



**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)**

**REPORT OF HIGH POWER COMMITTEE TO REVIEW THE DUTY  
HOURS OF RUNNING AND OTHER SAFETY RELATED  
CATEGORIES OF STAFF.**


**AUGUST, 2013**



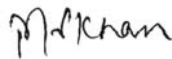
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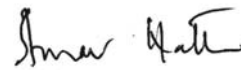
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**AUGUST, 2013**



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## Foreword

The High Power Committee (Running & Safety) was mandated to look into two broad issues namely Hours of Employment of Running Staff and Review of Safety Categories staff over Indian Railways. These two groups of staff are directly responsible for safe and orderly train operations and their concerns are matter of high priority for Railway management.

Working hours are one of the biggest concerns of wage earning employees and in India these have been settled by various labour laws enacted before and after independence, all of which draw inspiration from the Washington Convention of 1919 and Geneva Convention of 1921 ratified by the British India Government in 1923. On the Indian Railways three landmark developments have helped in the evolution of the present framework of working hours in which this system operates; these are Railways Amendment Act 1931, Rajadhyaksha Committee Report 1946 (Adjudicators Award) and Miabhoy Tribunal Award 1969-72.

In recent times long working hours of running staff have been singled out as a major factor responsible for a number of ills afflicting the Railway system. The demands of the running staff and their representatives/Federations for rationalising the hours of work have been on the management's table for almost two decades now. The Ministry of Railways has therefore rightly sought comprehensive relook at the Hours of Employment Regulations of Running staff.

The second mandate is regarding the Review of the Safety Categories. Categorizing some posts for differential treatment is a phenomenon which is probably unique to Indian Railways; this nomenclature seeks to represent a group of posts which plays direct role in ensuring safe transportation of passengers and goods over the vast railway network. Since 1974 when the first list of safety categories was issued, there has been a steady demand to put more and more categories under this nomenclature, as a result of which this group has become a highly incongruous collection of posts without any uniform basis of identity. It is also seen that no universally acceptable definition exists for this categorization and posts have been clubbed under it for reasons which may not be directly aimed at safety enhancement. The Committee has attempted to provide the much needed definition for 'safety categories' after holding wide ranging discussions with stakeholders and has made recommendations to bring about direct correlation between operational safety and criticality of function.

The recommendations of the Committee are based on the following premises arrived at after due deliberations:

- (a) To address the seeming sense of discrimination amongst the running staff that they have to work for longer periods than other railway staff without provision of adequate rest.

- (b) The Running staff needs to be seen as normal human beings, having social and personal obligations just as all other people .
- (c) Scientific researches/studies which establish that night rest cannot be substituted by day rest.
- (d) Ill equipped facilities at Running Rooms do not fulfil genuine need for outstation rest, which administration assumes to have been provided.
- (e) Higher monetary compensation alone does not compensate for inadequate rest, disruption in familial ties and unhealthy work and rest environment.
- (f) The recommendations be seen in totality and not only from the point of view of duty hours, but total rationalisation of working environment of running staff, e.g. duty hours, night working, periodical rest, cab improvement, running-room improvement etc.
- (g) The recommendations have kept in view the futuristic scenario of IR as envisaged in the Vision document-2020

Even though two major Committees namely Justice Rajyadhaksha Committee and Miabhoy Tribunal had done seminal work in their allotted areas of work, each was represented by only one of the two Federations of the Railway unions. The present Committee however had the advantage of freely interacting with both the Railway Federations besides several other groups of staff associations.

The Committee was initially allowed a term of one year but looking into the wide scope of the terms of reference especially the safety categories, the Ministry extended the tenure by another year and three months. This period was used to hold extensive discussions with all stakeholders both at its Headquarters at New Delhi and at the Zonal and Divisional HQs besides field visits.. The Federations submitted rich and well researched literature backing their views and demands and the Committee is grateful to them for the same, particularly their respective General Secretaries S/Shri M. Raghavaiah, of NFIR and Shiv Gopal Mishra of AIRF.

The Committee also benefitted from the suggestions and inputs given by Shri Shubhranshu, Secretary General of the Federation of Railway Officers Association, Shri Vishnu Kumar, ED, Psycho Tech. Cell, RDSO. The Committee had extremely useful and thought provoking interaction with AM / Traffic, AM / Mech., AM / Elect., AM / Works, Advisor / Safety and Adviser / Signalling and other senior officials of the Railway Board. The Committee is, in particular, grateful to Shri D.P.Pandey, the then Additional Member/Traffic and presently Member Traffic for giving the Committee an insight into the future traffic pattern of the Railways. The Committee was also given a presentation by the Managing Director, DFCCIL about the freight traffic scenario on completion of the DFCCIL project in 2016. The Committee is grateful to Shri Nasim Zaidi, IAS, Secretary, Civil Aviation for facilitating the



Committee's visit to the ATC at IGI Airport at Delhi and also making available the report on "Flight & Duty Time Limitation and Rest Requirements for Flight Crew Members" thereby giving an opportunity to the Committee to have an exposure to the working of the Civil Aviation sector. The Committee is specially thankful to Shri Veenu Mathur, former Member Traffic, Shri Pradeep Bhatnagar, former Additional Member/Traffic for sharing their rich operating experience over a long period of time on IR with Committee members. In fact Shri Pradeep Bhatnagar functioned as the virtual un-official Hony. adviser to the Committee and the inputs given by him from time to time have been of immense value. The committee is thankful to General Managers and Divisional Railway Managers of IR where we visited for providing an opportunity to interact with them and their team of officers at the Headquarters and Divisional level respectively and for according the Committee the best of hospitality. Our sincere thanks to those officers whose ideas and experience have gone into framing of our recommendations.

The Committee would like to place on record its deep sense of appreciation for coordinating the administrative functioning of the Committee by Shri Rajiv Kishore, ED/ERP, who in the later part of the Committee's tenure looked after the work of the Secretary of the Committee in addition to his own responsibility.



(D.P.Tripathi, IRTS (Retd.))  
CHAIRMAN, HIGH POWER COMMITTEE (R&S)  
MINISTRY OF RAILWAYS (RAILWAY BOARD)



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## CHAPTER-I

### INTRODUCTION

#### 1.1 Nomination/Appointment of the committee:

Ministry of Railways (Railway Board) vide their letter no. ERB-1/2011/18 dated 25.05.2011 ( Annexure I) constituted a High Power Committee under the Chairmanship of Shri D.P.Tripathi, former Secretary, Ministry of Food Processing Industries, Government of India, to review the duty hours of Running staff and other safety related categories of staff on Railways. The following were nominated as the members of the committee:-

- |       |  |        |
|-------|--|--------|
| (i)   | Shri V.K.Manglik<br>Former GM West Central Railway | Member |
| (ii)  | Shri M.S.Khan<br>Former AM/Budget/Railway Board    | Member |
| (iii) | Shri D.S.Baveja<br>Former CEE/Western Railway.     | Member |

Chairman Shri D P Tripathi and two members i.e Shri V K Manglik and Shri M S Khan assumed office immediately on 25.05.2011. However, Shri D.S.Baveja did not join owing to personal reasons. Shri Amar Nath former GM/CLW was, therefore, appointed as third member vice him, who joined on 22.12.2011.

Shri Anil Kumar Gulati, Executive Director (HRRC), Railway Board was nominated as Secretary of the High Power Committee. However, he worked as Secretary to the Committee only up to 15.12.2011 proceeding thereafter to take up another appointment as Joint Secretary (Justice) in

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Department of Justice, Ministry of Law. After the departure of Shri Gulati, the charge of Secretary to the Committee was held by Shri N. K. Jain, Executive Director (ERP) and then by Shri Vidhu Kashyap, Executive Director (HRRC) and then again by Shri N. K. Jain, Executive Director (ERP) **as a temporary arrangement** as Shri Kashyap almost immediately after joining on 13.02.2012 applied for voluntary retirement and went on leave preparatory to voluntary retirement from 03-05-2012 while Shri Jain proceeded on deputation to join as Director, HR, Air India on 04.07.2012.

Successor to Shri Jain i.e. Shri Rajiv Kishore, who joined as Executive Director (ERP) on 08.08.2012 was thereafter deputed to look after the work of Secretary to the Committee in addition to his duties, an arrangement which continued till the tenure of the Committee.

## **1.2 Terms of Reference:**

Vide Board's letter mentioned above, the High Power Committee was asked to examine, review and recommend on the following:-

- (i) Daily/Weekly duty hours and rest at Headquarters and outstation for the Running staff in all categories of trains.
- (ii) To review list of safety categories on the Railways and recommend daily/weekly duty hours and weekly off for the staff in safety categories.
- (iii) Monetary compensation for work beyond duty hours/breach of rest in exigencies of service for running staff/staff in safety categories.
- (iv) Resting facilities and other provisions for outstation rest of Running staff; and
- (v) Any other issue ancillary to the above or which may be specifically referred to the committee by the Railway Board during its Tenure.

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Originally, the Committee's tenure was for one year from the date of its constitution. However, the same was extended by one more year i.e up to 24<sup>th</sup> May 2013 vide Ministry of Railway's letter no. ERB-I/2011/23/18 dated 22.05.2012, followed by further extension by three months till 24<sup>th</sup> August 2013 vide Ministry of Railway's letter no. ERB-I/2011/23/18 dated 02-05-2013.

### **1.3 Assistance Provided:**

The Committee was provided with the following secretarial assistance:-

(i)	Personal Assistant	---	One (wef 06.06.2011)
(ii)	Stenographer	---	One (wef 17.08.2012)
(iii)	Loco Inspector	---	One (wef 14.11.2011)
(iv)	Traffic Inspector	---	One (wef 26.12.2011)
(v)	Welfare Inspector	---	One (wef 21.02.2012)
(vi)	LDC	---	One (wef 28.05.2012)
(vii)	Messengers	---	Two (wef 14.06.2011 & 29.02.2012)

Also, Labour Laws Directorate in the Ministry of Railways provided necessary assistance to the committee in making available the required background material including relevant circulars and files etc.

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## **CHAPTER-II**

### **BACKGROUND**

In order to appreciate the issues involved in the subject Terms of Reference it would only be appropriate to have a look at the brief history of the Hours of Employment Regulations and the evolving pattern of concept of the hours of work and periods of rest of the railway staff governed under it. Following the ratifications by Government of India in 1923 of Washington Convention No. 1 of 1919 and Geneva Convention No. 14 of 1921, the Hours of Employment Regulations (HOER) came into existence in 1931 under the Railways Amendment Act 1931. Detailed rules were made accordingly and necessary instructions in this respect were issued in 1931. The Hours of Employment Regulations (HOER) emanating from the 1931 Act did not apply to running staff at that time, as they were kept under the “Excluded” category. However, the ceiling on employment of the Continuous and Essentially Intermittent staff was fixed at 60 hours and 84 hours a week respectively. Since the running staff were classified as “Excluded” category no limit of maximum hours on duty was laid down for them and obviously their weekly duty hours were beyond 60 hours. Thus the provisions of HOER under 1931 Act occasioned further dispute between the labour federations and the then existing Railway Administrations. In 1946 the Government of India appointed Mr. Justice Rajadhyaksha, ICS of Bombay High Court to adjudicate upon the disputes among the workmen and the Railway Administrations.

Justice Rajadhyaksha submitted his report in 1947. Together with making several recommendations Justice Rajadhyaksha also suggested amendment to the Railway Act of 1931. **One landmark decision of the**

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**adjudication of Justice Rajadhyaksha was to bring the erstwhile excluded category of running staff under the purview of HOER classifying them as Continuous Workers.** Hence the Weekly employment hours of Continuous Workers i.e. Weekly rostered hours of 52 and statutory hours of 54 became applicable to them. Considering that the hours of daily duty vary due to various factors i.e. length of the runs, locations of engine sheds and running rooms, irregular timings of goods trains, availability of trains and crossings and precedence involved, the Adjudicator deemed it feasible to make a case for framing rosters for normal hours of daily duty in respect of the running staff. However, having regard to humanitarian considerations as well as public safety and confidence demand he recommended that a maximum limit of hours of duty at a stretch should be laid down through subsidiary instructions. He pointed out that the running duty at a stretch should not ordinarily exceed 10 hours and that the Running Staff should be entitled to claim relief after 12 hours of duty provided they have given 2 hours' prior notice for relief to the controller. He further recommended that for the purpose of computing duty at a stretch, time of duty should be reckoned from the actual departure of the train. **Thus, the concept of 10 hours running duty ordinarily at a stretch from the departure of a train to its arrival which could even extend up to 12 hours of duty came into being with the submission of Justice Rajadhyaksha's Report in 1947.**

Justice Rajadhyaksha also held that in case of continuous workers employed in a non-continuous process, the hours of work may be "a little more than eight". As in his opinion the railway work was not as arduous as factory work, therefore, a railway worker could work for sometime more than 48 weekly hours fixed for a factory worker. **He also accepted**

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**the principle of averaging for determining the total number of Weekly hours.** Thus, it can safely be asserted that **the adjudication award of Justice Rajadhyaksha constitutes a landmark in the history of the Hours of Employment Regulations on the railways.** This adjudication had the consequence of putting the HOER on firmer ground. By all reckoning it was a classic award not only in tone and tenor but also in scope. It was to cast its shadow on the subsequent developments in connection with Hours of Employment Regulations embarked upon by Ministry of Railways.

In 1951 Ministry of Railways (Railway Board) laid down the Railway Servants Hours of Employment Rules, 1951 incorporating therein the adjudication award of Justice Rajadhyaksha. Again in 1956 the Ministry of Railways amended the Railway Act and introduced Chapter VI-A. The next development in the context of Hours of Employment was the framing of rules under Section 71 of the Railway Act by the government under the title "Railway Servants Hours of Employment Rules 1961" superseding the Rules of 1951. The Ministry of Railways (Railway Board) further issued Subsidiary Instructions on 4.1.1962 which laid down inter-alia that the running duty at a stretch should not ordinarily exceed 10 hours and the staff should be entitled to claim relief after 12 hours of duty, provided they have given 2 hours' notice for relief to the controller. It was also stipulated that for the purpose of computing duty at a stretch, the time should be calculated from actual departure of the train and that the total hours of work for overtime payment be calculated from signing on to signing off. After six years of the issue of these subsidiary instructions Ministry of Railways vide its letter no. E(LWA)68/HER/56 dated 15.07.1968 laid down that the running duty at a Stretch (from the actual departure of a train till its arrival at destination)



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should not ordinarily exceed 10 hours and that they should be entitled to claim relief after 12 hours of duty provided the Railway staff has given 2 hours' notice for relief to the Controller. The subject letter further added that the overall duty at a stretch of Running Staff from the time of 'signing on' should not exceed 14 hours and that such a staff should be entitled to claim relief after 14 hours, provided they have given 2 hours notice for relief to the Controller. In other words, if the Running Staff give notice at the end of 12 hours from the time they 'sign on', irrespective of whether they have done running duty of 12 hours or less, they would be entitled to relief at the end of 14 hours from the time of 'sign on'."

Despite the incorporation of Justice Rajadhyaksha's award in the "Railway Servants' Hours of Employment Rules 1951 and the amendment of the later by the Railways Amendment Act 1956 through the introduction of Chapter VI A followed by the subsequent supersession of the Rules of 1951 by the "Railway Servants" Hours of Employment Rules 1961 and the issuance of Subsidiary Instructions dated 4.1.1962 by Ministry of Railways, there was no let up as to the disputes between Labour Federations and the Railway management. In fact, Railway Ministry's letter no. E(LWA)68/HER/56 dated 15.7.1968 further aggravated the situation by stipulating that 'the overall duty at a stretch of Running Staff from the time of 'signing on' should not exceed 14 hours and that such staff should be entitled to claim relief after 14 hours, provided they have given 2 hours notice for relief to the Controller. In other words, if the Running Staff give notice at the end of 12 hours from the time they 'sign on', irrespective of whether they had done running duty of 12 hours or less, they would be entitled to relief at the end of 14 hours from the time of 'signing on'. At this stage National Federation of Indian Railwaymen (N.F.I.R) went to the extent of

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demanding inter alia that, “the present Hours of Employment Regulations which govern hours of work, periodic rest and overtime in respect of Railway staff, other than those employed in workshops falling under the definition of “factories” in the Factories Act, should be completely reviewed”. Since no agreement could be reached between National Federation of Indian Railwaymen and Railway Board regarding those demands, the Central Government appointed Justice N.K. Miabhoy, former Chief Justice of Gujarat High Court as “Railway Labour Tribunal 1969” on 28<sup>th</sup> January, 1969.

Railway Labour Tribunal Award 1972 by Justice N.M. Miabhoy retired Chief Justice of Gujarat High Court also popularly known as **Justice Miabhoy Tribunal Award constitutes the next mile stone in the history of Hours of the Employment Regulations (HOER) after the adjudication award of Justice Rajadhyaksha**. Justice Miabhoy’s Tribunal Award took into account not only the prevailing ground reality in Indian milieu but also took note of the parallel legislations elsewhere as also the concepts and thinking on the subject emanating from various international conventions like Washington and Geneva and ILO resolution’s and recommendations and international trends subjecting them to crucial functioning and peculiar features of Indian Railways Industry and the tremendous variety of jobs in this industry. At the very outset Justice Miabhoy furnished a glimpse of the approach he adopted in the matter in the following words:

“However, I do not agree with the propositions that because of the above special and unique features of railway service, it is not possible to evolve standard daily and weekly hours of work for railway service. In my opinion all HOERS are based on the hypothesis and are a sufficient

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proof of the fact that standard daily and weekly hours of work can be fixed for an ordinary worker in railway service. This is inherent in the concept of a continuous worker. If once the norm for hours of work of such a worker can be fixed, the variations in regard to other workers can be determined on their own merits. Therefore, in my opinion, an endeavour should be made in the first instance, to fix what hours of work an ordinary and efficient railway worker can put in and what a prudent railway administration can expect from him. Once such a norm is determined, the variations therein may be worked out on the basis of the nature and intensity of work and other relevant factors involved in each branch of railway work.” (Para 6.38 Chapter VI).

Justice Miabhoy also upheld the principle that an employee must be considered to be on duty so long as he is at the disposal of his employer at the latter’s instance. He considered this as the very fundamental principle for the fixation of duty and weekly ceilings of hours. For him the distinction between Hours of Work and Hours of Employment was not valid as both Hours of Work and Hours of Employment were identical and pointed to the same reality.

Federation had raised the following issues before the Miabhoy Tribunal:

- (i) HOER should be revised to ensure that the workers work for 8 hours a day and 48 hours a week.
- (ii) The Hours of Employment should be taken as the time an employee is at the disposal of his employer.
- (iii) Time involved in handing over and taking over should be reckoned as a period of duty.

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- (iv) Time spent on travelling spare on duty should also be treated as a period of duty.
  - (v) Essentially Intermittent (EI) classification should be totally abolished.
  - (vi) Averaging period in a week in the category of staff having constant rosters (non-running staff) should be done away with.
  - (vii) Maximum hours of work for intensive workers should be 6 per day and 36 per week.
  - (viii) Work done by intensive workers beyond 36 hours a week and that done by the continuous workers beyond 48 hours a week should be compensated by overtime payment at double the rate.
  - (ix) One clear day of weekly rest should be given in a period of 7 days besides the daily rest and in order that this may be ensured, rest givers should be employed in the ratio of 1:6.
  - (x) Duty at a stretch of the Running Staff should be limited to 12 hours from signing on to signing off, retaining the present proviso which requires the Running Staff to give two hours' notice for being relieved.
  - (xi) Intensive classification should be given to Section Controllers, SMs, ASMs and other categories of staff as proposed by the Federation.
  - (xii) Gateman "C" should be excluded from the excluded category and they should be classified as continuous workers.

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Main decisions of Justice Miabhoy may be summarized as under:

- (1) The duty of an employee commences the moment he is at the disposal of his employer at latter's instance.
- (2) Existing classification of Railway workers into Continuous, Intensive and Essentially Intermittent should be maintained. Daily and weekly hours of employment of Continuous and Essentially Intermittent workers would be fixed at 8 and 48 hours respectively. The averaging period of Essentially Intermittent workers will be one week with weekly working hours of 72 on an average. Weekly working hours of Intensive workers will be 42.
- (3) Principle of averaging is warranted in respect of (i) Running staff (ii) Operating staff (iii) Shift workers and (iv) those workers whose work is bound up with the work of the former three categories. Averaging period of Intensive workers shall be fixed at 2 weeks. Continuous and Intensive workers will earn overtime if they put in more than 96 and 84 hours respectively in 2 weeks plus preparatory and complimentary additional number of hours as required during the period.
- (4) Rate of overtime shall be 1½ times the ordinary rate of overtime work beyond rostered hours but within statutory limit but it shall be twice the ordinary rate for overtime worked beyond statutory limit.
- (5) Running duty at stretch of running staff should not ordinarily exceed 10 hours, but such duty may extend to a maximum of 12 hours provided concerned authority gives at least 2 hours notice before the expiration of 10 hours to the concerned staff that it will be required to perform running duty for 2 hours more; provided

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further that total maximum hours of duty from signing on to signing off does not exceed 14 hours provided further that total maximum hours should progressively be reduced by half an hour every 2 years from the date of this Report till the period of 12 hours is reached i.e. at the end of 8 years from the date of this Report total maximum hour of duty at a stretch from signing on to signing off shall not exceed 12 hours.

- (6) Existing provisions relating to periodic rest does not require any change except that class IV Excluded staff should be put on par with Essentially Intermittent staff (EIs) in the matter of periodic rest.

It is worth-noting that Justice Rajadhyaksha had recommended 10 hours running duty at a stretch extendable up to 12 hours of duty. However, **Justice Miabhoy while fixing the limit of 10 hours running duty at a stretch extendable up to 12 hours of duty further laid down that overall duty of the Running Staff from signing on to signing off could stretch up to 14 hours thereby reiterating the Railway Board's instructions issued in 1968 that the overall duty at a stretch of Running Staff from the time of sign on should not exceed 14 hours. However, taking into account the humanitarian considerations he further stipulated that total maximum 14 hours should progressively be reduced by half an hour every 2 years from the date of his report till the period of 12 hours is reached at the end of the 8th year.**

The Federations were not satisfied with the Miabhoy award and continued agitation for limiting the duty hours of Running Staff to ten hours from signing on to signing off. The build up of the pressure from the Federations resulted in the then Railway Minister's assurance in Parliament in 1973 that the 10 hours duty rule for running staff from

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signing on to signing off will be adhered to in a phased manner as it had severe implications regarding positioning of additional staff and the creation of additional line capacity. However, before this assurance could be translated into formal instructions by Railway Board, there came 1974 railway strike resulting into an unprecedented deterioration of Industrial relations on Indian Railways which took a few years to normalise. Therefore, the instructions in this regard were issued by Ministry of Railways only in 1978 vide letter no. E(LL)77/HER/29 dated 31.8.1978.

Since Railway administration found it impossible to ensure 10 hours of duty of Running Staff from signing on to signing off, the matter was reviewed by the Ministry of Railways and in 1981 instructions were issued in supersession of all previous orders on the subject that Ministry of Railways have decided that 10 hours rule as applicable to the running staff should be implemented subject to the following provisions:

1. The under-mentioned periods will count for duty under the 10 hours rule
  - (i) Engine attendance time as prescribed; and
  - (ii) Time taken from the starting station up to crew changing stations including intermediate detentions;
2. The following periods will not count
  - (i) From Baher line to the stations at the starting point, pre-departure detentions and travelling 'pilot' ; and

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- (ii) At the terminal station, from the station to the shed; where the destination point is other than a station i.e. a yard, a convenient point or area could have to be locally demarcated as the destination station for the purpose of 10 hours rule.
  3. Railway to take measures to restrict the duty hours at a stretch from the time of “signing on’ to the time of ‘signing off’ to 10 hours and provide them with relief thereafter, save in exceptional circumstances of unavoidable operational exigencies or accidents, floods, emergencies etc.
  4. Time spent by Running staff on non-running duties such as travelling spare on duty or waiting at a station for returning to Headquarters etc will continue to be excluded for the purpose of 10 hours rule.
    - 4.1 The running staff will not claim relief within 10 hours of their duty at a stretch, while running through their headquarters nor will they resort to stabling of trains short of destination on completion of 10 hours duty at a stretch.
  5. The instructions in regard to 10 hours rule have no applicability in respect of payment of overtime in regard to which there are other directives in force.

**The running staff did not find the Railway Board’s letter dated 3.4.81 judicious as the subject order excluded from the 10 hours limits, the time taken for pre-departure detention, the time taken to bring the engine from shed to station at the starting point and travelling pilot.** Moreover depending upon the detention, the running



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staff has had to be on duty continuously for more than 16-18 hours. Similarly the time spent on non-running duties as travelling spare on duty or time spent on waiting at a station for returning to headquarters was also excluded from the computation of 10 hours between 'signing on' and 'signing off' besides the order prohibited staff from getting down at headquarters for relief and rest if he had not completed 10 hours running duty at a stretch after the departure of the train even after being on duty for 16-18 hours. The running staff was also prohibited from resorting to stabling of the train short of destination on completion of 10 hours duty at a stretch. This order in effect resulted in giving from one hand and taking from the other hand. **And as such the running staff challenged the subject order of 3.8.81 before the Ernakulam bench of Central Administrative Tribunal (CAT).**

**The CAT Ernakulam struck down the Railway Board order dated 3.4.81 and gave the following guidelines.**

- (i) There should be a specific limit of hours of employment at a stretch between 'signing on' and 'signing off' including the inactive period of non-running duties.
- (ii) There should be specific limit of running duty hours at a stretch as defined in the Hours of Employment Regulations.
- (iii) A distinction has to be made between destination of the train and the destination of the crew and those destinations should be made known to the crew and all concerned in the beginning of the duty hours of the running staff.
- (iv) Provision for advance notice of two hours before the staff claims the relief or the Railway Administration requires extension of duty beyond the normal limits should be made.

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- (v) Provision should be made to prohibit the stabling of trains if relief is assured at the next relief station or anywhere, within one hour of the elapse of the normal or extended run after due notice as at (iv) above period of overall running duty hours at a stretch.
  - (vi) If possible in fixing the limits of the running duty hours at a stretch distinction may be made for the loco running staff between working a Steam Engine and working a Diesel or Electric Locomotive.

**Keeping in view the above orders of the Central Administrative Tribunal, Ernakulam, Ministry of Railways (Railway Board), in supersession of all previous instructions issued instructions vide letter dated 13.4.92 to the effect as under:-**

“The following will be the duty at stretch:

- (a) The overall duty at a stretch of the running staff from ‘signing on’ should not ordinarily exceed 12 hours and they should be entitled to claim relief thereafter.
- (b) The running duty at a stretch should not ordinarily exceed 10 hours from the departure of the train and staff should be entitled to claim relief thereafter.
- (c) Owing to the operational exigencies, the running duty may be extended beyond 10 hours within overall limit of 12 hours, provided a due notice has been given to the staff by the controller before the completion of 8 hours of running duty.
- (d) If a train does not reach, within the overall limit of 12 hours, its normal crew changing point/destination of the trains/or the place where a relief has been arranged and such point in approximately

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one hours journey away, the staff shall be required to work to that point.

- (e) In exceptional exigencies of accidents, of agitations equipment failure etc the staff may be required to work beyond the limits prescribed above. In such cases, the controller should suitably advise the staff.”

In July 2002, Ministry of Railways (Railway Board appointed a committee known as **“The Committee on Running Allowance-2002”** which submitted its report in July 2005, One of the Terms of reference (No. 8) of the Committee on Running Allowance was, “To review the duty hours of the Running Staff applicable under the Hours of Employment Regulations.” In the context of the terms of reference the Committee on Running Allowance 2002 had also the occasion to look into the issues of “Intensive Classification”, “Payment of Overtime”, “Principle of Averaging” and “Periodic Rest at Headquarters”: And the Committee after studying the various reports on the subject, policy files of Railway Board and analysing “the responses/data received from the Railways and deliberating extensively on each subject so as to frame the recommendations” **reached the unmistakable conclusion that “no change is required with regard to the running duty at a stretch and overall duty of the running staff” as under:**

“Thus from the very beginning, the running duty at a stretch of Running Staff and overall duty have been deliberated extensively by Adjudicator, Miabhoy Tribunal, CAT/Ernakulam and the Railway Board. The efforts of all have been to reconcile the peculiar nature of work of Running staff and humanitarian consideration of health and fatigue”.

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“Finally CAT/Ernakulam vide its landmark judgement has settled the issue and has recommended specific guidelines. The guidelines are quite elaborate and take into account all factors of operational exigencies and consideration of health and fatigue. On the basis of guidelines, Railway Board’s letter dated 13.04.92 was issued which has withstood the test of time. Considering all aspects, the Committee is of the view that no change is required with regard to running duty at a stretch and overall duty of Running Staff” (P-76).

The Committee on the Running Allowance 2002 also observed that “during its visit on various Railways and the meeting with Running Staff and unions it noticed that the rest is being given not on a planned basis but as a post facto basis i.e. after Running staff has signed off and if there is a fall in Traffic requirement, the staff is advised to take 30 hours or 22 hours (compulsory headquarters rest) when they are going to be called and are not able to plan their family/social obligations”. (P-82). Although the Committee did not recommend any change in the existing provision of HOER and the provision of liberalised Rest Rules, nevertheless it made the following recommendations:-

- “(a) The 4 rests of 30 hours durations should be given regularly and the provision of 5 rests of 22 hours should be used occasionally.
- (b) Running staff may be advised in advance about their periodic rest period so that they can plan their social/family obligations, leisure, entertainment etc.”

Meanwhile, Ministry of Railways felt necessary to re-frame “Railway Servants (Hours of Work and Period of Rest) Rules, 2005” which it

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issued on 28<sup>th</sup> February, 2005. Rule 8 of the same dealt with the “fixation of hours of work” and read as under:

“The hours of work of a Railway servant as per roster (hereinafter referred to as the rostered hours of work) may be continuous or may have short interval for rest, or breaks due to exigencies of service of deployment.

- (1) Subject to the limit specified in section 132 and having regard to the requirements of the service and the nature of work, the Railway Administration shall fix the normal rostered hours of work for the various categories of railway servants in the manner indicated in these rules.
- (2) The rostered hours of work of Railway servants shall consist of:-
  - (i) standard hours of duty.
  - (ii) additional hours as may be prescribed in the case of certain categories classified as essentially intermittent; and
  - (iii) time required to do preparatory or complementary work or both for those who are required to do such work.
- (3) The standard hours of duty for different classes of employment of Railway servants shall be as under:-
  - (a) Intensive..... 42 hours a Week;
  - (b) Continuous....48 hours a Week;
  - (c) Essentially Intermittent.....48 hours a Week.

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- (4) (a) Railway servants having essentially intermittent class of employment shall be called upon to work as per rule 8 (2) (ii) additional hours as indicated below:-

(i) Gateman 'C', Caretakers of Rest houses and Reservoirs etc., Chowkidars and Saloon Attendants.	
(ii) Railway servants posted to work in Essentially Intermittent employment at road side stations and provided with residential quarters within 0.5 kms from their place of duty.	24 additional hours per week
(iii) Rest of the employees posted to work in Essentially Intermittent class of employment	12 additional hours per week.

- (b) Such additional hours of work shall be reflected in the duty rosters of the Railway servants concerned.

- (5) The time required by various categories of staff to do preparatory or complementary work or both, which includes the work of handing over and taking over charge, must necessarily be carried out outside the limits laid down for general working of an establishment, branch or shift and shall be determined by means of job analysis of such work in respect of representative posts in respective categories.

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(6) The time determined under sub-rule (5) shall be added to the standard hours of duty of the staff in all the various classifications subject to maximum limit permitted below:-

(a) When employment is intensive ..... 3 hours a week

(b) When employment is continuous.....6 hours a week

(c) When employment is essentially intermittent:-

(i) Gatemen 'C' caretakers of Rest Houses and reservoirs, Chowkidars, Saloon Attendants and those posted at road-side stations and provided with residential quarters within 500 meters from their place of duty	3 hours a week
(ii) Railway servants other than those mentioned in sub- clause-(i)	4½ hours a week

(7) The time required for preparatory or complementary work by the running staff shall be deemed to be 4 hours a week.”

In the context of the “Periodical Rest”, the “Railway Servants (Hours of Work and Period of Rest) Rules, 2005” laid down the following:

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- (i) Railway Servant whose employment is Intensive or continuous shall be granted, every week commencing on a Sunday, rest of not less than 30 consecutive hours and those whose employment is Essentially Intermittent, shall be granted rest of not less than 24 consecutive hours including a full night.
  - (ii) No Railway Servant classified as Intensive, Continuous or Essentially Intermittent shall be called on duty unless one has had a rest of not less than 12,14,8 consecutive hours respectively after completion of the previous tour of duty. Such rest shall be given as far as possible through the employment of rest givers and the rest givers so provided shall be separate for Continuous, and Essentially Intermittent categories.
  - (iii) Locomotive or traffic running staff shall be granted, each month, a rest of at least 5 periods of not less than 22 consecutive hours each, or a rest of at least 4 periods of not less than 30 consecutive hours each including a full night. The hours of work for this purpose shall be calculated from “signing on” to “signing off”.
  - (iv) The locomotive and traffic running staff shall not normally be away from headquarters for more than 3 or 4 days at a stretch and the periodic rest for such staff shall be given at headquarters. Rest at headquarters shall always include a night in bed, and as far as possible be once in every 10 days.



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- (v) Staff on duty in running trains, other than locomotive and traffic running staff such as travelling Pay clerks and catering staff attached to Restaurant cars shall be given periodic rest on the scale and in the manner laid down for the locomotive and traffic running staff. Some portion of the periodic rest may, however, be given away from their headquarters having regard to their length of trips.

Subsequent to the issue of “ Railway Servants (Hours of Work and Period of Rest), Rules 2005, Railways found many constraints in the way of judicious and efficient implementation of “10 hours Duty Rule.”Accordingly Ministry of Railways (Railway Board) appointed a Committee comprising Adviser EE(RS), EDPC, EDTT(M) and Adviser (IR) to bring out “Report of the official side of the group on various issues linked with implementation of 10 hours Rule on the Railways in pursuance of objective of setting up High Power Committee”. Accordingly the committee issued its report on 19.10.2006. The Committee identified the following constraints with regard to the implementation of “10 hours Rule”.

- (a) Excessive pre-departure detentions of crew at crew changing points after ‘sign on’ before the arrival of the train.
- (b) Trains detained at major yards and road side stations due to coaching blocks and cross movements.
- (c) Increase in ‘Time on Run’ in some of the sections as a result of continuously increasing traffic volume causing over hours in the section whereas the locations of crew changing lobbies have remained the same. The situation is not likely to change till such

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time the infrastructure is upgraded creating additional line capacity which may take time.

- (d) Improper forecast of trains at crew-changing stations
- (e) Preference to passengers/mail-express trains.
- (f) Non-availability of connecting powers at major power changing yards.
- (g) Regulation of trains at Divisional/Zonal boundaries due to' non-acceptance of loads.
- (h) Movement of defective wagons with speed restrictions.
- (i) Accident/unusual occurrences causing sectional regulations.

Despite the above constraints the committee's recommendation was that **no basic change was required in 10 Hours Rule**. However the Committee recommended the following measures to be taken by Railway Administration to improve the working environment and living conditions of the running staff:

- (i) Right powering of trains to achieve better accelerations of the speed. For freight trains, horse power to trailing load ratio should be in the range of 1.6 to 1.7 as against the present level of 1.0 to 1.1.
- (ii) Computerized charting and real time monitoring of the trains.
- (iii) Real time identification of freight trains paths depending upon the movement of coaching trains on a section and calling crew

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accordingly. System of second call through mobile phones may be one of the steps.

- (iv) Removal of line capacity constrains in the system on time bound basis.
- (v) Defaulting sections should be critically examined for specific solutions.
- (vi) Recruitment of crew to be done timely and in adequate strength; extant policy needs to be revised.
- (vii) Crew management to be watched very closely with total computerization of crew lobbies/locations with particular attention to running of spare crew.

The issue of "Railway Servants (Hours of Work and Period of Rest) Rules, 2005 did not meet with the expectations of the Federations as to the implementation of 10 hours rule on the Railways. The Federations were not happy with the status quo being maintained by taking shelter behind the decision of CAT Ernakulam. Consequently the Railway Federations joined the other Central Government Federations to serve notice for All India Strike w.e.f. 01-03-2006 submitting a 20-point Charter of Demands. Demand no. 17 of the 20-point Charter of Demands pertained to Railway Federations demand for reviewing of duty hours of Running Staff and other Safety Categories in the Railways. These demands were discussed in NC/JCM with Cabinet Secretary on 15.02.2006 wherein the decision to setup a High Power Committee to look into the demands of Railway Federations was taken. In compliance with the aforesaid decision, Ministry of Railways (Railway Board) vide

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their letter no. ERB-1/2011/18/dated 25.05.2011 constituted a High Power Committee to review the duty hours of running and other safety related categories of staff on Railways under the Chairmanship of Shri D.P. Tripathi, former Secretary, Ministry of Food Processing Industries, Govt. of India with three other Members namely Shri V.K. Manglik, former GM, West Central Railway, Shri M.S. Khan, former Additional Member (Budget), Railway Board and Shri D.S. Baveja, former CEE, Western Railway. As Shri D.S. Baveja could not join the Committee owing to personal reasons, Shri Amar Nath, former GM, C.L.W. was nominated vice Shri D.S. Baveja vide Railway Ministry's (Railway Board's) letter no. ERB-1/2011/18 dated 20.12.2011 and he joined the High Power Committee on 22.12.2011.

The demands of the Railway Federations/various Staff Associations were received by the present High Power Committee through memoranda/representations during interactions with them and as also during the field visits. It may also be mentioned that only one of the Railway Federations namely All India Railwaymen's Federation participated in the deliberations of the Adjudication by Justice Rajadhyaksha. In the proceedings of Justice Miabhoy tribunal also only one Railway Federation i.e. National Federation of Indian Railwaymen took part. However, in the present High Power Committee both the Federations i.e. N.F.I.R. and A.I.R.F. have had active participation and almost all representative Staff Associations including All India Loco Running Staff Association have had the occasion to interact with the Committee and present their representations and memoranda which have been deliberated upon by the Committee while framing their views and making their recommendations.

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While deliberating on various issues referred to it, the Committee has tried to cover not only the development of the last 40 years or so from the time of the award of Miabhoy Tribunal, but has kept in view the futuristic scenario of IR as envisaged in the Vision Document-2020 as background to framing its views and recommendations on the issues referred to it.

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## **CHAPTER – III**

### **METHODOLOGY ADOPTED**

**GENERAL:** The Committee, after going through the terms of references and related material, decided to get the views of all stake holders, to take care of their expectations and to have objectivity in its recommendations. The Committee adopted the following line of action for this purpose:

- (i) Discussions with Federations and recognized Unions
- (ii) Views of other Staff Associations
- (iii) Views from other stake holders through website specially created by HPC for this purpose
- (iv) Discussions with Zonal Railways/PUs/PSUs
- (v) Discussions with Divisions
- (vi) Discussions at various levels in Railway Board
- (vii) Study of background material
- (viii) Practices followed in other modes of transport
- (ix) Views expressed in various reports and research paper etc
- (x) Others.

**3.1 Federations and Recognized Unions:** The Committee extensively interacted with both recognised staff Federations i.e. NFIR & AIRF. During the discussions, the Federations were requested to submit their views in detail through a comprehensive memorandum. These were

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found very useful by the Committee in appreciation of the issues involved. The Committee also attended a special seminar organised by one of the Federations at New Delhi on safety issues, the discussions therein interalia also included some of the issues referred to the Committee.

During their visit to Zonal Railways and Divisions, the Committee also interacted with the Recognized Unions affiliated to NFIR and AIRF. The Committee also interacted with DREU on S. Railway and PRSS on NE Railway. During discussions, these unions submitted their views through Memoranda also which were found very useful by the Committee during its deliberations.

**3.2 Views of other staff associations:** During their visits to zonal railways, the committee received views from recognized staff associations also namely All India Scheduled Castes and Scheduled Tribes Railway Employees Association & All India Other Backward Classes Railway Employees Association.

Views were also received from various other staff associations like All India Loco Running Staff Association, All India Guards Council, All India Station Masters Association, All India Train Controller Association, All India Motormen Association and All India Diploma Holders Association during the committee's visits to zonal railways and also by post/on Committee's website. All these were deliberated upon in detail by the Committee.

**3.3 Views from stake holders through website:** A website was specially created ([hpc@rb.railnet.gov.in](mailto:hpc@rb.railnet.gov.in)) for obtaining views from individuals and public who wished to express their views directly to the

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Committee on the various issues mentioned in Terms of Reference. Also, wide publicity was given to the website through various newspapers etc. A very good response was received on the website and some of the suggestions were found very useful.

### 3.4 Discussion on Zonal Railways, Production Units/Public

Sector Units: The Committee visited the zonal headquarters of Central Railway, Eastern Railway, East Central Railway, East Coast Railway, North Eastern Railway, Northeast Frontier Railway, North Central Railway, North Western Railway, West Central Railway, Southern Railway, South Eastern Railway and Kolkata Metro and held detailed discussions with General Managers and their PHODs to obtain their views on various issues. Prior to visiting the Zonal Railways, the Committee invited the views / comments / observations from them on various issues through two Questionnaires (Annexure II) which were addressed to the General Managers of the Railways.

During their visits to Zonal Railways and Divisions, the Committee not only sought the views of the officers and concerned staff in the field on various issues but also visited the work places to have a first hand assessment of the working conditions. The Committee Members also travelled on locomotives and in Guard's brake vans to have the first hand knowledge of the working condition of Loco Pilots and Guards. During their visit to CR and ER, the Committee also travelled on EMU trains to have first hand information of the work load of Motorman and Guards working EMU trains.

The Committee also visited RDSO for discussing the issues of provision of toilet in locomotives, improvements in Locomotive Cab design and Psycho/Aptitude Test for Loco Pilots. During its visit to RDSO, the



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Committee members sought the views of ED (Psy), ED (Traffic) and Sr ED (Engine Development) on these issues. The Committee visited CRIS also and interacted with Director CRIS and his officers on Crew Management System and its utilisation.

Interaction for practices followed on Delhi Metro Rail Corporation's system regarding the duty and rest hours of their Running Staff and Maintenance/Safety category staff was held with Director (Operations) and other field officers of DMRC.

The Committee had interaction with the Managing Director of Dedicated Freight Corridor Corporation of India Ltd and his team to ascertain the impact of the network, when completed, on the operations and the existing systems of Indian Railways. The effect on the duty hours and rest hours of the Running staff with the changed pattern of operations proposed to be introduced on completion of the project was also discussed.

The Committee also had interaction with the Managing Director of Railtel and his team to discuss as to how the workload of giving sustained attention by the Loco Pilots to sight Signals can be reduced by using technologies like Cab Signalling etc.

**3.5 Discussions with Divisions:** The Committee visited Delhi, Bangalore, Lucknow (NR), Agra divisions and also the Contiguous Divisions of Zonal Headquarters during their visits to zonal railways. During these visits, detailed interaction was done not only with the Divisional Officers but also with ground level officials and staff. During these visits, the Committee visited Running Rooms, Driver's lobbies,

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Guard's lobbies, Control Rooms, RRIs, ASM cabins etc for appreciating practical situation.

**3.6 Discussions at various levels in Railway Board:**

Discussions were held from time to time with Member Staff. Also, a joint discussion was held with Additional Member Traffic, Additional Member (Mechanical) and Additional Member (Electrical). In addition to these, discussions were also held with AM (CE), Advisor (Signal), Adviser/Safety and Executives Directors/Directors of the concerned Directorates in Railway Board on various occasions.

**3.7 Background Material:** For the review of the safety category staff, the Committee also went through the original files where-in the relevant decisions were taken for the classification of Railway Staff as safety category. The Committee also went through the relevant instructions issued by Ministry of Railways from time to time on the subject. Unfortunately, the files earlier than 1974 could not be made available to the Committee as the same had been destroyed being time barred.

