2005) for necessary action.


(M.M. JAGANNADHA RAO)
REGIONAL LABOUR COMMISSIONER (C)
AND
APPELLATE AUTHORITY UNDER
RAILWAY SERVANTS (HOURS OF WORK &
PERIOD OF REST) RULES, 2005

Encl: as above

**BEFORE THE APPELLATE AUTHORITY UNDER RAILWAY SERVANTS
(HOURS OF WORK & PERIOD OF REST) RULES, 2005**

PRESENT

MM JAGANNADHA RAO, B. Com., M.L., PG Dip. LLPM
Regional Labour Commissioner © Chennai &
Appellate Authority under Hours of Employment Regulations

The Secretary,
All India Loco Running Staff Association,
C/o R. Soundrapandian,
16, Sengow Nagar,
Madurai – 18. ... **Appellant**

The Divisional Railway Manager
Southern Railway
Madurai Division
Madurai ... **Respondent**

APPEARANCE

Appellant ... 1) Shri Soundarapandian,
Authorised Person
2) President & Secretary

Respondent ... 1) Shri R Kannan, APO
2) Shri Venkateswaran, SWI

DECISION

01. The All India Loco Running Staff Association, South Zone, Madurai Branch (hereinafter referred to as the 'Appellant') preferred an Appeal dated 06.05.2008 before the Appellate Authority and the Regional Labour Commissioner (C), Chennai against the Divisional Railway Manager of Southern Railway, Madurai Division (hereinafter referred to as the 'Respondent'). All India Loco Running Staff Association, aggrieved over the Order of the Railway Board's Order No. E/LL/91/HER I-II dated 03.04.1992 as per Section Chapter XIV Sec. 130 & 136 of Hours of Employment Regulations and Rule No.4 of Hours of Work & Period of Rest Rules 2005 (in brevity 'Regulations' and 'Rules' respectively), preferred this Appeal against the classification of Loco Running Staff as "Continuous" and requested to reclassify as "Intensive". The Railways Act, 1989 in brevity hereafter referred as "The Act".

02. The appeal was taken on file and the Assistant Labour Commissioner (C), Madurai was requested to investigate into the matter and submit a detailed report while forwarding copies to the Appellant as well as the Respondent. The Respondent has not submitted any comments on the matter. Thereafter, the Labour Enforcement Officer (C), Madurai was directed to conduct Job Analysis in the matter on 30.11.2009 while forwarding copies to the Appellant as well as Respondent.



03. Whereas the LEO (C) Madurai has requested the Respondent to permit him to conduct the Job Analysis in the running Train. However, the Respondent has declined the permission. The LEO has thereafter visited Madurai Railway Station and conducted Job Analysis on a stationed Loco Engine on 11.12.2009 and submitted his report recommending for reclassification of the Loco Running Staff from 'Continuous' to 'Intensive' vide his letter No.41/01/2009-mdu dated 22.12.2009.

04. Whereas the Appellant further represented vide their letter dated 22.07.2010. The same was forwarded to the Respondent vide this Authority's letter No.41/2/HOER/CORRES/2008 B1 Dated 03.08.2010 to furnish their comments on or before 20.08.2010. The Respondent failed to furnish the comments. Again the Respondent was reminded to furnish the comments vide the Authority's letter dated 24.01.2011. Thereafter, the Respondent submitted their comments vide their letter No.U/P 574/IV/ALC/MDU dated 31.1.2011. The Respondent vide their letter No.18/19.08.2010 informed that the reclassification cannot be accepted as the change from one Classification to another is a Policy Matter and the recommendations of LEO are based on a shadow job analysis.

05. Whereas notices were issued to both the parties and proceedings were held on 09.05.2011 wherein both the parties were present and advanced their submissions. The Appellant advanced their submissions on the following grounds :

a) That the Railway Board vide its No.E/LL/91/HER I-II dated 3.4.1992 issued order for running staff which enhanced/extends the duty at a stretch to a minimum of 10/12 and to a maximum of 13 hours in a single trip, to a maximum rest interval of 8 hours at out station stay amounting a 'Long ON' and 'Short OFF' in case of Goods Crew and with a maximum rest of equal hours of duty in case of others.

b) That the said order is in violation of ILO Convention and policy of the Government as declared under Sec.131 XIV of "The Act" and other labour laws commonly applicable to all workers regarding their daily hours of work.

c) That the Rules on duty of Loco Running Staff were made during a period when the trains were worked with steam traction. But in order to meet the needs of the present Society, the Railways have changed over to modern Diesel Electric Loco motives and AC traction Loco motives with very high traction power and scientifically improvements. This has lead for improved infrastructure, the load, lead and speed of trains than what was prevailing during the steam days, such as double line, multiple tracks and more sophisticated increased number of signaling arrangements and manned/unmanned level crossing gates, the ratio between time and distance has been diminished to a large extent.

d) That the Loco Running Staff are put to additional stress and strain, in their duties with continued sustained attention observing to the different gauges in the Loco, speed meter, track, Level Crossings, warning boards, observing of reception and dispatch signals, points and crossings, stopping and starting of the train without Jerk, exchange of signals with station staff and frequently with the guard of the train by taking care for the safe movement, safety of passengers and goods.



e) That the Labour Enforcement Officer © Madurai as per the direction of the Regional Labour Commissioner © Chennai & Appellate Authority has conducted a Job Analysis on 11.12.2009 from 0530 hrs. to 1230 hrs. by Vaigai Express (T.No.2636) from Sign ON to Sign OFF and recommended for reclassification from 'Continuous' to 'Intensive'.

f) That the Respondent has under various orders on different matters of the day, to day working, have increased their work load by transferring the responsibilities of other categories also.

g) That the Vigilance Control Device (VCD), a safety device comes into operation and makes the trains to a complete automatic stop at any place if the loco pilots are not attentive in handling any one of the prescribed operating functions numbering eight performances connected to and related to VCD equipment provided in all types of Locos within each sixty seconds.

h) That the Respondent is resorting to stable the stocks at short of destinations and make the crews to risk to run train with DGR checks with invalid BPCs and skip off the inter checking points and continue to work trains under their personal risks, which point was not brought to the notice of the LEO while carrying out the Job Analysis.

i) That the Respondent has made so many SRs to GR which governs the train working/operations by that they have overburdened the crews such as i) with coupling & uncoupling of the Locomotives during change of traction ii) enroute traffic shunting operations in stations & yards and iii) duties of C&W Staff and Guards and also subjected them to risk of more responsibilities with risk, more strain by increasing the speed of pilot trains which are not brought to the notice of the LEO while carrying out the Job Analysis.

j) That the Loco Crew have to have sustained attention and vigil in each and every minute on the run without relaxations and thus needs for reclassification from 'Continuous' to 'Intensive'.

06. On the other hand the Respondent have declined to accept the Appeal made by the Appellant on the ground :

a) That the change from one Classification to another is a Policy Matter. All over India, Loco Running Staff are working in 'Continuous' Classification. The change of classification for Loco Running Staff in Southern Railway Madurai Division cannot be done without the approval of Railway Board and not merely on LEO's report.



The Chief Personnel Officer, Southern Rly. Madras has stated that LEO © is based on a 'shadow job analysis' where the actual pattern of working of a Loco Pilot has not been studied Minute-by-Minute details gathered, otherwise than in a real working situation cannot be accurate and cannot form the basis for determining the nature of any job.

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c) That the peculiar conditions involved in running duty do not permit an abrupt change in the classification, which has been followed for long all over Indian Railways.

d) That it has been minuted in the meeting of the Standing Committee of National Council (JCM) held on 15.02.2006, that the Ministry of Rlys have already taken a decision to set up a High Powered Committee to look into the issue of duty Hours of Running Staff and other safety categories in a meeting held on 27.01.2006 between the Ministry of Railways and their Staff Side.

07. Whereas after careful examination of the submissions of both the Appellant and Respondent on 09.05.2011, both the parties have raised objections on the Job Analysis report submitted by the LEO © Madurai. On hearing both the parties, I felt it necessity to accord an opportunity to both the parties with regard to their objections that the LEO © has not taken the matters such as discussed at (h) & (i) above by the Appellant and at (a) above by the Respondent. Accordingly, I have ordered for conducting a Joint Job Analysis jointly by both the Respondent and LEO(C) MDU within 15 days and submit the report for passing the necessary orders in the Appeal. However, the LEO(C), MDU has reported that the Respondent has not agreed and not co-operated for conduct of Joint Job Analysis as ordered despite the issue of prior notice to the Respondent and his visit to the work place.