The Committee had the benefit of the following studies/reports on the subject which provided not only the background of the issues but also the philosophy and the spirit behind the current set of regulations/instructions :-

- (a) Adjudication Award of Justice Rajadhyaksha (1947)
- (b) RLT Award of Justice Miabhoy (1972)
- (c) Report of the Railway Accidents Committee (1962) (Also known as Kunzru Committee)

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- (d) Report of the Railway Accidents Committee (1968) (Also known as Wanchoo Committee)
  - (e) Report of the Railway Accidents Committee (1978) (Also known as Sikri Committee)
  - (f) Report of Railway Safety Review Committee (2001) (Also known as Khanna Committee)
  - (g) Report of the Committee on Running Allowances (1980) (Also known as Bhalla Committee)
  - (h) Report of the Committee on Improvements in Running Room and Crew Lobbies ( 2003)
  - (i) Report of the Committee on Running Allowances (2005)
  - (j) Report of the Committee consisting of Adviser EE(RS), EDPC, EDTT(M) and Adviser (IR) to bring out “Report of the official side of the group on various issues linked with implementation of 10 hours Rule on the Railways” (2006).
  - (k) Report of the Fast Track Committee on Loco Running Staff including Motormen (2010)

3.8 **Views expressed in various study reports and research papers etc:**

- (a) RDSO’s Research Papers on effects of night working on Running staff and Train passing staff and on duty hours of Running Staff. (Report no.76-80.8 of 1980, Report no. 83-83.1 of 1983 & Report no. 89-84.3 of 1984).

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- (b) Report of Dr. Nasim Zaidi Committee (Ministry of Civil Aviation) on Flight & Duty Time Limitation and Rest Requirements for Flight Crew Members (2009).
  - (c) National Aeronautics and Space Agency (NASA)'s Technical Memorandum No.110404, prescribing 'Principles & Guidelines for Duty and Rest scheduling in commercial Aviation' (1996).
  - (d) Research paper of Brain Work Laboratories, Finnish Institute of Occupational Health, Helsinki, Finland on 'The Effect of an Irregular Shift System on Sleepiness at Work in Train Drivers and Railway Traffic Controllers' (2002).
  - (e) Proposal for a Council Directive on the agreement between the Community of European Railways (CER) and the European Transport Workers' Federation (ETF) on certain aspects of the working conditions of mobile workers assigned to inter operable cross-border services (2004).
  - (f) Stress Research Report no. 288 on "Train drivers' working conditions and their impact on safety, stress and sleepiness" by National Institute for Psychosocial Factors and Health (IPM), Department of Public Health Sciences, Division for Psychosocial Factors and Health, Karolinska Institute, Stockholm, Sweden (1999).
  - (g) A study of stress on Railway Engine Pilots by a team of doctors including Sr DMO (Psychiatrist), under the guidance of CMD/SECR and DG/RHS (2010).

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3.9 **Practices followed in other modes of transport:** Practices being followed in Delhi Transport Corporation (DTC), Uttar Pradesh State Road Transport Corporation (UPSRTC) Lucknow and Rajasthan Road Transport Corporation (RRTC) were gone into.

The work hours and rest hours of other public transport modes like Civil Aviation were also taken recourse to draw parallels in these areas. It was seen that the Civil Aviation Sector had already carried out a good quality research on the subject worldwide which included the research carried out by “National Aeronautical & Space Agency” of USA on the subject.

The Committee, in order to have firsthand experience visited Air Traffic Control Centre at IGI Airport also and had detailed discussions with the General Manager of ATC and his team of officers on the subject. The working of air traffic controllers, their working environment and rosters were also studied.

International practices as prevalent on Railway systems in developed countries for main line trains as well as suburban systems were also considered after obtaining the details on the web to the extent it was available.

The Committee also approached the Indian Embassies in Germany and France through the offices of Railway Adviser/Deputy Railway Adviser for obtaining the practices being followed on various European Railways. As the relevant information was not forthcoming (except DB and SNCF), the Committee proposed to visit some of the European Railways and other developed railway systems in Asia for firsthand/on the spot

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appreciation of the issues involved. **The visit, however, did not materialise.**

### 3.10 Others:

To discuss the issue of Cab design/ergonomics and provision of toilets in Locomotives, the Committee visited the office of M/s EMD at New Delhi. An excellent presentation was given by them on the steps taken by them in this direction.

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## **CHAPTER-IV**

### **DUTY/REST HOURS OF RUNNING STAFF**

#### **4.1 Terms Of Reference:**

**“(i) To review the daily/weekly duty hours and rest at headquarters and out stations for the running staff in all categories of trains.”**

#### **4.2 Issues Involved**

The issues involved on this subject are as under:

- I Duty Hours**
- II Stay away from Headquarters**
- III Continuous night Duty**
- IV Headquarters Rest**
- V Outstation Rest**
- VI Periodical Rest**
- VII Duty rosters and Rest for staff working Suburban Trains**
- VIII Impediments in implementation of HOER for Running Staff**
  - (a) Crew Shortage**
  - (b) Line capacity issues**

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### **4.3 Discussions on Issues involved**

#### **4.3.1 Duty Hours of Running Staff:**

##### **4.3.1.1 Present Status:**

###### **(1) Duty at a stretch:**

The rules for duty at a stretch were laid down in Para 17(iii) of subsidiary instructions issued by Railway Board vide their letter no. E(S)I-58/Adj/25 dt 4.1.62. These rules were subsequently amended by the Ministry of Railways through various letters issued from 1973 to 1992, the details of which are given in Chapter II. The present practice is in accordance with Ministry of Railway's letter no. E(LL)91 HER/1-11 dated 13-4-1992 which states as under:

- “(a) The overall duty at a stretch of running staff from ‘signing on’ should not ordinarily exceed 12 hrs. and they should be entitled to claim relief thereafter.
- (b) The running duty at a stretch should not ordinarily exceed 10 hrs. from the departure of the train and the staff should be entitled to claim relief thereafter.
- (c) In operational exigencies, the running duty may be extended beyond 10 hrs. within overall limit of 12 hrs, provided a due notice has been given to



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the staff by the Controller before the completion of 8 hrs. of running duty.

- (d) If a train does not reach, within the overall limit of 12 hrs., its normal crew changing point / destination of the train / or the place where a relief has been arranged and such point is approximately one hour's journey away, the staff shall be required to work to that point.
- (e) In exceptional exigencies of accidents, floods, agitations, equipment failure etc. the staff may be required to work beyond the limits prescribed above. In such cases, the Controller should suitably advise the staff."

**(2) Cumulative Duty Hours:**

Clause 132(2) of The Railways Act, 1989 stipulates as under:

"A Railway servant whose employment is continuous shall not be employed for more than fifty four hours a week on an average in a two weekly period of fourteen days."

Thus, a statutory limit of 108 hours in a fortnight has been fixed under this act on the duty hours of all continuous staff including Running Staff.

These stipulations have been further amplified in Para 8 (Part II) of Hours of Employment Regulations, 2005

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which, without touching the statutory limits, have laid down the limits for rostered hours of work for staff in 'Continuous' category including the Running Staff, as under:

- (a) Subject to the limit specified in section 132 and having regard to the requirements of the service and the nature of work, the Railway administration shall fix the normal rostered hours of work for the various categories of Railway servants in the manner indicated in these rules.
- (b) The rostered hours of work of Railway servants shall consist of:
  - (i) Standard hours of duty
  - (ii) Additional hours as may be prescribed in the case of certain categories classified as essentially intermittent and
  - (iii) Time required to do preparatory or complimentary work or both for those who are required to do such work.
- (c) The standard hours of duty for different classes of employment of railway servants shall be as under:

Continuous ..... 48 hours a week

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- (d) Time required by various categories of staff to do preparatory or complimentary work or both, which includes the work of handing over and taking over charge, must necessarily be carried out outside the limits laid down for general working of an establishment, branch or shift and shall be determined by means of job analysis of such work in respect of posts in respective categories.
- (e) The time required for preparatory or complimentary work by the Running Staff shall be deemed to be four hours a week.

Thus, under the existing HOER, the cumulative duty hours (i.e. rostered hours) have been fixed for Running Staff at 104 hours in a fortnight which is within the statutory limit of 108 hours a fortnight.

**(3) Travelling spare on duty:**

Ministry of Railways vide their letter no. E(LL)78/HER/76 dated 28.10.1978 have prescribed as under:

“it is clarified that the time spent by running staff on non-running duties, such as travelling spare on duty or waiting at a station for retuning to headquarters etc. will continue to be excluded for the purpose of duty at a stretch. Accordingly the time so spent by the Running staff will not count for 10

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hours duty at a stretch though the same will count for the purpose of overtime payment as admissible under the rules”

Regarding the payment for such period Ministry of Railways vide letter E(P&A)II-80/RS-10 DATED 17.07.1981 have prescribed that the Running Staff travelling as passengers on duty before or after working trains will continue to be paid at half the kilometre actually travelled.

Rule 926 of Indian Railway establishment manual provides as under:

“(i) Running staff travelling as passengers on duty before after working trains or when they are called upon to work a train at outstations but have to return without working the train due to its cancellation shall be treated as performing “light duties” and shall be paid at half the kilometrage actually travelled.

(ii) In the case of trains which are provided with double sets of crew, the spare crew travelling in the crew Rest Vans shall be paid half the kilometrage admissible to the crew on duty.”

**4.3.1.2 Memoranda/Representations/Suggestions received by the Committee:**

Demands and Views received from various Stakeholders viz. Federations, Recognized Unions, Other Staff Associations, Railway Administration and on HPC’s website etc. are summarised as under:

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**(1) Federations and Recognised Unions:**

**(a) National Federation of Indian Railway men (NFIR):**

In their memorandum submitted to the Committee, they have stated as under:

“NFIR submits to the High Power Committee that the Running Staff, by the very nature of their duties and responsibilities cannot be classified as “Continuous” or even as “Intensive” but required to be treated as “Special Class (Special Intensive)”. In the case of Running Staff, duty at a stretch of 8 hours or 10 hours under “Continuous” classification is already outdated. Bringing them under “Intensive” is also unrealistic and hence, it would be necessary to consider limiting the duty hours and therefore should be reduced to 40 hours a week. The Running Staff, apart from driving the trains safely, economically, punctually, are also forced and compelled to deal with injured/dead persons on the run, examine the stabled train formation which is the work of Carriage and wagon staff, remove the carcasses of animals from the track, even without a comfortable seating arrangement, all the way standing, not even a urinal outlet, bearing all agony, anguish and physical pain is something that the High Power Committee is requested to apply its mind for a meaningful reclassification as “Special Intensive-40 hours a week”. There should also be a higher limitation of duty at a stretch of not exceeding 8 hours from “sign on” to “sign off” in the case of Goods Crew and not exceeding 6 hrs from “on” to “off” in the case of passenger trains.

Also, there should be a break of minimum 20 minutes after 4 hours of duty.”

In their interaction with Divisional/Zonal Units of NFIR during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:

(i) The Railway is not in a position to adhere to the duty hours of Running Staff as provided under HOER. The main constraints on this issue are vacancy of LPs and ALPs, vacancy of Guards and section capacity utilization.

(ii) The link of Mail/Express LP is not maintaining the 06 hours duty. Instead of 06 hours, the link is prepared for more than 07 hours or 08 hours. This results in increasing the duty of such Drivers up to 08 or 09

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hours. It is suggested that the maximum running time for such drivers should not be more than 04 hours. In case of Motorman, the duty hours for a phase should not be more than 03 hours.

(iii) Duty at a stretch should not be more than 10 hours from 'sign on' to 'sign off'.

(iv) So far as Goods trains are concerned, the working hours should be limited to 96 hours in a fortnight and so far as Mail/Express and Superfast trains are concerned, it should be limited to 72 hours.

**(b) All India Railwaymen Federation (AIRF):**

The issues raised by them in their memorandum submitted to the Committee are as under:

(i) Loco Pilots of Mail/ Express/ Superfast/ Shatabdi/ Duronto/ Garib Rath etc. trains run at a speed of 110/160 kmph for a distance of 300-500 kms at a stretch without or with one or two stoppages. Therefore, they need to be re-classified under a new classification of "Super Intensive" and should have 5 hours working from "sign on" to "sign off".

(ii) The duties of a Motorman operating EMU/DEMU/MEMU trains are in no way less strenuous than the Loco Pilots of high speed trains. Therefore, they should also be classified as "Super Intensive". Also, they should be given a break of 30 minutes during their five hours working period.

(iii) Loco Pilots (Mail/Express) working trains below 110 kmph and Loco Pilots (Passenger) should be classified as "Intensive" with a limit of 6 hours duty per day from "sign on" to "sign off".

(iv) Loco Pilot (Goods) working trains at 100 kmph & above and those who will work on DFCCIL routes in future at high speeds should also be classified under "Intensive" category.

(v) Other Loco Pilots (Goods) should continue in "Continuous" classification with maximum duty of 8 hours from "sign on" to "sign off".

(vi) The existing provision of 13 hours duty at a stretch should be modified to 8 hours maximum from "sign on" to "sign off".

(vii) The Loco Pilot (Shunting) should also be classified as 'Intensive' with 6 hours duty from "sign on" to "sign off" in major coaching/marshalling yards. However, the Loco Pilot (Shunting) in minor yards should continue in "Continuous" classification.

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(viii) The classification of Sr. ALPs and ALPs should be at par with the category of the Loco Pilot with whom they are booked.

(ix) The cumulative duty should be 36 hours for “Super Intensive”, 42 hours for “Intensive” and 48 hours for “Continuous” categories.

During interaction with Divisional/Zonal Units of AIRF during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:

(i) The concept of 10 hrs from wheel movement or 12 hrs from “sign on” to “sign off” should be modified as 6 hrs./8 hrs.

(ii) Duty hours at a stretch be restricted to 4 to 6 hrs.

(iii) Fortnightly working limit of Goods drivers should also be reduced to 90 hours.

(iv) मेल/एक्सप्रेस का फोर्ट नाईट 72 घण्टे तथा माल गाड़ीयों का 80 घण्टे किया जाये।

(v) एक सप्ताह मे मेल एक्सप्रेस मे 40 घंटे एवं मालगाड़ी मे 48 घंटे से अधिक ड्यूटी नहीं होनी चाहिए।

### **(c) Dakshin Railway Employees Union (DREU):**

In their memorandum submitted to the Committee, they have stated as under:

(i) Duty hours of engine crew of passenger carrying trains shall be classified as INTENSIVE as ordered by RLC/Chennai which is being an outcome of job analysis. Motorman working being a single man operation, a break of at least 30 minutes on completion of three hours duty shall be given.

(ii) Working hours of Goods train crew shall not exceed 8 hours from ‘sign on’ to ‘sign off’ in line with ILO norms.

(iii) Considering the modernization in all spheres of the railway system, the weekly limit of the Loco running staff shall be limited to 40 hours. This 40 hours weekly limit for engine crew is accepted internationally by various foreign Railways. Moreover, ILO convention No. 47 concerning the reduction of hours of work to forty a week stipulates the principle of a 40 hour week under article-1.

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**(d) Purvottar Railway Shramik Sangh (PRSS):**

In their memorandum submitted to the Committee, they have stated as under:

(i) वर्तमान समय में यह अत्यन्त आवश्यक हो गया है कि सुरक्षित एवं संरक्षित रेल संचालन से जुड़े सेफटी स्टाफ के कार्य घन्टों का पुर्न आंकलन (Classification) किया जाये क्योंकि HOER के अन्तर्गत अपनाये गये Classification उस समय का है जब स्टीम लोको मोटिव, सिंगल लाइन, सिग्नलिंग सिस्टम, क्रासिंग आदि होने से रनिंग कर्मचारियों को ट्रेन संचालन के दौरान रिलेक्स होने के लिए काफी समय मिल जाता था ऐसे में Factual Job Analysis में काफी Inactive time निकलता था। अम सम्पूर्ण परिस्थिति में आमूल परिवर्तन हो गया है, आज 30 मिनट पहले लाइन आन करके गाड़ी की चार्ज लेकर स्टार्ट होना पड़ता है, अधिकांश रूट डबल लाइन वर्किंग होने के कारण क्रासिंग नहीं होता, रनिंग स्टाफ को लगातार गाड़ी चलाना पड़ता है, आधुनिक कम्प्यूटराइज पावर में वी.सी.डी., कलर लाइट सिग्नल पर हमेशा नजर, कम्प्यूटर पर नजर यानि साइन आन से लेकर ऑफ तक एक मिनट भी रिलेक्सेशन टाइम नहीं है हर पल एलर्ट रहना पड़ता है, पूरा समय Active रहते हैं। समय-समय पर विभिन्न कमेटियों, न्यायालयों ने भी निर्देश दिए हैं कि रनिंग स्टाफ के कार्य घन्टों का HOER के अन्तर्गत पुनः आंकलन किया जाय।

अतः HPC के समक्ष संघ का सुझाव है कि रनिंग स्टाफ का अलग HOER के अन्तर्गत पुर्न वर्गीकरणकर इनके वर्तमान कार्य पद्धति के अनुसार Intensive श्रेणी में रखा जाय तथा कार्य घन्टा Departure to arrival 6 मेल/एक्सप्रेस/सुपर फास्ट तथा 8 घन्टा Departure to arrival माल गाड़ी के लिए जाना अनिवार्य है।

(ii) Fort Night Duty Hours को निम्न रूप से निर्धारित किया जाय:-

“80 घन्टे प्रति पखवारा”

**(2) Other Staff Associations:**

**(a) All India SC/ST Railway Employees Association:**

The suggestions received from their zonal units are as under:

(i) Duty hours should be reduced from 12 to 6.



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- (ii) The Loco Running Staff is to be reclassified as 'Intensive' instead of 'Continuous' since VCD/TPWS are provided. The duty hours of Mail/Express/Passenger/Motorman are to be restricted to 06 hours. There should be a break of at least one hour for Motorman in a spell of 06 hours duty. The duty hours of the freight crew excluding the time allowed i.e. 30 minute for preparatory and complementary work shall be 08 hours instead of 10 hours.
- (iii) रनिंग स्टाफ के लिए 1 सप्ताह में अधिकतम कार्य की सीमा 40 घण्टे निर्धारित की जाये।

**(b) OBC Association:**

The suggestions received from their zonal units are as under:

- (i) The reasons to fix the duty hours above the normal concept of eight hours to twelve hours were that there are inactive period and lesser strain of work which does not exist now. Therefore, keeping the limit at 12 hours has no relevancy in the present situation and not warranted too. Now the entire duty hours of the crew detailed to work freight trains has no inactive period.

Hence, AIOBC Association gives the following suggestions:

"Duty hours of engine crew of passenger carrying trains shall be classified as INTENSIVE as ordered by RLC/Chennai which be an outcome of job analysis. Motorman working being a single man operation, a break of at least 60 minutes in between six hours duty shall be given. Working hours of Goods train crew shall not exceed 08 hours from 'sign on' to 'sign off' in line with ILO norms.

- (ii) Considering the modernization in all spheres of the Railway system, the weekly limit of the Loco Running Staff shall be limited to 40 hours.

**(c) All India Loco Running Staff Association (AILRSA), Ghaziabad:**

In their memorandum submitted to the Committee, they have stated as under:

- (i) Loco Running Staff should be reclassified as intensive.

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(ii) The duty hours of Mail/Express/Passenger crews/Motorman should be confined to 6 hours. There should be a break of at least one hour for Motorman in a spell of 6 hours duty.

(iii) The duty hours of the freight crew excluding the time allowed i.e. 30 minutes ON/OFF for preparatory and complimentary work shall be 7 hours.

For cumulative duty hours, they have stated as under:

“The Railway Labour Tribunal -1969 recommended to treat the entire period of duty from Sign On to Off as period of duty vide Para 6.226 (5) D (b) (vi). Hence additional duty hours of 8 hours per fortnight as preparatory and complementary work (‘sign on’ and ‘sign off’) are unjust. Thus statutory limit of working hours in a fortnight would have fixed at 96 hours. The recommendations of RAILWAY LABOUR TRIBUNAL 1969 were accepted by the Government in toto but the Railway Board has not honoured and not implemented the same.

Railway Ministry during 1978 – 79 reviewed the duty hours of the Drivers of superfast and Rajdhani trains and limited the total hours of duty of these drivers in a fortnight to 90 hours as against 104 hours for other Running Staff classified as Continuous. Thus, the Drivers of Superfast and Rajdhani Express continued to be classified as Continuous but their total duty hours was limited to 90 hours in terms of Railways Board’s letter no. E(LL)77/HER/29 dated 16.04.1979.

Moreover ILO Convention No. 47, concerning the reduction of Hours of Work to Forty a week stipulates the principle of 40 hour week under Article 1. Considering this, it is desirable that worker should as far as practicable be enabled to share in the benefits of the rapid technical progress which is a characteristic of model industry. Thus the weekly limit of 40 hours for Loco Running Staff will be more appropriate in the changed circumstances as enumerated and discussed earlier in the subject of daily duty hours. This 40 hours weekly limit for engine crew is also accepted internationally by various foreign Railways.

Weekly limit of Duty Hours will be of effective monitoring mechanism to have a check on daily limit of duty hours which is emphasized vide para 281 of Justice. Rajadhyaksha award. Hon’ble Justice opined that fixation of statutory weekly maximum must inevitably tend to restrict the runs at a stretch so that weekly hours of work may be evenly distributed as far as possible over all the days of the week. In practice it is not so due to the present practice of fortnightly averaging. To achieve check on consecutive longer duty hours, as an inbuilt mechanism, weekly averaging should be implemented with the statutory limit of 40 hours.”

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**(d) All India Guards council:**

In their Memorandum submitted to the Committee, they have stated as under:

(i) There should not be any distinction between overall duty and running duty. In broad meaning any job performed by running staff in connection with his train/job is running duty. (a station master even if there is no train/block working for certain period after taking over charge, his duty will not be treated from the time he gives/takes the line clear for a train but from the time he reports for duty).

(ii) Thus the running duty should be reckoned from signing on to signing off.

(iii) Overall duty from signing on to signing off should be within 9 hours.

(iv) After completion of 6 hours relief should be arranged within 9 hours i.e. within overall limits of 9 hours after getting 2 hours notice from the running staff.

(v) In no case the running duty from signing on to signing off should exceed beyond 10 hours.

(vi) The rostered duty hours should be 72 hrs in a fortnight with an overall limit of 84 hrs in a fortnight.

(vii) 100 percent travelling time as spare or otherwise should as well be treated as duty.

**(3) Views received through various representations (including the views received on the website):**

(a) A biocompatible roster, 06 hours duty at a stretch from sign on to sign off in case of Loco Pilot and 4 hours duty of a motorman are highly required for the sake of nation as well as the employees also.

(b) Duty hours at a stretch shall not exceed 8 hours from 'sign on' to 'sign off' for Goods Crew and 6 hours in case of Passenger Train.

(c) 8 hours Night Duty at a stretch to be 6 hours.

(d) Duty hours at a stretch should not be more than 6 hours and weekly duty should be 35 hours.

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(e) Working hours should be 8 hours (Wheel Movement) and 9 hours from 'sign on' to 'sign off'. Fortnight duty hours to be fixed as 96 hours.

(f) प्रतिदिन के काम के घण्टे (Daily duty hours): मालगाड़ी के लिए वास्तविक रनिंग समय अधिकतम 6 घण्टे, साइन आन से साइन आफ तक अधिकतम 8 घण्टे निर्धारित होना चाहिए, मेल एक्सप्रेस के लिए वास्तविक रनिंग समय अधिकतम 5 घण्टे, साइन आन से साइन ऑफ तक अधिकतम 7 घण्टे निर्धारित होना चाहिए।

(g) Duty hours at a Stretch to be limited to 10 hours maximum.

(h) Per day duty hours must be 6 hours, having 30 minutes gap for lunch.

(i) Fortnightly duty hours to be fixed as 96 hours.

#### **(4) Railway Administration:**

##### **(a) Zonal Railways:**

In their replies to question 1 of the questionnaire no. 1 circulated by the Committee (Annexure II), almost all the railways have expressed the view that they are finding it extremely difficult to follow 10 hour rule for the following reasons:

- i. Saturated Section Capacity
- ii. Vacancies in Running Staff Cadre
- iii. Accidents/Derailments
- iv. Major breakdowns/failures

During discussions, all railways confirmed that until all vacancies in the running cadre are filled up and there is substantial improvement in the section capacity on saturated sections, it would not be possible to bring about any improvement in this regard. However, most of the railways

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agreed with the view that a limit of 08 hours running time can be followed by them for preparing the links of Mail/Express trains.

In their replies to question 3 of the questionnaire no. 1 circulated by the Committee on cumulative duty hours, almost all the railways have expressed that they do not recommend any change in this regard and, therefore, the existing limit of 104 hours in a fortnight should continue for all Running Staff except those who work superfast trains. They also expressed that any reduction in this would only result in an increase in overtime. However, some of the railways agreed with the view of bringing it down to a level of 96 hours in a fortnight.

During discussions also, there was a general reluctance on part of most of the railways to bring it down to the level of 96 hours in a fortnight.

**(b) Meeting with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical):-**

A meeting was held with Additional Member (Traffic), Additional Member (Mechanical), and Additional Member (Electrical) along with their concerned officers in Railway Board on 23.07.2012. A scenario in next 10 years was brought out by Additional Member (Traffic) explaining that situation at that point of time needs to be kept in view while making recommendations by the High Power Committee. The scenario projected by Additional Member/TT envisaged:-

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- (i) All unmanned Level Crossings would disappear as they would get replaced by Road over bridges or underpasses.
  - (ii) Most of the trunk routes will have third & fourth lines thus eliminating the line capacity constraints being faced at present.
  - (iii) Passenger & freight traffic streams by & large will get segregated after commissioning of Dedicated Freight Corridor.

The Chairman of the High Power Committee explained that in the preceding decades, many technological changes have taken place in the train operation area like elimination of steam traction, seamless running over long stretches, track circuiting, Audio Frequency Track Circuiting (AFTC), automatic signalling, driver –guard communication, provision of Vigilance Control Device (VCD), Freight Operation Information System (FOIS) and Coaching Operation Information System (COIS) which are now in regular use on Indian Railways. Yet, most of these changes have brought relief only to the stationary staff who are working at stations, yards or in control offices and not to the running staff for whom the stress levels have apparently gone up due to larger number of signal sightings on account of introduction of Automatic Block System, higher speeds, higher trailing loads, unmanned level crossings, increased interaction with man-machine interfaces like regularly operating the VCD and

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other devices, all of which call for continuous sustained attention.

Realizing the need for providing the technological assistance to the Loco Running Staff, the Railway Safety Review Committee headed by Justice H.R. Khanna had discussed the benefits of such technological aids in Para 5.10 of the report and suggested that a suitable system for train protection and warning to the driver in advance should be provided by Indian Railways as the technology advances and these become cost effective. Thereafter, the Train Protection and Warning System (TPWS) was introduced on trial basis, on two busy routes of Indian Railways i.e. on a limited stretch of Agra division between Hazrat Nizamuddin and Agra Cantt. and on the suburban section of Southern Railway in Chennai division which have brought some relief to the Loco running staff in sighting the signal ahead and controlling the train in these two sections. However, these systems are not yet stabilized and are having teething problems.

At present, the working conditions inside the locomotive cab are also fatigue inducing. The temperatures inside the cab go as high as 60 degree Centigrade in peak summers and close to 4-5 degree centigrade in peak winters with wind entering through the crevices in the doors/windows. The noise level inside the cab is also as high as 88.4 decibel as against the limit of 90 decibel laid down by Occupational Safety and Health Administration (OSHA) Regulations which says that ,if anyone is exposed to this noise level for more

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than 08 hours per day, there is a risk of hearing loss for him. The instruments, operating levers and other equipments inside the cab are also not ergonomically designed. All these features aggravate the stress of working and enhance the fatigue levels.

Besides, it gets further aggravated on account of the type and variety of locomotives that a running staff is expected to handle with equal efficiency. Moreover, they are expected to be a master in trouble shooting of all these different types of locomotives.

In view of the above, the Chairman, HPC observed that there was a need to re-look at not only the total duty hours of running staff but also their rest periods which are required for de-stressing them and making them fit for next trip.

On the issue of duty hours at a stretch, there was a general consensus among the Additional Members that although there is a need to contain the same within 10 hours, it is just not possible to achieve the same at present on account of vacancies and line capacity problems.

Also, there was a general consensus among the Additional Members on not reducing the cumulative duty hours of Running Staff below the present level of 104 hours in a fortnight (except those who work superfast trains). Apparently, it was out of the fear of a sizeable increase in the requirement of Running Staff or an increase in overtime bill. AM (Electrical) was, however, of the view that it needs to be reduced to 96 hours a fortnight to bring it at par with others.



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(5) **Practices followed in other modes of transport:**

(a) **Road Sector:**

Practices being followed in Delhi Transport Corporation (DTC), Uttar Pradesh State Road Transport Corporation (UPSRTC), Lucknow and Rajasthan Road Transport Corporation (RRTC) were checked. In DTC, there are no long runs excepting the one to Lahore. In this run, two sets of drivers are used. One driver (On contract basis) works the service from Delhi to Wagah and the DTC driver works from Wagah to Lahore. For all other trips, the drivers are deputed to work for 8 hours a day and 6 days in a week amounting to a total duty of 48 hours in a week.

UPSRTC follows the Motor Transport Workers Act, 1961 for duty and rest hours. The relevant stipulations of this act (para 13) are as under:

**“Hours of work for adult motor transport workers** -- No adult motor transport worker shall be required or allowed to work for more than eight hours in any day and forty-eight hours in any week:

Provided that where any such motor transport worker is engaged in the running of any motor transport service on such long distance routes, or on such festive and other occasions as may be notified in the prescribed manner by the prescribed authority, the employer may, with the approval of such authority, require or allow such motor transport worker to work for more than eight hours in any day or forty-eight hours in any week but in no case for more than ten hours in a day and fifty-four in hours in a week, as the case may be :

Provided further that in the case of a breakdown or dislocation of a motor transport service or interruption of traffic or act of God, the employer may, subject to such conditions and limitations as may be prescribed, require or allow any such motor transport worker to work for more than eight hours in any day or more than forty-eight hours in any week.”

The Drivers of Rajasthan Road Transport Corporation (RRTC) are normally required to work for 8 hours a day amounting to a total duty of 48 hours in a week. However, in exceptional circumstances, the duty can exceed 8 hours (maximum up to 12 hours) by giving suitable compensatory rest.

**(b) Civil aviation:**

Civil Aviation dealing with transport of both passengers as well as cargo, have also made very detailed stipulations about duty hours for the airlines crew. These stipulations issued by Director General of Civil Aviation vide letter no. DG/FDTL/21/2009 dated 11.08.2011, have evolved over a period of time taking into consideration all safety aspects. The major stipulations about duty hours in this letter are as under:

**“Daily maximum flight time limitations during any 24 consecutive hours (para 6.1):**

<b>Crew Complement</b>	<b>Maximum Flight Time Limitation / Max Number of Landings*</b>
Two-Pilot Operations	8 hours/up to 6 landings
	For day operations 9 Hours/up to 3 landings
Two-Pilot Operations	For night operations 9 Hours/up to 2 landings

\*Maximum Number of Landings is further dependent on Flight Duty Period.

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**Maximum Daily Flight Duty Period – Two Pilot Operations (para 6.3):**

Maximum Daily Flight Duty period for two pilot operation shall be as per the following table:

<b>Maximum Daily Flight Duty Period (FDP) Limitation**</b>	<b>Maximum Number of landings</b>	<b>Maximum Flight Time Limitation</b>
12.5 hours	2 for night operations	9 hours
	3 for day operations	
12 hours	4	8 hours
11.5 hours	5	8 hours
11 hours	6	8 hours

\*\* Reduction of Flight duty period due to operation in WOCL.

**Cumulative flight time limitations (para 6.2):**

<b>Cumulative Period</b>	<b>Flight Time Limitation (Hours)</b>
In 7 consecutive days	35
In 30 consecutive days	125
In 365 consecutive days	1000

**Total Duty Period (para 8.2.1):**

No operator shall assign and no flight crew member shall accept any duty to exceed:

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- (i) 190 duty hours in any 28 consecutive days, spread evenly as practicable throughout this period;
  - (ii) 100 duty hours in 14 consecutive days; and
  - (iii) 60 duty hours in any seven consecutive days.

**(c) Practices followed by other railway systems abroad:**

The details of duty hours and hours of rest for Running Staff in the railways abroad were planned to be obtained through a visit by the Committee to some of the comparable railways. However, this visit did not materialize. Therefore, the available information on internet was searched for comparison. The information prescribed by Australian Rail Road, Queensland Railway, Federal Rail Road Administration and European Union Agreement as extracted from various sites is given in Annexure III. These are summarised below:

**(i) American Railroads:**

12 consecutive hours of time on duty or 12 non-consecutive hours on duty if broken by an interim release of at least 4 consecutive hours uninterrupted by communication from the rail- road likely to disturb rest, in a Freight train employee statute.

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**(ii) Australian Railroads:**

Except in cases of unavoidable necessity, shifts shall be completed within 10 hours and, where practicable, within 9 hours. The ordinary hours of work shall be 76 per fortnight divided into not more than 10 shifts.

**(iii) Queensland Railways:**

- In the case of a two driver operation (including where the second person is a qualified train driver who is learning the route or undergoing an assessment), the maximum shift length to be worked is 12 hours.
- In the case of a one driver operation, the maximum shift length to be worked is 9 hours.
- A maximum number of 12 shifts and a maximum 132 hours to be worked in any 14 day period. If an operator seeks to work outside these hours, it must first apply to the Rail Safety Regulator and must demonstrate that it has adequate fatigue management processes in place to mitigate the risk of operating outside these hours.

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**(iv) European Railroad Agreement:**

- The driving time (i.e. the duration of the scheduled activity where the driver is in charge of the traction unit, excluding the scheduled time to prepare or shut down that traction unit, but including any scheduled interruptions when the driver remains in charge of the traction unit) shall not exceed 9 hours for a day shift and 8 hours for a night shift between two daily rest periods.
- The maximum driving time over a two-week period is limited to 80 hours.

While analyzing the details collected for Australian Railways, Queensland Railway & Federal Rail Road Administration (USA), the Committee observed that the information may not be the latest in all cases. Also, these railways predominantly deal with freight traffic which is not similar to the system prevailing on Indian Railways where the streams are mixed traffic. The working conditions, the facilities provided to the staff, railway systems, the climate, social habits, culture of the society and the work culture of these railways and their employees which were not available on internet may also not be comparable with those prevailing on Indian Railway system. Thus, their system is not fully

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comparable with Indian Railways system and cannot be taken as a model for adoption.

However, the provisions for European Railway Union are mainly for passenger carrying trains running on the continent spanning over many countries. This system is quite comparable to the system on Indian Railways.

Details were also obtained from RA Bonn and Dy RA/Paris through e-mails for the systems adopted on SNCF (France) & DB (Germany) regarding the duty hours etc. prescribed on these two railways. These are:

**(A) DB (Germany):**

- The daily working time has been specified as 10 hours maximum normally. The driving time as 9 hours maximum during day and 8 hours maximum during night.
- The working time per week must not exceed 48 hours on average.
- In our collective agreement, we have a special rule that per week, a maximum working time of 60 hours is possible in a 7 day-period but on average it must be 48 hours per week (over the whole year).

**(B) SNCF (France):**

- The driving period cannot exceed 12 hours with a break subject to the condition that the effective work is not more than 9 hours. If there is no

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break, it should be reduced to 8 hours. In case of night working also of more than one hour thirty minutes between 11 pm to 6 am, the maximum driving period shall be limited to 8 hours.

- There is no limit of duty hours for Running Staff in a week or a fortnight.

**(6) Studies/research carried out on the stress levels of railway loco pilots and reasons thereof:**

A team of Railway Doctors headed by Dr Sumit Prakash, Sr DMO (Psychiatrist), Central Hospital, Bilaspur carried out, during Oct-Nov-2010, detailed studies on the working of Railway Loco Pilots to identify their stress levels and stressors responsible for built up of stress, under the guidance of Chief Medical Director (CMD), South East Central Railway, Bilaspur and DG (RHS), New Delhi. The study report was forwarded to the Chairman of HP Committee by Dr. S.K. Agrawal, CMD, North Eastern Railway, Gorakhpur vide his letter no. 2012/MED/CMD/Misc. dated 27.01.2012.

The study was carried out on a group of 200 staff out of which 100 were Railway Loco Pilots and the other 100 were stationary staff like Station Managers, Station Superintendents and Station Masters. The age group was between 26-50 years with concentration on 31-40 years. 91 per cent of Loco Pilots were married.



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The study indicated that psychological stresses in Loco Pilots are mainly on account of their job demands. As many as 57 per cent of them had moderate build up of stress and only 42 per cent had mild build up of stress. As against this, only 4% of the stationary staff had moderate build up of stress and as many as 96% of them had mild build up of stress. The major reasons for build-up of stress (i.e. stressors) were perceived as:

- (i) Postural discomfort and non-spacious work place (96%)
- (ii) Noisy work place (95%)
- (iii) Long duties with improper rest and dissatisfaction with place and service at the place of intermediary rest (88%)
- (iv) Fear and susceptibility to accident due to drowsiness caused by fatigue, tiredness and exhaustion due to job stress (83%)
- (v) Absence of toilet in job requiring long hours of working and responsibilities of thousands of life (75%)
- (vi) Consequences of making mistake on duty very severe (71%)
- (vii) Stress due to long period of absence from home & city & unable to maintain balance between work and home (71%).

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(viii) Inadequate protection from extremes of temperature and rain (70%).

The doctors had further analysed the medical effects of these stressors which are:

- (a) Disrupted sexual functions (67%)
- (b) Muscle aches and pains (65%)
- (c) Sleep disturbances (60%)
- (d) Headache (44%)
- (e) Stomach problems (39%)
- (f) Irritability and anger (30%)
- (g) Frustration and anxiety (18%)

Thus, the Railway Loco Pilots of Indian Railways have the stress built up by work environment, duty hours and places of intermediary rest etc. which can be controlled/modified to relieve some quantum of the stress.

#### **4.3.1.3 Committee's Views:**

##### **(1) Duty at a stretch:**

The concept of 10 hours running duty at a stretch was initially brought in on Indian Railways by the adjudicator Justice Rajadhyaksha in 1946 in his adjudication award almost 70 years ago.

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During the intervening period, a number of instructions/circulars on the subject have been issued by Ministry of Railways and the hours of running duty at a stretch have hovered around 10 hours and the total duty hours from 'sign on' to 'sign off' around 12 hours. Even the Railway Labour Tribunal who examined the issue ab-initio in 1969 have concurred with 10 hours of running duty at a stretch.

During past 70 years, Indian Railways have under gone a sea change both in organizational structure as well as technological development. The Indian Railways have been re-organised twice during this period in 1959 and 2003. Steam traction has given way to diesel and electric tractions. Sophisticated signalling and telecommunication systems have been introduced. The rolling-stock and the track have also been upgraded to heavier and more reliable assets. Along with this the pattern of train operation has also under gone a sea-change.

Provisions of modern office equipments, large scale use of information technology and improvements in the environment have made the life comfortable and easier for the stationary operating staff but have raised stress levels of the Running Staff due to higher speeds, higher trailing loads, shorter block sections, automatic signalling etc. This phenomenon has been observed by the Committee during its field visits as well as during foot-plate inspections and has been taken into consideration while deliberating on the issue.

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Indian Railways normally carry long distance freight and passenger trains. The Railway operations require that all trains after starting from their originating station reach the destination/terminating station quickly which may be either the locomotive changing point or the crew changing point or the station where the crew resting facilities (either Headquarters of the crew or Running Rooms) are provided, or a point having combination of these.

For passenger carrying trains, the intermediate stoppages enroute and the station to station running times are pre decided as per the time table and their runs are planned keeping in view the above factors. The running staff working these trains have varying duty hours in each trip as per the link, and is aware of the timings of his duty in advance though it varies at times depending upon the punctuality of the train on that day.

However, for freight trains which generally run to available paths only i.e. the gaps between various mail/ express/ passenger trains, each train may have a different running time (on account of unscheduled stoppages enroute to cater for precedences to mail/express/passenger trains as well as other operational requirements like traffic/ maintenance blocks and problems associated with reliability of assets) as compared to other freight trains on the same section. The running times for freight trains, thus, cannot be pre-decided. However, their runs are generally confined between two designated crew changing points. The crew working freight

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trains has uncertainty about his working hours both starting as well as terminating time. The number of days that he will be out of his headquarters is also not known at the time of his booking from HQs.

These mail/express, passenger and freight trains are operated by Loco Pilots/Assistant Loco Pilots and Guards collectively termed as Running Staff. The Running Staff is a distinct category among the railway workers. The special features of their job which make them distinct from other categories of staff are:

- The duty hours cannot be fixed on a regular roster basis due to the nature of their duties which vary with the type of the train and the section worked on a particular day.
- Their duty hours cannot be fixed on daily basis like stationary staff. They have to be fixed on trip basis.
- Their duty involves regular travel out of headquarters and at times remaining out of headquarters for periods exceeding 24 hours.
- The duty hours are aggregated by applying the principle of averaging over every fortnight.
- Their duty requires running on continuous long stretches demanding alertness and sustained concentrated attention to ensure safety.

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- They have to stay in running rooms away from their homes for taking rest before undertaking another journey or a journey back to their headquarters.
  - The duty cycle involves frequent and irregular night working.
  - Duties within various categories of Running Staff and even within the same category vary with regard to their arduousness and sustained attention and may require laying down of different working hours for different groups within Running Staff to bring a balance between their work load and the time spent on duty. (e.g. the working of the Loco Pilots running Rajdhani/ Shatbadi/ Superfast trains in a section which has automatic signalling throughout may be much more arduous than a similar set of staff running these trains on a section with conventional absolute block system of working.)
  - Uncomfortable work place.

Therefore, it is not possible to frame regular rosters providing for fixed hours of daily duty for Running Staff as their nature of work is such that the variations in daily duty are inbuilt depending on the length of runs, the location of crew changing points/engine sheds and Running Rooms besides irregular timings of goods trains, precedences to other priority trains and detentions in single line sections for crossings etc.

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Tribunals constituted earlier for reviewing the duty hours and rest hours of running staff namely the Adjudicator Justice Rajadhyaksha and Railway Labour tribunal headed by Justice Miabhoy have appreciated this unique pattern of running staff's work even at that time and did not recommend regular rosters for the running staff. Under the circumstances, it is essential that in the interest of operation and safety, specific rules which are different from those being followed for other stationary staff, are framed with regard to their duty hours. However, even with varying duty hours every day, it would still need to be ensured that the fortnightly statutory limits of hours of work are not exceeded.

The Federations and other Associations in various representations and communications to the Committee have been requesting for adoption of many stipulations of ILO conventions. However, the Committee could not locate ILO conventions applicable to Railways or for Running Staff (Loco Pilots & Guards) of Railways. The closest the Committee could find are the stipulations for Road Transport. The relevant extracts of these recommendations (No R161 of 1979 on Hours of work and rest periods for Road Transport) are placed below:

- (i) When normal weekly hours of work are unevenly distributed over the various days of the week, the normal hours of work should not exceed 10 per day.
- (ii) When the normal daily hours of work include substantial periods of mere attendance or stand-by or interruptions of work or when it is necessary to enable the crew of the vehicle to reach a suitable place of rest, the maximum limit referred to in

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subparagraph (1) of this Paragraph may be more than ten hours but not more than 12 hours per day.”

Nevertheless, these stipulations have also been taken into consideration by the Committee while finalizing their views.

The duty period of a Running Staff begins when he “signs on” and finishes with the “signing off” from duty. Out of this, the period from actual departure of the train to actual arrival at destination is termed as “running duty”. It is this period wherein the requirement of sustained attention is highest. Time consumed in the intervening period from “sign on” to actual departure and that from actual arrival at destination to “sign off” is spent in factors like loco attention, pre-departure detention, post arrival detentions and other unscheduled detentions before starting etc.. These are termed as preparatory & complimentary time and are additional to the actual running duty. The total duty hours of running staff are arrived at by adding these to their running time. The duty hours of Running Staff mainly depend upon the duration of the particular trip (i.e. on the running time) which as detailed in above paragraph is, in turn, dependent on a number of factors most of which are not in direct control of the operating personnel.

The running time/duty hours of crew in any particular section, whether working a Mail Express/Passenger train or a freight train, were initially fixed during the period when the mode of traction was predominantly steam traction. The timings were fixed taking into account factors such as speed of train, location of crew changing points/Running Rooms/Lobbies,



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type of stock, type of locomotives, stabling capacity in the section, the passage available for the train, line capacity utilization, precedence expected during the run, unscheduled/unforeseen stoppages en-route, loco requirements en-route (e.g. watering and coal raking/ash pan cleaning), location of loco sheds; as also the unequal duty performed in each trip. Also, the concept of averaging the duty hours fortnightly to match those prescribed for other continuous workers (who work to a fixed roster & have same duty hours each day) was brought in for running staff who have irregular and varying duty hours each day.