08. Thereafter further proceedings were held on 31.10.2011 wherein the Respondent has brought out:

09. That the Railway Board have already constituted a High Power Committee to look into the details of Hours of Employment of Loco Running Staff relating to their grievances regarding Daily/Weekly Hours of work, Periodical rest at Headquarters/ Outstation and other grievances in all categories of trains. The Respondent has requested to withhold the proceedings till finalization of the report by the High Power Committee.

10. The proceedings were then concluded and the orders were reserved on 31.10.2011.

11. I now examine the issues raised by the Respondents in the light of the Regulations and Rules with regard to the issues raised by both the Parties :

12. Whereas the Appellant is justified in pointing out that the Classification of the employees of Railways was adopted by the Railways as Hours of Employment Rules 1931. Thereafter the recommendations of Hon'ble Mr. Justice G.S. Rajadhyaksha and the Adjudicator have been accepted and implemented as Railway Servants (Hours of Employment) Rules 1951. Recommendations of Shri N.M. Miabhoy Retired Chief Justice of Gujarat as "One Man RLT-1969" came in force w.e.f. 01.08.74. It is an undoubted fact that at the time of adoption of these Rules, the Technical Specifications, Operating Systems and the Load taken by the Steam Locomotives during the year 1951 were much lesser when compared to the Diesel Locomotives during the year 1957. Similarly, the Diesel Locomotives were much lesser when compared to the present sophisticate Electric Locomotives. While the Locomotives introduced by the Respondent Railways were so progressed in technology, but the classification of the Loco Running Staff remained as "Continuous" since 1951.



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13. It is a well known fact that there were many High Power Traction, double and multiple tracks, increased number of sophisticated signaling arrangements and manned/unmanned level crossing gates, warning boards, exchange of signals with station staff and frequently with the guard of the train by taking care for the safe movement, safety of passengers and goods etc., put the Loco Running Staff to additional stress and strain, in their duties with continued sustained attention. Despite the change in work environment and the increased volume of work load and responsibilities, the Respondent has not attempted to review the classification of the working hours of the Loco Running Staff ignoring the recommendations of the RLT and the Rajadhyaksha Awards which says as :

Review of Classification :

“A review of the classification shall take place every time when there is a change in the time table or when the workers/unions representing workers make a claim for review of the classification on the ground that there is increase in volume of traffic and or in volume of work load. The review of classification is a continuous process and the internal machinery is a requirement to do the job whenever there is a necessary to review the classification”.

RLT has also agreed with the Adjudicator that there is need for fair & impartial and adequate Machinery for this sensitive work.

Time to time JA helps in maintaining the safety & punctuality of Railways as Public at large are involved.

JA also helps and protects the interest of the Railway Servants as per the ILO norms.

14. The Respondent denied to accept the claim of the Appellant on the ground that the classification is a policy matter, the Loco Running Staff all over India are classified as “Continuous” and the Classification at Madurai Division based on LEO’s report, needs the approval of the Railway Board. Respondent further claimed that the peculiar conditions involved in running duty do not permit an abrupt change in the classification, which has been followed for long all over Indian Railways. The respondent herein admitted that there are peculiar conditions involved in running duty. While this is so, the Respondent would have taken steps to review the classification much earlier along with the change and growth in technology.

15. The Respondent also objected the Job Analysis conducted by the LEO is based on a ‘shadow job’ analysis’ where the actual pattern of working of a Loco Pilot has not been studied Minute-by-Minute details gathered, otherwise than in a real working situation cannot be accurate and cannot form the basis for determining the nature of any job. I would like to examine this objection in the light of the Regulations and Rules.



16. Sec.135 of “The Act” reads as follows :

Supervisors of railway labour.- (1) Subject to such rules as may be made in this behalf, the Central Government may appoint supervisors of railway labour.

17. The Ministry of Labour, Govt. of India in exercise of the powers conferred by sub-section (1) of Section 71-C of the Act appointed all the Labour Enforcement Officers (Central) amongst others as Supervisors of Railway Labour vide its Notification dated 11-07-1975.