During the period when Justice Miabhoy Tribunal (RLT) reviewed the HOER, the Indian Railways was passing through a transition phase with,

- Steam traction gradually being replaced by Diesel & Electric tractions,
- System of nominated locomotives for Drivers as on steam traction was changing to pooled locomotives for Diesel & Electric traction.
- Increased requirement of blocks due to large scale capacity enhancement works on tracks & signalling systems, causing detentions to traffic.

In addition, there were some other major factors also in existence at that time which had bearing on the duty hours of Running Staff. These were:

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- System of marshalling yards & mixed loads,
  - Problems with vacuum braked rolling stock mainly on account of frequent brake fading cases being experienced on run,
  - Forced halts on loco account due to poor quality of coal,
  - Four wheeler rolling stock having many inherent problems like attention to plain bearings enroute to avoid hot axles,
  - Long block sections of 8-15 Kms length,
  - Semaphore signalling, and
  - Not a very reliable Control communication system.

The Railway Labour Tribunal (RLT) award pronounced by Justice Miabhoy was based on the practical on ground situation existing at that stage as brought out above. Justice Miabhoy, taking these factors into account, enhanced the limit of duty hours to be put in by running staff from 12 hours (as recommended by Justice Rajadhyaksha) to 14 hours to cater for the new developments taking place on Indian Railways. However, Justice Miabhoy simultaneously recommended that these duty hours should be gradually brought down to 10/12 hours in the next 8 years which was the time estimate provided to him for completion of most of the required works.

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Over the last 40 years since Justice Miabhoy submitted his report, the system of train operations on Indian Railways and the quantum of traffic handled has undergone numerous changes. The major ones being elimination of steam traction and marshalling yards, seamless operations with end to end running, large scale technological changes in the Locomotives, signalling, rolling stock, operating gear etc, which have certainly made the driving smoother and the conditions inside the cab more conducive when compared to the steam era. Yet, at the same time, the stress level on the Loco Pilot has gone up many times due to higher speeds, heavier loads, continuous sustained attention for viewing and acting upon aspects of approach signals (caused by reduction in Block section lengths and introduction of automatic signalling) and requirement of latest technical knowledge and technique for trouble shooting. **Thus, the strain/stress on the loco pilot shifted from that of physical nature to that of mental** and this has led to a situation where the Loco Pilot has to remain continuously attentive in something or the other while on run. If nothing else, he has to operate the VCD every minute.

At the same time, the crew headquarters and the crew changing points have largely remained the same. Also, the stipulations about the duty hours (both running duty as well as total duty) of Running Staff have remained largely at what was stipulated by Justice Miabhoy / CAT Ernakulum except for some minor modifications, the details of which have been given in Chapter II.

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Under the circumstances, the demand of Federations and other staff associations for reduction of duty hours for Running Staff continued even after Justice Miabhoy award. The major demands received by the Committee in respect of duty hours at stretch from Federations/their field units on Zonal Railways, other Staff Associations and on Committee's Website have been summarized under para 4.3.1.2. These basically relate:

- (a) To reduce duty at a stretch for freight Loco Pilots to eight hours.
- (b) To reduce duty at a stretch for Mail/Express/Passenger Loco Pilots to six hours.
- (c) To classify the loco pilots working mail/express trains as Intensive.
- (d) To classify the Loco Pilots working superfast trains and motorman as 'Super Intensive' who should work only for 5 hours at a stretch.

The Committee obtained the views of Zonal Railways and concerned Additional Members of the Railway Board also before forming any views on these issues. Most of them expressed that, under the present circumstances, it would not be possible to reduce the existing limits of duty hours at a stretch prescribed for Running Staff. The reasons pointed out by them in support of their contention were:

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- i) Serious line capacity constraints.
  - ii) Large scale vacancies in the running cadre mainly on account of delays in the placement of indents on RRB and their materialization. These are as high as 43.5 per cent of the sanctioned strength on some of the Railways.
  - iii) Delays in preparation of Running Staff reviews and its sanction.
  - iv) Outdated system of crew ordering causing pre-departure detentions.
  - v) Inaccurate forecasting of trains and inadequate use of FOIS and COIS.
  - vi) Terminal constraints resulting in detentions both at the terminals and short of terminals.

Therefore, the provisions/practices being followed in the other modes of transport like Roadways, Civil Aviation and other international railway systems were also referred to for comparison [details are given in Para 4.3.1.2(5)]. The duty hours followed by most of the roadways in the country are eight hours per day/trip which can be extended further in special circumstances (whenever it is likely to exceed 12 hours due to long run, two Drivers are booked who share the work load). Also, the Motor Transport Workers Act (India) 1961 provides for 10 hours duty on long routes in a day and 54 hours in a week (Section 13 of the Act). The Act further

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provides for 30 minutes break every 5 hours to the driver. However, these provisions are not straightaway comparable with the provisions for Loco Pilots on Indian Railways for the reasons mentioned below:

- (i) Most of the movements in road sector are either internal (i.e. within the city/state) or on short stretches. As such, no difficulty is faced by the road sector in following these provisions.
- (ii) The Motor vehicle driver has the flexibility of stopping his vehicle anywhere for availing rest or for attending to any of his personal requirements, without affecting other road traffic. However, such an action cannot be permitted to a Loco Pilot because if he does so, it may jeopardize the train operations completely.
- (iii) The Motor vehicle driver is also free to overtake another road vehicle without any permission whereas the train driver/ loco pilot cannot do this as he runs on a fixed track.

Nevertheless, a rough comparison of Loco Pilots on Indian Railways operating freight trains can be done with Motor truck drivers of road sector as they also work on long stretches and perform duties as much as 12-14 hrs. daily similar to the Loco Pilots on Indian Railways.

In Civil Aviation sector, DGCA has prescribed the flight duty period of eleven hours maximum (for six landings) to 12.5

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hours maximum (for two landings in night or three landings in day). They have also put a limit of eight hours maximum (for six landings) to nine hours maximum (for two landings in night or three landings in day) on actual flight time. These are quite comparable with the existing duty hour limits being followed on Indian Railways.

As regards the provisions on international railway systems, the Committee finds that the stipulations of duty hours on Australian, Queensland & US Rail Roads [para 4.3.1.2(5)(c)] are as under:

- Australian Rail Road : 09 hours (normal), 10 hours (Maximum)
- Queensland Rail Road : 09 hours (for single driver operation), 12 hours (for two driver operation)
- American Railroad : 12 consecutive hours

However, the Committee is of the view that these are not fully comparable with Indian Railways as, on these Railways, there is propensity/predominance of heavy freight traffic which runs through long distances across the country or in a Merry Go round system. Moreover, the inter-signal distances are much larger on these systems than what is prevalent on Indian Railway system and there are almost no level crossing gates. The Queensland and Australian railways have in addition a system of crew vans where a set of spare crew remains available for relief to the working crew while on

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run, thus preventing the need for stopping/halting the train for crew changing. Besides, substantial technological aids have been provided in the working systems and on the trains which take care of a number of job responsibilities of Loco Pilots. Thus, a lot of driving stress is taken off from the Loco Pilot's mind and his driving becomes less stressful.

However, the driving time agreed to on European Railways under European Union Agreement for long distance trains are 9 hours during the day time and 8 hours during the night time. On DB (German Railways), the maximum daily working time for Running Staff has been prescribed as 10 hours and on SNCF (French Railway), it has been specified as 12 hours with a break. Though technical assistance in the form of cab signalling, automatic train control, automatic train operations, direct communication facility with control and minimal requirement of trouble shooting etc. are available to the Loco Pilots on their systems also, yet the no. of stoppages, inter signal distances, length of runs etc are similar to those on Indian Railways and, therefore, the Committee considers their systems comparable to Indian Railways.

The Committee also observed that on most of the international railway systems, the trains are operated by single Loco Pilot in the cab who is considered sufficient for safety and operation due to safety provisions available on Board to the Loco Pilot viz Cab signalling, TPWS, AWS, ATC, ATO etc. However, this system is difficult to be



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straightway replicated on Indian Railways due to non-provision of these modern safety ensuring devices. Therefore, the existing system of Loco Pilot with Assistant Loco Pilot prevalent on Indian Railways is not recommended to be changed by the Committee till provisions of adequate safety devices as available on developed railway systems.

For considering the demands put forth by the Federations/AILRSA/AIGC and other Unions/Associations on this subject, the Committee has kept the above observations in view. Also, the Committee during its field visits has travelled on Locomotives & EMU cabs and interacted with the crew to study their working conditions and the severity of the work load on them and also to elicit their views on the working hours at a stretch in a trip.

The response of federations and other staff associations has been very significant. Response and feedbacks from both i.e. Railway administrations as well as the Federations/staff associations did help to a large extent in appreciating in detail the issues involved. The Committee's endeavour has been to take a pragmatic view of the matters brought before it without losing sight of the practical considerations including the complexity and massivity of incessant railway operations.

The committee, after deliberating on the views and demands received and considering the divergent requirements of Railway operation, is of the view that **a distinction needs to be made between the duty requirement/job content of Loco Pilots of Mail/Express trains, Suburban trains,**

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**Passenger trains and Freight trains and their duty hours need to be arrived at separately to match the requirements of their job.**

For fixing the duty hours of *freight trains*, the periods of inaction due to pre-departure detentions and/or for giving precedences to another train have also been considered. These periods provide the running staff a break from sustained attention, monotony of running, an opportunity to relieve themselves, have some tea etc. and get relaxed. Such periods interspersed in the duty at a stretch are inbuilt in the freight operations thus reducing the severity of work load on them. ***Therefore, keeping this in view as well as the line capacity constraints existing at present, the Committee feels that, for Freight Loco Pilots, bringing the running duty hours down to 9 hours immediately from the existing 10 hours (although the demand is for reducing it to 8 hours total duty period) may be justifiable in the present scenario.***

Statistics of the duty hours at a stretch for the Running Staff as compiled by Ministry of Railways are placed at Annexure IV. It brings out that during the year 2012, most of the zonal railways except four railways have been able to contain the actual running duty i.e. from wheel movement to wheel stop within the prescribed limits of 10 hours in more than 90% cases. As such, **the Committee is of the view that its recommendation of 9 hours running duty at a stretch can now be achieved in view of these statistics and**

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**more and more introduction of powerful locomotives capable of higher speeds/loads, more reliable rolling stock, sophisticated signalling, improved communications system, better maintenance of track and improved train ordering with real time monitoring etc. on IR.**

As mentioned earlier, the Running Staff, in addition to the running duty at a stretch, has also to perform certain preparatory and complementary work before starting from originating station/crew changing station and after arriving at the destination. The present stipulation generally provides 45 minutes time at the stage of signing on and 15 minutes at the stage of signing off.

The Committee deliberated on this issue and came to a view that with improvement in the technology, the engine attendance time can be reduced to some extent in future. Also, the time spent on various other activities during 'signing on' and 'signing off' can be brought down to some extent with the complete implementation of crew management system as it permits carrying out of a number of activities simultaneously. However, in many yards, the crew may have to walk quite some distance at present to reach the locomotive which also consumes time. Therefore, the Committee is of the view that, in the present circumstances, it may not be appropriate to make any changes in the time provided for preparatory and complementary work by the Running Staff. Besides, there are additional unforeseen

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detentions to Running Staff (called pre-departure detentions) before he takes over the charge of a train. These are mainly on account of late arrival of incoming train or inaccurate forecasting. In a few years time, with newer tools of large scale computer based controls, matching the completion of the capacity enhancement works, the time on these factors is likely to reduce significantly. However, within the constraints of operations existing at present, these, although controllable to some extent by constant monitoring, cannot be brought down significantly. On a practical side, an average of one hour can be assumed for this purpose. Keeping these predeparture detentions etc. in view and the time required for preparatory and complementary work, ***the Committee recommends the total duty hours for the train crew (from signing on to signing off) at 11 hours maximum as against the present limit of 12 hours. Also, it is proposed that though the running duty at a stretch should not ordinarily exceed 9 hours, such duty may extend further provided the Railway Administration gives at least 2 hours notice before the expiration of 9 hours to the crew that he would be required to perform running duty beyond 9 hours also with the stipulation that such duty from signing-on to signing-off shall not exceed 11 hours.***

There may, however, be occasions where the train does not reach its normal crew changing point/destination/place where a relief has been arranged within the overall limit of 11 hours and such point is approximately one hour's journey away.

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***The Committee recommends that, in such cases, the Running Staff shall be required to work to that point for the convenience of operation provided that the maximum hours in that trip do not exceed 12 hours on this account.***

***However, in exigencies like accidents, floods, agitations, and equipment failure etc, the staff may be required to work beyond the limits prescribed above. In such cases, the Controller should suitably advise the staff. Also, these provisions for the total duty hours of Running Staff (from 'sign on' to 'sign off') will be applicable to all categories of the Running Staff irrespective the type of the train being worked by them except whenever stated otherwise.***

As mentioned earlier, the Federations and other Staff Associations have, demanded to bring down the total duty hours of freight Running Staff to 8. The Committee is of the opinion that this cannot be agreed to at this point of time for the various reasons mentioned above. Therefore, for the present, ***the Committee has recommended 9 hours of running duty at a stretch for Loco Pilots of Goods trains. The Committee, however further recommends that the position be reviewed in 2020 when major line capacity works would have been completed and dedicated freight Corridor System made operational. With the improved train ordering system also, it may be possible at that time to reduce the overall duty hours of Running***

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**Staff from 'sign on' to 'sign off' to 10 hours extendable by one hour so as to be within the maximum ambit of 11 hours as against 12 hours limit recommended for the present.** The overall vacancy position of Loco Pilots/Assistant Loco Pilots which is in the range of 30 per cent on Indian Railways at present is also likely to improve substantially by that time which would be helpful in attaining this objective.

As regards **Mail/Express trains**, it is seen that their working involves continuous runs at high speed over long stretches and with responsibility of over a thousand lives travelling in these trains. A kilometre distance is gone within less than half a minute. In this one kilometre covered in half a minute or so, the train might encounter a level crossing gate, a signal, an animal crossing or some other obstruction. The braking distance in emergency when train is moving at 100 kmph is of the order of 750 metres or so. The Loco Pilot's attention has to be always on the signals as well as on the obstacles on the track, condition/continuity of OHE, anything approaching from sides of the track, the loco controls, VCD, TPWS, the trailing load and he has to remain prepared to stop at the earliest in any emergency. The sections with Automatic Signalling on long continuous stretches with signal sighting required at intervals of less than a minute due to higher speeds further adds to the burden of continuous sustained attention on the Loco Pilot. The Committee members individually and collectively travelled on footplate in the automatic territory (both fitted/equipped with TPWS

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system and without TPWS system). The interaction with the Loco Pilots/ Engine Crew on these trains brought out that not only the continuous sustained attention on signals & Locomotive control display unit is causing stress and tiredness, the continuous standing/ sitting (on an uncomfortable seat) adds to the build up of physical fatigue which gets aggravated due to the reason that the Loco Pilot/Engine Crew has to control even his urge to attend to nature's call on account of continuous running without stoppage.

Coupled with the requirement of such a sharp concentration level, there are many adverse conditions such as heavy noise, vibrations and extreme heat/cold environment inside the locomotive cab. The driver may also be working against his natural circadian rhythm. The amount of stress developed by all these on the Loco Pilot can only be imagined. Moreover, the enroute detentions as in case of freight trains which provide some relief to the Running Staff are not there in case of Mail/Express trains. Expecting a person to work under such conditions continuously/regularly for hours together is being unkind to him and this, in a short span of time, might make him prone to making mistakes.

The Committee also looked into various links for Mail express trains of different zonal railways which are common with super fast trains in many of the cases. It was observed that majority of links are planned with around 6 hours of running duty. However, for some of the trains in these links,

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the running duty extends up to 8 hours or little beyond 8 hours. Therefore, keeping in view the existing links and looking at the stress levels that a Mail/Express driver undergoes during run, ***it is recommended that, for the purpose of preparing the links, the running duty hours of all Mail/Express Loco Pilots may be limited to 8 hours.***

This also takes into consideration the fact that many links are common for Super Fast and other Mail/Express trains and, therefore, it is practically very difficult to follow different rules for the Loco Pilots of Superfast trains and other Mail/Express trains. Moreover, a Loco Pilot, for reaching the level of Mail/Express Loco Pilot, has to pass through all the stages of Running Staff Cadre starting from Assistant Loco Pilot. Thus, he would generally have crossed his middle age by the time he reaches this level. Obviously, his working stamina and concentration level gets affected on this account and expecting the same level of concentration and physical output from him as that from a younger freight Loco Pilot is perhaps not justified.

***A further reduction in the running duty as well as total duty hours of Mail/Express Loco Pilots could be considered at a later date in tandem with completion of ongoing line capacity enhancement works as envisaged in the document Vision 2020, filling of the Running Staff vacancies and technological improvements in railways.***

However, with more conducive and user friendly driving cabs, better running room facilities and perhaps better residential complexes for the running staff, along with the



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provision of advanced train safety control devices like TPWS, ETCS-II, AWS etc. in the coming years, the need for provision of Assistant Loco Pilot could also be reviewed in tandem with the review of duty hours.

Having had a firsthand experience of train operation in automatic signal territories with and without provisions of TPWS, the Committee recommends for consideration of the Ministry that ***further extension of automatic signalling territories on longer sections should be done only in tandem with provisions of aids like TPWS/AWS/ETCS etc.*** and, without provision of these aids, further increase/extension of automatic signalling territories may not be taken up.

***Passenger trains*** are comparatively slow moving trains with a number of stoppages some of which are up to 10 minutes or above. These stoppages provide breaks from sustained attention to the Loco Pilots and relief to him from built up stresses as well as provide an opportunity to him to meet with his personal requirements also, if any. Therefore, the ***Committee is of the view that the maximum running duty/total duty hours of Passenger Loco Pilots can be kept at the same level as that for freight Loco Pilots.***

As regards the daily duty hours of ***LPs (Shunting)***, the Committee observed that they perform duty like stationary staff on a fixed roster basis (for 'continuous' category) though, at times, in irregular shift. Moreover, they do not move out of their Headquarters and carry out the work within

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the allocated yard only. ***The Committee, therefore, is of the view that the existing provisions for their duty hours are quite rational and need no change.***

***The above recommendations pertaining to the Loco Pilots will also be equally applicable to the Guards in the same category*** as the train crew comprises of the Loco Pilot, the Assistant Loco Pilot and the Guard as a composite unit.

Adding to the existing stress level of the Running Staff, are the Ministry of Railway's stipulations of minimum punishments specified for safety infringements like SPAD etc. The Committee carried out a detailed analysis of SPAD cases which have taken place over a period of one and a half year or so from 01.04.2011 to 01.09.2012 (147 nos.) (Annexure-VI). This analysis was further discussed in the meetings with General Manager/ Officers of Zonal Railways and the reaction from Engine crew/Loco Pilots/running staff was also gathered. The Committee finds that, in many cases, even if the circumstances and other reasons for such infringements may point to the system deficiency or even when there is no consequential/adverse effect/damage, the prescribed minimum punishment has to be administered upon the Engine crew. This fear keeps lurking in the minds of the Running Staff all the time and over a period of time, it increases their stress level considerably which is not good for the system. ***The Committee recommends a review of the existing instructions of***

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***minimum punishment to staff for SPAD cases to ensure that the decision takes into account the gravity of the offence (repercussions of the SPAD) and the Loco Pilot's past record also.***

The Federations, Loco Running Staff Associations and other Railway Unions and Staff Associations in their memoranda/ representations and also in the meetings with the Committee have also demanded re-classification of the running staff category from continuous to "Super Intensive" for the Loco Pilots of Superfast trains and Motorman and "Intensive" for the Loco Pilots of other Mail/Express trains, Passengers trains and LP (Shunting). The Committee has examined the demand very carefully and observes as under:

- (i) The job requirement of an Airlines Pilot, a Road vehicle driver /Truck operator and a Loco Pilot are entirely different than those working in the same sector but at a static position. An aircraft, a bus, a truck or a train has to start from a particular point and reach a fixed point which could be the destination point or a crew changing point. It cannot be left in a lurch at the middle of nowhere. This fact is recognised in all the transport sectors and the duty hours have accordingly been fixed. The concept of a "Super Intensive" or "Intensive" for Running staff is neither followed in any of the Railway systems nor in Road transport nor in the Civil Aviation sector, yet taking into the need of those who

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operate the trains, aircraft or motor vehicles, their duty hours, rest periods and other facilities are decided in a rational and logical way. The issue of duty hours is thus co-related to all these aspects and should not be seen in isolation. As such, the Committee is of the view that there is no need for the present to change classification of the running staff from continuous to intensive or “Super Intensive.”

- (ii) The demand for reduction in their duty hours has been examined by the two adjudicators/tribunals earlier also (adjudication award of Justice Rajadhyaksha and Railway Labour Tribunal headed by Justice Miabhoy). Both these have not found the proposal of change in classification of Running Staff acceptable, keeping in view the distinct nature of their work/duties.
- (iii) On many divisions, the links of Mail/Express trains are common with those of Superfast/Rajdhani/ Shatabdi trains. Therefore, in case the engine crews of Superfast/Rajdhani/Shatabdi trains are placed in a different classification than the other Mail/Express drivers operating in the same link, such common links may not be feasible. Segregating these links would also not be desirable as it would result in heavy under utilisation of Running Staff.
- (iv) The duty hours at a stretch for the Loco Pilots of Super fast/Rajdhani/Shatabdi/Garib Rath/Duronto are closely linked with the stoppages of these trains. Any change

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in their duty hours would require providing additional stoppages to these trains for crew changing which would upset the train operations all over Indian Railways.

- (v) **The maximum duty hours per day/trip stipulated for other transport sectors viz. other railways systems, road sector and Civil Aviation are 8 hours to 12½ hours. As such, the Committee is of the view that there may not be any need presently for changing the classification and thereby reducing the duty hours of various categories of Loco Pilots on Indian Railways to the extent demanded by Federations and other recognised Unions, than what has been recommended by the Committee.**
- (vi) Ministry of Railways, under their letter no E(LL)77/HER/29 dated 16-04-1979, have already brought down the fortnightly hours of engine crew working superfast trains to 90 hours per fortnight which the Committee has elsewhere proposed **to be extended to the Loco Pilots of all Mail/Express trains**. Thus, the demand of Federations for reduction in hours of work has already been met to a major extent.

***Under the circumstances, the Committee does not recommend any reclassification of the Running Staff from 'continuous' to 'intensive' or 'superintensive'.***

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Federations and other recognized Unions/Associations have also asked for the provision of a break in the duty of Running Staff every four hours on account of prolonged sustained attention and no facilities to the crew even for attending to the nature's call. The Committee is of the view that such breaks are already inbuilt in the system for Freight and Passenger Loco pilots as they per force get halts for giving precedence to other priority trains. But, such inbuilt breaks are not available to Loco Pilots of Superfast trains and Other Mail/Express trains, and are not being provided also due to operational reasons and the inconvenience that would be caused to the passengers who are our main customers.

However, the Committee has elsewhere recommended the desirable improvements in the cab design to make it more ergonomical, comfortable and with provisions for waterless toilets and air conditioning etc. (detailed recommendations in this regard have been made under Para 8.1.1 which should help in taking away quite a bit of fatigue and stress on account of the Loco Pilots job. For Guards also, the Committee has recommended improvements in the brake van with provisions of waterless toilets and adequate illumination during the night time (detailed recommendations in this regard have been made under Para 8.1.2). These will provide much needed relief to the running staff. Therefore, the demand of the Federations for the provision of a break in duty after every four hours or so is not acceptable to the Committee.

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However, the Committee does appreciate the concern of the Federations for de-stressing the Loco Pilots of Superfast/ Rajdhani/ Shatabdi/ Duronto and other Mail / Express trains who are having long continuous runs without a halt/break. In such cases, though the Railway cannot afford to provide the luxury of snooze time of 40 minutes as provided to Airline Pilots when the aircraft is in auto-pilot cruise mode, ***it can facilitate de-stressing of the Loco Pilot by introducing the concept of Co-Pilot (in place of Assistant Loco Pilot) in the same grade in those links of Mail/Express trains also which are having nonstop runs of more than four hours. However, in such cases, the co-pilot should be in the same grade so that they can take over the control of the train, whenever necessary, to provide relief to the main Loco Pilot.*** In fact, such a system is already being followed for Rajdhani trains as per the Ministry of Railways letter no. E(P&A)II-2000/RS-21 dated 26-09-2002.

The Committee appreciates the critical role played by the Running Staff in keeping the wheels of progress moving in a railway system. The Committee does acknowledge the difficult working conditions and onerous responsibilities shouldered by the running staff. However, since the railway system works round the clock, the duty hours of the running staff cannot be fixed in isolation as it has considerable impact on railway operations. While duty hours of the running staff are required to be rationalised keeping in view the safety of train operations, comfort levels of the staff, passenger needs and within the ambit of operational

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requirements of the railway system, **it should be in- tandem with the rationalisation of night working, rest periods, improvement in resting facilities and overall working environment.** The Committee is taking a holistic view covering the entire gamut of the working of the running staff and has worked out a compact deal for them so as to improve their working conditions as a whole and give them not only job satisfaction but also pride of their being an important component in the illustrious railway system.

**(2) Cumulative Duty Hours:**

As mentioned in Para 4.3.1.1(2) above, the cumulative duty hours prescribed for the Running Staff are 104 hours in a fortnight which are inclusive of 8 hours preparatory and complementary time. However, this has been considered to be on higher side by the Federations and other recognised Unions etc. who have demanded as under:

- (i) Loco Pilots of high speed trains and Motormen should be classified as 'Super Intensive' and their cumulative duty hours should be fixed as 36 hours in a week.
- (ii) Loco Pilots of other Mail/Express trains and Passenger trains and high speed Goods trains should be classified as 'Intensive' and their cumulative duty hours should be fixed as 42 hours in a week.
- (iii) Loco Pilots of other Goods trains and Loco Pilots (Shunting) should be classified as 'Continuous' and their duty hours should be fixed as 48 hours in a week.



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OR

- (i) All Running Staff should be classified as 'Special Intensive' and their duty hours should be fixed as 40 hours in a week.

As regards their demand for reduction in cumulative duty hours, the issue was discussed by the Committee with the General Managers, PHODs, DRMs and other Zonal/Divisional officers in great detail. Serious reservations were expressed by them against this proposal. It was stated by them that, in actual practice, the average duty hours put in by the Running Staff are already less than the prescribed limit of 104 hours in almost all running staff depots and, therefore, there appears to be no justification for any reduction in this limit. They further added that any downward change in this limit would further bring down the average and result in an increase in the overtime. Similar views were expressed by the concerned Additional Members in their discussion with the Committee.

The Committee is in agreement with the above views expressed by the management of Zonal Railways. Moreover, the Committee finds that even for the stationary staff in 'continuous' categories like Station Masters and Section Controllers, the prescribed limit for cumulative duty hours (as per HOER) is 108 hours per fortnight (96 hours as standard hours of duty and 12 hours as preparatory and complementary time) which is more than the prescribed limit

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of 104 for Running Staff who are also in 'Continuous' category.

Besides, the existing limit of 104 hours for the cumulative duty hours of the Running Staff on Indian Railways is quite comparable with the limits being followed in other transportation sectors like Civil Aviation and European Railways. In Civil Aviation sector, a maximum limit of 60 hours in a week or 100 hours in a fortnight has been specified and on DB (German Railways), a maximum working time of 60 hours in a 7 day-period has been specified. There seems to be no limit specified on SNCF Railways (French Railway) for duty hours in a week or a fortnight. Besides, even the Motor Vehicle Act, 1961 provides for a weekly limit of 54 working hours for motor vehicle drivers amounting to 108 hours in a fortnight which is more than the existing limit laid down for the Running Staff on Indian Railways.

***In view of the above, the Committee does not recommend any change in the existing limit of 104 hours on cumulative duty of Running Staff.***

In fact, the above concept of Federations and Recognized Unions/ Associations for reduction in cumulative duty hours has emanated from their suggestion of change in the classification of Running Staff which the Committee has already deliberated in great depth earlier in Para 4.3.1.3 (1) and has not found justifiable.

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Nonetheless, considering the sustained activity level amongst Superfast Loco Pilots, Ministry of Railways issued instructions under Railway Board's letter no. E(LL)77/HER/29 dated 16.4.1979 limiting their fortnightly duty hours to 90. However, the Committee noticed that, on all those sections where such superfast trains are running, a large no of other Mail/Express trains are also running and the sustained attention level of the Loco Pilots of Mail/Express trains is almost the same as that of the Loco Pilots of Superfast trains, and their stress built up on this account is also almost of the same level. This has been discussed in detail earlier in para 4.3.1.3(1) while discussing the duty hours at a stretch for Loco Pilots of Mail/Express trains. Therefore, the Committee, considering all these factors and also the fact that the links are common on many divisions for Mail/Express and Superfast trains, ***recommend that the fortnightly duty hours for all Mail/Express trains should be limited to 90 hours.*** This would enable the Loco Pilots of all Mail/Express trains to overcome the fatigue caused to them on account of highly sustained activity and a very high sustained attention level during train working.

During its study, the Committee also observed that the limit of 60 hours in a week and 100 hours in a fortnight on cumulative duty hours in Civil Aviation sector is the maximum limit and no operator or the crew member is allowed to exceed this limit. Apparently, this has been done from the safety consideration perhaps due to a perception that if the Pilot works for more than this duration in a fortnight, it may

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adversely affect his concentration level and piloting skills and, in turn, the operational safety. The Committee is of the view that such **a maximum limit would be advisable for the Loco Pilots of Indian Railways also** as their concentration level and driving skills would also get adversely affected if he is overworked.

In view of the foregoing and after considering the opinions of GMs, PHODs, DRMs, Zonal/Divisional officers and Additional members in Board, the ***Committee recommends a maximum limit of 125 duty hours per fortnight to be considered for Running Staff of Indian Railways also.*** As soon as this limit is reached during a fortnight, the Loco Pilot, keeping the safety of operation in view, should not be booked at all for duty and should be considered for further booking only on completion of the fortnight. ***This, however, may be reviewed and further brought down to 115 hours or so later in tandem with completion of ongoing line capacity enhancement and other associated works as envisaged in the document Vision 2020, filling of the Running Staff vacancies and technical improvements in operation.***

**(3) Travelling spare on duty:**

Prior to the adjudication award in 1947 by justice G.S. Rajadhyaksha, the period of spare travelling including travelling as passenger was neither counted towards the duty nor for payment of any allowance. On representations from staff side justice Rajadhyaksha opined as under:

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“an employee travelling as a passenger on duty is only partially at the disposal of the employer and has partial freedom to do what he likes. He is also not subject to the same discipline as an employee on duty. Besides, travelling by train on duty should be regarded as normal incident in Railway service.”

He agreed that travelling in lower classes involves some fatigue and the employee is not the master of his time during such travel. Accordingly, he prescribed in para 186 of his award as under:

- Short journeys not exceeding 4 hours be totally disregarded –a suggestion which was concurred in by certain Union officials and witnesses.
- In the case of longer journeys, full credit be allowed to essentially intermittent and 2/3rds to continuous workers in respect of the excess over 4 hours. A lower proportion is suggested for continuous workers as their hours of duty are fixed at a lower limit, usual 2/3rds of the limit fixed for intermittent workers, on the idea that they have little or no periods of inaction during their duty hours.

He further prescribed in para 189 that, in the case of spare crew travelling in crew vans, no credit either for halts at stations or when the train is in motion will be necessary as they are supposed to be on rest for the whole of such period.

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Justice Miabhoy in his award of the Railway Labour Tribunal in 1972, after discussing the circumstances under which a Running Staff has to travel as spare on duty, decided that as the employee is on duty so long as he is at the employer's instance, the spare travelling on duty should be treated as a period of duty except: (i) when the worker is given the facility of crew rest van, and (ii) when a worker travels within a radius of 8 kilometers from the place of duty.

Based on these recommendations, Ministry of Railways issued detailed instructions vide their letter dt. 28.10.78 [Para 4.4.1.1(iii)] on TAP working which are currently in vogue.

The Committee has considered the matter in detail and finds that probably because the instructions issued are not very clear to the zonal railways, they are following varying practices with respect to counting this period towards duty hours at a stretch. In committee's view, the Ministry's letter dt 28-10-1978 implies that time spent on travelling as spare on duty should not be counted towards duty hours for the purpose of deciding whether the Running Staff has completed the statutory limit for duty hours at a stretch, or not.

At field level, the decision to depute a crew to travel as passenger to another station is taken at the last minute. The crew, therefore, has to travel either by unreserved accommodation or in the loco cab or in brake van. In all these modes of travel, the crew does not get any rest and gets fatigued. Deputing him to operate a train for further 10

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to 12 hours would cause excessive stress and fatigue especially towards the end of his duty period and make him prone to committing mistakes affecting train safety. ***The Committee, therefore, recommends that the period of spare travel should get counted towards duty at a stretch also (from ‘sign on’ to ‘sign off’) in addition to counting it towards his cumulative duty hours for the purpose of overtime payment etc.***

#### **4.3.2 Stay away from Headquarter:**

##### **4.3.2.1 Present Status:**

Extracts of para 12.4 (Part II) of Hours of Employment Regulations, 2005 are given as under:

“The Locomotive and traffic running staff shall not normally be away from headquarters for more than three or four days at a stretch.”

The issue was further deliberated upon by Ministry of Railways and vide their letter no. E(LL)2009/HER/1 dated 26.02.2010 (RBE no. 37/2010), they have advised to all Zonal Railways as under:

“Board desire that all cases of absence of more than 36 hours should be monitored closely with a view to restrict such absence within reasonable limits.”

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**4.3.2.2 Memoranda/Representations/Suggestions received by the Committee:**

**(1) Federations (AIRF, NFIR), Recognised Unions (DREU, PRSS) and other Staff Associations (AISCSTREA, OBCA, AILRSA, AIGC) etc.**

- Considering the repercussion on the health and the social obligations that have to be satisfied by the Running Staff, the absence from headquarters at a stretch should not exceed 36 hours at the maximum
- The Running Staff should not work overshooting/crossing their headquarters, and should not stay away from their headquarters for more than 24 hours, i.e. should return to headquarters within 24 hours.
- 96 hours limit to return to Headquarters prescribed in the HOER should be reduced to 24 hours for Mail/Express/Passenger crews and it should be 36 hours extendable up to 48 hours for Goods crew. When the crew completes 36 hours while enroute, when journey is towards Headquarters; for other than Headquarter crew shall be sent back to Headquarter on completing that trip.
- रनिंग स्टाफ की ड्यूटी के बाद मुख्यालय वापसी मेल/एक्सप्रेस गाड़ीयों में 24 घण्टे के अन्दर तथा मालगाड़ीयों को 30 घण्टे के अन्दर किया जाना सुनिश्चित किया जाये यदि मालगाड़ी में 16 घण्टे में कोई गाड़ी आउट स्टेशन में न हो तो उनको मुख्यालय विरमित करें।
- Overall time from leaving headquarter to arrival at headquarter should not exceed 48 hours.

**(2) Views received through various representations (including the views received on the website):**

- Absence from head quarter should be limited to 36 hrs, to ensure social & family obligations.
- Out station detention to be 24 hours for passenger/mail/express trains and 36 hours for goods trains.



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**(3) Railway Administration:**

**(a) Zonal Railways:**

In their replies to question 2 of the questionnaire no.1 (Annexure II) circulated by the Committee, some of the railways expressed that although every effort is being made by them to return the crew back to HQ as soon as possible, any change in the present limit from 96 hours to 36 hours would adversely affect the train operation as well as crew utilization. They also mentioned that, if this is followed, the Loco Pilot enroute will become entitled to claim relief on completion of 36 hours stay away from HQ even when he has not completed 10 hours duty, and this would result in enormous crew wastage. However, some of them, in their replies, did suggest to reduce this limit to 72 hours. Also, some of the railways mentioned in their reply that they are not facing any such problem as they do not have cases of the Running Staff remaining away from HQ for more than 36 or 48 hours.

During discussions, even those railways who are having such cases (on one of the railways, only 49% of the staff is returning to the HQ within 36 hours at present) agreed to reduce it to the level of 72 hours.

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**(b) Meeting with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical):**

During discussions, the Additional Members mentioned that although it may not be possible to reduce the limit to 36 hours at present, the cases of more than 36 hours stay away from headquarter are being regularly monitored by Board and zonal railways in terms of Board's letter no. E(LL)2009/HER/1 dt 26-02-2010. Nevertheless, the possibility of reducing the limit from 96 hours to 72 hours can be considered.

**(4) Practices followed in other modes of transport:**

**(a) Road Sector:**

No specific instructions on this subject could be found by the committee on UP State Road Transport Corporation (UPSRTC), Delhi Transport Corporation (DTC) and Rajasthan Road Transport Corporation (RRTC) nor in the Motor Transport Workers Act, 1961 being followed by UPSRTC.

**(b) Civil aviation:**

The stipulations issued by Director General of Civil Aviation vide letter no. DG/FDTL/21/2009 dated 11.08.2011 are silent on this issue. However, the Committee finds that, in terms of

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the following paras of this letter, the permitted outstation rest/stay can be higher than even 84hours (48 hours + 18 hours + 18 hours) in some cases on ultra long flights:

- ULR (Ultra Long Range) flight rest period away from Base

In the ULR-RDA, the scheduled period free of flying duties away from base shall be at least 48 hours, with at least two local nights (Para 15.7.3).

- The applicable Flight duty period may be increased up to a maximum of 16 hours in case of Rest Seat and up to a maximum of 18 hours in case of Bunk (Para 7.4.1 b).

**(5) Practices followed by other railway systems abroad:**

No specific instructions could be located by the Committee in this regard. This is probably due to the runs of the trains there being short.

**4.3.2.3 Committee's Views:**

The Running Staff by the nature of their work are required to travel away from their Headquarter and remain out till they perform a duty back to headquarter. Prior to the adjudication award of Justice Rajadhyaksha, there was no limit on the

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number of days a Running Staff could remain away from his headquarters and this matter was one of the issues brought in for adjudication. Justice Rajadhyaksha in his adjudication award under para 285 mentioned as under:

“there were also complaints that running staff at times had to be away from the headquarters for too many days at a stretch. In most cases the Running Staff return to their headquarters within 2 or 3 days. Occasionally, however, they are absent for a longer period and a subsidiary instruction may be issued that normally programmes should be so arranged that the Running Staff are not away from headquarters for more than 3 or 4 days”

Accordingly, these instructions were included by Ministry of Railways in Hours of Employment Rules, 1951 which stipulated that the Running Staff should not be away from headquarters for more than three to four days at a stretch.

Subsequently, these stipulations were maintained as such by Justice Miabhoy when he decided in the Railway Labour Tribunal (1969-72) on the issue of HOER of staff. Thus, the instructions issued by ministry of Railways in their above letter are continuing till date except that Ministry of Railways vide their letter no. E(LL)2009/HER/1 dt 26-02-2010 subsequently issued instructions asking zonal railways to monitor the cases of more than 36 hours with a view to restrict them within reasonable limits.

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The staff side (Federations, Unions and other Staff Associations) have been repeatedly representing since long for bringing down the present limit of 96 hours away from headquarters to a limit of 36 hours or so on humanitarian grounds so that the Running Staff could spend more time with his family and look after them in a better way (All India Guards Council have demanded for reducing this to the level of 48 hours or so). Their demand was, therefore, discussed by the Committee with the Zonal Railway Administration during its visits and interactions. The Zonal Railway Administration expressed that though in a large percentage of cases of freight trains and almost in all cases of Mail/Express/Passenger trains, the Running Staff is returning back to their headquarter within 36 hours (in fact, on some of the railways, almost hundred percent of Running Staff operating on freight trains also is returning to headquarter within 36/48 hours), it would not be practicable and possible to restrict the stay away from headquarters to 36 hours in all cases. They further mentioned that, in case of running staff operating freight trains, stay away from headquarter depends on the area or the circuit in which the Running Staff is deployed. In some cases, the operational requirements call for the running staff to travel to more than one running room or undertake a triangular movement. In such cases, there is good amount of the possibility of exceeding the 36 hours limit.

Besides, those running staff who are deployed to work in sidings, the duty period depends upon the loading/unloading

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period, placement of rake and the availability of commodities also. Most of the sidings have long stretches of one train only operation which consumes a lot of time and further adds to the duty period of crew. In such cases, the possibility of exceeding this limit becomes quite high.

The Zonal Railways were, therefore, of the opinion that the existing limit of 96 hours though required to be pegged to a lower level ideally, can only be reduced to a level of 72 hours for the time being. During discussions with the concerned Additional Members also in the Ministry of Railways, the Committee observed that even they are not averse to reducing this limit to the extent it does not affect the operation.

The Committee also looked into the statistics available on the observance of the present rule and also obtained the statistics in respect of the number of crew returning to their headquarters within 36 hours. These figures (Annexure V) clearly indicate that there are railways where only 49% of Running Staff is returning to their headquarter within 36 hours and, therefore, the possibility of adhering to the limit of 36 hours in all cases for all railways is quite remote at present.

The Committee also looked into the practices available on various Railways abroad as well as in other transport sectors in India. In the Civil Aviation department, no specific instructions have been issued in this regard and, on domestic flights / operations, the crew returns to

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headquarters generally within 36 hours only. However, on international flights of ultra long nature, the crew remains away from their base station for durations exceeding 84 hours also. In road sector also, there are no specific instructions issued in this regard by the State Road Corporations. However, the private truck drivers who are deputed on long trips do remain away from their home for long durations.

On railway systems abroad also, no specific instructions could be found by Committee in this regard on the net. However, in case of heavy haul traffic on US rail road and Australian Railways where the crew takes rest in the crew van attached to the train, it is felt that the crew might be staying away from their home station for more than even 4 days.

The Committee, therefore, taking into account all these observations, comes to ***a conclusion that the present limit of 96 hours stay away from headquarters needs to be brought down to a level of 72 hours. The Committee, further, recommends that efforts should be made to bring down this limit further from 72 hours to 48 hours concurrent with completion of large scale line capacity works and operationalisation of DFCCIL project in tandem with completion of Vision 2020 of Indian Railways.***

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### **4.3.3 Night Duty:**

**4.3.3.1** Subsidiary instructions on Railway Servants Hours of Employment Rules, 1961 issued by Ministry of Railways (Railway Board) vide their letter no. E(S)I-58/ADJ/25 dated 04.01.1962 state as under:

Para 11(i): Night duty means employment during any part of the night from 10 pm to 6 pm.

Para 17(v): Performance of continuous night duty by Running Staff should not normally exceed 6 nights at a stretch.

### **4.3.3.2 Memoranda/Representations/Suggestions received by the Committee:**

(1) Views have been received from various Stakeholders viz. Federations (AIRF, NFIR), Recognised Unions (DREU, PRSS) and other Staff Associations (AISC/STREA, OBCA, ALLRSA, AIGC) etc. In support of their demands, most of the stake holders have quoted from the study reports and research papers, on the subject, including those dealing with medical/health sciences, carried out by various national and international centres. Their main demands/views in regard to night duty are summarized as under:

- Night duty at a stretch for six consecutive nights to be dispensed with and replaced with two consecutive nights at a stretch.
- Definition of night duty be changed from '2200 hrs. to 0600 hrs.' to '1800 hrs. to 0600 hrs' or '2000 hrs. to 0600 hrs.'



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- Some of the stake holders including All India Guards Council have suggested that continuous night duties to be limited to four from the present limit of six continuous nights.

- In case a running staff has to perform a third continuous night duty, a minimum rest of 24 hours should be granted to him before his next spell of duty.

**(2) Views received through various representations (including the views received on the website):**

(i) The existing rule of six continuous night duties is highly unsafe, inhuman and biologically impracticable. Most of the accidents have taken place during nights especially in the later part of the night. Therefore, continuous night duty to be limited to 2 nights in the interest of safety.

(ii) After two consecutive night duties, next night duty must be avoided.

(iii) The staff who were performing continuous night duties are getting trouble in their life, accordingly the suggestion is to reduce the continuous night duty to two nights at a stretch.

**(3) Railway Administration:**

**(a) Zonal Railways:**

In their replies to question 33 of the questionnaire no.1 (Annexure II) circulated by the Committee, almost all the railways have expressed that they do not recommend any change in this regard and, therefore, the existing limit of six continuous night duties should remain as it is for the Running Staff. However, two zonal railways viz. Eastern Railway & South Eastern Railway have recommended limits of four and three continuous night duties respectively.

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During discussions also, most of the zonal railways did not agree to make any changes in this regard. However, some of them did agree that continuous prolonged night duty is highly hazardous and, therefore, probably there is a case to reduce the continuous night duty from six nights to a reasonable level.

**(b) Meeting with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical):-**

In a discussion with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical) by the Committee, there was a general view that the rule for six continuous night duties for running staff need to be rationalized in view of more difficult and arduous nature of duty in the night and also keeping in view the safety requirements. However, while doing this, the operational needs also have to be taken into account.

**(4) Practices followed in other modes of transport:**

**(a) Road Sector:**

No specific instructions on this subject could be found by the committee on UP State Road Transport Corporation (UPSRTC), Delhi Transport Corporation (DTC) and Rajasthan

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Road Transport Corporation (RRTC) nor in the Motor Transport Workers Act, 1961 being followed by UPSRTC.

**(b) Civil aviation:**

The Director General of Civil Aviation has prescribed under his letter no. DG/FDTL/21/2009 dated 11<sup>th</sup> August, 2011, the Flight and Duty Time Limitations and Rest Requirements of flight crew engaged in scheduled/non-scheduled air transport operations and general aviation aeroplanes operations. The main stipulations therein are as under:

**“Consecutive Night Operations (Para 13):**

- No operator operating passenger flights shall deploy a flight crew nor a flight crew shall undertake any duty between period embracing 0000 to 0500 hours local time if during the previous day he/she performed flight duty between the period embracing 0000 to 0500 hours local time;
- Cargo operations shall be permitted during period embracing 0000 to 0500 hours for two consecutive nights provided:
  - (i) The minimum rest period before the start of such a series of duties is 24 hours.

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- (ii) The duty shall not exceed 8 hours, irrespective of the sectors flown.
  - (iii) At the finish of such a series of duties crew members shall have a minimum of 54 hours free from all duties.
  - (iv) There shall not be 4 such duties in any 7 consecutive days.
  - (v) Crew members shall be free from all duties by 2100 hours local time before covering the block of consecutive night duties, such that they may take a rest period during a local night.”

**(5) Practices followed by other railway systems abroad:**

- (i) The rules & regulations laid down by Federal Rail Road Administration for American Rail Roads are as under:

“If employee initiates an on duty period each day for 6 consecutive calendar days including at least one type II assignment (generally, those including time on duty between 8 pm and 4 am), employee must have 24 consecutive hours off duty at the employee’s home terminal.”

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(ii) The practices followed on SNCF & DB (as advised by Dy RA Paris & RA Berlin) are as under:

**(a) DB (Germany):**

“By law, it is required that night work must be organized according to the latest recognitions of occupational medicine.

The collective agreement says that there should not be more than 4 consecutive night shifts. Exceptionally, a 5<sup>th</sup> consecutive night shift can be organized if the works council (internal representation of employees) agrees.”

**(b) SNCF (France):**

“Night work is considered as such only between 0030 AM and 0430 AM. It is limited to two period of night driving every big work period. (A big work period is the interval between two rest periods).”

**4.3.3.3 Committee’s Views:**

The Railway operations being dependent largely on human performance, the alertness and vigilance of staff on duty becomes an important factor in ensuring safety in train operations which is one of the prime objectives of Railway

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working. The, night working which is inevitable in Railway operations due to its round the clock system of working, plays an important role in this regard **Justice Rajadhyaksha realising the importance of night working, in his adjudication award (1947) for the first time introduced a limit of six consecutive night duties for Running Staff on Indian Railways. These stipulations have continued since then despite large scale changes in the technology, operating systems and life styles.** These stipulations regarding night working were subsequently reviewed by Justice Miabhoy (1969-1972) in the award of Railway Labour Tribunal. However, the limits on continuous night duties were left untouched by him and these have been continuing since then.

Railway Accidents Enquiry Committee 1978, perhaps realizing the implications of such continuous night duties on the driver's performance and safety, had in their Part II report recommended, under item No. 60, that a study be conducted by RDSO to assess the effects of performing duty at night vis-a-vis day on the Running/Station staff, specially on their fatigue levels. RDSO accordingly undertook studies /research on the increase in the fatigue/ stress levels in them due to night working. RDSO published the status and findings of these studies in three papers/ study reports viz.:

1. Psycho Technology on Indian Railways (Report No. 76-80-8 of September 1980)

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2. Laying down limits of duty hours of Running and Station staff for night working (An experimental study Report No. 83-83.1 of March 1983)
  3. A study on duty hours of Running and Station staff for night working. (Report No. 89-84.3 of September 1984)

Relevant extracts from these reports including the findings are reproduced below:

(a) An exhaustive study is in progress to investigate the element of stress or fatigue caused in mail/express drivers due to high speed and hours of duty. The effect of said variables is being examined in relation to diurnal variations. The first two phases of the study have already been completed, which indicate that mid night-early morning time zone produces greatest stress on drivers and their mental alertness shows slackening during these hours. The working on the second consecutive night has been found to further dampen the mental alertness, making drivers vulnerable to operational lapses (Para 4 under 'Ergonomic Research' in Report No. 76-80-8 of September 1980).

(b) Drivers experience excessive fatigue in night working mainly on the dimensions of 'weakened activation' and 'physical fatigue'. This is particularly attributable to de-arousing nature of night shift. But, since the dimension of motivation has not shown as much a weakening as other two dimensions have shown, it could be concluded that the intrinsic motivation is at work during night shift to provide support to functional capacities for maintaining optimum level of performance (Para 6.1.5 of Report no. 83-83.1 of March 1983).

(c) Non-temporal factors such as motivation, sense of personal security and experience are perhaps moderating the effect of circadian variations and enabling the drivers to develop adaptation to such variations. This is borne out by the performance of drivers on the test of cognitive functions. Monetary incentives for night working are possibly helping in maintenance of motivation (Para 6.1.6 of Report no. 83-83.1 of March 1983).

(d) The neo-cortical activities of goods train drivers show marked slackening after 5½ hours of running duty during night shift in the time zone 0-6 hours. (Para 7.2 of Report no. 89-84.3 of September 1984).

(e) Psychomotor functions are showing impairment in drivers during night working. The same trend is noticeable in regard to subjective

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feelings and symptoms of fatigue. There appears to be a synchronization of psychomotor coordination with subjective feelings and symptoms of fatigue. There is some indication to suggest that intrinsic motivation is possibly a mediating factor to lend support to cognitive functions for maintaining optimum level of performance. In respect of ASMs, psychomotor coordination is not showing any deterioration during night shift although subjective feelings and symptoms of fatigue are comparatively pronounced. The impairment in psychomotor coordination in respect of goods drivers has to be viewed differently in that it is accompanied by corresponding slackening in cognitive functions, supporting stress hypothesis. (Para 7.5 of Report no. 89-84.3 of September 1984).

(f) The study does not underline the need for shortening of duty hours during night for Mail/Express drivers and ASMs. However, the findings will apply to the working conditions and pattern of operation similar to the ones on which the trials were conducted. **Nevertheless, it does point to the need for giving adequate restorative rest to the staff, particularly drivers following night shift of duty. Adequate sleep – for their fixed positions in 24 hours period and the shift working and other unsocial working hours, conflict with these** (Para 7.6 of Report no. 89-84.3 of September 1984).

(g) Tentatively, a period of 5½ hours of running or 7½ hours of total duty including a maximum of two hours of waiting duty during night involving the time zone 0-6 hours, appears to parallel 8 hours of running or 10 hours of total duty during day time for Goods train drivers. However, in order to arrive at definite conclusions and lay down a firm differential with wider applicability, a replication of experiment on Goods train drivers on selected sections, having heavy traffic density and faster movement, would be necessary (Para 7.13 of Report no. 89-84.3 of September 1984).

The Committee finds that though RDSO carried out these studies way back in 1980s, **identified and brought out problems due to night working on staff deployed in irregular shifts and also arrived at logical and relevant conclusions, yet they brought in the motivational factor of night allowances etc. diluting the importance of such a critical issue.** Further studies as recommended under para 7.13 of their report no.89-84.3 have also not been purportedly carried out so far. Specific recommendation for mitigating the fatigue induced by irregular night working



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through restorative rest also does not seem to have been made anywhere.

Thus, it can be seen that after the Justice Rajadhyaksha award, there has been no serious effort by anyone to look into the mitigation of stress generated on the Running Staff on account of continuous night working.

Before forming any views on the subject, the Committee, therefore, studied the available literature also on the subject of night working in transport sector. It observed that there is a detailed report available on the duty hours including night working for the civil aviation staff. The report was made by a Committee headed by Dr. Nasim Zaidi, the then Director General of Civil Aviation and many of its recommendations have been accepted also by the Government for implementation in Civil Aviation sector. This Committee included the Aviation Medical experts also and the report has taken into consideration a number of scientific studies available on the subject including the one carried out by NASA (National Aeronautics and Space Administration of USA).

Taking a cue from the details in this report, the Committee went through the NASA report (Technical Memorandum No.110404) and many other related papers mentioned therein. The Committee also went through a few other reports viz. A study carried out by 'Brain work Laboratories, Finnish Institute of Occupational Health, Helsinki, Finland', a report on Sub Project 3 of the Project 'TRAIN' (Traffic Safety

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and Information System for Train Drivers) of Swedish National Rail Administration and another study carried out on Indian Railways by Medical Department of SEC Railway under the guidance of DG/RHS [Details in para 4.3.1.2(6)]. These reports inter-alia bring out the important findings as:

(i) Sleep is a vital physiological need. Sleep is necessary to maintain alertness and performance, positive mood, and overall health and well-being. Each individual has a basic sleep requirement that provides for optimal levels of performance and physiological alertness during wakefulness. On average, this is 8 hours of sleep in a 24 hour period..... Losing as little as two hours of sleep will result in acute sleep loss, which will induce fatigue and degrade subsequent waking performance and alertness. Over days, sleep loss will accrue into a cumulative sleep debt. The physiological need for sleep created by a deficit can only be reversed by sleep. (Para 1.1.1 of NASA's Technical Memorandum no. 110404).

(ii) There is a clock in the human brain, as in other organisms that regulates 24-hours patterns of body functions. This clock controls not only sleep and wakefulness alternating in parallel with the environmental light/dark cycle, but also the oscillatory nature of most physiological, psychological, and behavioral functions (Para 1.3 of NASA's Technical Memorandum no. 110404).

(iii) The wide range of body functions controlled by the 24-hour clock includes body temperature, hormone secretion, digestion, physical and mental performance, mood, and many others. On a 24-hour basis, these functions fluctuate in a regular pattern with a high level at one time of day and a low level at another time (Para 1.3 of NASA's Technical Memorandum no. 110404).

(iv) **The circadian (circa=around, dies=day) pattern of wakefulness and sleep is programmed for wakefulness during the day and sleep at night. The circadian clock repeats this pattern on a daily basis** (Para 1.3 of NASA's Technical Memorandum no. 110404).

(v) **Certain hours of the 24-hour cycle, that is 0200 to 0600, are identified as a time when the body is programmed to sleep and during which performance is degraded. This period between 0200 Hrs. and 0600 Hrs. is termed as 'Window of Circadian Low' (WOCL)** (Para 1.3 of NASA's Technical Memorandum no. 110404).

(vi) Time-of-day or circadian effects are important considerations in addressing 24-hour operational requirements because circadian

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rhythms do not adjust rapidly to change (Para 1.3 of NASA's Technical Memorandum no. 110404).

(vii) 'The train driver's and railway traffic controller's work has special features compared with other professional drivers and controllers. The subjective workload of train drivers is relatively high. While attention and information-processing requirements are increasing in many train driving tasks as a result of new technology, the driver's work is often subject to occasional periods of monotony..... Driving is focused on controlling speed and acceleration; but the driver also has to concentrate on the control of different dynamic forces, upcoming terrain, traffic signs and communication (Report on the study carried out by Brain Work Laboratories, Finland).

(viii) The shift schedules in railway transportation are often irregular and include early morning shifts and relatively short time-off intervals between the shifts. Sleeping conditions between consecutive shifts may also be degraded if the train driver is not sleeping at home (Report on the study carried out by Brain Work Laboratories, Finland).

(ix) Since the maintenance of safety is a critical prerequisite in the public transportation, the observed results call for actions aiming at more ergonomic shift scheduling and better sleep among the personnel responsible for rail safety (Report on the study carried out by Brain Work Laboratories, Finland).

(x) In order to prevent fatigue in rail transportation it is important to know the critical characteristics of the work schedules that are related to excessive sleepiness. It is not possible to avoid night and early morning shifts in 24 hours rail transportation, but it is possible to adjust shift lengths, time between shifts and shift combinations to minimize fatigue (Report on the study carried out by Brain Work Laboratories, Finland).

(xi) Reduction of fatigue in rail transportation is a safety question. Lack of alertness was the most important single contributor for accidents and near accidents in a recent analysis of more than 100 such cases (Report on the study carried out by Brain Work Laboratories, Finland).

(xii) About one-fourth of Swedish train drivers reported chronic fatigue at least once a week. Excessive fatigue is most frequent during night and early morning shifts (Report on the study carried out by Brain Work Laboratories, Finland).

(xiii) The resilience in a human being for undertaking work at night and sleeping during day can work for certain period only, and **in case the human being has to undergo long spells of continuous night duty, there is a strong probability of fatigue intervening in course**

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**of performance of his duty.** Such continued night work has been found during research to cause:

- Poor decision making, Poor Judgement, Increased risk-taking.
- Poor performance in school, in the job and in the sports.
- Impaired driving experience and more car accidents.
- Increased incidence of obesity, diabetes, illness in general, high blood pressure and heart disease.
- Impaired memory, concentration and ability to learn.
- Physical impairment, Poor coordination, delayed reaction time
- Anxiety, depression and other emotional problems.
- Magnification of the effects of alcohol in the body.
- Exacerbation of the symptoms of ADHD (attention deficit hyper-active disorder), such as impulse control, irritability and lack of concentration.

xiv. **The sleep during day time does not compensate the requirement of sleep during night completely. Such deficit of sleep on daily basis accumulates in sleep loss known as accumulated sleep loss. If such a sleep loss is not made good by adequately sleeping during night period, it results in sleep deprivation and can be felt physically and mentally** by the following symptoms:-

- Circadian rhythm does not adjust rapidly to change. Thus, the irregular night duties do contribute to the disturbance of Circadian rhythm.
- The existence of severe sleepiness was associated with both the shift type and the shift length. Night shift has been found to be definitely the most significant single factor, leading to 6-14 times higher risks for severe sleepiness compared with day shift. The morning shift has been found to have double the risk compared with day shift.
- Each hour of main sleep decreased the risk of severe sleepiness by 15 per cent.

(Report on the study carried out by Brain Work Laboratories, Finland).

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(xv) The main features of the TRAIN Project (Sub Project 3) of Swedish National Rail Administration report are as under:

- Although the train drivers are satisfied with their jobs, the working hours and the physical work environment (mainly noise level, vibrations, inadequate maintenance and poor cab climate) were seen as a problem.
- The working hours intruded upon driver's social lives and led to problems of sleep and fatigue.
- Day time sleep following a night shift was associated with a clearly inferior level of recovery and a considerable lack of sleep.
- The effect of circadian rhythm on wakefulness and rest must be taken into consideration while planning driver's schedules.
- The schedules should be worked out so that these are as regular as possible and not too long (9 hours maximum). The need for an extra long rest period (minimum 24 hours) after a night time shift is also stressed upon.
- Irregular working hours was perceived as one of the most serious problems at work.
- Train drivers suffer from severe fatigue and sleepiness when working at night.

The research findings summarized above clearly bring out that:

- (a) The sleep during the day does not completely compensate the loss of sleep at night.
- (b) Due to continuous night working, the uncompensated sleep keeps accumulating even though the Running Staff is provided adequate rest during day hours. This sleep debt can only be compensated by providing adequate full nights in bed.
- (c) This accumulation builds up stress and strain which even though may not be clearly felt by the Running

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Staff at times, affects his reflexes, reaction time and increases sleepiness while on duty. This may result into safety violations in addition to having adverse effects on the health of running staff as well as his family and social life.

Appreciating the results/findings of these scientific studies, many of the Railway systems abroad have already revised the provisions for continuous night duties to a level of two to four nights followed by a mandatory longer rest period at home before further night duties. For example, DB in Germany are following a system of maximum 4 continuous nights (extendable to 5 on mutual agreement) and SNCF in France are following a system of 2 continuous nights maximum at present. Federal Rail Road Administration in America have also provided for giving a home station rest of 24 hours when the employee performs a duty starting between 8 pm and 4 am. Civil aviation authorities in India have also brought down the limit to only one night working (for passenger flights) and maximum 2 continuous night working (for Cargo flights) with added provisions for further reduction if the duties/part thereof falls in the window of circadian low (WOCL).

Many of these concepts which emerged from the studies by RDSO in early 1980s as well as by the international bodies thereafter (as detailed above) have been an eye opener even for the Committee Members who have had substantial experience in Railway operations during their service

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careers. However, in order to adjudge the efficacy of the concepts as well as remedial measures suggested in the studies, the Committee also took upon themselves the task of analyzing some of the SPAD (Signal Passing at Danger) cases which also include the cases of serious accidents caused by the Running Staff on account of signal passing at danger. For this purpose, the Committee undertook a study of those SPAD cases which occurred during the period falling within committee's tenure (i.e. between 01.04.2011 and 01.09.2012) and are available on IR's safety website. There were total 147 SPAD cases during this period (Annexure VI) and their analysis indicates that:

- (a) In 15 cases, the time of accident is not available on the website.
- (b) 27 cases involve motor-men (who normally get full night's rest daily) or these cases have occurred during shunting operations which are carried out on a fixed roster basis.

**The balance 95 cases were segregated based on the time of occurrence.** The Committee found that:

- (a) In 47 cases, the accidents occurred during the day time (i.e. from 0600 to 2200 hours).
- (b) In 48 cases, the accidents occurred during the night time (i.e. from 2200 to 0600 hours). (In many of the cases which occurred during the day time, the crew

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might have signed on /signed off between 2200 and 0600 hours and would have performed a part of his duty during night hours. Though, such cases also may be on account of effects of night duty yet these have not been counted as the cases which occurred during night)

- (c) Out of 48 cases which occurred during the night time, those which occurred between 0200 and 0600 hours (i.e. during WOCL) are 25 cases.

**Thus, the Committee observes that over 50 per cent SPAD cases took place during night time and out of these, over 50 per cent took place between 0200-0600 hours (i.e. during WOCL).**

This broad analysis encouraged the Committee to further study in detail the duty and rest scheduling pattern of 3 sample cases to identify precisely the effect of irregular night work. The cases taken up for such an analysis are:

- (i) Hampi Express (Train no. 16591) accident on 22-05-2012 at Penukonda station, Bangalore division, Southern Railway.
- (ii) Goods train (E-Box) accident on 02-04-2012 at Bilochpura, Agra Division, NC Railway.
- (iii) Rajdhani Express (Train no. 12424) accident on 11-03-2012 at Begusarai station, Sonapur division, NE Railway.



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The details of these cases bring out that:

(a) **Hampi Express (Train No. 16591):**

- (i) At 0310 hours on 22-05-2012, the Loco Pilot of the train passed Down Home signal at danger and hit a stabled Goods train at Penukonda station. 25 persons were killed, 14 grievously injured and 17 had simple injuries.
- (ii) During the period from 21.04.2012 to 21.05.2012 (i.e. last one month before the accident), the Loco Pilot of Hampi Express made 28 trips (details of the working of the Loco Pilot are given in Annexure VII). Out of these, as many as 23 trips involved night working and as many as 17 trips were made in the Window of Circadian Low (WOCL).
- (iii) During this period, the Loco Pilot had worked once for 7 continuous nights (5 were in the Window of Circadian Low), once for 5 continuous nights (4 were in the Window of Circadian Low) and once for 3 continuous nights (all were in the Window of Circadian Low).
- (iv) Immediately before the trip during which he met with the accident, the Loco Pilot worked for 7 nights continuously (5 in Window of Circadian Low) (Full periodical rest was, however, granted to him before he undertook this trip).

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(v) During this period, only 3 periodical rests were granted to the Loco Pilot as against 4.

(b) **E-BOX Goods train:**

(i) At 0504 hours on 02-05-2012, the Loco Pilot who was working the train from TKD to AGC, passed the signal at danger at Bilochpura station. No casualties/injuries.

(ii) During the period from 01.04.2012 to 01.05.2012 i.e. last 30 days before the accident (details of the working of the Loco Pilot are given in Annexure VII), the Loco Pilot of the train made 29 trips (details were not available for 8 working days). Out of these, as many as 16 trips involved night working and as many as 13 were made in the Window of Circadian Low (WOCL).

(iii) During this period, the Loco Pilot worked for 4 nights continuously once out of which 2 were in WOCL.

(iv) After availing full headquarter rest of 16 hours 45 minutes, the Loco Pilot signed on at 13:45 hours at Agra and arrived TKD at 17:10 hours as spare. He again signed on at 20:10 hours and was booked for duty after availing only 3 hours outstation rest which is not adequate. Thus, his total duty hours work out to 15 hours 19 minutes (including three hours in WOCL) counting the

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outstation rest period also as duty as he could not have used it for the purpose of sleeping/taking rest. This is very high.

(c) **Rajdhani Express (Train no. 12424)**

- (i) At 0505 hours on 11-03-2012, the Loco Pilot of the train entered the sand hump at Begusarai after disregarding the Starter signal. No causalities/injuries.
- (ii) During the period from 14.02.2012 to 11.03.2012 i.e. last 28 days preceding the accident (details of the working of the Loco Pilot are given in Annexure VII), the Loco Pilot made 26 trips. Out of these, as many as 15 trips involved night working.
- (iii) During this period, the Loco Pilot worked for 3 continuous nights (including 2 in WOCL) on 2 occasions.
- (iv) However, during the last 7 days preceding the accident, the Loco Pilot worked in the night on 6 occasions out of which 4 were in the Window of Circadian Low (WOCL). Thus, during the last 7 days, the Loco Pilot was given full night in bed only once.

**The analysis of these three cases amply brings out that the Loco Pilots operating these trains had been working**

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**during night over extended hours of continuous wakefulness for prolonged periods with accumulated sleep debt which caused a state of sleep deprivation due to inadequate sleep compensation. Though the Loco Pilots had adequate periodical/headquarter rests, yet the accumulated sleep loss did not get fully compensated. This expectedly resulted in poor judgement, poor decision making, loss of their alertness and vigilance and related psycho-motor coordination at the time of the train accident.**

All these cases have been investigated by various enquiry committees including that at CRS Level. However, none of them commented upon or linked the issue of night working which, as can be seen from the discussion in the above paras, is a very important factor that needs to be considered while analyzing the cause of any accident on Loco Pilot's account.

The task before the Committee now is to identify optimum solutions to ensure that the stress/fatigue, due to prolonged/continuous night working and irregular shift schedules, does not get accumulated in the staff and is taken care of by timely providing periods of recovery to eliminate/minimize the cumulative effects of sleeplessness and fatigue. The research indicates that two consecutive nights of usual sleep is a minimum requirement to stabilize sleep pattern and return back to the usual performance and alertness levels. The quality of sleep during the day has also

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not been found to be of the level which would offset the cumulative sleep loss.

In Railway working driving a train during the Loco Pilots' Window of Circadian Low (WOCL) is a unique situation. There are numerous occasions where the Loco Pilots after having worked in WOCL takes minimum rest of 8 hours at outstations and work the trains again. The timings of such duty scheduling may again involve working during night time which may further affect his alertness and reflexes.

The rest requirement for a Loco Pilot consists of three distinct segments which are firstly the 'spin off' time to fall asleep followed by a minimum of eight hours sleep opportunity (this requirement may slightly vary from person to person) and thirdly, some time, in addition, for his personal requirements like personal hygiene, meals, showers and travel from & to work place. Periodically the Loco Pilot would also need additional time to look after his social needs and civic obligations. Such periodical additional rest requirement/provision would also take into account, their accumulated sleep debt and should be scheduled/designed in a manner that the sleep debt is completely wiped off before starting a fresh bout of duty.

The Committee is also of the view that, for stationary staff working on the basis of fixed rosters, the effect of continuous night working is not as detrimental as in the case of Running Staff who do not work on the basis of fixed rosters. This is

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because the biological clock which sets easily for the persons who work on the basis of fixed roster, does not get set at all for those who do not work on fixed roster basis and have varying duty time even during night like Running Staff.

Considering all these and the findings of extensive research on the subject as discussed in the preceding paras and the analysis of SPAD cases given above, the Committee comes to a conclusion that:

***(i) The continuous/consecutive night duties which are six in the present practice should be brought down to two nights for the Running Staff after which he must be granted at least one full night in bed before being booked again so as to recoup from the sleep debt. In case a third night working is inevitable at outstation on account of operational exigencies, it may be permitted only if the following conditions are met with:***

- (a) The staff is given at least 10 hours rest before signing on for duty.
- (b) The duty to be performed by him involving 3<sup>rd</sup> night working should be towards his headquarter station.
- (c) On completion of the above trip, he should be granted full headquarter rest including one full night in bed.

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- (ii) The definition of night should continue to be reckoned as 2200 hours to 0600 hours.
  - (iii) ***For the purpose of continuous night duty, any period of duty performed during 0000 to 0600 hrs. should only be treated as night duty.*** This provision would also be similar to the practice followed by Civil Aviation.

#### **4.3.4 Headquarters Rest:**

##### **4.3.4.1 Present Status:**

Following stipulations have been made in the present HOER (reference Board's letter no. E (LL)71/HER/9 dated 12-04-1972):

Rest for Running staff should be based on total duty, which should be reckoned from "sign on" to "sign off", should be as under:-

- (i) For duty of less than 8 hours --- 12 hours.
- (ii) For duty of 8 hours or more --- 16 hours.

##### **4.3.4.2 Memoranda/Representations/Suggestions received by the Committee:**

Views received from various Stakeholders viz. Federations, Recognised Unions, Other Staff Associations, Railway Administration and on HPC's website etc. are as under:-

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## (1) Federations and Recognised Unions:

(a) **National Federation of Indian Railwaymen (NFIR):** - In their memorandum submitted to the Committee, they have stated as under:-

The rest at Headquarters is meant to recoup the staff from the arduousness of duty that is performed. It may also be noted that presently running staff are reaching Headquarters after a spell of 3 to 4 days away from Headquarters and allowing them with the 12 hours rest thereafter is insufficient and incorrect as well. In fact, they could avail only 8 hours rest if 12 hours rest is allowed, for the reason that after break off duty as most of them have to commute to reach their home for at least an hour and prepare to come for the next spell of duty. Before coming to duty, the staff must take sufficient rest and therefore, existing system of limiting Headquarters rest to 12 hours should be done away with.

NFIR, therefore, demands that the minimum Headquarters rest should be 16 hours in all cases irrespective of working hours and also for duties performed daily at Head Quarters.”

During interaction with Divisional/Zonal Units of NFIR during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:

(i) Two hours notice period for duty should be over and above the prescribed Headquarters rest.

(ii) Any detention at outstation in excess of 10 hours, 50% of the time is to be added over and above the normal home station rest apart from payment of OSDA.

(iii) रनिंग स्टाफ को मुख्यालय विश्राम में मौजूदा नियम के अनुसार 8 घंटों से अधिक ड्यूटी पर 16 घंटों से कम पर 12 घंटों का प्रावधान है। इसे बढ़ाकर न्यूनतम 24 घंटों का मुख्यालय विश्राम किया जाए।

(b) **All India Railwaymen Federation (AIRF):** -

In their memorandum submitted to the Committee, they have stated as under:

"At present, Headquarters rest is 12 hrs. for working a train below 8 hrs. and 16 hrs. for working a train for 8 hours and above. In many cases, staff returns to Headquarters after working 3-4 days away from Headquarters. Thus the provision of Rest Rules at Headquarters



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become redundant, and as such it is necessary that they should not work over-shooting/crossing their Headquarters, and should not stay away from their Headquarters for more than 24 hrs., i.e. should return to Headquarters within 24 hrs. In such a situation, the period of Headquarters rest need to be fixed at 16 hrs. for all types of working. In respect of outstation rest, at present, the rest allowed is 8 hrs. for working 8 hrs. and above, and for below 8 hrs. working, the outstation rest is equal to the hours of work + 1 hour only. This is too inadequate. AIRF is the firm opinion that outstation Rest should be 8 hours uniformly.”

During interaction with Divisional/Zonal Units of AIRF during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:

(i) Two hours notice period for duty should be over and above the prescribed Headquarters rest.

(ii) Headquarter Rest of 16 Hours for duties below 8 hours and headquarter rest of 20 hours for duties above 8 hours.

(iii) The present system of 16 hrs home rest after 8 hrs of duty or 12 hrs home rest if it is below 8 hrs working is inadequate on account of urbanization (which needs substantial hours of travelling from home to working spot and back), growing nucleus family etc., which necessitates more presence at home but the same being denied at present. A minimum requirement of 24 hrs at home is very much essential to meet all kind of compulsory social obligations which ensure peace of mind, concentration in safe train working duties.

(iv) मुख्यालय में 16 घंटों का विश्राम की व्यवस्था समाप्त कर केवल 20 घंटों के विश्राम की व्यवस्था रखी जाए।

(v) रनिंग स्टाफ को मुख्यालय रेस्ट 8 घंटे की ड्यूटी तक प्रत्येक ड्यूटी के पश्चात् कम से कम 16 घंटे का मिलना चाहिये। 8 घंटे से अधिक ड्यूटी होने पर ड्यूटी आवर्स के अनुपात में मुख्यालय विश्राम मिलना चाहिये, अर्थात् 12 घंटे पिछली ड्यूटी होने पर 24 घंटे का रेस्ट मिले।

**(c) Dakshin Railway Employees Union (DREU):**

In their memorandum submitted to the Committee, they have stated as under:

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“Loco Running Staff are not on par with other continuous category worker with regard to Head Quarters rest and periodical rest. Majority of other continuous workers avail rest at Head Quarters only, whereas loco running staff are availing rest at Head Quarters/outstation at different scales. The reduced rest at outstation is not compensated.

Hence, this union demands it shall not be less than 16 hrs. plus forgone rest at outstation also to be given at Head Quarters. Also, preparatory time before joining duty shall be in addition to the prescribed rest.”

**(d) Purvottar Railway Shramik Sangh (PRSS):**

In their memorandum submitted to the Committee, they have stated as under:

"आमतौर पर कर्मचारी को 8 घन्टे कार्य करने के बाद 16 घन्टे का विश्राम दिया जाता है। जिसका बटंवारा 8 घन्टे घरेलू एवं सामाजिक जिम्मेदारी तथा 8 घन्टे विश्राम रनिंग स्टाफ जब लगातार 8 घन्टे कार्य करने के बाद Out Station पहुँचता है तो उसे मात्र 8 घन्टे का विश्राम मिलता है उस समय 8 घन्टे का दूसरा हिस्सा कट जाता है। चूंकि वह 36 से 96 घन्टे बाद घर पहुँचता है उस समय उसकी पारिवारिक व सामाजिक कार्य भी ज्यादा रहता है इसलिए आउट स्टेशन रेस्ट के कटे हुए 8 घन्टे को मुख्यालय वापस आने पर जोड़ कर  $16+8 = 24$  घन्टे रेस्ट दिया जाए।"

**(2) Other Staff Associations:**

**(a) All India SC/ST Railway Employees Association:**

The suggestions received from their zonal units are as under:

- Headquarter rest minimum of 16 consecutive hours plus 02 hours preparation time irrespective of working hours to be implemented.
- आवश्यक रूप से अविरामी ड्यूटी रोस्टर में संरक्षा कैटेगरी का कार्य वर्तमान में जो रखा गया है वह पूर्णतः सही है केवल मुख्यालय में रनिंग संवर्ग के कर्मचारियों को न्यूनतम विश्राम 16 घंटे निर्धारित किया जाये।

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**(b) OBC Association:**

The suggestion received from their zonal units is as under:

“Majority of other continuous workers avail rest at Headquarter only, whereas Loco Running Staff are availing rest at Headquarter/Outstation. The reduced rest at outstation is not compensated. Hence this Association demands that it shall not be less than 16 hours plus foregone rest at outstation also to be given at Headquarter.”

**(c) All India Loco Running Staff Association (AILRSA),  
Ghaziabad:**

In their memorandum submitted to the Committee, they have stated as under:

“According to HOER Headquarter Rest is 16 hours if the duty performed is 8 hours or more and 12 hours if the duty performed is less than 8 hours. The rest at Headquarters is meant to recoup the staff from the arduousness of duty that is performed. It may also be noted that presently Running Staff are reaching Headquarters after a spell of 3 to 4 days away from Headquarters and allowing them with the 12 hours rest thereafter is not sufficient. In fact, they could avail only 8 hours rest if 12 hours rest is allowed for the reason that after break off duty they have to reach their home after a lapse of 1 to 1½ hours and they be prepared to come for the next spell of duty that too consumes another two hours. That is insufficient by any standards. Before coming to duty especially of the safety category it is directed that sufficient rest to be taken in order to perform the duties safely and efficiently. Therefore, granting of 12 hours rest at Headquarters to be done away with in all cases of duties performed whether above or below 8 hours. Thus, the minimum Headquarters rest should be 16 hours plus 2 hours preparation time for the next tour of duty. In fact, all other staff whether in Govt. sector or in Private sector, the rest after a spell of duty is not less than 16 hours.

However, these staff are on duty at their Headquarters only unlike Running Staff. So the minimum 16 hours rest means excluding 2 hours for preparation time for coming to duty after rest. Hence, 16 hours minimum rest at Headquarters in any case whether duty hours below 8 hours or more means 16 plus 2 hours rest and crew should not be disturbed within 16 hours, call should be served after 16 hours rest only. This discrimination in allowing a lesser rest of 12 hours to the Running Staff is arbitrary, unethical and impractical to meet social and

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domestic obligations and insufficient to take rest for the duty performed and the following duty to be performed. Moreover, the Loco Running Staff are presently experiencing in all services of train working by-passing their headquarters while working trains in the name of not completing duty hours. This causes curtailment of their legitimate 16 hours rest at headquarters. Hence, bye-passing of headquarters should be avoided and due legitimate Headquarters rest at the minimum of 16 plus two consecutive hours should be given in all occasions.”

**(d) All India Guards council:**

In their Memorandum submitted to the Committee, they have stated as under:

“The Present rules of allowing rest at headquarters as per above quoted letter basing on the time spent on the last trip to head quarters is absurd and irrational:

**Anomaly:**

(i) If running staff works to an outstation for more than 12 hours, avails a rest of 16 hours or more and complete his return trip within 8 hours, though overall time of absence from headquarters is more than 32 hours he is eligible for only 12 hours rest.

(ii) On the other hand, if the running staff works to an outstation within 6 hours avails 6 hours rest and returns to headquarters after completion of 8 hours duty, he is entitled to 16 hours rest though the overall absence from headquarters is mere 20 hours.

Hence, allowing headquarters rest should be based on overall time of absence from headquarters reckoned from sign on at headquarters to sign off at headquarters, rather than time spent on last trip.

Therefore, our demand is that :

“Headquarters rest should invariably be 16 hours +2 preparatory time irrespective of duty hours which is more reasonable and correct”.

**(3) Railway Administration:**

**(a) Zonal Railways:**

In their replies to question 5 of questionnaire no.1 (Annexure II) circulated by the Committee, most

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of the railways had expressed that the existing provisions of Headquarters rest are adequate. A few railways, however, suggested as under:

- The loco running staff should be provided mandatory rest of 24 hours every round trip so that they get four to five such rests in a fortnight, after doing away with the present periodical rests which are four rests of 30 hrs or five rests of 22 hours each.
- The Headquarters rest needs to be increased to 16 hours keeping in view the social needs and the need for complete rest including night in bed. Also, the rest should be given based on the total number of hours worked from last sign on and not on the basis of the previous trip alone.

However, during the detailed discussions held by the Committee with General Managers, PHoDs and DRMs, most of the Zonal Railways agreed with the view that 12 hours rest is inadequate and should be done away with. Also, the Headquarters rest should be uniformly fixed at 16 hours irrespective of the duration of last trip.

**(b) Meeting with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical):-**

In the meeting held with Additional Member (Traffic), Additional Member (Mechanical), and

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Additional Member (Electrical) along with their concerned officers in Railway Board on 23.07.2012, the Chairman of the High Power Committee emphasised on the need to re-look at not only the total duty hours of running staff but also rest periods required for de-stressing and making them fit for next trip.

There was a general consensus among the Additional Members on the issue of Headquarters rest being fixed independently rather than linking it to the duty performed in the incoming trip. This is because the requirement of the rest period not only depends upon the duration of incoming trip but also on the duration of outgoing trip. A 16 hours rest as HQ rest was considered as adequate.

**(4) Views received through various representations (including the views received on the website):**

- (a) Headquarter rest of 20 hours for incoming duty of less than six hours. Headquarter rest of 24 hours for incoming duty of more than six hours.
- (b) Headquarters rest should be 16 hours
- (c) Minimum 16/12 hours + 2 hours preparatory
- (d) It should be 16 + 2 Hrs ( call time)
- (e) Minimum of 24 hours Hqrs rest

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- (f) Minimum of 24 + 2 hrs. (Call time) irrespective of previous duty hours.

**(5) Practices followed in other modes of transport:**

**(a) Road Sector:**

Practices being followed in Delhi Transport Corporation (DTC), Uttar Pradesh State Road Transport Corporation (UPSRTC), Lucknow and Rajasthan Road Transport Corporation (RRTC) were checked. In DTC, there are no long runs excepting the one to Lahore. The drivers are deputed to work for 8 hours a day only and thus he avails the Headquarter rest of 16 hours every day.

In UPSRTC, no laid down instructions are there for Headquarters rest. Therefore, they follow the Motor Transport Workers Act, 1961 for duty and rest hours. The relevant stipulations given in Para 15 of this act are as under:

- “(i) The hours of work in relation to adult motor transport workers on each day shall be so fixed that no period of work shall exceed five hours and that no such motor transport worker shall work for more than five hours before he has had on interval for rest for at least half-an-hour;

Provided that the provisions of this sub-section in so far as they relate to interval for rest shall not apply to a motor transport worker who is not required to work for more than six hours on that day.

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- (ii) The hours of work on each day shall be so fixed that a motor transport worker is, except in any case referred to in the second provision to section 13, allowed a period of rest of at least nine consecutive hours between the termination of duty on any one day and the commencement of duty on the next following day.”

The Drivers of Rajasthan Road Transport Corporation (RRTC) are normally required to work for 8 hours a day. Thus, they avail a daily rest of 16 hours. However, in exceptional circumstances when the duty exceeds 8 hours (maximum up to 12 hours), suitable compensatory rest for this period is admissible.

**(b) Civil aviation:**

Civil Aviation dealing with transport of both passengers as well as cargo, have also made very detailed stipulations about rest hours for the operating staff. These stipulations issued by Director General of Civil Aviation vide letter no. DG/FDTL/21/2009 dated 11.08.2011, have evolved over a period of time taking into consideration all safety aspects. The major stipulations about Headquarter rest in this letter are as under:

“Minimum Rest (Before a flight) (Para 8.3.1)

- (i) The minimum rest, which must be provided before undertaking a flight duty period, shall be;



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At least as long as the preceding duty period,

OR

- (a) 12 hours,
- (b) 14 hours on crossing 3 time zones, or
- (c) 36 hours on crossing 8 time zones,

Whichever is greater.

- (ii) If the preceding duty period, which includes any time spent on positioning, exceeds 18 hours, then the ensuing rest period shall include a local night (Para 8.3.1.2).
- (iii) Period of transportation to and from an airport shall neither be counted towards duty time nor rest period. The operator shall include in the 'Scheme' the optimum time of transportation after taking into account various factors and on ensuring that the rest period does not get reduced below the minimum rest requirements (Para 8.3.1.3).

Rest after return to base (Para 8.3.2)

- (i) An operator shall ensure that effects on crew members of time zone difference will be compensated by additional rest as specified below.
- (ii) Minimum rest including local nights shall be given, according to the table below, when coming back to home base, to any crew member who

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has been away from the home base in such a way that the WOCL had to be modified (Para 8.3.2.2).

Time zone difference	Hours of rest	Local nights
More than 3 to 7	36	2
Beyond 7	72	3

(Time zone difference in this table is the time zone difference between the starting and finishing points of the initial duty)”

**(6) Practices followed by other railway systems abroad:**

The information for Australian Railways, Queensland Railway, Federal Rail Road Administration and European Rail Union extracted from various sites available on internet is placed at Annexure III. Out of these, as mentioned in Para 4.3.1.2 (5) (b) above, although the European Rail Road System appears to be quite comparable with Indian Railway system, the systems on Australian Railways, Queensland Railway and American Rail Road do not appear to be fully comparable. The practices followed on SNCF & DB which are also part of European Rail Road System, were also checked and are given below:

(i) DB (Germany):

“The rest time at the home base (e.g. Berlin) would be 11 hours minimum.”

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(ii) SNCF (France):

“The minimum of rest at home is 1400 hours.”

#### **4.3.4.3 Committee’s Views:**

The present instructions prescribe 12 hours rest for the Running Staff at headquarter if their duty in the incoming trip is less than 8 hours. The Committee is of the view that this twelve hours period of rest is highly inadequate. Both the federations have also mentioned in their memorandum that, out of his headquarter rest, quite some time is spent by the Running Staff in travelling between his home and the lobby. He also needs time for taking his meals and for activities related to his personal hygiene during this period. He also needs to spend some time with his family members especially when he has returned after a long trip. Many a times, certain urgent works like going to hospital, attending to the child’s school, social obligations and marketing etc. may also consume his time. As such, the balance time required by him for sleeping, which should be at least 8 hours, is not available. Moreover, a person needs some preparatory time for falling asleep also. In this regard, extracts of NASA Technical Memorandum 110404 are reproduced below:

“(i) Sleep- Sleep is a vital physiological need. Sleep is necessary to maintain alertness and performance, positive mood, and overall health and well-being. Each individual has a basic sleep requirement that provides for optimal levels of performance and physiological

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alertness during wakefulness. On average, this is 8 hours of sleep in a 24-hour period, with a range of sleep needs greater than and less than this amount. Losing as little as 2 hours of sleep will result in acute sleep loss, which will induce fatigue and degrade subsequent waking performance and alertness (Para 1.1.1)

- (ii) Off-duty period (acute sleep and awake-time-off requirement) - The off-duty period should allow for three components. The first critical component of the off-duty period is an 8 hours sleep opportunity. The general principles clearly describes that an acute sleep deficit and a cumulative sleep debt can degrade performance and alertness. Also, it should be recognized that an appropriate “spin down” time may be required to fall asleep (Para 2.1.2).”

Moreover, linking the headquarter rest only to the duration of incoming trip is also not logical. As an example, if the Loco Pilot performs an outgoing trip of as much as 13 hours and incoming trip of 7½ hours, his headquarter rest will be only 12 hours though he has performed a total duty of 20½ hours. At the same time, another Loco Pilot who performs an outgoing trip of only 4 hours and an incoming trip of 8½ hours will get a higher headquarter rest of 16 hours while he has performed a total duty of 12½ hours only. As such, the Committee is of the view that the concept of linking headquarter rest to the duration of incoming trip should be

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done away with. It should either be linked to his total duty hours (i.e duty hours before returning to Headquarter plus duty hours expected to be performed by him after availing Headquarter rest) or should not be linked with his duty hours at all. However, linking it to the total duty hours may not be possible for the reason that, for freight trains, the duty hours in the outgoing trip are indeterminable in advance as these are dependent on a large number of such factors/events which most of the times are not controllable.

In view of the above and as per the discussions held by the Committee during its visits to various Zonal Railways, the ***Committee recommends that the headquarter rest of the Running Staff should be uniformly 16 hours irrespective of his duration of incoming trip.*** This will be at par with the daily headquarter rest of 16 hours being given to stationary staff. This will also be as per the suggestions received from both the federations and be in line with the findings of international level research on sleep.