Sec.135 further lays down the duties as :

- (2) The duties of supervisors of railway labour shall be—
- (i) to inspect railways in order to determine whether the provisions of this Chapter or of the rules made there under are duly observed; and
 - (ii) to perform such other functions as may be prescribed.
- (3) A supervisor of railway labour shall be deemed to be a Commissioner for the purposes of sections 7 and 9.

Sec. 7. Powers of Commissioner. -Subject to the control of the Central Government, the Commissioner, whenever it is necessary so to do for any of the purposes of this Act, may-

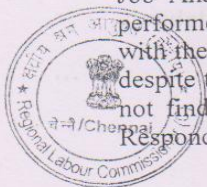
- (a) Enter upon and inspect any railway or any rolling stock used thereon;
- (b) By order in writing addressed to a railway administration, require the attendance before him of any railway servant and to require answers or returns to such inquiries as he thinks fit to make from such railway servant or from the railway administration; and
- (c) Require the production of any book, document or material object belonging to or in the possession or control of any railway administration, which appears to him to be necessary to inspect

9. Facilities to be afforded to Commissioners.- A railway administration shall afford to the Commissioner all reasonable facilities for the discharge of the duties or for the exercise of the powers imposed or conferred on him by or under this Act.

18. On a plain reading of the above provisions of the Act, it is very clear that the LEO © MDU has been appointed as Supervisor of Railway Labour and he is also declared to be a Commissioner. Secs. 7 & 9 of the Act empowers the Commissioner, ie, LEO to enter upon and inspect any railway or any rolling stock used thereon.

19. Whereas the Respondent deliberately avoided to permit the LEO to enter into the Loco for conduct of the Job Analysis. It is thus under compulsion the LEO conducted the Job Analysis on a Stationed Loco. However, unlike the other Job Analysis, the work performed by the Loco Pilot is recorded minute to minute and the same is very well available with the Crew Booking Office. The Respondent also declined to conduct Joint Job Analysis despite the direction from the Appellate Authority to find the factual situation. As such I do not find any lapse in the Job Analysis conducted by the LEO and the contention of the Respondent is rejected.

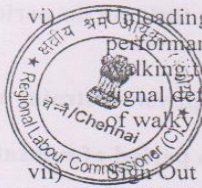
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20. In order to examine the real working situation, I now discuss the details of the job analysis conducted by LEO © Madurai on a stationed loco engine. The LEO also furnished the analysis for the actual job performed by the Loco drivers for Vaigai Express T.No.2636 from Madurai (Sign on) to (Sign Off) Villupuram between 0530 hrs. to 1230 hrs.

21. The following are the details of work according to the job analysis as submitted by LEO© MDU :-

- i) Sign on --- 0530 hrs.
0530 hrs to 0630 hrs
- ii) Miscellaneous Works such breath analyses test, signing in various registers, walking down to the Engine, Checking of Oil Levels, Checking of various instruments, equipments, air pressure, break handles, filters, cranks, electrical switches, etc --- 60 Minutes
- iii) Operation of Loco (Starting Station) --- 0630 hrs.
Sustained Attention (Actual Run Time of Train)
0631 hrs to 1150 hrs
- iv) a) Monitoring speed, Gauges, Observation of Tracks, Whistling out all Level Crossings, Observing 20 Signal at 5 Stations, Stop & Start of Train at 5 stations and Recording the timings in CTR, Recording and Reading of different gauges for every 30 minutes, Log Book entry --- 211 Minutes
- b) Crossing 188 Gates, observing Gateman for unusual Warning signals & 2 signals at each Gate (30 Seconds each gate) --- 94 Minutes
- v) At Villupuram (Destination Station) --- 1150 hrs.
1151 hrs to 1230 hrs
- vi) Uploading of Line Box, Noting in the Log Book about performance of Loco, Fuel balance Entry, handing over walking to Crew Booking Office, making entries in LTR, signal defect register Track defective register, handing over of walky talky, Preparing fuel vouchers & closing of CTR --- 40 Minutes
- vii) Sign Off --- 1230 hrs.
- Total** --- **405 Minutes**



22. In addition to the above works, the Appellant stated that the Vigilance Control Device (VCD), a safety device comes into operation and makes the trains to a complete automatic stop at any place if the loco pilots are not attentive in handling any one of the prescribed operating functions numbering eight performances connected to and related to VCD equipment provided in all types of Locos within each sixty seconds. However, the Respondent has not objected to this point. Hence the submissions of Appellant are to be taken into consideration.