During its visits to the Zonal Railways and through various memoranda/representatives, the Committee also received a suggestion that two hours call notice period should be over and above the headquarters rest. The ***Committee does not agree with this because, as is the case of other Railway staff, the time to get ready to reach his place of duty at certain fixed point of time and the travelling time up to the place of duty is included in their daily headquarter rest itself.*** Running Staff who is also required to reach his

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place of duty at certain fixed point of time as advised in call book should be no exception.

#### **4.3.5 Outstation Rest:**

##### **4.3.5.1 Present Practice:**

The following stipulation has been made in the subsidiary instructions issued by Ministry of Railways on HOER, vide their letter No. E(S)I-58/ADJ/25 dated 04.01.1962:

“ For other than short trips - The Railway administration may adopt their own standards subject to the condition that staff may be permitted to sign for rest at outstation to the extent of 6 hours if they so desire.

For short trips – The interval between trips shall be treated as ‘duty’ if it is equal to or less than one hour plus time allowed for train or engine attendance after the last trip plus time allowed for train or engine attendance before the next trip, this period being increased at the discretion of the Railway administrations where local conditions such as distance of Running Rooms from the traffic yard etc., warrant such an increase.”

The practice being followed by most of the railways on the basis of the above is as under:-

- (i) For incoming duty of less than 8 hours = 6 hours
- (ii) For incoming duty of 8 hours or more = 8 hours

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For incoming duty of five hours or less, the practice being followed by most of the railways is to permit the outstation rest equal to the duty hours plus one hour.

The above practices were later confirmed by Railway Board at page 159 of their Operating Manual issued on 30th September, 2008.

#### **4.3.5.2 Memoranda/Representations/Suggestions received by the Committee:**

Views received from various Stakeholders viz. Federations, Recognised Unions, Other Staff Associations, Railway Administration and HPC's website etc. are as under:-

##### **(1) Federations and Recognised Unions:**

**(a) National Federation of Indian Railwaymen (NFIR):** - In their memorandum submitted to the Committee, they have stated as under:

"At present the outstation rest rules (prescribed under HOER for running staff) are that for the duty performed for 8 hours and above, 8 hours rest is permissible and, for below 8 hours duty the rest allowed is equivalent to the number of hours of duty performed. The rest hours for the duty hours of less than 8 hours is quite inadequate because running staff are expected to perform another spell of duty hours which are invariably longer and that too involving night working in several cases. This type of short rest at outstation for longer spell of next duty causes much stress and strain and fatigue sets early.

Therefore, the NFIR demands that outstation rest should be prescribed not on the scale of duty hours performed but uniformly fixed at 8 hours. The same principle should also be applied in case of CREW TRAVELLING AS PASSENGER TO OUT STATION to pick up train services.

Compensatory Rest at Head Quarters: While the normal rest at outstation is to recoup and work next spell of duty, the excess rest availed at outstation is taxing the Running Staff to work extra hours later to meet fortnight average hours. In such situations the waiting

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hours at outstation are required to be reckoned as hours of employment because staff is at the disposal of the employer waiting for working.

When the crews are detained at outstation due to various operational reasons, they should be compensated by way of equal number of hours as additional hours of rest in addition to legitimate headquarters rest. This stipulation would compel the administration to make meticulous forecasting, planning and executing the same successfully.

NFIR therefore demands that this detention at outstation shall be compensated as suggested above.”

During interaction with Divisional/Zonal Units of NFIR during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:

- (i) Two hours notice period for duty should be over and above the prescribed Outstation rest.
- (ii) Any detention at outstation in excess of 10 hours, 50% of the time is to be added over and above the normal home station rest apart from payment of OSDA.
- (iii) Rest at outstation should not be less than 10 hours.

**(b) All India Railwaymen Federation (AIRF): -**

In their memorandum submitted to the Committee, they have stated as under:

“In respect of outstation rest, at present, the rest allowed is 8 hours for working 8 hours and above, and for below 8 hours working, the outstation rest is equal to the hours of work +1 hours only. This is too inadequate. AIRF is of the firm opinion that outstation Rest should be 8 hours uniformly.”

During interaction with Divisional/Zonal Units of AIRF during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:



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(i) Two hours notice period for duty should be over and above the prescribed Outstation rest.

(ii) Outstation rest should be duty hours plus two hours for duties (from 'sign on' to sign off') below 8 hours and 8 hours or above for duties above 8 hours.

(iii) As far as outstation rest, which is linked with working hours needs to be in the upper limit of 10 hours instead of present 8 hours as the responsibilities like reporting to crew offices, transition time to Running Room & back and get ready on call for duty one hour in advance during the stipulated rest hours results inadequate rest at out station. The increase in rest hours ensures more efficiency in train working. This 10 hours out station rest should be de-linked from previous last working hours as existing at present.

(iv) आउट स्टेशन में प्रत्येक ड्यूटी के पश्चात कम से कम 8 घंटे का रेस्ट मिलना चाहिये। काल बुक 8 घंटे के पश्चात ही लगायी जानी चाहिये। ड्यूटी करने के पश्चात रनिंग रूम पहुँचने पर यदि खाना मिलने में राशन देने के बाद 45 मिनट से ज्यादा की देरी होती है। तो आउट स्टेशन रेस्ट खाना मिलने के बाद शुरू माना जाना चाहिए।

(v) काल बुक मुख्यालय विश्राम (16 घंटे) एवं आउट स्टेशन विश्राम (8 घंटे) के बाद ही मिलना सुनिश्चित हो एवं इसे HQ रेस्ट एवं आउट स्टेशन रेस्ट में वर्तमान की भांति शामिल न किया जाये। काल बुक टाइम मुख्यालय में 2 घंटे एवं आउट स्टेशन में 01:30 घंटे होनी चाहिये।

### **(c) Dakshin Railway Employees Union (DREU)**

In their memorandum submitted to the Committee, they have stated as under:

“The present outstation rest which is equivalent to the working hours should be deleted and minimum rest of 8 hours to be given irrespective of duty performed. Also, preparatory time before joining duty shall be in addition to the prescribed rest.”

### **(d) Purvottar Railway Shramik Sangh (PRSS)**

In their memorandum submitted to the Committee, they have stated as under:

संघ का स्पष्ट मत है कि Out Station Rest के निर्धारित घंटा पूरा होने पर रनिंग स्टाफ को गाड़ी उपलब्ध करा दिया जाये, यदि ऐसा नहीं हो पाता तो

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आउट स्टेशन रेस्ट के निर्धारित घंटा पूरा होने के बाद जब तक प्रतीक्षा में आउट स्टेशन पर रहें उन घंटों को Working Duty माना जाए।

## **(2) Other Staff Associations:**

### **(a) All India SC/ST Railway Employees Association:**

The suggestions received from their zonal units are as under:

- Outstation rest shall be fixed at 10 hours uniformly plus 01 hour preparation time. Curtailed rest at outstation can be compensated as additional rest over and above the normal headquarters rest.
- आउट स्टेशन में न्यूनतम 08 घंटे का विश्राम निर्धारित किया जावे इस संबंध में पिछले कार्य के शर्त को समाप्त किया जावे।
- रनिंग स्टाफ को मुख्यालय के बाहर 6 घंटे का विश्राम दिया जाता है जो कि किसी भी तरह के रेलों के सुरक्षित एवं संरक्षित संचालन के लिए पर्याप्त नहीं है। क्योंकि कर्मचारी ऑफ ड्यूटी के पश्चात रनिंग रूम में स्नान एवं भोजन करने में लगभग दो घंटे व्यतीत हो जाता है फिर कर्मचारी बिस्तर पर जाता है इन्हीं 6 घंटों के अन्दर 2 घंटे पहले कालबुक लगा दी जाती है जिससे रनिंग कर्मचारी मुशिकल से 60 से 90 मिनट तक विश्राम कर पाता है। अतः एसोसिएशन अनुरोध करती है कि टेनों के संरक्षित संचालन हेतु मुख्यालय के बाहर कम से कम 12 घंटे का विश्राम दिया जाए।

### **(b) OBC Association:**

The suggestions received from their zonal units are as under:

- “The present outstation rest which is equivalent to the working hours should be deleted and the minimum rest of 8 hours to be given irrespective of duty performed.”
- “आउट स्टेशन रेसट—न्यूनतम 8 घंटे + 1 घंटे प्रिपरेशन रेसट समय दिया जाना सुनिश्चित करें।”

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**(c) All India Loco Running Staff Association (AILRSA),  
Ghaziabad:**

In their memorandum submitted to the Committee, they have stated as under:

“At present, the outstation rest rules prescribed under HOER for Running Staff is that for the duty performed for 8 hours is 8 hours rest and for below 8 hours duty is equal to the number of hours of duty performed at outstation. It is pointed out here that for prescribing the rest hours for the duty hours of less than 8 hours is quite inadequate because Running Staff are expected to perform another spell of longer duty hours that too in many cases involving night duty. This type of short rest at outstation for longer spell of next duty, that too involving a night duty, causes much stress and strain and fatigue sets early. Running staff are finding it very difficult to cope up with this situation and felt much hardship. Here, it is our view while fixing the outstation rest the next spell of duty hour that too involving night duty to be taken into account for safe and efficient train operation. The same principle should also be applied in case of CREW TRAVELLING SPARE to outstation. Therefore, the outstation rest should be prescribed not on the scale of duty hours performed but uniformly fixed at 8 hours.

All workers are given 16 hours rest after a normal spell of duty hours but in the case of Running Staff it is restricted to 8 hours where rest is availed at out of their Headquarters. Some times for want of trains they are being detained above the rest period of 8 hours. The additional rest have no nexus so to be achieved in granting rest. The normal 16 hours rest for other staff is meant for rest and entertainment, 8 hours each. The second part of the rest that is meant for entertainment can't be used by the Running Staff when in outstation. Therefore, the second part of the rest of 8 hours meant for entertainment has been forgone by the application of rule. Therefore, the entitlement of rest at the scale of 16 hours has been curtailed to 8 hours at outstation. This curtailed portion of the rest should be compensated as additional rest over and above the normal Headquarters rest:

Further, the normal rest at outstation is not for any use for Loco Running Staff. The excess rest availed at outstation is taxing the staff to work extra hours later to meet fortnight average hours. The waiting hours at outstation are to be counted as hours of employment because staff are at the disposal of the employer. Therefore, this detention at outstation shall be suitably compensated.”

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**(d) All India Guards council:**

In their Memorandum submitted to the Committee, they have stated as under:

Present Instructions:

Duty	Rest
For duty less than 8 hours	6 hours
For duty 8 hours or more	8 hours
For duty less than 5 hours	Equivalent to the hours of duty performed + 1 hours

Anomaly:

1. Even if the duty of Running Staff towards outstation exceeds 8 hours without any limit, or say 16 or more, he is entitled to only 8 hours rest.
2. The minimum rest at outstation is based on the working hours reckoned from signing on to signing off. This will not include time taken to reach Running Room and time required to prepare for return duty.

Hence our demand is:

Duty	Rest at outstation
For duty less than 6 hours	6 hours + 2 hours call book time
For duty from 6 hours to 8 hours	8 hours + 2 hours call book time
For duty from 8 hours to 10 hours	10 hours + 2 hours call book time

The incidence of fatigue, strain will be the same, when the Running staff works towards an outstation or headquarters. Running

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Staff should not be disturbed before completion of minimum of 6 hours rest except in the case of absolute necessity.”

**(3) Railway Administration:**

**(a) Zonal Railways:**

In their replies to question 5 of questionnaire no. 1 circulated by the Committee (Annexure II), most of the railways had expressed that the existing provisions of Outstation rest are adequate. A few railways, however, suggested as under:

- Out station rest to be 10 hrs. keeping in view the social needs and complete rest including night in bed.
- Total outstation rest shall be Duty hrs. + one hr if duty is performed for less than 5 hrs. and if duty is performed for more than 5 hrs. then total outstation rest should be  $\frac{2}{3}$ <sup>rd</sup> of duty hrs.

However, during the detailed discussions held by the Committee with General Managers, PHoDs and DRMs, most of the Zonal Railways agreed with the view that 06 hours rest is inadequate and should be done away with. Also, the Outstation rest should be uniformly fixed at 08 hours irrespective of the duration of last trip.

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**(b) Meeting with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical):-**

In the meeting held with Additional Member (Traffic), Additional Member (Mechanical), and Additional Member (Electrical) along with their concerned officers in Railway Board on 23.07.2012, there was a general consensus among the Additional Members on the issue of outstation rest being fixed independently rather than linking it to the duty performed in the incoming trip. This is because the requirement of the rest period not only depends upon the duration of the incoming trip but also on the duration of outgoing trip. Eight hours rest as outstation rest was considered as adequate.

**(4) Views received through various representations (including the views received on the website):**

- 08 hrs. Outstation rest.
- A running staff at outstation getting only six to eight hours after sign off and he has to report for duty if he given call book. During this rest time he has to complete natural calls, bath, two time meals, which may consume at least 3-4 hrs. which means in many cases running staff reporting for duty without taking proper rest which may endanger the safety of the train and lives. Sleeping is a natural process. A man cannot sleep as he wishes, especially during day time. So some more extension of rest should be granted for the running staff in such case.
- 08 hrs. to 10 hrs. outstation rest
- Outstation rest of 10 hours+ 1 hour preparatory

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- Actual duty performed + 1 Hour. But minimum 4 Hours + 1 Hours rest for performing below 4 Hour duty. (Call to be served after completion of rest but not before 2 Hours of completion of rest)

- मुख्यालय से बाहर (outstation) विश्राम के लिए वर्तमान व्यवस्था ठीक है, किन्तु यदि रात्रि के समय रात्रि (बाईस बजे से प्रातः छह बजे) के बीच विश्राम शुरू होता है, तो न्यूनतम विश्राम आठ घण्टे मिलना चाहिए।

- Outstation rest of 8 hours +1 hour preparatory

- For duty up to 6 hours = 8 hours

For duty exceeding 6 hours = 12 hours

**(5) Practices followed in other modes of transport:**

**(a) Road Sector:**

The Committee could not lay its hands on any instructions on the subject and it appears that there is no concept of outstation rest in road sector. The issue of rest to drivers of road sector is also governed by Motor Transport Workers Act (India) 1961 which has already been discussed in Para 4.3.4.2(5)(a). However, the act is silent on the subject.

**(b) Civil aviation:**

There are no specific provisions in this regard. However, detailed provisions have been made by them regarding the requirement of minimum rest before the flight which have already been shown in para 4.3.4.2(5)(b).

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(6) **Practices followed by other railway systems abroad:**

The information for Australian Railways, Queensland Railway, Federal Rail Road Administration and European Rail Union extracted from various sites available on internet is placed at Annexure III. Out of these, as mentioned in Para 4.3.1.2 (5) (b) above, although the European Rail Road System appears to be quite comparable with Indian Railway system, the systems on Australian Railways, Queensland Railway and American Rail Road do not appear to be fully comparable. The practices followed on SNCF & DB which are also part of European Rail Road System, were also checked and are given below:

(i) DB (Germany):

“In principle, the rest time after a shift (e.g. Munich) must be min 9 hours (according to our collective Agreement).”

(ii) SNCF (France):

“The driver is just allowed one rest period not taken at home. This period has to last 0900 hours with a possibility of reducing it to 0800 hours every three big work period (a big period is the interval between two rest periods).”



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### 4.3.5.3 Committee's Views:

As per extant instructions of Ministry of Railways (Railway Board's letter no. E(S)I-58/ADJ/25 dated 04.01.1962), the Railway administration may adopt their own standard for rest at outstation for Running Staff when they are working other than short trips subject to the condition that the staff may be permitted to sign for rest at outstations to the extent of 6 hours if they so desire. Different Railways are following different practices on the basis of the subject instructions. However, the practice being followed by most of the Railways which has now been confirmed by Railway Board also vide their Operating Manual, provide for an outstation rest of 8 hours if incoming duty is 8 hours or more, an outstation rest of 6 hours if incoming duty is less than 8 hours and an outstation rest of incoming duty hours plus one if the incoming duty is up to 5 hours or less.

The Committee is of the view that any outstation rest which is of a duration of less than 8 hours, is highly inadequate for the reason that Running Staff spends considerable time on many other activities during this period besides resting. These are:

- (i) Time required to travel from Lobby to the Running Room
- (ii) Time required for meeting the personal hygiene needs.
- (iii) Time for getting meals prepared and for consuming them.

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(iv) Time required for falling asleep, and

(v) Call book time

Thus, the actual time available to the Running Staff for rest/sleep is much less than 8 hours whereas the minimum requirement for sleep is 8 hours. Both the Federations have also mentioned in their memorandums that the actual time available at outstation for resting after the time spent by the Running Staff in above mentioned activities is lesser than the time required to recoup from fatigue of incoming trip and be ready for outgoing trip. As mentioned in Para 4.3.3.3 above, NASA Report stipulates a minimum sleep time of 8 hours in a 24 hours period which is not being granted to Running Staff at outstations in the present working system.

The Committee is also of the view that linking the outstation rest only to the duration of incoming trip is not logical as the rest granted is for recouping from fatigue for the onward journey. If the Loco Pilot is not granted adequate rest before performing the outgoing trip which may be too long, his alertness level may get affected due to this. This has already been discussed in detail in Para 4.3.3.3. Therefore, the outstation rest should either be linked to the total duty hours (i.e incoming duty hours + outgoing duty hours) performed by the Running Staff or should not be linked with his duty hours at all.

However, linking the outstation rest to the total duty hours or the outgoing duty hours may also not be appropriate since

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the period of duty after such rest is not known for Loco Pilots working the freight trains. In fact, even for passenger trains, this may vary many times due to unscheduled detentions enroute. Therefore, the Committee is of the view that the period of outstation rest should neither be linked to the incoming duty hours nor to the total duty hours/outgoing duty hours.

In view of the above, the ***Committee recommends that an outstation rest of 8 hours may be given to all Running Staff uniformly irrespective of his duty hours.***

At present, the working of Railway system is such that there are invariably cases where the outstation rest of 'incoming duty hours plus one hour' falls short of the prescribed 6/8 hours. Such trips are termed as short trips. The existing rule in this regard is as under:

"For duty of five hours or less, the outstation rest should be equal to the duty hours plus one hour."

However, in all such cases, the duration of outward journey up to the final signing off point is not known in advance which may be very high at times and the short rest provided to the Running Staff may not be adequate for them to be prepared for such long trips.

This subject was discussed with Officers/Federations in Zonal Railways/Divisions during the Committee's visits. The opinion gathered from them indicates that providing full

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outstation rest of 8 hours to such staff would result in under utilization of the Running Staff because there may be many cases of their outgoing trip also being short.

The Committee after deliberations ***recommends that the existing instructions in this regard (i.e. for short trips) may continue to be followed by zonal railways with the provision that the total duty from initial ‘signing on’ to final ‘signing off’ shall be contained within the limits prescribed for overall duty at a stretch. This will also be applicable to cases of “Travelling as Passenger (TAP)” and “Pilot working”.***

#### **4.3.6 Periodical Rest:**

##### **4.3.6.1 Present Practice:**

Para 12(3) & 12(4) of Railway Servants (Hours of Work and Period of Rest) Rules, 2005 published in the Gazette of India by Ministry of Railways on 5<sup>th</sup> March 2005 stipulate as under for Running Staff on the subject of Periodical Rest:

- “(i) Locomotive or Traffic Running Staff shall be granted, each month, a rest of at least five periods of not less than twenty two consecutive hours each, or a rest of at least four periods of not less than thirty consecutive hours each including a full night. The hours of work for this purpose shall be calculated from “sign on” to “sign off” (Para 12.3).

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“(ii) The locomotive and Traffic Running Staff shall not normally be away from headquarters for more than three or four days at a stretch and the periodic rest for such staff shall be given at headquarters. Rest at headquarters shall always include a night in bed, and as far as possible be once in every ten days (Para 12.4).”

**4.3.6.2 Memoranda/Representations/Suggestions received by the Committee:**

Views received from various Stakeholders viz. Federations, Recognised Unions, Other Staff Associations, Railway Administration and HPC’s website etc. are as under:-

**(1) Federations and Recognised Unions:**

**(a) National Federation of Indian Railwaymen (NFIR): -**

In their memorandum submitted to the Committee, they have stated as under:

**“PERIODIC REST (Para 2.5.8)**

(i) The next provision which needs serious consideration of the Committee is the Periodic rest/weekly rest for the Running Staff. The present scale of periodic Rest of 5 periods of 22 hrs/4 periods of 30 hrs is inadequate to meet the social and domestic needs and compels the Running staff to work trains all the 365 days in a year. This 365 days working pattern also increases the stress and fatigue level. The entire working class world over is provided weekly rest to the tune of more than 40 hours in a week.

(ii) According to the existing rules if a Running Staff breaks off at 10 hrs and joins back for duty at 16 hrs next day, then that is called as availing of a periodic rest and if such 30 hours of periodic rest is given for 4 periods per month, it is stated that the statutory requirement of granting a weekly rest is fulfilled. Alternatively, if such gap is confined

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to 22 hours between two spells of duty and if such spells are given five times a month, then there also the statutory requirement of grant of periodic rest is fulfilled. The absence of a weekly holiday/rest, added with the uncertain hours of work has virtually shattered the family conditions/health of a large section of Running Staff. A vast majority of them have been rendered medically unfit much before the attainment of their Superannuation age and another large section of Loco Pilots voluntarily retire and leave the service, unable to withstand the strain of adverse working conditions.

(iii) The periodic rest and headquarters rest are two different aspects altogether. At present the Headquarters rest of 12/16 hours and periodic rest of 22/30 hours run concurrently. Para IX of the ILO convention R.161 of 1979 Hours of work and rest period (Road Transportation) stipulates the concept that the Periodic rest and the daily rest should be independent of each other. The ILO recommendation reads as under:

“The minimum duration of the rest should be 24 consecutive hours, preceded or followed by the daily rest”.

(iv) Therefore, NFIR demands that the Periodic Rest/Weekly rest should be minimum of 40 HOURS i.e., 16+24 hrs.”

During interaction with Divisional/Zonal Units of NFIR during the Committee’s visits to Zonal Railways, they gave some more suggestions which are as under:

(i) It should be minimum of 40 hrs. i. e. 16 + 24 hrs.

(ii) Existing provision on periodic rest, headquarter rest and outstation rest in East Coast Railway are not maintained sincerely. If these are maintained properly, SPAD cases can be minimized in Khurda Road Division. By only saying that existing provisions are adequate is not sufficient. The provisions are adequate only when these are followed rigidly on safety point of view.

(iii) साप्ताहिक विश्राम वर्तमान में घंटों की गणना करके दिया जाता है इसे कलेण्डर रेस्ट रात्रि विश्राम सहित दिया जाना चाहिए।

**(b) All India Railwaymen Federation (AIRF): -**

In their memorandum submitted to the Committee, they have stated as under:

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### “Weekly Rest-Not Periodical (Para 1.5)

"At present, rest is given periodically. This should be converted to Weekly Rest. The Weekly Rest should be a calendar day rest with full night rest at bed and calculation of weekly rest at HQs should start after 16 hrs. of rest at Headquarters, i.e. 16 hrs. Calendar Day rest should be weekly rest."

During interaction with Divisional/Zonal Units of AIRF during the Committee's visits to Zonal Railways, they gave some more suggestions which are as under:

- (i) One weekly rest of 36 hours which includes one complete night in bed + one calendar rest. 02 such rests in fortnight or 04 in a month.
- (ii) The existing 30 hours calendar rest system needs review.
- (iii) The present system of periodic rest is totally inadequate and the union demands for changes in this provision under which either a calendar day rest with full night at home in a week or 40 hours/ 4 times in a month should be given as periodical rest.
- (iv) Periodic rest should be increased from 30 hours to "30 hours + 20 hours".

### **(c) Dakshin Railway Employees Union (DREU):**

In their memorandum submitted to the Committee, they have stated as under:

"Loco Running Staff are not on par with other continuous category worker with regard to Headquarter rest and periodical rest.

Periodical Rest for other continuous staff, minimum four weekly calendar day rests are assured, on the contrary for Loco Running Staff, it is not assured as per present HOER. (Due to 10 days clause)

Hence this union demands that there should be four assured Periodical Rests of 40 hrs in a month (calendar day rest of 24 hrs + 16 hrs)."

### **(d) Purvottar Railway Shramik Sangh (PRSS)**

In their memorandum submitted to the Committee, they have stated as under:

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“आशा है कि HPC रनिंग स्टाफ के वर्तमान समय के कठिन कार्य स्थिति को Consider करते हुए 46 घन्टें की Periodic Rest पर विचार करेगी क्योंकि रनिंग स्टाफ सबसे ज्यादा Risk उठाकर कार्य करता है वही अन्य से तुलना यदि किया जाय तो बिना किसी प्रकार के Risk लिए ही सप्ताह में 5 दिन कार्यकर लगभग 60 घन्टे का (Night in Bed) रेस्ट पाते हैं। इसलिए वर्तमान Periodic Rest जो बिल्कुल ही व्यावहारिक नहीं है जिसके कारण रनिंग स्टाफ के कार्यक्षमता पर प्रतिकूल प्रभाव पड़ता है। ऐसा माना भी गया है कि 6 दिनों तक लगातार कार्य करने के बाद शारीरिक व मानसिक थकान, अपनी घरेलू तथा सामाजिक जिम्मेदारियों पूरी करने के बाद अगले 6 दिन लगातार कार्य करने के लिए पूर्णतया तरोताजा होने के लिए सप्ताह में 1 दिन (Night in Bed) विश्राम आवश्यक है।

Period Rest एवं मुख्यालय Rest दोनों अलग-अलग है इसलिए यह एक दूसरे के साथ ओवर लैप नहीं होना चाहिए। i.e. 16+30=46 Hrs.”

## **(2) Other Staff Associations:**

### **(a) All India SC/ST Railway Employees Association:**

The suggestion received from their zonal units is as under:

- “Weekly Rest at HQ”

### **(b) OBC Association:**

The suggestions received from one of their zonal units are as under:

- आवधिक विश्राम 30+16+2 घंटे दिया जाना सुनिश्चित किया जाये।
- The nature of duties rendered by them is highly risky, hazardous and onerous. The same involves too much mental and physical strain. With the close of every stretch of running duty, the Loco Running Staff are put to substantial mental and physical fatigue. Periodical rest is one recognized in every statute like Factories Act, Minimum Wages Act, etc. and the said periodical rest or weekly off is one provided to every Government employee as well as employees of Private/Public sectors. Periods of periodical rest is provided to enable every workmen to have a day off at the end of 6 days of work, so as to meet his social obligations and other family requirements and to overcome his fatigue and to come back to duty with freshness of mind and body.



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- Periodical Rest for other continuous staff; minimum four weekly calendar day rests are assured. On the contrary, for Loco Running Staff, it is not assured as per present HOER. (Due to 10 days clause) There should be four assured Periodical Rests of 40 hours in a month (calendar day rest of 24 hours + 16 hours).

**(c) All India Loco Running Staff Association (AILRSA), Ghaziabad:**

The points raised by them in their memorandum are summarised as under:

(i) Periodical rest is provided to enable every workman to have a day off at the end of 6 days of work, so as to meet his social obligations and other family requirements and to overcome his fatigue and to come back to duty with freshness of mind and body.

(ii) Prescribing 22 hours/30 hours as weekly rest increases their stress and fatigue level. With these periodical rests, they are kept away from the community at large, forced to lead a life of isolation and are not able to get even proper night rest.

(iii) The absence of proper weekly holiday / rest, added with the uncertain hours of work has virtually shattered the family conditions / health of a large section of Loco Running Staff. A vast majority of them have been rendered medically unfit before the attainment of their age of superannuation and another large section of Loco Pilots voluntarily retire and leave the service, unable to stand the strain of adverse working conditions.

(iv) All workers in the world are enjoying weekly rest of more than 40 hours in a week. On IR also, the other staff whether they work at station, depot or office, are gifted with a weekly rest of 40 hours or more. They break off at 17 hours on the previous day, avail next day as weekly off and join the next day at 8/9 hours which amounts to a weekly rest of 40 hours.

(v) This is a clear case of discrimination.

(vi) Para IX of the ILO convention R.161 of 1979 reads as under

“The minimum duration of the rest should be 24 consecutive hours, preceded or followed by the daily rest.”

(vii) The action of the Railway Administration in overlapping the headquarter rest with the periodical rest as provided under Railway

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Servants (Hours of Work and Period of Rest) Rules, 2005 part II, Para 12 (3) is not correct.

(viii) The periodical rest / weekly rest should be of 46 hours minimum i.e. PR (30 hours) and headquarters rest (16 hours) eligible after duty hours.

**(d) All India Guards council:**

The points raised by them in their Memorandum are summarised as under:

(i) Principle of Periodical rest was enunciated in Geneva Convention 1921 under 14<sup>th</sup> convention adopted by ILO. This stipulated a minimum of a day's rest every week in addition to the daily rests/ spare hours, to enable the employee to attend to his personal and social obligations.

(ii) This was implemented on Indian Railways only in 1946 in the adjudication award when Running Staff was brought in under 'Continuous' classification with definite rest periods.

(iii) Workers in almost all the categories get at least 40 hours rest every week.

(iv) Grant of 30 hours of rest means that it spreads on two calendar days and the running staff may have to work on both these calendar days despite the duration being termed as Periodical rest. Most of such rests may also fall during night time not giving any opportunity to the staff to attend to their social or domestic obligations.

(v) The demand is to give four periodical rests independent of headquarter rest i.e.  $30+14/16$  hours= $44/46$  hours or  $22+16+2$  (call book time)=40 hours rest.

**(3) Railway Administration:**

**(a) Zonal Railways:**

In their replies to question 5 of the questionnaire circulated by the Committee (Annexure-II), most of the railways had expressed that the existing

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provisions of Periodical rest are adequate. A few railways, however, suggested as under:

- After every round trip, the loco Running staff should be provided a mandatory rest of 24 hrs. Thus, it would be possible for the crew to avail at least 5 to 6 rests of 24 hours in a fortnight. The compulsory rest of 30 hours with night in bed can be dispensed with.
- As discussed with HPC, 04 periodic rests of 40 hours each month and only one type of HQ rest of 16 hours irrespective of duty hours performed, can be agreed to provided the vacancies are less than 10% in all categories in the cadre.
- The periodic rest should be 4 X 30 hours only as 22 hours of periodic rest is considered inadequate for house work as well as rest.

However, during the detailed discussions held by the Committee with General Managers, PHoDs and DRMs, most of the Zonal Railways agreed with the view that the present limits laid down for Periodical rest are inadequate and need to be revised.

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**(b) Meeting with Additional Member (Traffic), Additional Member (Mechanical) and Additional Member (Electrical):-**

In the meeting held with Additional Member (Traffic), Additional Member (Mechanical), and Additional Member (Electrical) along with their concerned officers in Railway Board on 23.07.2012, there was a general consensus among the Additional Members on the need for increasing the periodical rest because of the social and family needs of the Running Staff. There was also a general consensus on fixing it at 'Headquarter rest + Calendar day rest of 24 hours' i.e. at 40 hours per week.

**(4) Views received through various representations (including the views received on the website):**

- (a) Periodical rest of 40 hours each and 04 periodical rests in a month.
- (b) Weekly rest should be 30+16 hours (Headquarter)
- (c) Weekly rest must be 56 hours.
- (d) 4 PRs in a month of at least 48 hours excluding 2 hours preparation time. Granted PR must not be cancelled except in emergency as per G&SR.
- (e) In case of Goods traffic, periodic rest must be advised well in time so as to facilitate the staff to plan their social obligations.

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**(5) Practices followed in other modes of transport:**

**(a) Road Sector:**

In Delhi Transport Corporation (DTC), there are no long runs excepting the one to Lahore. For these trips, the drivers are deputed to work for 8 hours a day for 6 days in a week and thus they avail a weekly rest of 'Headquarter rest + 24 hours' i.e. 40 hours.

In Uttar Pradesh State Road Transport Corporation (UPSRTC), Lucknow, there are no laid down instructions for Periodical rest. Therefore, they follow the Motor Transport Workers Act, 1961 for this purpose. The relevant stipulations given in Para 19 of this act are as under:

- “(i) The State Government may, by notification in the Official Gazette, make rules providing for a day of rest in every period of seven days, which shall be allowed to all motor transport workers.
- (ii) Notwithstanding anything contained in sub-section (1), an employer may, in order to prevent any dislocation of a motor transport service, require a motor transport worker to work on any day of rest which is not a holiday so, however, that the motor transport worker does not work for more than ten days consecutively without a holiday for a whole day intervening.
- (iii) Nothing contained in sub-section (1) shall apply to any motor transport worker whose total period of employment including any day spent on leave is less than six day.”

The Drivers of Rajasthan Road Transport Corporation (RRTC) are normally required to work for 8 hours a day for 6 days in a week.

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Thus, they avail a weekly rest of 'Headquarter rest + 24 hours' i.e. 40 hours.

**(b) Civil aviation:**

Civil Aviation dealing with transport of both passengers as well as cargo, have also made very detailed stipulations about rest hours for the operating staff. These stipulations issued by Director General of Civil Aviation vide letter no. DG/FDTL/21/2009 dated 11.08.2011, have evolved over a period of time taking into consideration all safety aspects. The major stipulations about Periodical rest in this letter are as under:

"Weekly Rest (Para 8.3.3)

An operator shall ensure that the minimum rest is increased periodically to a weekly rest period, being a 36-hour period including two local nights, such that there shall never be more than 168 hours between the end of one weekly rest period and the start of the next."

**(c) Practices followed by other railway systems abroad:**

The information for Australian Railways, Queensland Railway, Federal Rail Road Administration and European Rail Union

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extracted from various sites available on internet is placed at Annexure III. Out of these, as mentioned in Para 4.3.1.2 (5) (b) above, although the European Rail Road System appears to be quite comparable with Indian Railway system, the systems on Australian Railways, Queensland Railway and American Rail Road do not appear to be fully comparable. The practice followed on DB Railways which is also a part of European Rail Road System, were also checked and is given below:

“The weekly rest time is min. 36 hours (per law) and in our coll. agreement we have partly an extended rest time until 62 hours.”

#### **4.3.6.3 Committee’s Views:**

At present, the Running Staff is given five periodic rests of 22 hours each or four periodic rests of 30 hours each with full night in bed in a month. This is considered to be highly inadequate. As mentioned by Federations also in their memorandums, periodical/weekly rests are required by the staff including Running Staff not only to overcome their fatigue accumulated during the week but also to meet their personal, social and domestic needs. These needs like going to a movie, having an outing, visiting your near and dear ones, consulting a doctor for yourself or your family members including your parents, watching TV or doing something as per your hobby etc, is something for which some time is

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needed by everyone once in a week or so. During such periodic rests, they are also expected to fully recoup from job related stresses, accumulated fatigue and accumulated sleep debt by getting proper rest, some recreation and full complement of sleep of 8 hours during night. In fact, keeping this in view, a two days weekly rest is already in vogue in most of the organisations abroad and in a number of organisations in India also including. Indian Railways (for ministerial staff). Thus, there should be no doubt in any one's mind that the periodic/weekly rest of only 22 hours or 30 hours to Running Staff is highly inadequate.

In NASA report also (Technical Memorandum 110404 of May 1996), the following stipulations have been made in respect of recovery requirement during off duty period every week.

- (i) Two consecutive nights of usual sleep is a minimum requirement to stabilize sleep patterns and return waking performance and alertness to usual levels. Two consecutive nights of recovery sleep can provide recovery from sleep loss. Therefore, the standard of duty period for recovery should be a minimum of 36 continuous hours, to include two consecutive nights of recovery sleep, within a seven day period (Para 2.1.3).
- (ii) It is recommended that if two or more flight duty periods within a seven day period encroach on all or any portion of the Window of Circadian Law, then the standard off duty period (36 continuous hours within



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seven days) be extended to 48 hours recovery (Para 2.1.4).

Federations and even Loco Running Staff Associations have mentioned in their memorandums that the absence of such weekly rests added with uncertain hours of work has virtually shattered the family conditions/health of a large section of Loco Running Staff. A vast majority of them have been rendered medically unfit before the attainment of their age of superannuation and another large section of Loco Pilots voluntarily retire and leave their services, unable to withstand the strain of adverse working conditions. As a matter of fact, the Running Staff generally remains away from the community at large and is forced to lead a life of isolation due to these reasons. This is certainly not desirable from the point of view of safety in train operation.

During the various visits of the Committee, it was also told to the Committee that due to inadequate periodical rest, the Running Staff is sacrificing on their sleep many a times so as to fulfil their other social and family obligations. During their visits, the Committee was also told that there are cases where Running Staff who is availing his headquarters rest of 16 hours is told after the completion of 14-15 hours of headquarter rests that he can take 6 hours more rest and treat this as periodical rest. Such a periodical rest is of no use for the Running Staff in meeting his personal, social and domestic requirements as he cannot plan things in advance.

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In view of the above, the ***Committee recommends that the Running Staff should be given a periodical rest of 16 hours+ 24 hours (calendar day) i.e. 40 hours 4 times in a month.*** This will not only take care of his personal, social and domestic needs but also provide him with at least one full night in bed during such rest, to recover from his sleep debt accumulated during the week. This periodical/weekly rest should normally be given to him once in a week. ***However, if due to operation reasons, such rest cannot be given to him in time, it should be ensured that the gap between 2 consecutive periodical/weekly rests does not exceed 10 days.***

The Committee has also noticed that the weekly rest which is being given to all stationary staff at present is either 64 hours fixed (for those who are availing 2 days weekly off) or 40 hours fixed (for those who are availing only one day weekly off) or 40 hours on an average (for those who are working in shift duty and availing one day weekly off). Therefore, a weekly rest of only 22/30 hours to the Running Staff is not only inadequate but highly in discriminatory also. In fact, the ILO recommendation also provides for fixing a minimum duration of the periodical rest at 24 consecutive hours preceded or followed by the daily rest, which comes to the same. The Committee found general consensus among the staff as well as the management for rationalising the periodical rest to 40 hours.

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#### 4.3.7 Duty rosters and Rest for staff working Suburban trains:

##### 4.3.7.1 Present Status:

There are no separate instructions issued by Ministry of Railways on duty hours, resting hours (except headquarter rest) etc. for Motormen. Therefore, it is assumed that the instructions in vogue for other Running Staff are applicable to Motormen also at present.

##### 4.3.7.2 Memoranda/Representations/Suggestions received by the Committee:

(1) Various Stakeholders viz. Federations (AIRF, NFIR), Recognised Unions (DREU, PRSS) and other Staff Associations (AISCSTREA, OBCA, AILRSA, AIGC) etc.

Most of them have not made any specific demands for Motorman probably with the assumption that the rules applicable for other Running Staff would be equally applicable for Motorman also. However, some of them did mention specifically about Motorman which are summarized as under:

- As any reduction in working hours will have a corresponding reduction in the mileage allowances and consequently pay pocket, it would be impractical to expect Motorman to come forward to press for their reclassification into “**Intensive**” category. But, it is surely for the administration to recognize the realities of the situation and organize proper real-world job analysis of Motorman’s duties for this purpose.
- Hence, the federation demands that the categories of Motormen are also to be included in the proposed “**Super Intensive classification**”. Also there should be a limit of **5 hours per day on**

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**duty hours**, (from 'sign on' to 'sign off') with a minimum of one break of 30 minutes in the duty.

- There is justification for a break of at least one hour in a spell of six hours for Motorman.

- Hence, it is demanded that Running Staff employed on suburban trains also should be treated at par with other Running Staff in respect of the scale of rest, with the exception that call book time of two hours can be dispensed with as they pick up duties as per a fixed roster.

**(2) Railway Administration (Zonal Railways):**

During discussions, no specific comments were offered by zonal railways in this regard.

**(3) Views received through various other representations and on the website (including the representations from Central Railway & Western Railway Motorman Association):**

(i) A biocompatible roster, six hours duty at a stretch from sign on to sign off in case of loco-pilot and 4 hours duty of a motorman are highly required for the sake of nation as well as the employees also as their duty is related with safety and security and periodical rest of 40 hours and headquarter rest of 16 hours irrespective of any duty hours.

(ii) In spite of various representations made to the concerned authorities at various levels their duties **have not been classified as intensive** which they are certainly eligible for. Association appeals to you as chairman of High Power committee, kindly give thought to this important matter with a view of modifying the norms introducing broader and relevant rules to suit different types of work and do justice by declaring motorman's duties as intensive.

(iii) Kindly give thought to this important matter with a view of modifying the norms introducing broader and relevant rules to suit different types of work and do justice by declaring motorman's duties as intensive.

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(4) **Practices followed by other railway systems abroad:**

No specific instructions could be located by the Committee in this regard.

**4.3.7.3 Committee's Views:**

Suburban rail transport systems provided in many of the metropolitan towns carry large volumes of commuters mostly from their residences to their work place and back. These are considered to be the life line of the city. These trains are operated by a Motorman in the leading cab and are provided with a Guard in the trailing cab.

The Committee has received demands for changing the classification of Motorman and Guard on suburban trains to Intensive/Super-intensive and for limiting their daily duty hours to 5/6 hours with one hour break in between.

As regards the demand for changing the classification, the issue has already been discussed at length earlier in Para 4.3.1.3 (i) ***wherein no justification has been found for changing the classification of any of the Running Staff.***

Regarding their demand for reduction in daily duty hours, the Committee studied in detail the various components of their duty and the effect of these components on their performance as well as on building up of job related stresses. The Committee observed that the components are not the same as in the case of Mail / Express Loco Pilots.

The major differences are:

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- (i) Speeds of Suburban trains are lower than the speeds of Mail/Express trains.
  - (ii) Motorman's trips are of shorter duration and he gets a break at the end of each trip.
  - (iii) Motorman returns to his headquarter every day while Loco Pilot working Mail/Express trains stays away from his headquarter frequently.

The Committee also analysed the Motorman's links of Central Railway and on the basis of a sample check of 28 days (Annexure VIII), it was noticed that, in actual practice, the total duty hours of Motorman (from "sign on" to "sign off") vary from 3.53 hours to 8.00 hours with an average of 6.08 hours per day. Also, their running duty works out to only 3.40 hours per day on an average on the basis of these sample checks which is much less than that of a Loco Pilot working Mail/Express train.

In view of the above, the Committee is of the view that the overall stress levels of a Motorman working in Suburban system and a Loco Pilot working Long distance Mail/Express train are not comparable.

In view of the above and the fact that working of a Motorman is more similar to that of a Loco Pilot (Passenger) as far as the no. of stoppages, speeds, the trailing load and the type of passengers carried are concerned, the **Committee recommends that the Motorman and Loco Pilot**

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**(Passenger) should be governed by similar stipulations about duty hours at a stretch and cumulative duty hours.**

As regards their demand for providing one hour break everyday during their duty period, the Committee finds that such breaks are automatically being provided to them at the end of each trip by way of their nature of work (the daily average of such breaks works out to 01:36 hrs on the basis of a sample check quoted above). Therefore, the Committee feels that further breaks are not justified. Moreover, their actual running duty hours work out to only 03:40 hrs. per day on an average (on the basis of the sample check quoted above). This also does not justify any additional break to them in between the trips.

Regarding their periodical rest, the Committee, in para 4.4.6.3, has already recommended 40 hours periodical rest for other Running Staff. ***The Committee recommends that these should be made equally applicable for Motorman and Guards of suburban trains also.***

The Committee also observed that though the Ministry of Railways vide their letter no. E(LL)71/HER/9 dt 14.04.1972 had not distinguished between Motorman and other Running staff for the purpose of liberalized headquarter rest, they modified these instructions subsequently vide their letter no. E(LL)71/HER/G dt 23.08.1972 and excluded them along with Shunters etc. from the provision of liberalised headquarter rest. However, ***the Committee is of the view that Motorman and Guards of the suburban trains,***

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***being a part of Running Staff, should continue to be treated at par with other Running Staff in respect of headquarter rest also.***

The Committee, therefore, suggests that the ***recommendations made by the Committee earlier in para 4.3.4.3 and 4.3.5.3 regarding headquarters as well as outstations rests of Running Staff shall be made applicable to Running Staff operating suburban trains as well.***

While analyzing the Motorman's links of Central Railway, the Committee also observed that during the sampling period of 28 days, a headquarter rest of less than 16 hours has been provided on 3 occasions out of 25 occasions (though the average works out to 19:59 hrs.) and an outstation rest of less than 8 hours has been provided on 3 out of 3 occasions (the average works out to 06:08 hrs). This is because the operational requirements in suburban systems are slightly different from those of main line and these may sometimes require some variations / relaxations in the headquarters / daily rest periods to maintain the services. ***The Committee, therefore, recommends that these local variations if deemed necessary by zonal Railways in respect of headquarters rest and outstation rest, may be permitted for suburban services as exceptions.***

As regards the cumulative duty hours for Motorman & Guards of suburban trains, the Committee has already



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concluded above that their duty is similar to Loco Pilot (Passenger). Therefore, their cumulative duty hours should be fixed at the same level as that of Loco pilot (Passenger) i.e. 104 hours in a fortnight.

The Committee members also travelled in the Motorman's cab and in guard's brake van on suburban trains to have a firsthand experience of their work load and difficulties being encountered by them while on run and came to a conclusion that the stress level of Motorman is much higher than that of the Guard as he is required to pay more intense and prolonged attention. Moreover, the role of a Guard in Suburban trains is not considered to be so significant that it cannot be performed by any other equivalent category of staff. Therefore, the ***Committee recommends that the Guards in the rear cab of Suburban trains may be replaced by Motorman and, after the end of each trip, the Motorman in the front cab may be utilized to perform the duties of Guard and the Motorman in the rear cab (working as Guard in the earlier trip) may be utilized as Motorman for the next trip.*** This arrangement would provide the much needed relief to the Motorman as he would be much less stressed while performing the duties of Guard, reduce the turn round time and also result in better utilisation of the staff. Such an arrangement is already in practice in Metro Railway system on Indian Railways.

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#### **4.3.8 Impediments in implementation of HOER for Running Staff:**

During the Committee's visits to various Zonal Railways and Divisional units and also in various representations made by the stakeholders, it has been informed that lot of difficulties are being experienced in field to implement the 10 hour rule mainly on account of crew shortage and inadequate line capacity. The observations made by the Committee in this regard are as under:

##### **4.3.8.1 Crew Shortage:**

The Committee, during discussions, was informed that this is not only coming in the way of implementing the existing duty hour rules but is also causing the following problems in many cases:

- i. Non granting of full head quarter rest.
- ii. Non granting /curtailment /postponement of periodical rest.
- iii. Non granting of leave. As a result, the staff resorts to reporting sick some times and is either granted sick leave or treated as absent /leave without pay later on.
- iv. Payment of overtime which is at a rate higher than the wage rate.

Such inadequate rest / refusal of leave over stresses the crew and makes them potentially unsafe and prone to

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making mistakes. Their family responsibilities, civic obligations and social responsibilities also get neglected on this account disturbing the family life.

The Committee, in order to assess the extent of problem, collected from various Zonal Railways the data regarding vacancies in Running Cadre. It was observed that there were vacancies to the extent of 43.75% in respect of Diesel/Electric Assistants and 28.32% in respect of Loco Pilots on one of the zonal railways. Such high vacancy level worsens the situation much more during the busy season when the traffic peaks.

Therefore, the Committee checked the reasons / causes for such high vacancy level and inadequate cadre strength in the Running Cadre despite the fact that detailed instructions and procedures have been prescribed by Ministry of Railways for Running Staff Reviews and filling up of posts in Running cadre. The main reasons adduced are:

- (i) Delay in finalisation of Running Staff Reviews. The main cause for this is that the review prepared at divisional level is examined and objections are raised at various levels despite the guidelines issued by the Ministry of Railways in this regard vide their letter No. 2008/TT-I/76/8 dated 22.10.2009 and all the data being available online under various Operating Information systems. In some cases, these reviews have been pending finalisation for more than a year also.

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- (ii) At present, different formulae are being used by different Railways for carrying out the Running Staff Reviews. Some are doing it on 'Hours on road' basis and some on the basis of 'Power on line'. Zonal Railways are also not sure about various factors which need to be taken into consideration for working out the additional requirement of Running Staff over and above the basic requirement. This results in avoidable objections being raised at various levels during the finalisation of Running Staff Reviews.
- (iii) Such reviews many times do not take into account the unforeseen cadre wastages like voluntary retirements, untimely deaths, medical decategorisation and cases of compulsory retirements, removal and dismissal from service on account of accidents/disciplinary actions.
- (iv) Such reviews do not take into account adequate traffic growth or, in some cases, account for only 3.5% traffic growth as per Railway Board's guidelines which is probably less than even one year's growth. This is not considered to be adequate as it takes almost 3 years for the Running Staff to be available from the time the Running Staff Reviews are initiated.
- (v) There are lot of delays in placement of indents on RRBs after the Running Staff Reviews are

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completed, due to cumbersome and time consuming process requiring multiple level checks / approvals. Many times, the target date fixed by RRB for submission of the annual indent is missed and the whole process is put back by six months to one year.

- (vi) There are number of cases of cancellation of RRB examinations due to various complications, delaying the entire recruitment process for Running category.
- (vii) Often, the pass percentage in the written examination is very low and is not even sufficient to form the main panel leave aside the standby panel.
- (viii) Failures in medical examinations and psychological tests are also high further reducing the final availability of Running Staff for induction.
- (ix) Many of the candidates do not join as they are able to find an alternative job during the period from the time he appears in the written examination to the time he is served the call notice for joining the service, which can be as high as 1 to 1½ year.
- (x) At present, the standby panel is only to the extent of 30% of the requirement which most of the time falls short of the requirements due to the reasons mentioned under para (viii) and (ix) above.

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***The Committee after deliberating in detail on above issues recommends as under:***

- (i) Running Staff Reviews should be carried out only at Headquarters level where the required data is readily available online in various Operating Information Systems. This would save substantial time in finalisation of Running Staff Reviews.
- (ii) Ministry of Railways should issue a uniform formula to be used by all zonal railways for working out the Running Staff requirement at the time of Running Staff reviews. The formula should clearly indicate the additional requirements which need to be taken into consideration over and above the basic requirement. Also, it should be issued with finance concurrence so that once the Running Staff Review is prepared by the executive department as per this formula, it gets through all levels of checks quickly without any serious objection.
- (iii) Since the time-tabling is done only once in a year now, Running Staff Reviews should also be carried out once in a year only.
- (iv) While carrying out Running Staff Reviews, traffic growth of 3 years (average time taken for the materialisation of the indents) should be taken into consideration.

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- (v) RRBs should be advised to prepare a stand by panel to the extent of 100% of the indent, to take care of the wastage at various stage of recruitment.
  - (vi) The system of holding RRB examinations on a common date has paid rich dividends and has reduced the wastage substantially at various stages of recruitment. It should be continued with.
  - (vii) Standard of the psychological tests being conducted by RDSO should take into consideration that the candidates are only ITI certificate holders.
  - (viii) Ministry of Railways should expedite the provision of adequate number of Simulators in all training centres so that it may be possible to cut down the training schedule suitably without affecting the quality of training thereby improving the availability of Running staff.

#### **4.3.8.2 Line Capacity Issues:**

Due to boost in economic activity in the country since 1990s, there has been a heavy growth in freight traffic on Indian Railways. However, there has been no corresponding increase in the line capacity on many of the routes due to delay in sanction/execution of line capacity enhancement works. This along with the introduction of additional Mail / Express / Passenger trains year after year has resulted in severe congestion on these routes causing long hours of run and, in turn coming in the way of implementing the duty hour

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rules for Running Staff. Even the mega project of Dedicated Freight Corridor is yet to take off.

In view of the above, it is necessary that the capacity enhancement works are planned carefully keeping in view the traffic growth likely to take place in future and suitable agencies selected for their timely completion. These inputs would not only give relief to the Running Staff but also reduce energy consumption due to through running.

***The Committee recommends that a suitable mechanism be developed using data of LRDSS to sanction the line capacity enhancement works and their execution monitored at the highest level to ensure that the required capacity is available in time for additional traffic.***

#### **4.4 Recommendations:**

4.4.1 The total duty at a stretch (from 'sign on' to 'sign off') for the Running Staff should not exceed 11 hours [Para 4.3.1.3 (1)].

4.4.2 The running duty at a stretch should not ordinarily exceed 9 hours. Such duty may extend further provided the railway administration gives at least 2 hours notice before the expiration of 9 hours to the crew that he would be required to perform running duty beyond 9 hours, with the stipulation that the total duty from 'sign on' to 'sign off' shall not exceed 11 hours [Para 4.3.1.3 (1)].



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- 4.4.3 In case the train does not reach its destination, normal crew changing point or the point where the reliever has been arranged within the overall limit of 11 hours, and such a point is approximately one hour journey away, the Running Staff shall be required to work to that point provided the maximum hours in that trip do not exceed 12 hours [Para 4.3.1.3 (1)].
- 4.4.4 Above provision of duty hours at a stretch from 'sign on' to 'sign off' as well as running duty should be reviewed in 2020 in tandem with Vision 2020 by which time the major line capacity works are expected to be completed and most of the dedicated freight corridor system is likely to become operational. At that time, it should be possible to reduce the overall duty hours at a stretch to 10 hours which can be further extended by one hour under the condition mentioned in para 4.4.3 above [Para 4.3.1.3 (1)].
- 4.4.5 For loco pilots of all Mail/Express trains, the running duty (for the purpose of preparation of links only) should not exceed 8 hours [Para 4.3.1.3 (1)].
- 4.4.6 The above provision for running duty hours and total duty hours shall be applicable to all Running Staff including Loco Pilots (Mail/Express), Loco Pilots (Passenger), Loco Pilots (Freight), Motormen and Guards except wherever stated otherwise [Para 4.3.1.3 (1) and Para 4.3.7.3].
- 4.4.7 No change is recommended in the existing system for Loco Pilots (Shunting) who are presently working on fixed roster basis [Para 4.3.1.3 (1)].

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- 4.4.8 In severe operational exigencies like acts of God, earthquakes, accidents, floods, agitations, and equipment failure etc, the Controller should suitably advise the staff that they may be required to work beyond the limits prescribed above [Para 4.3.1.3 (1)].
- 4.4.9 Replacement of Assistant Loco Pilots with Co-Pilots on those Mail/Express trains also which have a nonstop run of more than four hours. The Co-Pilot should be in the same grade as that of the Loco Pilot of the train so that he can take control of the train, whenever necessary. [Para 4.3.1.3 (1)].
- 4.4.10 Present classification of Running Staff under HOER should be maintained [Para 4.3.1.3 (1)].
- 4.4.11 Further introduction of 'Automatic Signalling' should be done in tandem with the completion of TPWS/AWS/ETCS works only [Para 4.3.1.3 (1)].
- 4.4.12 Existing instructions of minimum punishment to staff for SPAD cases should be reviewed to ensure that the decision takes into account the gravity of the offence (repercussions of the SPAD) and also the Loco Pilot's past record [Para 4.3.1.3 (1)].
- 4.4.13 Existing limit of 104 standard hours of work for the cumulative duty period in a fortnight for Running Staff does not require a change except for the Loco Pilots (Mail/Express) for whom this limit shall be fixed at 90 hours [Para 4.3.1.3 (2) and Para 4.3.7.3].

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- 4.4.14 A maximum limit of 125 duty hours per fortnight should be laid down for all Running Staff. This may be reviewed and brought down further to 115 hours later in tandem with Vision 2020, completion of ongoing line capacity enhancement & other associated works and filling up of running staff vacancies [Para 4.3.1.3 (2)].
- 4.4.15 The period of spare travel should get counted towards duty at a stretch (from 'sign on' to 'sign off') also, besides counting it towards the cumulative duty hours [Para 4.3.1.3 (3)].
- 4.4.16 The limit of stay away from Head quarters for Running Staff shall be fixed at 72 hours. It should be further brought down to 48 hours in tandem with vision 2020 (Para 4.3.2.3).
- 4.4.17 Continuous night duty for Running Staff shall be limited to 2 nights after which they must be granted at least one full night in bed before being booked again. In case the 3<sup>rd</sup> night working is unavoidable, it may be permitted with following conditions:
- (i). The staff has availed at least 10 hours rest before 'signing on' for duty.
  - (ii). The duty to be performed by him involving third night working should be towards Headquarter.
  - (iii). On completion of the above trip, he shall be granted full headquarter rest including a full night in bed.  
(Para 4.3.3.3).

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- 4.4.18 The definition of night should continue to be reckoned as 2200 hours to 0600 hours. However, for the purpose of continuous night duties, the period of duty performed during 0000 hours to 0600 hours should only be treated as night duty (Para 4.3.3.3).
- 4.4.19 The Headquarter rest of Running Staff shall be 16 hours irrespective of the duration of his incoming trip (Para 4.3.4.3 and Para 4.3.7.3).
- 4.4.20 The outstation rest of Running Staff shall be 8 hours irrespective of duration of his incoming trip (Para 4.3.5.3 and Para 4.3.7.3).
- 4.4.21 Call notice period should continue to be a part of the head quarter rest /outstation rest (Para 4.3.4.3).
- 4.4.22 Local variations if deemed necessary by zonal Railways in respect of headquarters rest and outstation rest, may be permitted for suburban services as exceptions (Para 4.3.7.3).
- 4.4.23 The existing instructions in respect of short trips may continue to be followed with the provision that the total duty from initial 'signing on' to final 'signing off' shall be contained within the limits prescribed for total duty at a stretch. This will also be applicable in cases of Travelling As Passenger (TAP) and Pilot Working (Para 4.3.5.3).
- 4.4.24 Four periodical rests of 40 hours each shall be granted to all categories of Running Staff in a month. Each rest should include at least one full night in bed and should normally be

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- given to running staff once in a week, However. If, due to operational reasons, such rest cannot be given to him in time, it should be ensured that the gap between 2 consecutive periodical/weekly rests does not exceed 10 days (Para 4.3.6.3 and Para 4.3.7.3).
- 4.4.25 Guard in the rear cab of sub-urban trains may be replaced by Motorman, to enable faster turn round at the terminals and to give relief to Motorman after each trip (Para 4.3.7.3).
- 4.4.26 Running Staff Reviews should be carried out only at Headquarters level (Para 4.3.8.1).
- 4.4.27 Ministry of Railways should issue a clear and uniform formula to be used by all zonal railways for working out the Running Staff requirement at the time of Running Staff reviews. The formula should clearly indicate the additional requirements which need to be taken into consideration over and above the basic requirement. Also, it should be issued with finance concurrence so that the delays in finance vetting are minimised at zonal railway level (Para 4.3.8.1).
- 4.4.28 Running Staff Reviews should be carried out once in a year only (Para 4.3.8.1).
- 4.4.29 For carrying out Running Staff Reviews, traffic growth of 3 years (average time taken for the materialisation of the indents) should be taken into consideration (Para 4.3.8.1).
- 4.4.30 RRBs should be advised to prepare a stand by panel to the extent of 100% of the indent (Para 4.3.8.1).

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- 4.4.31 The system of holding RRB examinations on a common date should be continued with (Para 4.3.8.1).
- 4.4.32 Standard of the psychological tests being conducted by RDSO should take into consideration that the candidates are only ITI certificate holders (Para 4.3.8.1).
- 4.4.33 Ministry of Railways should expedite the provision of adequate number of Simulators in all training centres so that it may be possible to cut down the training schedule suitably (Para 4.3.8.1).
- 4.4.34 A suitable mechanism should be developed using data of LRDS to sanction the line capacity enhancement works and their execution monitored at the highest level to ensure that the required capacity is available in time for additional traffic (Para 4.3.8.2).

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## CHAPTER-V

### SAFETY CATEGORIES AND THEIR DUTY HOURS

#### 5.1 Terms of Reference:

“(ii) To review list of safety categories on the Railways and recommend daily/weekly duty hours and weekly off for the staff in safety categories.”

#### 5.2 Brief History:

“Railway Accidents Enquiry Committee (Wanchoo Committee) (1971)” in their report made certain recommendations regarding promotions etc. for the staff responsible ‘to ensure maintenance of effective and safe train operations’. While accepting these recommendations and issuing necessary instructions, Ministry of Railways (Railway Board) vide their letter no. E (NG) I-71/PM1-61 dated 7.4.1971, circulated a list of 27 categories of posts as posts connected with “Operational Safety”. **Thus, the concept of categorisation in ‘safety category’ was introduced for the first time through this letter.**

Subsequently, Ministry of Railways (Railway Board) vide their letter no. E(NG)I-71 PMI/61 dated 30.09.1974 issued another list of posts which were to be treated as “safety categories’ thereby formally initiating the concept of ‘safety category’ for staff of Indian Railways. The staff categorised as ‘safety category’ in 1974 list was almost the same as in 1971 list excepting a few exclusions/inclusions.

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Further instructions were issued by the Ministry of Railways (Railway Board) vide their letters nos. E (NG) I-75 PM1/44 dated 25.03.78 and 19.07.79. In 1980, Ministry of Railways vide their letter no. E (NG) I-75 PMI/44 dated 6.6.1980 issued a revised list containing 30 categories of posts of the staff of concerned departments viz Operating, Civil, Electrical, Mechanical, Signal and Telecommunication, as "Safety categories. In this list, the posts of cabin Master, Movement Inspector were excluded and posts of Switchman and Shunting Jamadars included. Similarly, the post of Assistant Inspector of Works/Inspectors of Works was excluded and that of Assistant Foreman-cum-operator (Plassermatic Tie Tamping) & Operator-cum-Chargeman (Tie Tamping) was included. There were some changes in the list of Mechanical department and Electrical department also. This list was supplemented again by the Ministry of Railways vide its letter dated 21.1.81.

Again in 1982, the Ministry of Railways vide its letter no. E(NG)I-75-PMI-44 dated 31.05.1982, reviewed the posts notified as "Safety category" and classified 33 categories of posts of Operating, Civil, Electrical, Mechanical, Signal and Telecommunication departments as "Safety Category". In this list, the post of Assistant Shop Supdt (Bridge Workshop) was added to the list of Civil Engineering department, the post of "Safety counsellors/Safety Inspectors" was added to the list of Operating department, and two posts i.e. Asstt. Shop Supdt. (Axle Counter Production and Inspection, Production and overhauling of Relays, Token less Block



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Instrument Testing) and Relay Inspectors were added to the list of Signal & Telecommunication department. The posts of Mechanical and Electrical departments were combined in 1982 list thereby reducing the no. of categories from 18 to 14 for these two departments. Again vide its letter no. E(NG) I-75-PMI-44 dated 16.08.1982, the Railway Ministry added 5 more posts (3 from Mechanical/Electrical and 2 from Signal and Telecommunication deptt.) increasing the number of posts in “Safety category’ to 36. After a month, vide Ministry of Railway’s letter No. E (NG) I-75-PMI-44 dated 20.9.1982, the post of “leading Fireman (Steam loco) was added in the list of “Safety category” enhancing the number to 37. Subsequently, the post of “Wireless Telecommunication Maintainer” was also added to the “Safety category” of staff vide Ministry of Railway’s letter no. E (NG) I-82-PMI/199/Pt dated 27.12.1990, bringing the number to 38. Likewise, the post of “Gangman” was added to the “Safety Category” vide Railway Ministry letter No. E(NG)I-2002/PM-1/26 dated 11.9.2002 enhancing the number to 40.

Ministry of Railways (Railway Board) vide its letter No. E(P&A)I-2010/RT-2 dated 11.9.2010, further added 11 posts from Operating, Civil, Engineering, Signal & Telecommunication, Mechanical and Electrical departments to the list of “Safety Category” bringing the number of posts in Safety category to 51. These, as summarised by the Committee, are shown in Annexure IX.

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The paramount consideration for classifying the subject posts as “Safety Category” had all along been the responsibility to ensure effective maintenance of assets connected with running of trains and safe train operations and the posts being connected with operational safety” (Reference Railway Board’s letter dated 07.04.1971). However, Railway Board vide their letter no. E(NG)I-75-PMI-44 dated 31.05.1982 adopted the following guidelines for notifying the posts in ‘safety category’:

- (i) The classification into Safety categories should be restricted to Open Line (Operating and Maintenance staff) and Loco/Diesel/Electric sheds and Workshops dealing with repair and maintenance and should not cover production units.
- (ii) The staff should be directly connected with safety in train operation.
- (iii) The staff should, for most part of the time, be working independently.
- (iv) Entire category irrespective of the various grades available, in that category, should be classified as Safety category e.g. Station Masters/A.S.Ms.
- (v) It should be restricted to class III and class IV posts only
- (vi) Only important Inspecting officials should be included.

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- (vii) In workshops only such staff should be deemed to belong to Safety category as are directly responsible for checking the quality of workmanship.

A perusal of Railway Board's letters on the subject from 07.04.71 to 11.09.2010 would indicate that there has been a progressive addition in the list of 'safety category' posts and the number has increased from 27 in 1971 to 51 in 2010. Probably, the above guidelines for including the posts in Safety Categories have not been kept in view while doing so resulting in some dilution in the safety category of staff with the passage of time.

In response to the report of "Railway Accidents Enquiry Committee (Wanchoo Committee) (1971)", Ministry of Railways vide their letter nos. E(NG)I-71 PMI/61 dated 30.09.1974 & E(NG)I-75-PMI-44 dated 31.05.1982 has also issued the following guidelines for promotion of staff in Safety Categories:

- (i) No relaxation should be allowed in the prescribed qualifications, period of service and other criteria while filling up these posts.
- (ii) It has also been decided by the Ministry of Railways that in the Safety Categories, the staff will be required to put in a minimum of two years of service in each grade before promotion to higher grade.

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**5.3 Memoranda/Representations/Suggestions received by the Committee:**

**5.3.1 Federations, Recognised Unions and other Associations:**

Views were received from various Stakeholders viz. Federations, Recognised Unions, Other Staff Associations. Their main demands/views in regard to safety categories are summarized as under:

1. The criteria for Safety category should be modified as under:
  - (a) The staff should be connected with safety in train operation.
  - (b) The staff should, for most of the time, be working independently.
  - (c) Entire category, irrespective of various grades available in that category, should be classified as safety category.
  - (d) It should be restricted to staff classified Group C & D.
  - (e) Workshop staff connected with the POH of locomotives, EMU cars, DEMU cars, passenger coaches other than train passenger coaches, wagons and cranes i.e. all kinds of rolling stock, be included in Safety category.
2. The Technical Categories staff belonging to all the disciplines of railway i.e. Mechanical, Electrical, Civil Engineering, Signal & Telecommunication in open line as well as in workshops in grade pay of Rs. 1800 and above up to highest Group 'C' posts, should be included in Safety category.
3. Additional categories to be classified in 'safety category' (as proposed by Federations and other Associations):

Operating Department

1. Cabinmen/ Cabin Master
2. Assistant Guard
3. Shunting Master

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4. Trains Clerk (performing duty in Yards)
  5. Box Porter
  6. Safaiwalas/Safaiwalies working on Station Platforms & Cleaning the Lavatories on the trains.

Civil Engineering Department

7. Bridge Staff (Bridge Inspector already included) including all Helpers & Technicians working under Bridge Inspector
8. All Helpers & Technicians working in Bridge Workshop
9. Helpers i.e. P. Way Khalasis etc.
10. Supervisory Staff, Technicians and Helpers of Track Machine Organisation
11. Mopla Khalasi
12. Thermit Welder
13. Moulder
14. Chipper
15. Liner
16. Blacksmith
17. Hammer man
18. Works Inspector
19. Technician (works) looking after OH (Tank), Turn Table, Train Watering, Bridges (RCC, Girder, FOB, ROB)
20. Patrolmen

Signal & Telecommunication Department

21. Helper in Open Line & Workshops
22. Cable Jointer

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### Mechanical Department

23. Welders attending to repairs of Locos and Oil Tank Over Heads etc.
24. Diesel Pump Operators (at Fuel Refilling Points)
25. Diesel Pump Khalasi (at Fuel Refilling Points)
26. Supervisory Staff, Helpers & Technicians working in C&W Depot, Diesel Loco Sheds, A/C Depots, EMU, MEMU & DEMU Sheds

### Electrical Department

27. JE/SSE (TRD)
28. Traction Distribution Staff of TRD Branch
29. JE/SSE (OHE) – Supervisory Staff
30. Technicians & Helpers of OHE Department
31. Electrical Maintenance Staff (OSM)
32. Supervisory Staff, Helpers & Technicians working in Power Houses.
33. AC Coach Mechanic & AC Coach Attendant

### Workshops

34. All the Workshop staff in the categories of Supervisors, Technicians and Helpers of all Grades working in Mechanical, Electrical, Signal & Engineering Workshops are also required to be included in Safety Category Staff.

4. The Federations and other Staff Associations further proposed as under:

(i) The entire supervisory staff of almost all the disciplines should no longer be treated as “Excluded” and be classified as “Continuous”.

(ii) The voluntary retirement scheme should be extended to Guards category also.

(iii) Classification of Sr. Section Engineers in the departments of Mechanical, Electrical, Civil Engineering, and Signal &

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Telecommunication should be changed from 'Excluded' to 'Continuous'.

(iv) All the Technicians working in different categories and grades in all the disciplines of Railways should be classified as "Continuous".

(v) The duty hours of the Gateman / Keyman / Trolleyman need to be reduced and their classification changed from E.I. to 'Intensive / Continuous' depending upon their deployment.

(vi) SMs/ASMs of busy routes where capacity utilization is beyond 100%, should be brought under "Super Intensive" classification with 5 hours duty per day maximum and SMs/ASMs of the routes where capacity utilization is beyond 85%, should be classified as "Intensive". Also, the existing EI classification should no longer persist for SMs/ASMs and they should all be brought under Continuous classification.

(vii) Controllers working on the traffic board where section capacity utilization is more than 85%, should be classified as "Super Intensive" with 5 hours duty per day and weekly rest of 48 hours.

(viii) All Deputy Chief Controllers should be classified as "Intensive".

(ix) A three week duty and one week rest roster should be followed meticulously for Track Machine staff.

(x) Duty hours of safety categories of staff in general should not exceed 8 hours a day and 48 hours a week. Also, they should get a calendar day rest with full night in bed weekly.

(xi) Complete abolition of "Essentially intermittent" and "Excluded" classification.

(xii) Classification of staff manning LC gates in sections where the line capacity utilisation is more than 100% should be upgraded to 'Continuous' from 'E.I.'

(xiii) The Pointsman category should also be reclassified as "Continuous" and Pointsman should not be booked for 3 nights continuously.

### **5.3.2 Views received through various representations (including the views received on the website):**

Most of the views received on Website and through other representations were similar to those of Federations and

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other staff associations. However, a few different suggestions were also received which are summarised below:

- (i) Duty hours should be reduced to 36 hours for continuous roster.
- (ii) Two SMs should work where there is panel interlocking system.
- (iii) Duty hours for SMs should not exceed more than 6 hours at a stretch.
- (iv) Cabinman / Gateman / Porter being in safety category, their duty period should not be more than 8 Hrs.
- (v) Duty hours should not be more than 8 hours for any employee of the safety categories.
- (vi) No side work to be done by any employee of the safety categories like Ticket booking, Public Enquiries.
- (vii) The committee should consider the working days of trackmen & allow them five days week working. Grade pay of trackman should also be increased according to their hard duty hours and hard working allowance should be introduced for the trackmen.

### **5.3.3 Views received from zonal railways:**

The suggestions received from zonal railways during the Committee's visits and in reply to question 11, 21, 24, 27, 29 and 30 of questionnaire no.1 (Annexure-II) and question 1 of questionnaire no.2 (Annexure-II) are summarised as under:

- (i) Staff responsible for dealing directly or indirectly with train operations should be categorised in "Safety Category".
- (ii) Additional categories to be classified as "Safety Category"



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- (a) Operating Department:
- TNCs
  - Traffic Porters who are doing job of Points men
  - TI, Cabin man, & Crew Controller.
- (b) Mechanical Department:
- Categories of workshops:  
Fitters of Wagon Repair Workshops dealing with overhaul of Roller Bearing, Wheel Shop, Draft Gear, Air Brake, Bogie Repair, Under frame and Wagon Body.
  - All technicians in manufacturing of springs at RSK / STLI.
- (c) Engineering Department:
- SSE/SE/JE (works),
  - Welder along with its team
  - Blacksmith
  - Carpenter
  - Sarang
  - BRI staff dealing with maintenance of bridges and railway /embankments / track.
  - All Operators of Track Machines.
  - Technicians and Helpers assisting Operators of Track Machines.
- (d) S & T Department:
- SSE/SE/JE (Drawing/S&T)
  - Staff who are associated with the maintenance of Quad cable/OFC & ART / ARME equipments.
  - Khalasi/ Helper attached to SM/Signal.
- (iii) Categories to be deleted from “Safety Category”:
- Asstt. Shop Supervisor (Bridge Workshop)
  - Lab Staff, Design Asstt. & Auto Drivers.

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- (iv) No addition / deletion is required in the existing list of safety category. But, old designations need to be replaced with latest designations.
  - (v) Problems are being faced in creating the required number of posts in essential safety categories on account of the condition of matching surrender.
  - (vi) Redundant posts should be identified and surrendered as such, without linking it to creation of posts. Creation of additional safety category posts should be need based, without any matching surrender and as per the requirement on a zero base calculation.
  - (vii) The requirement of safety category staff should be worked out on the basis of standard yard sticks.
  - (viii) Creation of posts in 'safety categories' should be delinked from matching surrender concept at least for new assets and enhanced workload like new trains, new lines, completed doubling and electrification works, and increase in holding of Rolling Stock etc.
  - (ix) Some of the important safety category staff like Station Master, Points man, Gate Keeper are required to be created as per actual need & not on principle of matching surrender.
  - (x) Review the condition for matching surrender for S&T department, particularly for the categories like SSE/SE/JE (Signal), ESMs and their Helper Khalasis.

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This is required because S&T assets are day by day increasing with completion of new line/ doubling/ throughput enhancement works/ traffic facility works like ABS, IBS etc. and to cope up with the additional work load, automatic creation of S&T staff is desirable from safety angle.

- (x) The present HOER classification of safety category appears adequate.
- (xi) In view of traffic density, ASM, Cabin man, Lever man, Points man & Gateman should be classified in “Continuous” roster.
- (xii) Gate Keeper category to be changed from “Essentially Intermittent” to “Continuous” due to increase of Road & Rail Traffic.
- (xiii) ‘EI’ roster should be discontinued in respect of train passing staff.
- (xiv) There should not be any ‘EI’ category staff on ‘A’ & ‘B’ routes.

During discussions, many of the PHODs insisted for adding the categories suggested by them in reply to question 1 of supplementary questionnaire [listed under para 5.3.3 (ii)] in the present safety category list even though the Committee was of the view that they had probably been made with a departmental focus and not with much objectivity. **However, after the Committee’s visit, some of the railways did give**

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**objective suggestions in this regard with the approval of their General Managers. These are summarised below:**

(a) Categories to be included in the existing list of 'safety category':

- (i) Bridge Technician, Bridge Erector
- (ii) SSE/JE (Track Machine), Senior Technician/Technician-I, II & III (Track Machine), Track Machine Khalasi
- (iii) Engineering Blacksmith, Engineering Welder
- (iv) Supervisors (TRD), Senior Technicians/ Technicians (TRD)
- (v) SSE/JE (Diesel)
- (vi) Crew Controller
- (vii) SSE/JE (DEMU Shed), Senior Technicians/ Technicians (DEMU Shed)

(b) Categories to be deleted from the existing list of 'safety category':

- (i) Boiler Inspector, Boiler Foreman, Assistant Boiler Foreman and Boiler Maker Chargeman.
- (ii) Senior Electrical Foreman/Chargeman/Sub Station Operator for General Services including Powerhouses.
- (iii) Shop Superintendent (Mechanical/Electrical), Assistant Shop Superintendent (Mechanical/ Electrical)/ Lab Superintendent/Chemical Metallurgical Assistants.
- (iv) Assistant Shop Superintendent (Axle Counter Production and Inspection, Production and Overhauling of Relays, Tokenless Block Instrument), Relay Inspectors.
- (v) Design Assistants of all departments.
- (vi) Khalasi/Khalasi Helper re-designated as Helper Grade-II and Grade-I assisting Loco Fitters/C&W Fitters/Fitters in Diesel Sheds (Open line & Workshops)/ EMU/ Electric Sheds (Open Line & Workshops) and Train Lighting and AC Fitters (Open line and Workshop).

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- (vii) Crane Jamadars and Crane Khalasis.
  - (viii) Engine Examiner/Lubricating Supervisor.
  - (ix) Wheel Tappers, Welder.
  - (x) Fork Lift Drivers and Traverser Drivers.
  - (xi) Leading Fireman (Steam Loco).

Also, even though most of the Railways were in favour of doing away with the condition of matching surrender for the creation of critical safety category posts for new assets/trains etc., some of the railways did mention that there is still adequate cushion available on the Railways for the creation of new posts including those in critical safety categories.

Regarding the working hours of those staff who are in 'EI' category and have been provided a living accommodation next to the work spot at wayside stations, most of the Railways confirmed that such accommodation is not in use by their families because of their children's education etc. In view of the same, it was suggested by them and specially by PCEs that the weekly working hours for such staff should not exceed sixty hours so that the person can work for 12 hours a day for five days in a week and avail weekly rest of two days at his home place to look after his domestic and social needs properly.

#### **5.4 Committee's Views:**

Before deliberating upon the views and demands received from the stakeholders and the reactions of administration, the Committee looked into the origin of the nomenclature

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'safety category' on Indian Railways. The Committee observed that **the concept was introduced for the first time by Ministry of Railways through its letter no. E(NG)I-71/PMI-61 dated 7.4.1971** which was issued in compliance of the recommendations of Railway Accidents Enquiry Committee (Wanchoo Committee) (1971) wherein the Committee had advised Ministry of Railways to lay down the norms for promotion etc for the staff responsible to ensure "maintenance of effective and safe train operations" on IR. **The concept was fully established subsequently through various other letters issued by the Ministry of Railways from time to time** and, as of now, there are 51 categories of staff listed as safety categories.

The original guidelines laid down by the Ministry of Railways vide their letter no. E(NG)I-71/PMI-61 dated 7.4.1971 for inclusion of a category of staff in 'safety category' was "staff responsible to ensure maintenance of effective and safe train operations". This was later on formalised by the Ministry of Railways vide their letter no. E(NG)I-75-PMI-44 dated 31.5.1982 as mentioned earlier in para 5.2 while narrating the historical background.

The Committee is of the view that although the existing guidelines are quite comprehensive yet they need a little modification to fit into current environment. After detailed deliberations and interaction with the Staff Federations/Associations and Zonal Railway Management, ***the Committee proposes the guidelines as under:***

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- (i) The classification into 'safety categories' should be restricted to Open line (Operating and Maintenance staff), Diesel/Electric loco sheds, EMU/MEMU/DEMU sheds and workshops dealing with repair and maintenance and should not cover production units.
  - (ii) The staff should be directly connected with safety in train operation.
  - (iii) In workshops, only such staff should be deemed to belong to safety category whose work has not only direct impact on the safety in train operation but who are also finally responsible for ensuring the quality of workmanship.
  - (iv) The staff should, for most part of the time, be working independently.
  - (v) Entire category irrespective of various grades available in that category should normally be classified as 'safety category'.
  - (vi) It should be restricted to Group 'C' and Group 'D' posts only.
  - (vii) Only important Inspecting Officials connected with safety in train operation should be included.

Keeping in view the above guidelines and the suggestions received from various stakeholders as well as administration, the Committee deliberated upon in detail the current list of safety categories. The Committee observed that, over a

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period of time, a lot of dilution has taken place in the list of safety categories issued by Ministry of Railways originally in 1971 and, in the present list, categories like Auto Drivers, Khalasis, Traverser Drivers and Design Assistants etc are included though they do not fall within the guidelines issued by the Ministry of Railways.

After considering all aspects, ***the Committee recommends that only the following categories of staff should be included in the list of 'safety categories'.***

Operating Department:

1. Transportation Inspectors
2. ASMs / Cabin ASMs / SMs / Deputy Station Superintendents / Station Superintendents (Non-gazetted)
3. Guards.
4. Yard Masters / Assistant Yard Masters
5. Shunting Master and Shuntmen.
6. Section Controllers/Dy. Chief Controllers/Chief Controllers.
7. Safety Counsellors/Safety Inspectors.
8. Pointsmen.
9. Switchmen.
10. Cabinmen and Levermen.
11. Gatemen (Traffic).
12. Traffic Porters (being redesignated as Pointsmen).

Civil Engineering Department:

13. SSEs/SEs/JEs (Bridge) & All Technicians (Bridge) in open line.



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14. SSEs/SEs/JEs (P Way).
  15. Trackmen/ Keymen/Section Mates/P Way Mistries.
  16. SSEs/SEs/JEs (Track Machine) in open line.
  17. All Technicians (Track Machine) in open line.
  18. Engineering Gatemen.
  19. Engineering Blacksmiths in open line.
  20. Engineering Welders in open line.
  21. SSEs/SEs/JEs (Works) connected only with bridge maintenance in open line.

Signal and Telecommunication Department:

22. SSEs/SEs/JEs (Signal) in open line.
23. Elec. Signal Maintainers (ESMs) and Mechanical Signal Maintainers (MSMs).
24. SSEs/SEs/JEs (Telecom) in open line.
25. All Technicians (Telecom) in open line.

Mechanical and Electrical Departments:

26. Loco Pilots/Loco Pilots (Shunting)/Assistant Loco Pilots.
27. SSEs/SEs/JEs (Diesel Loco) in open line.
28. All Technicians (Diesel Loco) in open line.
29. SSEs/SEs/JEs (Electric Loco) in open line.
30. All Technicians (Electric Loco) in open line.
31. SSEs/SEs/JEs (OHE/Substation/Remote Control) in open line.
32. All Technicians (OHE/Substation/Remote Control) in open line.
33. Loco Inspectors/Driving Instructors.
34. Power Controllers/Traction Loco Controllers/Traction Power Controllers/Traction Substation Operators in all grades.
35. SSEs/SEs/JEs (Running).

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36. Leading Firemen (Steam Loco) – only for Hill railways and Heritage trains.
  37. SSEs/SEs/JEs (C&W) in open line.
  38. All Technicians (C&W) in open line.
  39. SSEs/SEs/JEs (Train Lightning) in open line.
  40. All Technicians (Train Lightning) in open line.
  41. SSEs/SEs/JEs (Air Conditioning) (Coach) in open line.
  42. All Technicians (Air Conditioning) (Coach) in open line.
  43. SSEs/SEs/JEs (EMU/MEMU Sheds).
  44. All Technicians (EMU/MEMU Sheds).
  45. SSEs/SEs/JEs (DEMU Sheds).
  46. All Technicians (DEMU Sheds).
  47. SSEs/SEs/JEs (Power Cars) in open line.
  48. All Technicians (Power Cars) in open line.
  49. Laboratory Superintendents/Chemical & Metallurgical Assistants (Only those who are carrying out ultrasonic testing (UST) of Axles & Wheels).
  50. Technicians (Welder) in C&W depots, Diesel Loco Sheds & Electric Loco Sheds.
  51. Staff attached to Breakdown Trains including Crane Staff
  52. Technicians in workshops working in Roller Bearing Section.
  53. Crew Controllers.
  54. AC Coach Mechanics & AC Coach Attendants.

It may be seen from the above list that there are a few additions and deletions in the existing list of safety categories. The reasons for these additions/deletions are given as under:

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(A) Categories proposed for inclusion in the existing list of safety category:

- (i) All Technicians (Bridge, Track machine, OHE/ Substation / Remote control, DEMU Shed, Power Cars) in open line:

These Technicians belong to the categories which are directly responsible for the maintenance of critical assets / systems connected with train operation. Even a small mistake by any one of them may infringe safety.

- (ii) Technicians (Welder) in C&W depots, Diesel Loco Sheds & Electric Loco Sheds and Engineering Welders:

These Welders are responsible for carrying out welding on assets like bogies and rails which require quality workmanship to ensure that there is no shortcoming/deficiency which can cause safety infringement on line.

- (iii) Engineering Blacksmiths:

They are also responsible for proper track maintenance and any bad workmanship on their part may result in a train accident on account of defective track.

- (iv) SSEs/SEs/JEs (Works) connected with Bridge maintenance in open line:

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On PSC and Arch bridges, the substructure examination/maintenance is being carried out by SSEs/SEs/JEs (Works) and not by SSEs/SEs/JEs (Bridges). These bridges are as important as steel Girder bridges from the point of view of safety in train operation and, therefore, the Committee is of the view that SSEs/SEs/JEs (Works) responsible for the maintenance of PSC and Arch bridges should also be included in 'safety category'.

At present, there is no separate category created for this work and the work is being done by SSEs/SEs/JEs (Works) as a part of their normal maintenance activity of building maintenance etc. The ***Committee recommends that only the nominated SSEs/SEs/JEs should be given the work of such an important nature after proper training etc. and, if possible, their cadre should be seperated.***

(v) SSEs/SEs/JEs (DEMU Shed):

Loco Foreman/Assistant Loco Foreman/Chargemen (now called SSEs/SEs/JEs) of EMU Sheds are already included in the current list. SSEs/SEs/JEs working in DEMU Sheds are also carrying out a similar activity which has a direct bearing on the safety in train operation.

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(vi) Crew Controllers:

Working of Crew Controllers is directly connected with train operation and it has bearing on the safety in train operation also.

(vii) AC Coach Mechanic and AC Coach Attendant:

Since any improper maintenance/workmanship on their part may cause suffocation of passengers or fire in a train on account of short-circuiting etc., their work has a direct bearing on the passenger safety.

(viii) Cabinmen:

Their duties are similar to Cabin ASMs which is already included in the existing list of 'safety category' staff. In the earlier list, it was not included probably due to oversight.

(ix) Shunting Master:

Their nature of duty is same as that of Shunting Jamadar and Shuntmen which are already included in the existing list of 'safety category' staff.

(B) Categories proposed to be deleted from the existing list of safety category:

- (i) Shop Superintendent (Mechanical/Electrical), Assistant Shop Superintendent (Mechanical /

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Electrical), Assistant Shop Superintendent (Bridge workshop), Assistant Shop Superintendent (Axle Counter Production & Inspection, Production and overhauling of Relays, Token less Block Instrument testing), Relay Inspectors and Assistant Shop Superintendent (Train lighting and Air-conditioning), in workshops:

They are not involved in any day to day train operation and their work does not directly affect the safety in train operation as the quality of work done by them gets checked by the open line staff during erection/assembly/commissioning.

(ii) Trolley men:

They are in no way responsible for the safety in train operation and their job is only to push and pull the Inspection Trolley.

(iii) Wireless Telecommunication Maintainer:

They are only responsible for wireless communication which has no bearing on the safety in train operation.

(iv) All Khalasis/Khalasi Helpers (re-designated as Helper Grade-II & Grade-I):

They don't work independently and only help the Artisan staff in carrying out the work. Therefore,

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they are not directly responsible for the quality of work which may or may not have safety implications. Moreover, even when they carry out any work independently due to some reason, they are not answerable for the quality of work. In case of any mishap on account of the work done by them independently, the responsibility is fixed only on the Artisan staff and not on the Helpers.

- (v) Engine Examiners/Lubricating Supervisors, Boiler Foremen/Assistant Boiler Foremen/Boiler maker Chargemen and Boiler Inspectors:

With complete phasing out of steam locomotives, there are no such posts on Indian Railways now.

- (vi) Laboratory Superintendents/Chemical and Metallurgical Assistants:

They are neither involved in day to day train operation nor their work has any implication on the safety in train operation except where Laboratory Superintendent/ Chemical and Metallurgical Assistant carries out Ultrasonic testing of Axles and Wheels. Therefore, the Committee recommends that only the nominated Laboratory Superintendent/ Chemical and Metallurgical Assistants who carry out the

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ultrasonic testing of Axles and Wheels should be included in the list of 'safety category'.

(vii) Wheel Tappers:

There is no such category on Indian Railways now.

(viii) Welders:

None of the welders are involved in day to day train operation and the work carried by only some of them has direct bearing on the safety in train operation. As such, only the Welders of C&W depots, Diesel and Electric loco sheds and Engineering Welders need to be included in the list of safety category as their work has direct implication on the train safety.

(ix) Design Assistant of all Departments:

They are neither involved in day to day train operation nor their work has any direct implication on the safety in train operation.

(x) Auto Drivers / Fork lift Drivers / Crane Drivers / Traverser Drivers / Slings and Gunners:

They are neither involved in day to day train operation nor their work has any direct implication on the safety in train operation.



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- (xi) Senior Electric Foremen / Chargemen / Substation Operator for General services including Powerhouses:

They are responsible for the maintenance of general services only and are neither involved in day to day train operation nor do their services have any direct bearing on the safety in train operation.