23. I now refer to the various provisions contained in the International Labour Organisation and "The Act" pertaining to the Classification as well as the terms connected thereto.

Criteria for Determining Classification:

Washington Convention, 1919

To determine a classification as 'Intensive', one of the criteria to be fulfilled in a duty of 8 hours is that the periods of inaction, rest or relaxation should not aggregate one hour, i.e., to be precise 59 minutes or less. The other criteria is in a cycle of 24 hours the period of rest, relaxation and inaction shall be aggregate 6 hours or more, i.e., 360 minutes or more.

Sec. 130 of Chapter XIV

(d) the employment of a railway servant is said to be "intensive" when it has been declared to be so by the prescribed authority on the ground that it is of a strenuous nature involving continued concentration or hard manual labour with little or no period of relaxation

Railway Board's Letter No.E(ADJ)48 C-L-I-A dated 9.7.1949 summarises as under :

The employment of a railway servant shall be held to be 'Intensive' when it is so declared by the Head of the Railway on the ground that it is of a strenuous nature involving continuous concentration or hard manual labour with little or no periods of relaxation. Under this definition, two factors must be present, namely:-

- i) Strenuous nature of work tending to cause mental or physical strain; and
- ii) Continuous application to such work with little or no period of relaxation.



ILO Convention No.67 : Convention concerning the Regulation of Hours of Work and Rest Periods in Road Transport

Article 4 : For the purpose of this Convention—

- (a) the term "hours of work" means the time during which the persons concerned are at the disposal of the employer or of any other person entitled to claim their services, or in the case of owners of vehicles and members of their families, the time during which they are engaged on their own account in work connected with a road transport vehicle, its passengers or its load, and includes—
- i. time spent in work done during the running time of the vehicle
 - ii. time spent in subsidiary work;
 - iii. periods of mere attendance; and
 - iv. breaks for rest and interruptions or work, which breaks or interruptions do not exceed a duration to be prescribed by the competent authority
- (b) the term "running time of the vehicle" means the time from the moment when the vehicle starts at the beginning of the working day until the moment when the vehicle stops at the end of the working day, excluding any time during which the running of the vehicle is interrupted for a period exceeding a duration to be prescribed by the competent authority during which period the persons who drive or travel within the vehicle are free to dispose of their time as they please or are engaged in subsidiary work.
- (c) the term "subsidiary work" means work in connection with the vehicle, its passengers or its load which is done outside the running time of the vehicle, including more particularly---
- i.
 - ii. the taking over and garaging of the vehicle
 - iii. traveling from the place where a person signs on to the place where he takes over the vehicle and from the place where he leaves the vehicle to the place where he signs off;
 - iv. work in connection with the upkeep and repair of the vehicle; and
 - v. the loading and unloading of the vehicle.

Sustained attention :

Rly. Board's letter No. E(LWA)68/HER/80 dated 6.11.68



The definition of term 'sustained attention' given in letter dated 30.5.1949 is for general application. In cases, however, where circumstances justify a different treatment, the period involving sustained attention may be decided on the merit of each individual case.

I) Board's Letter No. E(ADJ)48 (HER)/7 dated 30.5.1949

i) Station Master : A Station Master is generally required to pay sustained attention from the time he gives line clear to the station in rear till the time the train arrives, and again from the time the line clear is asked for to the time the block section ahead is cleared.

ii) Pointsman : A Pointsman waiting for the arrival of a train after setting points is required to give sustained attention till its arrival.

II) Board's Letter No. E(LL)73/HER/24 dated 13.5.1974

Cabinmen : Cabinmen will be considered to be on sustained attention from the time the line clear is given till the time of arrival of the train.