- (xii) Crane Jamadar and Crane Khalasis:

They are not involved in day to day train operation and their working does not have any direct bearing on safety in train operation. Moreover, they are not working independently also.

During the Committee's visits to zonal railways and divisional units, it was pointed out to them that **problems are being faced in open line on account of inadequate creation of posts in safety categories even for additional trains and new assets which are getting introduced/created year after year**. It was also informed to the Committee that the required creation has not been possible due to non-availability of matching surrender. This is effecting the safety in train operation adversely mainly because of the existing staff getting overburdened on account of insufficient staff/posts in his category.

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To take care of such a problem for Running Staff, Ministry of Railways have already issued instructions as per which the creation of posts in Running cadre can be done without matching surrender on the basis of Running Staff reviews which are required to be carried out twice in a year. The Committee is of the view that this concept should be extended to a few other critical safety categories to ensure that, in these critical safety categories who have a very important role in ensuring safety in train operation, there are no cases of overburdening the existing staff due to staff shortage. The Committee, therefore, ***recommends that Ministry of Railways may issue suitable instructions to enable zonal railways to create additional posts without any matching surrender for new assets/trains in respect of the following safety categories:***

- (i) ASMs/SMs
- (ii) Open Line Coach Maintenance staff (including Train Lighting & Air Conditioning)
- (iii) AC Coach Mechanic & AC Coach Attendant
- (iv) ESMs/MSMs
- (v) Track Machine Staff in Open Line
- (vi) Engineering & Traffic Gatemen

Ministry of Railways appreciating the important role of staff in safety category in ensuring train safety have also issued instructions not to surrender any post in safety category

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under the exercise of rightsizing and to create them, whenever necessary, on one to one basis. ***The Committee recommends that the practice should continue as any depletion in the strength of safety category staff would affect the train safety adversely.***

The Committee during its visits to zonal railways and divisional units also observed that **serious problems are being faced by safety category staff in “Essentially Intermittent” category who are posted at Gates and Stations located in remote areas.** This is because a quarter has been provided to them near their workplace and, therefore, they are being asked to work for 72 hours in a week as per the HOER. However, the staff generally do not keep their family in these quarters because of the problem of their children’s education and other problems related with the quarter being in a remote area far away from normal civilisation.

In such cases, the staff maintains his family in the nearest major township and visits them during the weekend. During such visits, the time available with him to spend with his family is quite meagre as he gets only one day for this purpose out of which a lot of time gets spent in commuting from his workplace to his house and back. He also does not have the option of going back to his family every day because, if he does so, he would hardly get any time to spend with his family due to 12 hours duty and time spent in commuting to and fro from his work place to the major

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township where his family is residing. This has a lot of psychological impact on him and affects his working adversely which is not desirable for safety in train operation. Moreover, such a practice also results in the reliever staff working overtime as, many a times, the regular staff is not able to resume back in time after the rest. The Committee, therefore, ***recommends that the duty hours of all safety category staff in EI category and specially the Gatemen should be 60 hours in a week uniformly irrespective of the distance of his quarter/residence from his workplace.*** Thus, he would work for 12 hours a day for 5 days in a week and get 2 days weekly rest to spend adequate time with his family to fulfil his family and social needs.

During its visits, the Committee also observed that **there is a lot of delay and, many a times, even reluctance on the part of administration in carrying out the job analysis** as a result of which even the critical safety category staff continue to work in EI category in spite of an increase in the workload. This is probably because of the fear of increase in the number of posts and the difficulties in creating the additional posts on account of the non-availability of matching surrender. This is resulting in overburdening of the existing staff which is not conducive to train safety as he is likely to commit mistakes if overstressed due to work. The Committee, therefore, ***recommends that on high density routes where the number of trains in each direction is more than 72 (on double line sections) or more than 24***

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*(on single line sections), no safety category staff (excepting the shunting staff) should be classified as EI category.* This, to some extent, will also meet the demand of the Federations and other Associations that there should not be any safety category staff in EI category.

The Committee during its visits was also informed that **the rosters being followed at present by most of the Railways for “Intensive” category staff (mostly in ASM/SM and Section Controller category) are such that the staff is required to come for duty on all seven days in a week.** Besides, such a roster does not provide him a weekly rest of minimum 40 hours to look after his family and social needs. Two such rosters are given in Annexure X. The Committee is of the view that it is improper to ask a person to work for all seven days in a week. Such rosters have been criticized by the Federations and other Associations also during their interactions with the Committee. Some of the zonal and divisional officers were also of the view that these rosters need to be modified.

In view of the above, the Committee requested some of the zonal railways for suggesting a modified roster to take care of the problem and, in response to this, the roster received by the Committee from North Western Railway (Annexure XI) was found to be most appropriate. The roster can be easily implemented by providing a rest giver for four days in a week (the existing rosters do not provide for any rest giver). The Committee, therefore, ***recommends that all zonal railways***

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***may be asked by the Ministry of Railways to modify their rosters for “Intensive” category staff suitably and a copy of the roster received by the Committee from North Western Railway may be circulated to them along with this letter for guidance.***

Federations and other Associations have in their representations requested for change of classification for certain categories of staff from “Essentially Intermittent” to “Continuous”, from “Continuous” to “Intensive” and from “Intensive” to “Super Intensive” quoting the amount of work handled by them and the stress created in them on this account.

**As far as the Running Staff is concerned the issue has already been discussed in detail in Para 4.3.1.3 (i) and the Committee has not agreed for any change in classification. The same logic and reasons are in general valid for other safety category staff also.** Moreover, for re-classification of categories, an elaborate process/procedure has already been laid down in the HOER and the Committee does not find any need for changing this well established and time honoured system of categorisation of staff now. However, during the Committee’s interaction with field level staff during its visits, it was brought out that there are a lot of delays in carrying out the job analyses for change in classification even on high density routes resulting in overburdening of staff. The Committee, therefore, ***recommends that the administration should lay down a***

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***time schedule for carrying out the job analyses and taking decision thereupon.***

During its visits, the Committee was also apprised by Federations and other Associations that the entire supervisory category is treated as “Excluded” category at present as per the HOER. However, with introduction of more and more shift working system and increase in supervisory cadre due to up-gradation etc, there are a large no. of supervisors now who are working in shifts and not as in-charge of overall activity. Therefore, their classification needs to be modified to “Continuous” or “Intensive” as the case may be. The Committee agrees with these views and facts and, therefore, ***recommends that all those supervisors who are working in shifts (and not as supervisor in-charge) should be re-categorised as “EI” or “Continuous” or “Intensive” as the case may be and*** various rules applicable to the staff working in these categories be made applicable to them also.

The Committee also noticed during its visits that, many a times, some of the senior supervisors in Safety Category like SSE(P Way) and Chief Controllers, have to work during the day as well as night time. Also, they have to work during the weekend quite often. This may be either due to non availability of sufficient line blocks during the day time/weekdays or on account of the nature of their job. However, being a senior supervisor in excluded category, he neither gets any compensatory rest for these extra hours of

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work nor any overtime. This issue has been considered by the committee and dealt in detail in Chapter VIII and necessary recommendations made accordingly.

During its visits to zonal railways and divisional units, the Federations and other Associations also pointed out that although Railway Board vide their letter nos. E(LL)98-HER/9 dated 6.7.2000 & 9.9.2009 have issued clear instructions that the Track machine staff should work for 3 weeks continuously and then take rest for 1 week, many zonal railways have not been able to implement these instructions so far. They also pointed out that the difficult conditions under which the Track machine staff have to work and the fact that they have to stay away from their families for long durations, fully justifies the duty schedule issued by Ministry of Railways vide their above quoted letter. The Committee after looking at the working schedules of Track machine staff, is also of the view that the duty schedule issued for them by Ministry of Railways is just and needs to be implemented early. However, during discussions with zonal and divisional officers, the Committee was told that the delay in the implementation of these instructions is on account of staff shortage which is being looked into. The Committee ***recommends that the instructions issued by Ministry of Railways vide their letter no. E(LL)98-HER/9 dated 6.7.2000 should be implemented without further delay and Ministry of Railways may issue a time bound programme for the same.***



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During its visits, the Committee also studied the living condition of Track Machine Staff in camping coaches and observed that the condition of most of the camping coaches is not satisfactory primarily due to the use of old condemnable coaches for this purpose. As the Track Machine Staff has to spend most of his life in such camping coaches, the ***Committee recommends that suitable action may be taken by Ministry of Railways immediately to provide properly designed new coaches for this purpose through Rolling Stock Programme. Also, these camping coaches should be equipped with required facilities including cooking facilities, a DG set and a solar panel.***

## **5.5 Recommendations:**

5.5.1 Although the existing guidelines for including a category in 'safety category' are quite comprehensive yet they need a little modification. The modified guidelines are as under:

- (i) The classification into 'safety categories' should be restricted to Open line (Operating and Maintenance staff), Diesel/Electric loco sheds, EMU/MEMU/DEMU sheds and workshops dealing with repair and maintenance and should not cover production units.
- (ii) The staff should be directly connected with safety in train operation.
- (iii) In workshops, only such staff should be deemed to belong to safety category whose work has not only direct impact on the safety in train operation but who

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are also finally responsible for ensuring the quality of workmanship.

- (iv) The staff should, for most part of the time, be working independently.
- (v) Entire category irrespective of various grades available in that category should normally be classified as 'safety category'.
- (vi) It should be restricted to Group 'C' and Group 'D' posts only.
- (vii) Only important Inspecting Officials connected with safety in train operation should be included.

(Para 5.4)

5.5.2 The existing list of 'safety categories' should be modified to that given in Para 5.4.

5.5.3 Creation of additional posts without any matching surrender for new assets/trains in respect of the following safety categories:

- (i) ASMs/SMs
- (ii) Open Line Coach Maintenance staff (including Train Lighting & Air Conditioning)
- (iii) AC Coach Mechanic & AC Coach Attendant
- (iv) ESMs/MSMs
- (v) Track Machine Staff in Open Line

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- (vi) Engineering & Traffic Gatemen (Para 5.4)
- 5.5.4 Ministry of Railways have issued instructions not to surrender any post in safety category under the exercise of rightsizing and to create them, whenever necessary, on one to one basis. The practice should continue as any depletion in the strength of safety category staff is likely to affect the train safety adversely (Para 5.4).
- 5.5.5 Duty hours of all safety category staff in EI category and specially the Gatemen should be 60 hours in a week only irrespective of the distance of his quarter/residence from his workplace (Para 5.4).
- 5.5.6 On high density routes where the number of trains in each direction are more than 72 (on double line sections) or more than 24 (on single line sections), no safety category staff (excepting the shunting staff) should be classified as EI category (Para 5.4).
- 5.5.7 The rosters for Intensive category staff should be made in such a way that they don't work on all seven days in a week and also get a weekly rest of 40 hours minimum. Zonal railways may be asked by the Ministry of Railways to modify their rosters for "Intensive" category staff accordingly. A copy of the modified roster received by the Committee from North Western Railway may be circulated to them along with this letter for guidance (Para 5.4).
- 5.5.8 To lay down a time schedule for carrying out the job analyses and taking decisions thereupon (Para 5.4).

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- 5.5.9 The supervisors who are working in shifts (and not as supervisor in-charge) should not be treated as 'Excluded' category and should be re-categorised as "EI" or "Continuous" or "Intensive" as the case may be and the rules applicable to the staff working in these categories be made applicable to them also (Para 5.4).
- 5.5.10 The instructions issued by Ministry of Railways vide their letter no. E(LL)98-HER/9 dated 6.7.2000 regarding duty and rest schedules of Track Machine staff should be implemented without further delay and Ministry of Railways may issue a time bound programme for the same (Para 5.4).
- 5.5.11 Provision of properly designed new coaches for the stay of Track Machine staff through Rolling Stock Programme. Also, these camping coaches should be equipped with required facilities including cooking facilities, a DG set and a solar panel (Para 5.4).

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## CHAPTER VI

### MONETARY COMPENSATION FOR WORK BEYOND DUTY HOURS/BREACH OF REST

#### 6.1 Terms of reference

“(iii) Monetary compensation for work beyond duty hours/breach of rest in exigencies of service for running staff/staff in safety categories.”

#### 6.2 Issues involved

The Running Staff and staff in Safety Categories on Railways are granted various allowances in addition to their pay for performing specific tasks as a part of and, at times, in addition to their duties. The Committee’s Terms of Reference require them to examine and recommend only on two of these allowances i.e. monetary compensation for work beyond duty hours namely **overtime allowance** and **breach of rest allowance** which is granted to the Running Staff when their rest is curtailed in exigencies of service.

#### 6.3 Present Status

##### (1) Overtime Allowance:

Indian Railway establishment Code Volume II under rule 1502 provides as: “Overtime Allowance is an allowance paid to Railway servants for actual time

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worked in excess of the hours of employment prescribed by any law or rule.”

The Railways Act 1989 in article 132 prescribes the statutory duty hours of various categories of Railway staff. Further, Article 132 (4) of this Act inter-alia provides as under:

“Subject to such rules as may be prescribed, temporary exemptions of Railway servants from the provisions of sub-section(1) or sub-section (2) or sub-section (3) may be made by the prescribed authority if it is of opinion that such temporary exemptions are necessary to avoid serious interference with the ordinary working of the railway or in cases of accident, actual or threatened, or when urgent work is required to be done to the railway or to rolling stock or in any emergency which could not have been foreseen or prevented, or in other cases of exceptional pressure of work:

Provided that where such exemption results in the increase of hours of employment of a railway servant referred to in any of the sub-sections, he **shall be paid overtime at not less than two times his ordinary rate of pay** for the excess hours of work.”

The rates of payment of overtime allowance have been further elaborated in para 10 (3) of Hours of Employment Regulations, 2005. These regulations stipulate as under:

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“Subject to the provisions contained in sub-section (4) of Section 132, payment of overtime for excess hours of work shall be made as under:-

- (i) For the excess hours of work rendered by a Railway servant between the limits of prescribed rostered hours of work and the hours prescribed in Section 132, during the relevant averaging period, payment shall be made at 1½ times the ordinary rate of pay; and
- (ii) For the excess hours of work rendered beyond the limits prescribed in Section 132, payment shall be made at two times the ordinary rate of pay.”

**(2) Breach of rest allowance**

Indian Railway Establishment Code Volume II in rule 1511 prescribes about breach of rest allowance as under:

“(i) (A) With effect from 1.8.81, Breach of Rest Allowance shall be granted to the Running staff as under (other than those excluded in terms of Clause B below) who work a train to an outstation and return to their headquarters and are detailed for running duty:

- before completion of 16 hours rest at headquarters when the total period of duty immediately before the rest was for 8 hours or more, and

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- before completion of 12 hours rest at headquarters when the total period of duty immediately before the rest was for less than 8 hours.
- (B) Breach of Rest Allowance shall not be admissible to Running Staff manning suburban services or on shunting duty.
- (ii) The allowance shall be payable as Overtime Allowance under hours of Employment Regulations at the rate of 2 hours for every hour by which rest falls short of the prescribed hours of rest, periods of less than half an hour being neglected and those of half an hour or more being rounded off to one hour on each occasion of breach of rest.

(Authority Railway Board's letter No. E (P&A) II/90/FE-2/3 dated 14.06.91 & 15.04.91)"

Vide para 3.6 (i) of their letter no. E(P&A)II-80/RS-10 dated 17.07.1981), Ministry of Railways have further clarified that the breach of rest allowance is payable only in respect of breach of rest at headquarters and not for the breach of rest at outstations.



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**6.4 Memoranda/Representations/Suggestions received by the Committee:**

**6.4.1 Federations, Recognised Unions and other Associations:**

Views received from various Stakeholders viz. Federations (AIRF, NFIR), Recognised Unions and other Staff Associations (AILRSA, AIGC) etc. are summarized as under:

**(1) Over Time Payment:**

(i) Safety Category staff, whether it is Running Staff or other category staff, OTA is undesirable for them.

(ii) In certain inescapable emergencies, wherein getting work beyond rostered/statutory hours becomes inevitable in exigencies of service overtime should be paid at uniform rate of two times the ordinary rate of pay in place of the current stipulation of 1½ times for the hours of work between rostered hours and statutory hours of work and 2 times beyond the statutory hours.

(iii) Overtime should be paid at a uniform rate of four times of the ordinary rate of pay or two times of actual pay + DA + HRA + TA + additional allowances, if any.

(iv) In certain inescapable emergencies, overtime must be allowed on double the rate (as against the present one and a half /two times) up to a maximum of 25% of total working hours.

(v) Overtime working is used as an economic measure rather than one used during exigency or emergency.

(vi) The present system of fortnightly averaging should be changed to weekly averaging for those who are put on non-fixed duty rosters and daily averaging for those who are put on fixed duty hours, to achieve check on consecutive longer duty hours.

**(2) Breach of Rest Allowance for Running Staff**

(i) At present, the Running Staff who forego their rest at Headquarters are eligible and all those who forego their rest at

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outstation are not. They should be made eligible for breach of rest allowance at outstation also at the proposed rate.

(ii) Breach of Rest allowance should be granted for Suburban services also.

**6.4.2 Views received through various representations (including the views received on the website):**

(a) Overtime allowance should be paid on double rate basis as against 1 ½ / 2 times at present.

(b) The overall duty of running staff be limited to 06 hours a day with daily based OTA where ever necessary which should not be allowed to exceed 08 hours in all.

(c) Breach of Rest allowance must be allowed in Suburban Services like other train operation.

(d) The existing provisions made in Indian railways establishment code vol. II must be respected and followed.

**6.4.3 Views received from zonal railways:**

Comments were also obtained from zonal railways in this regard vide Question no. 18 of the Questionnaire no.1 (Annexure-II) circulated to them. These are summarised as under:

(i) Breach of Rest allowance at outstation, should not be allowed as outstation rest is only 08 hours maximum. Breach of Rest allowance will tempt the loco running staff to work a train without availing full outstation rest, which is unsafe.

(ii) It should be discouraged and no running staff should be called to work without proper rest, whether at

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outstation or home station under normal circumstances.

- (iii) Breach of Rest allowance (BORA) at outstations should also be paid just like that at Headquarters.

## **6.5 Committee's Views:**

### **(1) Over Time Payment**

As per the present rules, overtime allowance is being paid at 1½ times the ordinary rate of pay for work beyond the prescribed rostered hours and at 2 times the ordinary rate of pay for work beyond statutory hours. Federations and other Associations have suggested though without assigning any reasons that the overtime payment should be made uniformly at 2 times the ordinary rate of pay for work beyond the rostered hours as well as for work beyond the statutory hours.

The matter was discussed by the Committee with General Managers, PHODs, Divisional Railway Managers and other officers during its visits to Zonal Railways and Divisional Railways. They were of the view that there is no justification for making any changes in the present system and if done, it would result in heavy financial burden on Indian Railways unnecessarily.

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The Committee has deliberated on the issue in detail and observed that the Railways Act, 1989 under Article 132(4) has clearly laid down that the temporary exemption for working beyond statutory hours can be given by the prescribed authority only under certain specific conditions mentioned therein. Also, for carrying out this work, the staff has to be paid at not less than 2 times the ordinary rate of pay. Perhaps, this condition of higher rate has been prescribed to discourage the administration from extracting work from staff beyond their prescribed statutory hours of work.

However, in actual practice, the staff is required to work as per the roster which specifies duty for a lower duration than his statutory hours of work. Keeping this in view, the HOER provides for making payment to the staff at the rate of 1½ time his ordinary rate of pay for the work beyond the prescribed rostered hours till he reaches his statutory hours of work. Therefore, ***the Committee does not see any justification for making changes in the present rules.*** Moreover, if the proposal for making the rates uniform and pay overtime at double the rate beyond rostered hours also is agreed to by the Committee, it would result in heavy financial burden on the Indian Railways unnecessarily.

Instances have been reported when railway servants taking advantage of the overtime provisions earned excessive overtime allowance in collusion with his immediate supervisory staff even when such extra work was not

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absolutely essential. The health and family life of the staff also gets adversely affected if this happens. There may also be cases of inflating the overtime figures on papers with malafide intentions for personal gains. Therefore, in order to contain such trends, the Committee recommends that the cases of overtime earning by more than 25% of the rostered hours should be regularly monitored at a sufficiently high level in the divisional offices, zonal offices and even at Board's level. In fact, one of the Federations has suggested putting a ceiling of 25% on overtime earning probably with an idea that this would force the administration to fill all the vacancies. Although, the Committee is not making any such recommendation for putting a ceiling on overtime, monitoring it at various levels will certainly help in controlling such incidents and thus provide reasonable time to all staff to fulfil their social, civic, family and health obligations.

One of the Federations in its memorandum submitted to the Committee has also mentioned that the present system of fortnightly averaging should be changed to weekly averaging for those who are following non-fixed duty rosters and to daily averaging for those who are following fixed duty rosters. The issue was discussed by the Committee with General Managers, PHODs, DRMs and other officers during its visits to zonal railways and divisional units. They were of the view that the present system is working satisfactorily and there is no justification for making changes in it.

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The issue was deliberated in detail by the Committee and it has observed that Justice Miabhoy while pronouncing the award of Railway Labour Tribunal (1969-72) has agreed with the principle of averaging adopted by Justice Rajadhyaksha as adjudicator for dispute between Railway Workers and Government of India. In its support, he has mentioned the following points in para 6.60 of his report.

“(i) It appears from the report of the Inland Transport Committee, 1961, Seventh Session, that systems of averaging are in wide spread use on Railways particularly for Railway operating staff. Further on, the Report says that the system applies also to other categories of employees such as non-travelling station staff, persons who work on rosters or on two or three shift systems. The reasons for the introduction of such systems are given in that report as having the advantage of enabling the administration to distribute the number of hours during which the regulations authorise them to keep their employees on duty unequally according to the requirement of the service.

(ii) In my opinion, the following three grounds given by the Justice Rajadhyaksha as adjudicator justify the introduction of the system of averaging not only in regard to Running Staff but also in regard to operating staff as a whole.

(a) The averaging is inevitable on Railways.

(b) The averaging is necessary to prevent statutory limits being exceeded because of fluctuations in traffic.

(c) The averaging is necessary to provide a measure of elasticity in railway working.

(iii) From the information given in the report of the Inland Transport Committee, 1961, it appears that, in quite a significant number of countries, the system of averaging is applied to operating staff on Railways. This practice is in accordance with the principle enunciated in Article 5 of Washington Convention.

(iv) Therefore, in my opinion, there is high authority for applying the system of averaging to both Running Staff and operating staff on Railways. As regards the rest of the staff, in my opinion, the principle enunciated by Clause (C) of Article 2 applies to those workers who are engaged in shifts whether two or more. The reasons which I have given

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for the application of the system of averaging to operating staff as a whole apply to this class of workers as well. This conclusion accords with the practice which is prevailing on certain foreign railways as pointed out in the report of the Inland Transport Committee, 1961.”

Regarding averaging period also, Justice Miabhoy has mentioned in para 6.61 of his report as under:

“(i) The aim of the introduction of such a system is to permit the employer to adjust weekly hours in such a way that he may have sufficient elbow room to distribute the weekly hours of work to suit his needs.

(ii) As regards the averaging period, there is considerable diversity of practice on railway systems of the world. The period ranges from two weeks to a year.

(iii) There is no evidence on record to show that any of these important considerations will be negated if the existing practice in regard to the averaging period is maintained. On the contrary, the provisions appear to be more liberal and more in favour of the workers if they are compared with the provisions contained in Washington Convention and the practice prevailing on some foreign railway systems. Therefore, I decided that in the case of Continuous and Intensive workers, the averaging period should be two weeks and, in the case of Essentially Intermittent workers, it should be a week.”

The Committee fully agrees with the above views expressed by Justice Miabhoy in his award. The Committee is of the view that Justice Miabhoy in his Award has dwelt on the issue at length and prescribed the principles of averaging accordingly. The Committee does not find any reason to deviate from these stipulations and recommends that the principle and period of averaging which is being followed at present on the basis of Justice Miabhoy award may continue to be followed in future also.

## **(2) Breach of Rest Allowance**

At present, the breach of rest allowance is being given for the breach of rest at headquarters only and not at outstations. The federations have demanded for grant of breach of rest allowance even for outstations.

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The matter was discussed in detail by the Committee with General Managers, PHODs, Divisional Railway Managers and other officers during its visits to Zonal Railways and Divisions. Though varying opinions were received from them, most of them opined that breach of rest should not be given at outstation for the reason that this would tempt the Running Staff to work a train without availing adequate rest which is considered unsafe.

The Committee after deliberating on the issue and considering the views expressed by zonal railways in this regard, is of the opinion that ideally there should be no breach of rest at all and the Running Staff should be called for work only after availing the full prescribed rest so that the safety of operation is not affected. However, at times, there may be emergent situations beyond the control of the administration wherein the running staff may have to be called upon to perform duty without availing his full rest. Undoubtedly, breach of rest in such cases needs to be compensated by granting breach of rest allowance. But, granting of this allowance for the breach of rest at outstation would not be advisable as this would tempt the Running Staff to work a train without availing adequate rest. By doing so, he would not only gain monetarily but also be able to return to his headquarter early. Moreover, the prescribed outstation rest is already bare minimum for the Running Staff to recoup from fatigue and sleep



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loss. Any further reduction in this period would result in an under rest staff working a train which is a big safety hazard.

In view of the above, ***the Committee does not recommend payment of breach of rest allowance to Running Staff even when there is any breach of rest at outstation.*** It should, however, continue to be given for breach of rest at headquarter. The Committee is also of the view that breach of rest whether at headquarter or outstation should be permitted only in emergent situation like accidents, natural calamities, (floods, breaches, storms and earthquakes etc) and national emergencies etc. and not in case of routine operational needs.

Federations and others have demanded to grant breach of rest allowance to Loco Pilot (Shunting) and Motorman also who are not eligible for the same at present. The Committee while examining these demands observed that Loco Pilot (Shunting) and Motorman perform their duty in a regular roster type manner and return to their headquarters daily unlike other Running Staff working main line trains who have to stay away from headquarters in almost every trip. Moreover, the actual driving time of both Motorman as well as the Loco Pilot (Shunting) in any shift/spell of duty is about 50% of the working hours. Thus, the requirement of continuous sustained attention is only

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for half of the time in a spell of duty. During the balance time, they are a little more relaxed. Besides, Rest hours at headquarters for them are also 16 hours or so every day as against 16 hours rest and 8 hours rest (rest at outstations) availed alternately by the main line loco pilots. Thus, these categories avail almost 1½ times more headquarters rest than that available to main line running staff.

As such, the built up of driving stress in Loco Pilot (shunting) and Motormen is much lesser and they get more time at their home station during which they can look after their social, civic and personal requirements. Therefore, the Committee does not find it justified to grant the breach of rest allowance to Loco Pilot (Shunting) and Motorman.

The Committee has also observed that though there are clear instructions on breach of headquarter rest and outstation rest, there are no instructions at present on the breach of periodical rest. The Committee has deliberated on the issue and is of the view that Periodical rest is provided not only for recouping the staff from fatigue and sleep loss but also provides time to look after his social, family and civic needs. The Periodical rest is sacrosanct for family & social life and, therefore, like headquarter rest and outstation rest, there should not be any breach of periodical rest also as any curtailment in the periodical rest adversely

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affects the social and family obligations required to be fulfilled by the Running Staff during this period. However, there may still be compelling reasons once in a while for the curtailment of periodical rest. The Committee, therefore, is of the view that such a curtailment should be permitted only in very exceptional circumstances subject to the following conditions:

- The Running Staff has availed a complete night in bed during the periodical rest.
- The duration by which the periodical rest is curtailed is added to the duration of the immediate next headquarter rest of the Running Staff.

The Committee, however, does not recommend to pay any monetary compensation to the Running Staff for breach in periodical rest as this would tempt the Running Staff to work a train without availing adequate periodical rest for monetary gains; breaching the sanctity of periodical rest.

At present, the breach of rest allowance is payable as overtime allowance at the rate of two hours for every hour by which rest falls short of prescribed hours of rest. It means that for every hour of breach in rest, the staff is eligible for a payment of 3 or 4 times (depending upon whether the cumulative working hours in a fortnight are below or above the statutory duty hours) his ordinary rate of pay. Such high

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rates of payment for breach of rest are likely to deter the administration from breaching the rest in other than exceptional cases, and therefore, the Committee recommends that they should be continued. ***The Committee also recommends that as any breach of rest has serious implications on the safe running of trains, the cases of breach of rest should be regularly monitored at a sufficiently high level in the divisional offices and zonal offices.***

**6.6 Recommendations:**

- 6.6.1 No justification for making changes in the present rules regarding monetary payment for work done beyond prescribed duty hours i.e. for overtime payment [Para 6.5 (1)]
- 6.6.2 The principle and period of averaging which is being followed at present on the basis of Justice Miabhoy award may continue to be followed in future also [Para 6.5 (1)]
- 6.6.3 Breach of rest whether at headquarters or outstation should be permitted only in emergent situation like accidents, natural calamities, (floods, breaches, storms and earthquakes etc) and national emergencies etc. and not in case of routine operational needs [Para 6.5 (2)]
- 6.6.4 There should be no breach of rest allowance for breach of rest at outstation. It should, however, continue to be admissible for breach of rest at headquarters [Para 6.5 (2)]

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6.6.5 There should be no breach of rest allowance for breach in periodical rest. However, if the need does arise for any curtailment in periodical rest, it should be permitted only in very exceptional circumstances subject to the following conditions:

- The Running Staff has availed a complete night in bed during the periodical rest.
- The duration by which the periodical rest is curtailed is added to the duration of the immediate next headquarter rest of the Running Staff.

[Para 6.5 (2)]

6.6.6 The present rates for payment of breach of rest allowance should be continued [Para 6.5 (2)]

6.6.7 Cases of breach of rest should be regularly monitored at a sufficiently high level in divisional offices and zonal offices [Para 6.5 (2)]

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## CHAPTER-VII

### RESTING FACILITIES FOR RUNNING STAFF

#### 7.1 Terms of Reference

**“(iv) To review the resting facilities and other provisions for outstation rest of Running staff”.**

#### 7.2 Brief History

The issue of resting facilities and other provisions for outstation rest of Running Staff has been engaging the attention of Indian Railways as is evident from the number of letters and instructions issued on the subject by the Ministry of Railways and Zonal Railways. Recognising the critical role the Running Staff plays in ensuring the safe running of trains, Ministry of Railways appointed a Committee on improvement of Running Rooms as early as in 1956. The Committee which covered the following aspects gave its report in October, 1956:

- (i) Location of Running Rooms and scale of accommodation to be provided therein,
- (ii) Type and scale of furniture to be provided
- (iii) Type of facilities in bath rooms and lavatories including provision of hot water, where necessary
- (iv) Facilities in dining rooms

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- (v) Arrangements for providing food to the Running Staff and facilities in the kitchen.
  - (vi) Provisions of bearers and experienced cooks in adequate number.
  - (vii) Provision of electric fans and lights
  - (viii) Arrangements for washing the linen etc. supplied to the Running staff
  - (ix) Provision of recreational facilities and
  - (x) Supervision of Running Rooms and Running Room staff

Following the report of the Committee, the Ministry of Railways issued instructions on 31.10.1956 that "Running Rooms should be provided not only for Running Staff but also for staff on duty on running trains as distinct from staff who travel on duty or who perform duties when the trains stops". The following categories of staff were specified as entitled to the use of Running Rooms:

1. Drivers and Assistant Drivers including Motor Men
2. Shunters
3. Fireman and Aagwalas
4. Guards
5. Brakes men

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6. Conductors
  7. Air-conditioned coach attendants
  8. Dining car catering staff
  9. Air-conditioned coach passenger attendant
  10. End-on generation attendant
  11. Travelling Ticket Examiners

Railway Ministry's letter dated 31.10.1956 also stipulated that the use of Running Rooms by the Non-Running staff categories from S.No.6 to 11 would be subject to the availability of accommodation over and above that required by the Running categories of staff from S.No.1 to 5.

In May 1964, this letter was modified to include first class coach attendants in the list of categories of eligible staff. The instructions were also given in this letter stipulating that wherever resting facilities cannot be provided to the Non-Running categories of staff (S.No.6 to 11), Railways should take action for providing the same by constructing small Rest-Rooms or by extending the existing Rest Room. It was also stipulated that the benefits of free cooking would not be claimed by the aforesaid categories of Non-Running staff.

Ministry of Railways vide its circular dated 21.7.1965 further clarified that the Running-Room facilities were meant primarily for the Running Staff and their utilisation by Non-Running Staff was subject to the space availability after the



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use of categories from S.No.1 to 5 in various Running-Rooms. Thus, the Running Staff assumed primacy in respect of entitlement of the Running-Room facilities. This soon gave rise to the view that for Non-Running Staff like TTEs etc., separate Rest-Room facilities should be provided.

Subsequently, the Committee on Running Allowances which was appointed by Ministry of Railways in 1980 after 15 years of the issue of circular dated 21.7.1965 noted that there was no dearth of instructions on the subject of maintenance of Running-Rooms but persistent inadequacy in the basic facilities in the Running Rooms has been a source of genuine grievance on the part of the Running Staff using them. The Committee also noticed that although the facilities prescribed have been provided, they are not kept in good condition. The Committee was also of the opinion that the facilities of Running-Rooms should be exclusively available to Running Staff only and separate facilities should be provided for Non-Running Staff in another building.

Prior to the above Committee on Running Allowances which was appointed in 1980, three Railway Accident Committees appointed in 1962, 1968 and 1978 under the chairmanships of Shri Kunzru, Shri Wanchoo and Justice Sikri respectively, were also very critical about the inadequacy of facilities in Running-Rooms.

The Kunzru Committee (1962) emphasised the need for setting up suitable Running-Rooms with the complete provision of standard facilities in all of them.

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The Wanchoo Committee (1968) felt that the prescribed yardsticks for provision of amenities in Running-Rooms needs to be rigidly applied in order to ensure that adequate facilities are available for the comfort of the Running Staff.

The Sikri Committee (1978) which was appointed after ten years of the Wanchoo Committee also drew attention of Railway administration on providing basic necessities like clean linen, mosquito nets, adequate water supply, improved sanitary conditions etc. in the Running Rooms as it noted that the right kind of environment for the Running-Staff to take rest at outstation, was not there.

Subsequently, Khanna Committee (i.e. Railway Safety Review Committee) which was appointed by Ministry of Railways in 1998 exactly after 20 years of Sikri Committee, also found the state of Running-Rooms quite unsatisfactory and, in Para 5.15.4 of its Part I Report which was submitted in August 1999, urged the Railway administration to make improvements in Running-Rooms a corporate mission. The Part II Report of Khanna Committee came after two years in February 2001 wherein, in Para 3.10.4, it expressed its concern regarding management of Running-Rooms as it found recurring complaints regarding food, cleanliness, linen and noise etc. Committee mentioned in their report that the condition of Running-rooms directly impinges on a driver's well-being and alertness on duty and, therefore, again urged upon the Railway administration to make the improvements in Running-Rooms a corporate mission. In its final Report

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(Part II) which came in February 2001, the Khanna Committee recommended the following to be implemented within three years i.e. by February 2004;

- (a) Basic amenities like proper hygiene, toilet facilities and clean drinking water to be ensured immediately
- (b) Not more than two beds per room/cubicle
- (c) Proper Ventilation and lighting
- (d) Desert cooler
- (e) Subsidised meals
- (f) A reading-room with magazines and papers
- (g) Every Running-Room of 20 beds or over should have a full time supervisor-in-charge.

In order to review the efficacy of the existing systems in Running-Rooms and Crew Lobbies as also with a view to improve the working conditions of Running staff, the Ministry of Railways (Railway Board) vide order no. ERB-I/2003/2/119 dated 17.7.2003 constituted a Committee of Executive Directors from Railway Board to make recommendations in this regard for the consideration of the Board with the following as terms and reference of the Committee with regard to Running-Rooms:

- (I) To recommend classifications of Running-Rooms based on number of users

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- (II) To recommend scale of facilities for each type of Running-Room
  - (III) To examine efficacy of the existing system of food preparation in Running-Rooms and make recommendations based on interactions with the users, for its improvement.
  - (IV) To examine efficacy of the existing system of upkeep and maintenance of Running-Rooms and suggest improvements
  - (V) To examine the adequacy of the existing level of functional control and suggest changes

The Ministry of Railways (Railway Board), after considering the Committee's report, vide its letter no.2001/M(L)/467/2 dated 10<sup>th</sup> November 2003 directed the Railways to consider the Running-Rooms as a thrust area and comply with the following decisions of the Ministry (Board) on the report of the Committee on improvements in the condition of Running-Rooms and Crew Lobbies:

1. Running-Rooms should be classified as under on the basis of number of users per day:

Category 'A' - above 51 users,

Category 'B' - between 21-50 users

Category 'C' - up to 20 users.

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2. All Running-Rooms should have:
    - (a) Basic amenities like proper hygiene, adequate toilet facilities and clean drinking water
    - (b) Proper ventilation and lighting
    - (c) Desert coolers
    - (d) Reading room with magazines and papers
    - (e) Cooking facilities to meet the needs of Running Staff.
  3. A norm of not more than two beds per room/cubicle should be adopted. Existing Running Rooms may be provided with such cubicles in due course of time. New Running Rooms should be built as per the norm. Shortfall in Running Room capacity should be made good by additional Rooms/new Running Rooms. A time bound programme should be made and monitored
  4. Wherever necessary boundary wall/fencing should be provided for the Running Rooms.
  5. Standby power arrangements may be provided
  6. Mosquito nets/Mosquito repellents etc. should be provided.
  7. Railway and DOT phones should be provided
  8. Cooking utensils should be stainless steel type.

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9. Lockers should be provided to Running Staff for keeping their personal belongings/valuables.
  10. First Aid Box and fire fighting equipments should be provided.
  11. Good quality linen should be provided. Fresh linen should be given to each user.

It is obvious from the foregoing that various instructions on upkeep and improvement of Running Room facilities have been issued after serious thought by the Ministry of Railways. Yet, the ground reality is still not satisfactory. Besides, there is a need to add few more areas of improvement which came in focus during Committee's visits/interactions in different Zonal/Divisional headquarters.

### **7.3**

#### **Committee's observations during field visits:**

- (i) Most of the Running Rooms are located in and around Railway stations and platforms and, therefore, the noise level inside the Running Rooms is very high which is not conducive for taking proper rest.

In particular, the condition of the Running room at Dumdum (Eastern Railway) was found quite disturbing as the Running Room is located adjacent to the running lines and the trains passing through these lines at full speed at regular interval were causing an extremely high noise level making it almost impossible for the Running Staff to properly sleep there. This was

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strongly criticized by the Running Staff and by the recognized Unions during the Committee's visit to this Running Room. There was a similar complaint received by the Committee from the Running Staff during its visits to Jaipur Running Room. The Staff complained of heavy noise pollution in the Running Room due to almost continuous honking of the locomotives in the yard as the Running Room is situated very close to the yard.

During its visit to Zonal Railways, the Committee also observed that there are local markets in the vicinity of Running Rooms causing heavy noise and air pollution to the Running Staff resting there. For example, the Guwahati Running Room on North Frontier Railway has a wholesale vegetable market just opposite the Running Room. When vegetable/fruit is unloaded in early morning hours, which are the deep sleeping hours for Running Staff, a lot of noise certainly disrupts/disturbs the sleep which is essential for Running Staff to recoup the sleep loss and destress themselves.

- (ii) All Running Rooms are required to have only two beds per room/cubicle, as per the guidelines issued by the Railway Board vide letter no. 2001/M(L)/467/2 dated 10<sup>th</sup> November, 2003. The Committee during its visits observed that these guidelines, however, do not seem to have been implemented in most of the Running

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Rooms. For example, as many as 16 beds have been provided in one room in the Running Room at Bangalore (South Western Railway), as many as 10 beds in the Running Room at Gorakhpur (North Eastern Railway), as many as 8 beds in the Running Room at Jaipur (North Western Railway) and as many as 7 beds in the Running Room at Guwahati (North Frontier Railway). It might be worse in other Running Rooms which could not be visited by the Committee. Provision of so many beds in one hall causes severe disturbance to the Running Staff because of the frequent movements/snoring of other staff.

It was also observed that although there were more than 2 beds in each room in some of the Running Rooms, partitions of about 7 ft height had been provided for each bed. This is not considered to be a good practice as the disturbance to the Running Staff due to noise and serving of call book etc still continues.

- (iii) The Committee also observed that some of the Railways (e.g. Bangalore Running Room of South Western Railway) are constructing new Running Rooms with 3 beds in each room though this is not in accordance with Board's instructions. In Bhuvaneshwar Running Room which is a new Running Room, as many as 4 beds have been provided in each hall with partitions of about 7 ft height for each bed. This is also not in accordance with Board's instructions. Moreover,



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such an arrangement results in poor ventilation as there are no individual windows in these cabins.

- (iv) In some of the Running Rooms, a practice of serving the call book to the Running Staff on mobile phone is prevalent. This was found to cause serious disturbance to the other Running Staff sleeping in the same room if it is dormitory type of accommodation having more than 2 beds.
  
- (v) Desert coolers in Running Rooms situated in humid/coastal areas e.g. Vijaywada, Chennai etc., were not at all found effective, though provided as laid down in Railway Board's instructions. Moreover, there was a complaint received in many of the Running Rooms that the desert coolers cause a lot of mosquito nuisance and noise pollution which also disturbs the sleep. In view of these, there was a strong demand from the Running Staff and especially from those who are using the Running Rooms situated in humid/coastal areas, for providing air conditioners instead of desert coolers. They said that this would also take care of the noise pollution in the Running Rooms and help them greatly in getting a sound sleep.

It was also expressed by Unions and some of the Running Staff that with improvement in living conditions, many of the Loco Pilots are now having air conditioners in their houses and, therefore, being used to these comforts, they find it difficult to get proper rest

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in the Running Rooms if such facilities are not provided.

- (vi) As regards the upkeep and maintenance of the Running Rooms on contract basis, there was a mixed feeling. In some of the Running Rooms, the staff reaction was good to this type of practice (e.g. Khurda Road & Bhuvaneshwar Running Rooms of E.Co.Rly) while there was a demand for switching back to the departmental upkeep & maintenance in others.
  
- (vii) At present, subsidized meals are being provided in most of the Running Rooms on contract basis. However, the quality of food served appears to be poor even though the Zonal Railways have prescribed certain standards relating to quality and quantity. Moreover, there is an additional problem of low unworkable rates being quoted by the tenderer for securing the catering contract. For example, the contract has been finalized at the rate of Rs.18.00 per breakfast, Rs.22.00 per lunch and Rs.20.00 per dinner in one of the Running Rooms of Chennai Division (Southern Railway). Under the circumstances, the contractor seems unable to supply good quality food to the Running Staff maintaining his financial viability. As such, the new system has been found to be unworkable in its present form.

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There was a strong demand from the Running Staff as well as Unions to switch back to the earlier system of ration based cooking. It was requested by them during the committee's visits to various Running Rooms that in earlier days, the departmental cooks in Running Rooms were preparing good quality food for the Running staff on individual basis by taking ration from them. Thus, the staff was getting food which was to his own taste.

- (viii) The system of Running Room Committee has become defunct on most of the Railways. There was a strong demand for reviving it immediately to have constant monitoring of food quality and maintenance standard.
- (ix) It was suggested at a few places that the present system of upkeep and maintenance of Running Rooms by Mechanical, Electrical and Operating department should be withdrawn and it should be brought under a single supervision of Safety department i.e. CSO.
- (x) It was observed that the compliance of the complaints made in the Running room complaint register is not satisfactory. It was suggested to the Committee that it should be checked by a Committee of the officers every month and immediate action should be taken for rectifying the grievances mentioned therein.
- (xi) In order to streamline the accountal process, a system is in vogue in some of the Running Rooms

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wherein the crew has to collect a token while going to dining hall for meals. The staff represented that this practice lowers their esteem and, therefore, needs to be modified.