III) Board's Letter No. E(LWA)68/HER/67 dated 11.3.1969 and 3.12.1969

Patrolmen : The Patrolmen who have to walk along the track during the monsoon or when otherwise detailed in the event of emergency, have to devote sustained attention during the period they are patrolling over their beats, and as such, the Patrolmen on such work involving a walking length over 12 miles/19 kilometers as an invariable factor, should be treated as 'Continuous'

IV) MOR Lrs. No. E(LL)77/HER/29 dated 31.8.1978, No. E(LL)78/HER/76 dated 23.10.1978, No.E(LL)77/HER/S9 dated 28.3.1979

MOR have decided that the 10 hour rule as applicable to the running staff should be implemented subject to the following provisions :

(1) The under mentioned period will count for duty under the 10 hour rule :

- (i) Engine attendance time as prescribed; and
- (ii) Time taken from starting station upto crew changing station including intermediate detentions

24. Whereas the Respondent have deliberately avoided the LEO © either to conduct Job Analysis on the running train or Joint Job Analysis to find out the factual details of working, despite the statutory obligation vested on them under the provisions of Regulations and Rules, I have no other option but to apply the above guidelines and analogy to the Job Analysis Report submitted by LEO© and decide the Appeal. Accordingly, I shall proceed further in the matter of Appeal.



If the works performed by the Station Master, Cabin men, Points men and Patrolmen such as waiting for the arrival of the train after line clear, setting of points, etc., are treated to be sustained attention as per the above Railway Board's letters, the real running time of the train by the Loco Pilot, is undoubtedly to be treated as sustained attention. Furthermore,

from the analysis conducted by LEO, it is apparent from the details furnished; the Loco Pilot has performed a sustained attention of 305 Minutes or 05 hrs 08 minutes and 100 Minutes or 01 hr 40 Minutes less or no sustained work making a total of 06 hours 48 minutes in a roster of 7 hours.

26. Whereas the Respondent pointed that the a High Level Committee has been appointed to study the working hours and daily rest, etc., of Loco Running Staff hence requested to withhold the Appeal. It is to be clarified here that the Respondent themselves have stated during the proceedings held on 09.05.2011 that the Ministry of Railways have taken a decision to set up High Level Committee during the year 2006, whereas the Committee was set up only in the year 2011 after a lapse of five years which shows the seriousness of the Railways in resolving the grievances of the Loco Running Staff. Merely on the submission that the High Power Committee was set up, the present Appeal cannot be withheld.

27. Further to the justification in the Job Analysis submitted by the LEO, MDU, there is a need to discuss the role and contribution of the Running Crew in maintaining the Railway Safety. The Comptroller and Auditor General in their Report No.8 of 2010-11 (Railways) in **Chapter 3 Implementation of Corporate Safety Plan in Indian Railways** have categorically summarized that :

“Though human error proved to be the major cause of many accidents and resultant loss of life, the Indian Railways failed to provide improved facilities for the running staff, modernization and upgradation of training facilities. Indian Railways were also not able to fill all the safety category staff vacancies”

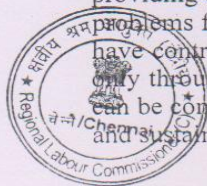
D. Crew friendly cab in locomotives

“It was stated in the CSP that an ergonomic design of loco cab has been developed to provide easy approach to various control handles/buttons. Providing new features would ensure fatigue-free driving for long hours.”

F. Crew Management

“It was proposed in the CSP that to assess the actual problems faced by the running crews, proper record would be maintained at crew lobbies and follow up action taken within 24 hours of observations made by drivers. The deficiencies noted during crew runs would be identified and corrected expeditiously.....”

28. The CAG Reports reveals that the design in Crew Cab in Locomotives is not providing a comfortable working environment for the running crew and that there are actual problems faced by the running staff during actual run time. The CAG also opined that these have contributed for cause of accidents in Railways and the Railway Safety can be ensured only through improvement in both the design and the problems during run time. As such it can be concluded that the present working environment in the Locos leads to much strenuous and sustained attention.



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29. In view of the foregoing discussions, to meet the ends of Justice, it would be justified if the date of operation of my order comes into effect with effect from the date of Job Analysis conducted by LEO © Madurai. Accordingly, I pass the following order :

ORDER



The Respondent is directed to reclassify the working hours of Loco Pilots operating the Passenger Trains from 'Continuous' to 'Intensive' from the date of Job Analysis conducted by LEO © Madurai ie, wef. 11.12.2009. Hence Appeal is disposed off allowing the claim of the Appellant.

(Signature)
(MM JAGANNADHA RAO)

REGIONAL LABOUR COMMISSIONER (C)

AND

APPELLATE AUTHORITY UNDER
RAILWAY SERVANTS (HOURS OF WORK &
PERIOD OF REST) RULES, 2005