- (xii) Running Rooms should be as close to the Drivers Booking Lobby as possible. Also, proper and well lit pathway from Lobby to the Running Room should be provided. The Committee also during its visit found that in some cases, the pathway from the Lobby to the Running Room was not only kuchcha and broken but also having dense bushes on both the sides making it dangerous for the Running Staff to use it specially during night hours.
- (xiii) Many of the Running Rooms were found lacking in some of the basic amenities viz. clean drinking water due to non provision of RO facilities, facilities for shoe polishing kit etc. Also, there were numerous complaints of unclean linen, poor quality mosquito nets, poor room condition on account of seepage etc.
- (xiv) The Committee was informed during its visits that the occupancy in some of the Running-Rooms is very high even after providing as many as 8 to 10 beds in one room. It was found that, in some of the Running Rooms, the Running Staff has to wait for as much as one hour before getting a bed.

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During discussions with the Zonal and divisional administration, it was brought to light that the proposals for constructing new Running-Rooms or augmenting the existing rooms to take care of the congestion problem do not get through easily and take a very long time for getting approval due to paucity of funds. Under the circumstances, they have no solution but to provide more and more beds in the existing rooms to take care of the demand.

It was also told to the Committee that one of the reasons for the paucity of funds could be that these proposals are being sent to Board under “other specified works” plan head and the availability of funds under this plan head is quite meagre. It may, therefore, be advisable to create a separate plan head for such safety related works which are required to be sanctioned on priority basis. Also, till such time, this is done, these works should be proposed under “traffic facility”, plan head in which the availability of funds is better.

During the Committee’s visit to Zonal Railways and Divisions, the poor upkeep of Running Rooms was severely criticized by the Unions and other Associations also. It was mentioned by them that non creation of sufficient Running Room accommodation in time is resulting in inadequate rest to the Running Staff which is not in the interest of safety of train operation.

#### **7.4 Committee’s views**

The spirit behind provision of Running Room facilities for Running Staff has been to ensure an environment conducive

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to proper rest and adequate sleep in preparation for the next round of running duty. The Ministry of Railways in order to ensure that the spirit is maintained has issued numerous instructions even detailing the equipment/facilities to be provided in these Running Rooms, as has been mentioned in the preceding paragraphs.

A review of the various instructions issued by Ministry of Railways (Railway Board) over a period of nearly 47 years from 1956 to 2003 would indicate that they cover almost every aspect of resting facilities and other provisions for outstation rest of Running Staff and if implemented in both letter and spirit would not leave much scope for complaint and grievance on the part of the Running Staff. However, the ground reality is that there is still much to be desired in this connection.

The Committee during their field visits has observed that at most of the stations these instructions seem to have remained confined to paper. In order to meet the growing demands of Running Room capacity necessitated with introduction of new trains as well as increase in traffic levels, the capacity has been created by patch work of provision of additional beds in same space or partitioning/utilising the vacant spaces in existing running room area at a number of stations. This has further worsened the resting conditions.

The Running Staff during various interactions with the Committee has also brought out the issues like noise, disturbance in sleep due to arrival/departure of other staff,

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extreme heat/cold, improper ventilation, waiting for food, taste/quality of food not up to desired standards etc. Though, there are reasons adduced for non implementation of the instructions, yet it seems that no serious attempt has been made in finding a permanent workable solution to overcome these problems.

The committee has deliberated upon in detail on these issues and has observed as under:

- (i) The first and the foremost problem is the non provision of adequate accommodation in the Running Rooms forcing the Running Staff to wait for long hours often, thus cutting down his rest period which is highly detrimental for the safety in train operation. Such waiting for bed for long hours also causes irritation in the mind of the Running Staff which is also not desirable as it may also affect his concentration level while working the train.

Another major problem is of providing a large number of beds in one room instead of providing two beds in one room as per the extant instructions of Railway Board. As mentioned in Para 7.2, the Ministry of Railways (Railway Board), after considering ED Committee's report, vide its letter no.2001/M(L)/467/2 dated 10<sup>th</sup> November 2003, has directed the Railways as under:

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“Follow a norm of not more than two beds per room/cubicle. Existing Running Rooms may be provided with such cubicles in due course of time. New Running Rooms should be built as per the norm. Shortfall in Running Room capacity should be made good by additional Rooms/new Running Rooms. A time bound programme should be made and monitored.”

However, these instructions of the Ministry of Railways have been observed more in breach. Also, as told to the Committee during its visits by the Unions and also by the administration, such type of accommodation causes serious disturbance to the Running Staff while sleeping which may be on account of frequent movements, serving the call book (by hand or on mobile phone) and snoring by the fellow staff. Such sleep disturbances are highly detrimental to the safety in train operation as improper and inadequate rest may affect the concentration level of the Running Staff while performing his next round of duty and make him prone to make minor mistakes which may result in serious accident. In fact, this problem is increasing day by day as the strength of Running Staff is increasing every year due to increase in the number of trains but there is no corresponding increase in the accommodation forcing the administration to put more and more beds in the same room to take care of the increased requirement and to reduce the waiting time of the Running Staff for getting a bed.



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Discussion with the zonal railways and divisional railway administration in this regard indicates that these problems are mainly on account of delays in getting Board's sanction for undertaking the work of Running Room expansion or for creating new Running Room facilities, probably due to inadequate funds. This is a matter of serious concern. During discussions, the Committee also learnt that these works are being proposed by Zonal Railways under OSW (Other Specified Works) plan head which does not have adequate allocation of funds to meet the requirement in toto.

Upkeep of Running Rooms and staying facilities for Running Staff is an area on which perhaps the maximum number of committees have deliberated and given their opinion/recommendations. Some of these committees were specifically nominated for this purpose like Running Room Committee while many others like Railway Accidents Inquiry Committee, Railway Safety Review Committee, Running Allowances Committee etc. have also had detailed look at the subject and have given their valuable recommendations. The Committee regrets that despite all these accepted recommendations not much has been done at ground level to improve the conditions in Running Rooms not that the administrations were not keen on improvements but the main impediment has been lack of funds. These facilities are important to

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critical inputs having a share bearing on working of Running Staff.

So, the Committee feels that it is essential to have a chargeable head for these works where funds would not be a constraint. ***This would necessitate the creation of a separate plan head for such types of safety works and ensuring that the allocation of funds under this plan head is adequate. Also, till such time it is done, the zonal railways may be asked to propose these works under “Traffic Facility” plan head where the availability of funds is better. Besides, there may also be a need to increase the powers of General Manager in this regard so that the proposals in respect of Running Rooms need not be sent to Board for approval unless the value is very high.*** This will reduce the excessive time being wasted at present in processing the case first at zonal level and then at Board’s level.

- (ii) During the Committee’s visit to various Zonal Railways/Divisions/Running Rooms, the Running Staff and Unions/Associations were most critical about the poor quality of food being served to the Running Staff at present i.e. after the introduction of subsidized food system on contract basis. They all insisted on switching back to the earlier system in which each Loco Pilot/Assistant Loco Pilot was providing his own ration to the cook and the cook was preparing food to his individual taste. They also mentioned that the Running

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Staff is used to getting good quality food to their individual taste right from the time the Running Room concept has been introduced and getting poor quality food now after the introduction of the new system is, therefore, causing a lot of discomfort to them. They also mentioned that if the Running Staff does not get proper food and goes hungry for performing his next round of duty, it could be detrimental to the safe running of trains.

The Committee discussed the issue with the zonal administration and divisional administration also and based on these discussions, the Committee feels that switching over to the earlier ration based system may not be desirable as, in this system, the Running Staff has to wait for long at times to get his meals prepared especially when there is bunching. Besides, they have to go to the market and buy ration for their meal. The waiting time for cooking as well as the time wasted by them for buying ration cuts down heavily on their resting period which is not desirable. In fact, during their visits, the Committee found that the total time taken (i.e. for buying ration and for waiting to get the meals cooked) is as high as two hours at times.

During the Committee's interactions with Running Staff in Bangaluru Running Room of South Western Railway, it also emerged that the younger lot of Running Staff is prepared to accept ready pre cooked

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meals if the quality is good and assured as was the case in Bangaluru Running Room where per meal charges are about Rs.37 which are perhaps workable and the contractor was able to maintain sustained good quality standards and most of the Running Staff were satisfied with the arrangements. On East Coast Railway also, the Running Staff were found to be satisfied with the precooked meals as the Contractor was able to maintain the quality level with workable rates. Therefore, the Committee feels that in case the administration is able to provide good quality food by ensuring workable rates, the staff will accept and be happy with pre cooked meal system also.

To overcome the above problem, North Eastern Railways has come out with an alternative solution in the Running Room at Gorakhpur. The Railway has formed a managing committee consisting of supervisory staff and Union/Staff representatives for this purpose. The managing committee engages the cooks and bearers (by hiring from the open market if they are not available departmentally) and provides them with ration and the proper menu for preparing quality food for the Running Staff. The system has been found successful as there is no profit motive in this system and the inclusion of the Union/Staff representatives in the Committee ensures that good quality of food is prepared and supplied to the Running Staff. The Committee, however, feels that this system

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would be successful only till such time there is regular monitoring by the management and the day it slackens, the system may develop lacunae resulting in deterioration of the food quality.

Under the circumstances, ***the only solution is to make the subsidized food system on contract basis more popular by introducing the following checks and controls at various levels:***

- (a) While floating the tender, the quality standard should be clearly defined in consultation with a professional hotel management/catering institute. **The standard should not be lower than that prescribed for AC 2 Tier passengers in Rajdhani Express trains.**
- (b) While floating the tender, **the estimated rate should be specified which should be comparable with the meal rates for AC 2 Tier passengers in Rajdhani trains.** Also, it should be clearly stipulated in the tender that **the offers quoting rates below the estimated rates would get disqualified.** This is necessary because, if it is not done, the tender would get finalised at an unworkable rate and then it would just not be possible to achieve the desired quality level. For this purpose, it would be necessary to distinguish the catering contracts of the Running Rooms from normal commercial and engineering

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contracts as, in this case, the governing criterion is more of a welfare nature.

Clear instructions will have to be issued in this regard as otherwise the field officers will continue to find it difficult to accept tenders with workable rates only.

- (c) The result of stressful lifestyle with irregular working hours affects the health of the Running Staff many of whom suffer from ailments like hypertension, diabetes etc. and are, in addition to medication, prescribed special diets. Moreover, the Running Staff from different regions have different tastes also. In order to cater to such staff, the catering contract should specifically lay down a condition of preparing one or two extra dish for Running Staff as per his requirement / choice, on demand, on a token payment for better satisfaction of Running Staff. This system is already in practice in Nagpur Running Room of Central Railway.

For the above purpose, it would also be necessary that the staff requirement, specially the cooking staff, is clearly specified in the contract so that the staff shortage does not come in the way of giving the above facility to the Running Staff or it does not make them wait for long for getting such extra item/items prepared.

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- (d) The selection of the supplier should be on the basis of 2 packet system with pre qualification bid ensuring his professional capability based on the past experiences and sound financial capacity.
  - (e) Strict penal clauses should be in built in the tender to ensure that there is no compromise on the quality during the execution of the contract.
  - (f) It may be worthwhile to introduce a quarterly feedback system and review the performance of the contractor every six months on the basis of this. Also, after the review, the contract should be terminated by giving only one chance to the contractor for improving the quality, if the feedback is not found to be satisfactory. The staff can be asked to give feedback on 5 point scale or 10 point scale and the Zonal Railways can decide the level at which the contract should be terminated. Also, such feedback forms and the box for dropping the feedback forms should be kept in the lobby instead of the Running Room so that there is no incident of denying the feedback form to the Running Staff.
  - (g) The Railway administration should examine that if instead of creating additional capital assets in the form of Running Rooms, ***a beginning is made, at least in metropolitan cities, by hiring 3/4 star accommodation in the vicinity of***

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***station/yards for the stay of Running Staff.***

Perhaps it will prove to be a morale booster in addition to being cost effective and satisfying the needs/demands. This will also go a long way to provide parity with the Airlines Pilots inculcating pride in Running Staff cadre, in turn.

- (iii) It was observed on some of the Railways that the catering contract had been finalised at a rate of more than Rs 30.00 and the Running Staff was being asked to pay the difference between this and Rs 27.00 which is the maximum subsidy (i.e. 90%) permissible as per Board's instructions. This is coming in the way of giving them good quality food which is likely to cost higher. Therefore, the ***Committee recommends that only the fully subsidised meals should be given to them as*** is the practice in Civil Aviation sector. Such an arrangement would also help in streamlining the present system of accountal of the employees contribution in which perhaps the cost of accountal would be close to the amount collected.
- (iv) The Committee during its visits found that the desert coolers are totally ineffective in humid/coastal areas. This was told to the Committee not only by the Running Staff but also by the Unions. Even the local administration confirmed that the desert coolers in humid/coastal areas like Vijaywada and Chennai are totally ineffective.



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Other problems that the desert coolers create are the noise pollution and mosquito nuisance which may lead to epidemic like Dengue. The recent epidemic of dengue in NCR areas has brought out another danger fraught with the use of desert coolers in climate prevailing in Northern India. Since the disease is brought by mosquito breeding in stagnant water, it is very necessary that no chance of mosquito breeding is left in Running Rooms by replacing desert coolers with air conditioners.

In view of the above, the ***Committee recommends that all Running Rooms should be provided with air conditioning facility, starting from those which are situated in humid/coastal areas.*** Another point in favour of this is that there is substantial improvement in the living standard of staff and specially the Running Staff now and a number of them are having air conditioners in their houses and this number is increasing day by day. Once they get used to sleeping in an air conditioned room at home, it becomes very difficult for them to get a proper and sound sleep in Running Rooms provided with desert coolers which are not only ineffective but also cause noise and mosquito problems. **Another reason to provide air conditioning facility is that this would reduce the noise pollution caused by the surrounding area in the Running Room** and minimize the need for relocating them due to noise pollution which is not only

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expensive but time consuming also. At times, the relocation may not be feasible also.

Moreover, the air conditioning equipments, now a days, are quite cheap and energy efficient and, therefore, the cost of providing these facilities may be negligible compared to the safety in train operation which will be achieved by providing a comfortable and sound sleep to the Running Staff.

- (v) Some of the Running Rooms are located in areas which are full of noise pollution. This is not conducive for proper rest for the Running Staff and, therefore, there is a need to relocate such Running Rooms early. However, as mentioned in Para (iv), the alternative solution for this can be the air conditioning of the Running Rooms which would control the noise pollution in the Running Rooms to a great extent if not fully.
- (vi) As regards the upkeep and the maintenance of Running Rooms, the Committee got mixed reactions from various Running Rooms. In some of the Running Rooms, the outsourcing was found very successful while it was not so in others. The Committee is of the view that even earlier when the upkeep and maintenance of the Running Rooms was completely departmental, it was quite good in some of the Running Rooms and far from satisfactory in others. Therefore, it is very difficult to conclude whether departmental system is better or the outsourcing of these activities.

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Therefore, the Committee feels that this decision should be left to the Railways. What is important is the monitoring which needs to be done seriously for proper upkeep and maintenance whether it is outsourced or managed on departmental basis.

However, if it is decided to outsource the upkeep and maintenance of Running Rooms, ***the contract should be finalized on two packet system***, in which the technical bid should be examined first and, thereafter, the technically competent bids should only be evaluated commercially.

- (vii) The Committee noticed that the system of Running Room Committee issued by Board vide their letter no. 2001/M(L)/467/2 dated 10-03-2007 has become non functional on most of the Railways. As a result, there is not only a setback in the quality of food being served to the Running Staff but also in the upkeep and maintenance of the Running Rooms. The Committee is of the view that ***there is an immediate need to revive the system.***
- (viii) The Committee found that the system of complaint register in the Running Rooms has also become ineffective due to inadequate monitoring. ***This system also needs to be revived.***
- (ix) The Committee observed that there is no uniform practice of the administrative control of Running

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Rooms nor are there any instructions issued by the Ministry in this regard. Though at majority of locations, the Running Rooms are under the administrative control of the officer in-charge of Loco Pilots, yet there are certain locations where the control is with officers who are not overall in-charge of Loco Pilots. Such locations have been observed to be showing more discontentment.

Suggestions have been received from many organisations to bring all the Running Rooms under a single administrative control of CSO. However, the Committee feels that such a step would also not satisfy the Running Staff who are used to respecting and obeying only one authority in work and confide in him for their requirements. Therefore, the Committee is of the view that the ***administrative control of Running Rooms should be with the same authority which controls the majority of Running Staff on the Division/Area.***

- (x) Instructions have already been issued by Board from time to time regarding the facilities to be provided to the Running Staff in Running Rooms. These are quite comprehensive and need to be followed meticulously. In particular, the Committee would like to mention about the categorisation of the Running Rooms and provision of various facilities as per this categorisation. However, the Committee is of the view that “Shoe

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polishing kit” and “Ironing facility” should also be included in this list as the Loco Pilots while going on duty are expected to be in proper turnout to instil pride in them.

7.5 **Recommendations:**

- 7.5.1 Implementation of Railway Board’s instructions on upkeep and maintenance of the Running Rooms (Railway Board’s letter no. 2001/M(L)/467/2 dated 10.11.2003), in particular the provision of two beds per room (Para 7.4).
- 7.5.2 The provision of adequate accommodation in all Running Rooms so that there is not even a single case of a Loco Pilot/Assistant Loco Pilot/Guard waiting for bed after arriving in the Running Room (Para 7.4).
- 7.5.3 Creation of a separate plan head for safety works including the works for Running Room facilities and provision of adequate funds under this plan head. Until the creation of the aforesaid plan head, works pertaining to Running Room facilities should be permitted to be proposed under “Traffic Facility” plan head with adequate provision of funds (Para 7.4).
- 7.5.4 Increase the powers of General Manager for sanctioning works related to Running Rooms so that the proposals need not be sent to Board for approval unless the value is very high (Para 7.4).

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- 7.5.5 The institution of Running Room Standing committee should be revived to lend a helping hand in solving the problems being faced by the Running Staff (Para 7.4).
- 7.5.6 Regular monitoring and the compliance of the complaints made in the complaint register of Running Rooms must be ensured (Para 7.4).
- 7.5.7 All Running Rooms should be provided with air conditioning in due course beginning with Running Rooms located in humid/coastal areas, with 100% Power back up arrangements. A phase wise programme may be drawn and, within 5 years, all Running Rooms on IR be provided with air conditioning facilities. Also, new Running Rooms may be sanctioned with air conditioning facilities only (Para 7.4).
- 7.5.8 The location for new Running Rooms should be decided taking into consideration the noise pollution and air pollution. The proximity of Running Room to the Booking Lobby should also be ensured to the extent possible (Para 7.4).
- 7.5.9 Proper well lit pathways should be provided from Crew Lobbies to Running Rooms (Para 7.4).
- 7.5.10 Provision of various facilities in Running Rooms as per the guidelines issued by Board from time to time. “Shoe Polishing Kit” and “Ironing Facility” should also be provided in all Running Rooms, in addition to what has already been prescribed (Para 7.4).

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- 7.5.11 Ministry of Railways' letter no.2001/M(L)/467/2 Dated 10-11-2003 inter-alia provides categorisation of the Running Rooms based on number of beds and facilities as per this categorisation. The Committee agrees with the categorisation and the provision of facilities as per this categorisation along with the additional facilities recommended above (Para 7.4).
- 7.5.12 Ration based system should be done away with at the earliest (Para 7.4).
- 7.5.13 Only the fully subsidised meals should be served to the Running Staff as is the practice in Civil Aviation sector. Also, the catering contract should specifically lay down the condition of preparing one or two extra dishes for Running Staff on demand as per his requirement/choice, on a token payment. For this purpose, adequate provision of staff, specially the cooking staff, should be made in the contract (Para 7.4).
- 7.5.14 For catering contract in the Running Rooms for the supply of pre cooked meals at subsidised rates, the quality standard should be clearly defined in consultation with a professional/hotel management/catering institute. The standard should not be lower than that prescribed for AC 2 tier passengers in Rajdhani trains (Para 7.4).
- 7.5.15 Estimated rates should be specified for catering contracts which should be workable and comparable with the meal rates of AC 2 tier passengers in Rajdhani trains. Also, to

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- ensure the viability of the quoted rates, it should be clearly stipulated in the tender conditions that the tenderers quoting below the estimated rates would be disqualified (Para 7.4).
- 7.5.16 To maintain the financial viability which, in turn, will ensure consistence in quality, the accepted rate should be updated every 6 months on the basis of Consumer Price Index (Para 7.4).
- 7.5.17 The selection of the service provider should be on the basis of two packet system with pre qualification bid ensuring his professional capability based on past experience and sound financial capacity (Para 7.4).
- 7.5.18 Strict penal clauses should be inbuilt in the contract to ensure that there is no compromise on quality during the execution of contract (Para 7.4).
- 7.5.19 A bimonthly feedback system should be introduced. Under this system, the staff can be asked to give feedback on a 5 or 10 point scale and the contract should be terminated by giving only one chance to the contractor for improving the quality, if the feedback is not satisfactory. The feedback forms and their collection boxes should be kept in the lobby instead of Running Rooms to ensure fair and frank feedback (Para 7.4).
- 7.5.20 Wherever it is not feasible for the Zonal Railways to outsource the catering contract due to location or size of the Running Room, the North Eastern Railway model of



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providing the catering facilities through local management committee may be considered for adoption (Para 7.4).

7.5.21 The administrative control of Running Rooms should be with the same authority which controls the majority of Running Staff on the Division/Area (Para 7.4).

7.5.22 In metropolitan cities, a beginning may be made by providing 3/4 star hotel accommodation to the Running Staff for resting at outstation. However, initially it may be tried out for Running Staff working Mail/Express/Passenger trains as they work to a link in which the arrival and departure timings are known in advance quite accurately. Thus, planning for the accommodation for their stay can be done easily (Para 7.4).

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## **CHAPTER-VIII**

### **OTHER MATTERS**

During its tenure, a number of issues which are of great relevance to the subject referred to the Committee by Ministry of Railways, came to the notice of the Committee. These are given below separately for Running Staff and other safety category staff:

#### **8.1 Running Staff:**

##### **8.1.1 Uncomfortable work environment in Locomotive Cabs:**

The Committee during its travel in loco cabs, visits to Running Rooms and Crew Lobbies was informed about the unfriendly conditions in loco cabs. Even the Federations and other associations highlighted this issue to the Committee during various meetings and discussions. The Committee was told during discussions with administration also at zonal as well as divisional level that there is a need for improvements in the loco driving cabs. The Committee considers this as a very important contributing factor affecting the stress level of loco running staff.

Ministry of Railways realising the need for a conducive and strain free environment in the locomotive, thought of a comprehensive up gradation of the locomotive cabs including the driving seat and zeroed in on certain essential features to be introduced in the Loco Cabs of both Diesel and Electric

Locomotives, to make the driving effort easier and safer. The essential features for crew friendly cab were identified as:

S. No.	<u>Proposed Cab Modifications</u>	
	Diesel Loco	Electric Loco
1.	Driver's seat with foldable arm rest height adjustment and rotation of chair	Cushioned drivers seats (CNB)
2.	Dispenser for cold water and preparation of tea	
3.	Sliding windows (similar to WDG2)	Washing features (Look out glass)
4.	Cab lighting improvement: -adjustable reading light -cab light	Lights for cabin crew (CNB)
5.	Slip Free flooring	Ergonomic desk (CNB display) LED based ammeter. Voltmeter & illuminated pneumatic gauges
6.	Fans	
7.	Electronic trouble shooting guide	Caution order writing pads
8.	Walkie Talkie charging facility	Walkie-talkie charging facility
9.	Sliding door for control panel with automatic	Adjustable rear view mirror as per GZB display

	switching on of light	
10.	WDG2 type control stand with illuminated gauges	Simplified arrangements of cut out cocks (ERODE) in one panel
11.	Repositioning of emergency brake	Control handles (CNB display)
12.	Rear view mirror	One stop emergency button
13.	Folding seat for loco inspector	Talk back with Asstt. driver in trailing cabs and machine rooms
14.	Perforated aluminium sheet/powder coated perforated sheet in the ceiling with PU insulating material	Grill for look out glass (bird guard)
15.	Felt lining and rubber beading to prevent rattling panels	Interior fittings & furnishing
16.	Door sealing	Interior finish sealing of doors against entry of air/dust (CNB display)
17.	Redesign of locker space	Footsteps similar to CNB display & handrails
18.	Twin beam head light	
19.	Painting	
20.	Electrically operated wiper motor	Pantograph type wipers (Electric/Pneumatic)

21.	Ultra high molecular weight polymer token pad cushion mat	
22.	160W music system	

However, the committee during its visits to various units as well as during travel on locomotives, found that most of these recommendations have not yet been implemented at field level and, therefore, the stress level of loco pilots on this account continues to remain the same as earlier.

After deliberating in detail on the issue, the committee recommends addition of the following items to the list already issued by Ministry of Railways:

- 1) Air conditioning of Locomotive cab: to take care of the stress level by controlling the extreme temperature conditions and noise pollution. In fact, as per the checks got done by the Committee, the temperatures inside the loco cabs during summers were found to be quite unbearable being as high as 61°C on Diesel Locos and 51.8°C on Electric Locos.
- 2) Cameras with display unit in the cab: At present, the Loco Running Staff has to peep out from the window and look back frequently for viewing the train formation and Guard's signal. This becomes quite troublesome to him specially during extreme climatic conditions. Therefore, the committee recommends the provision of cameras outside the locomotive with display unit

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inside the cab for viewing the train formation and Guard's signal without opening the window and peeping out from it.

Moreover, with the provision of air-conditioning in the Loco cab, it would become impractical to open the cab window again and again for this purpose as it would affect the inside air-conditioning adversely. Therefore, the provision of cameras with display unit becomes essential from this point of view also.

- 3) Provision of a suitable waterless toilet in each locomotive: Difficulties are being experienced by the Loco Running Staff at present due to non-availability of toilets in the locomotives. The problem is much more on super fast trains which run for 4 to 5 hours continuously at a stretch without any stoppage. Also, the problem is likely to get further aggravated in future with more and more induction of ladies in Loco Running cadre. The committee, therefore, proposes that a suitable waterless type urinal may be provided on every locomotive as an immediate measure to take care of the problem mentioned above.

The committee further recommends that, in the long run, full-fledged toilets of bio-degradable nature may be provided on locomotive after the technology of biodegradable toilets is established on coaches.

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The Committee would also like to further emphasise on the following areas already identified by Ministry of Railways for crew friendly cabs:

- (i) Ergonomic design of the driving desk and equipment layout inside the cab.
- (ii) Reduction of noise through various means including provision of perforated aluminium sheets in ceiling.
- (iii) Electronic trouble shooting guide which can contain other information also like G&SR rules and Accident Manual etc.

The Committee also recommends that 160W music system identified by Ministry of Railways as one of the items for crew friendly cabs needs to be deleted from its existing list as it would distract the crew's attention which may not be in the interest of safety in train operation.

The committee suggests that a time bound programme may be laid down to implement these recommendations and to monitor the implementation at the highest level.

### **8.1.2 Uncomfortable work environment in Guard's brake vans:**

During the Committee's interaction with the staff and unions at field level, they raised the issue of uncomfortable work environment of Goods Guards. The Committee, after studying the same in detail and after discussing with the concerned railway officials also is convinced that there is an urgent need to make the brake van of Goods Guards more

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comfortable and conducive and recommends for providing the following facilities in it:

1. A waterless toilet.
2. A suitable table and a comfortable chair.
3. A fan.
4. Proper lighting facilities.
5. One or two electrical sockets cum charging points.
6. Proper insulation of the brake van from heat and sound.
7. Improvement in the suspension system of the brake van to minimise the discomfort on account of jerks and oscillations.
8. Good quality doors and windows.

During its interaction with the Zonal and Divisional administration and other officers, the Committee was also told about the problems in the field on account of the carrying of the line boxes for Guards. It was brought to the Committee's notice that, as per one of the studies conducted, the total weight of the Box works out to 42 kg approx out of which 25.8 kg is the weight of the empty box itself. The Committee is of the view that, in today's modern world, this kind of system is highly rudimentary and needs to be modified. Many of the items being carried by the Guards pertain to documentation and literature such as G&SR,



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Safety Manual, Accident Manual, Guard's Journal etc. and these can be easily done away with by providing a Laptop /Tablet to the Guard which will take care of all documentation and literature being carried by him in the box, and perhaps even the caution orders can be uploaded by him in this tablet/laptop at the time of signing on. Other mandatory items like padlocks, chain, hand signal lamps, flags, detonators, fusees etc. can be made brake van items by providing one almirah with lock in the Guard's brake van so that he need not carry them in a Box every time he reports to duty. Besides, a small trolley type hand bag can be provided to him for keeping his tablet/laptop plus any other miscellaneous items like spare clothes, snacks/eatables, medicines etc. which he needs to carry with him.

During its tenure, the Committee has also observed that, while on run, the Guard of a train is required to maintain many details like train composition, loading details in wagons, details of the commodities loaded in SLR, station to station running timings, enroute detentions, details of any unusual happenings on the run etc. With the introduction of modern technological aids and systems like FOIS, COIS, Data loggers and Crew management systems etc, most of these details are now available on line. Therefore, the Guard's documentation is redundant and merely a duplication.

The large scale capacity enhancement project of DFCCIL, in their operational plan, has done away with this redundancy

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by planning “End of the Train Telemetry (EOTT)” system in the rear most vehicle. Depending upon the success of the implementation of the EOTT system by DFCCIL, the Committee recommends that the End of the Train Telemetry (EOTT) system should gradually be introduced on Indian Railways also for all freight trains on a long term basis.

### **8.1.3 Self esteem of loco running staff:**

Over the years, the sense of belonging and the feeling of self esteem seem to have got eroded in Running Staff cadre. Indian Railways perhaps in an effort to boost their dropping morale re-designated the post of Train Drivers as Loco-Pilot in parallel with Civil Aviation Industry. However, their status remains at the same level in respect of all other items.

When Airlines Pilot enters the Airport in crisp uniform and shining epaulettes along with his co-pilot and other cabin-crew, pulling his trolley in a dignified manner, it immediately attracts the attention of everyone present around him instilling a confidence in him. On the other hand, a Loco pilot on Indian Railways comes to the platform carrying a heavy and shabby bag on his shoulder and wearing a uniform not befitting his role. Thus, he remains unnoticed.

The Committee recommends that the following measures may be taken for developing a feeling of self esteem in Loco Pilots:

- i. Provision of good quality and smart uniform to Loco Pilots and Assistant Loco Pilots along with epaulettes

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- matching their rank in the hierarchy of Running cadre. The uniform should include a suitable pee-cap also.
- ii. A sturdy strolley of good quality with large wheels may be provided to all Running Staff to enable him to carry his personal belongings and other necessary items. The Committee also recommends that a suitable Laptop /I-Pad pre-loaded with G&SR, Accident Manual, Trouble-shooting guide and other important instructions, may be provided to all Loco Pilots along with charging facilities in the locomotive cab and Running Rooms. This will avoid the need to carry voluminous copies of these documents by him.
  - iii. The Locomotive should be clean and shining so that the Loco Pilot feels proud of being in-charge of such a machine.

## **8.2 Resting facilities at stations for relieving staff:**

It was reported to the committee during its visits to various Zonal Railways and Divisional Units that the resting facilities for the relieving staff have not been provided at most of the stations. As a result, they have to stay either with one of the station staff or in the waiting room or in the cabin whenever they go to a station for relieving the regular staff proceeding on weekly rest/leave/sick leave. Providing such an accommodation to him is necessary because the relieving staff may not have means to be present on duty at the exact point of time for relieving the regular staff nor to return back

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to his Head Quarter immediately after the performance of his duties. This problem gets compounded when the relieving staff has to stay at that station for more than a day due to regular staff proceeding on leave/sick leave. This affects the performance of not only the relieving staff but also the regular staff posted at the station.

The above problem is also faced by S&T staff and other staff visiting that station for inspection/maintenance etc. and is more predominant at way side stations. The Committee, therefore, recommends that suitable furnished accommodation along with an attached toilet may be provided at stations to facilitate the relieving/visiting staff to take rest whenever necessary.

### **8.3 Refusal of promotion due to same Pay Band and Grade Pay:**

During Committee's visits to various Zonal Railways and Divisional units, it was informed that there are a number of cases where the staff is refusing to go on promotion because the higher post is in the same pay band and has the same grade pay, while it carries additional responsibilities and involves a change of headquarter station also at times. For example, the Loco Pilot (Shunting) are refusing to become Loco Pilot (Goods) because by getting promoted to Loco Pilot (Goods), he may not only undergo a change of headquarter station but also his working becomes tougher as he will have to work trains at speeds much higher than what he is used to and also, he will have to stay away from

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headquarter in almost every trip. Similarly, Deputy Chief Controllers are refusing to become Chief Controllers because Chief Controllers have much higher responsibilities including coordination and also, their actual working hours are longer without practically any weekly rest or holiday. In field also, the Supervisor in-charge who is having the same pay band and grade pay are required to put in extra work and have to forgo their weekly rest many a times, to meet the requirements of duty specially on busy routes where the availability of blocks is mostly during night time.

The Committee after deliberations recommends that the administration may consider adequate special allowance for those higher posts which have more arduous duties than other lower rank posts having the same pay band and grade pay, to make these posts more attractive.



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## CHAPTER IX

### SUMMARY OF RECOMMENDATIONS

- 9.1 Total duty at a stretch (from 'sign on' to 'sign off') for the Running Staff should not exceed 11 hours [Para 4.3.1.3 (1)].
- 9.2 Running duty at a stretch should not ordinarily exceed 9 hours. Such duty may extend further provided the railway administration gives at least 2 hours notice before the expiration of 9 hours to the crew that he would be required to perform running duty beyond 9 hours, with the stipulation that the total duty from 'sign on' to 'sign off' shall not exceed 11 hours [Para 4.3.1.3 (1)].
- 9.3 In case the train does not reach its destination, normal crew changing point or the point where the reliever has been arranged, within the overall limit of 11 hours, and such a point is approximately one hour journey away, the Running Staff shall be required to work to that point provided the maximum hours in that trip do not exceed 12 hours [Para 4.3.1.3 (1)].
- 9.4 Above provision of duty hours at a stretch from 'sign on' to 'sign off' should be reviewed in 2020 in tandem with Vision 2020 by which time the major line capacity works are expected to be completed and most of the dedicated freight corridor system is likely to become operational. At that time, it should be possible to reduce the overall duty hours at a stretch to 10 hours (from 'sign on' to 'sign off') which can be

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- further extended by one hour under the condition mentioned in para 9.3 above [Para 4.3.1.3 (1)].
- 9.5 For loco pilots of all Mail/Express trains, the running duty (for the purpose of preparation of links only) should not exceed 8 hours [Para 4.3.1.3 (1)].
- 9.6 The above provision for running duty hours and total duty hours shall be applicable to all Running Staff including Loco Pilots (Mail/Express), Loco Pilots (Passenger), Loco Pilots (Freight), Motormen and Guards except wherever stated otherwise [Para 4.3.1.3 (1) and Para 4.3.7.3].
- 9.7 No change is recommended in the existing system for Loco Pilots (Shunting) who are presently working on fixed roster basis [Para 4.3.1.3 (1)].
- 9.8 In *severe operational exigencies* like acts of God, earthquakes, accidents, floods, agitations, and equipment failure etc, the Controller should suitably advise the staff that they may be required to work beyond the limits prescribed above [Para 4.3.1.3 (1)].
- 9.9 Replacement of Assistant Loco Pilots with Co-Pilots on those Mail/Express trains also which have a non stop run of more than four hours. The Co-Pilot should be in the same grade as that of the Loco Pilot of the train so that he can take control of the train whenever necessary [Para 4.3.1.3 (1)].
- 9.10 Present classification of Running Staff under HOER should be maintained [Para 4.3.1.3 (1)].



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- 9.11 Further introduction of 'Automatic Signalling' should be done in tandem with the completion of TPWS/AWS/ETCS works only [Para 4.3.1.3 (1)].
- 9.12 Existing instructions of minimum punishment to staff for SPAD cases should be reviewed to ensure that the decision takes into account the gravity of the offence (repercussions of the SPAD) and also the Loco Pilot's past record [Para 4.3.1.3 (1)].
- 9.13 Existing limit of 104 standard hours of work for the cumulative duty period in a fortnight for Running Staff does not require a change except for the Loco Pilots (Mail/Express) for whom this limit shall be fixed at 90 hours [Para 4.3.1.3 (2) and Para 4.3.7.3].
- 9.14 A maximum limit of 125 duty hours per fortnight should be laid down for all Running Staff. This may be reviewed and brought down further to 115 hours in tandem with Vision 2020, completion of ongoing line capacity enhancement & other associated works and filling up of running staff vacancies [Para 4.3.1.3 (2)].
- 9.15 The period of spare travel should get counted towards duty at a stretch (from 'sign on' to 'sign off') also, besides counting it towards the cumulative duty hours [Para 4.3.1.3 (3)].
- 9.16 The limit of stay away from Head quarters for Running Staff shall be fixed at 72 hours. It should be further brought down to 48 hours in tandem with vision 2020 (Para 4.3.2.3).

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9.17 Continuous night duty for Running Staff shall be limited to 2 nights after which they must be granted at least one full night in bed before being booked again. In case the 3<sup>rd</sup> night working is unavoidable, it may be permitted with following conditions:

(iv). The staff has availed at least 10 hours rest before 'signing on' for duty.

(v). The duty to be performed by him involving third night working should be towards Headquarter.

(vi). On completion of the above trip, he shall be granted full headquarter rest including a full night in bed.

(Para 4.3.3.3).

9.18 The definition of night should continue to be reckoned as 2200 hours to 0600 hours. However, for the purpose of continuous night duties, the period of duty performed during 0000 hours to 0600 hours should only be treated as night duty (Para 4.3.3.3).

9.19 The Headquarter rest of all Running Staff shall be 16 hours irrespective of the duration of his incoming trip (Para 4.3.4.3 and Para 4.3.7.3).

9.20 The outstation rest of all Running Staff shall be 8 hours irrespective of duration of his incoming trip (Para 4.3.5.3 and Para 4.3.7.3).

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- 9.21 Call notice period should continue to be a part of the head quarter /outstation rest (Para 4.3.4.3).
- 9.22 Local variations if deemed necessary by zonal Railways in respect of headquarters rest and outstation rest, may be permitted for suburban services as exceptions (Para 4.3.7.3).
- 9.23 The existing instructions in respect of short trips may continue to be followed with the provision that the total duty from initial 'sign on' to final 'sign off' shall be contained within the limits prescribed for total duty at a stretch. This will also be applicable in cases of Travelling As Passenger (TAP) and Pilot Working (Para 4.3.5.3).
- 9.24 Four periodical rests of 40 hours each shall be granted to all categories of Running Staff in a month. Each rest should include at least one full night in bed and should normally be given to Running Staff once in a week. However, if, due to operational reasons, such rest cannot be given to him in time, it should be ensured that the gap between 2 consecutive periodical/weekly rests does not exceed 10 days (Para 4.3.6.3 and Para 4.3.7.3).
- 9.25 Guard in the rear cab of sub-urban trains may be replaced by Motorman, to enable faster turn round at the terminals and to give relief to Motorman after each trip (Para 4.3.7.3).
- 9.26 Running Staff Reviews should be carried out only at Headquarters level (Para 4.3.8.1).

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- 9.27 Ministry of Railways should issue a clear and uniform formula to be used by all zonal railways for working out the Running Staff requirement at the time of Running Staff reviews. The formula should clearly indicate the additional requirements which need to be taken into consideration over and above the basic requirement. Also, it should be issued with finance concurrence so that the delays in finance vetting are minimised at zonal railway level (Para 4.3.8.1).
- 9.28 Running Staff Reviews should be carried out once in a year only (Para 4.3.8.1).
- 9.29 For carrying out Running Staff Reviews, traffic growth of 3 years (average time taken for the materialisation of the indents) should be taken into consideration (Para 4.3.8.1).
- 9.30 RRBs should be advised to prepare a stand by panel to the extent of 100% of the indent (Para 4.3.8.1).
- 9.31 The system of holding RRB examinations on a common date should be continued with (Para 4.3.8.1).
- 9.32 Standard of the psychological tests being conducted by RDSO should take into consideration that the candidates are only ITI certificate holders (Para 4.3.8.1).
- 9.33 Ministry of Railways should expedite the provision of adequate number of Simulators in all training centres so that it may be possible to cut down the training schedule suitably (Para 4.3.8.1).

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9.34 A suitable mechanism should be developed using data of LRDS to sanction the line capacity enhancement works and their execution monitored at the highest level to ensure that the required capacity is available in time for additional traffic (Para 4.3.8.2).

9.35 Although the existing guidelines for including a category in safety category are quite comprehensive yet they need a little modification. The modified guidelines are as under:

- (i) The classification into 'safety categories' should be restricted to Open line (Operating and Maintenance staff), Diesel/Electric loco sheds, EMU/MEMU/DEMU sheds and workshops dealing with repair and maintenance and should not cover production units.
- (ii) The staff should be directly connected with safety in train operation.
- (iii) In workshops, only such staff should be deemed to belong to safety category whose work has not only direct impact on the safety in train operation but who are also finally responsible for ensuring the quality of workmanship.
- (iv) The staff should, for most part of the time, be working independently.
- (v) Entire category irrespective of various grades available in that category should normally be classified as 'safety category'.

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- (vi) It should be restricted to Group 'C' and Group 'D' posts only.
- (vii) Only important Inspecting Officials connected with safety in train operation should be included.  
(Para 5.4)
- 9.36 The existing list of 'safety categories' should be modified to that given in Para 5.4.
- 9.37 Creation of additional posts without any matching surrender for new assets/trains in respect of the following safety categories:
- (i) ASMs/SMs
- (ii) Open Line Coach Maintenance staff (including Train Lighting & Air Conditioning)
- (iii) AC Coach Mechanic & AC Coach Attendant
- (iv) ESMs/MSMs
- (v) Track Machine Staff in Open Line
- (vi) Engineering & Traffic Gatemen  
(Para 5.4)
- 9.38 Ministry of Railways have issued instructions not to surrender any post in safety category under the exercise of rightsizing and to create them, whenever necessary, on one to one basis. The practice should continue as any depletion

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- in the strength of safety category staff is likely to affect the train safety adversely (Para 5.4).
- 9.39 Duty hours of all safety category staff in EI category and specially the Gatemen should be 60 hours in a week only irrespective of the distance of his quarter/residence from his workplace (Para 5.4).
- 9.40 On high density routes where the number of trains in each direction are more than 72 (on double line sections) or more than 24 (on single line sections), no safety category staff (excepting the shunting staff) should be classified as EI category (Para 5.4).
- 9.41 The rosters for Intensive category staff should be made in such a way that they don't work on all seven days in a week and also get a weekly rest of 40 hours minimum. Zonal railways may be asked by the Ministry of Railways to modify their rosters for "Intensive" category staff accordingly. A copy of the modified roster received by the Committee from North Western Railway may be circulated to them along with this letter for guidance (Para 5.4).
- 9.42 To lay down a time schedule for carrying out the job analyses and taking decisions thereupon (Para 5.4).
- 9.43 The supervisors who are working in shifts (and not as supervisor in-charge) should not be treated as 'Excluded' category and should be re-categorised as "EI" or "Continuous" or "Intensive" as the case may be and the rules

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- applicable to the staff working in these categories be made applicable to them also (Para 5.4).
- 9.44 The instructions issued by Ministry of Railways vide their letter no. E(LL)98-HER/9 dated 6.7.2000 regarding duty and rest schedules of Track Machine staff should be implemented without further delay and Ministry of Railways may issue a time bound programme for the same (Para 5.4).
- 9.45 Provision of properly designed new coaches for the stay of Track Machine staff through Rolling Stock Programme. Also, these camping coaches should be equipped with required facilities including cooking facilities, a DG set and a solar panel (Para 5.4).
- 9.46 No justification for making changes in the present rules regarding monetary payment for work done beyond prescribed duty hours i.e. for overtime payment [Para 6.5 (1)].
- 9.47 The principle and period of averaging which is being followed at present on the basis of Justice Miabhoy award may continue to be followed in future also [Para 6.5 (1)].
- 9.48 Breach of rest whether at headquarters or outstation should be permitted only in emergent situation like accidents, natural calamities, (floods, breaches, storms and earthquakes etc) and national emergencies etc. and not in case of routine operational needs [Para 6.5 (2)].



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- 9.49 There should be no breach of rest allowance for breach of rest at outstation. It should, however, continue to be admissible for breach of rest at headquarters [Para 6.5 (2)].
- 9.50 There should be no breach of rest allowance for breach in periodical rest. However, if the need does arise for any curtailment in periodical rest, it should be permitted only in very exceptional circumstances subject to the following conditions:
- The Running Staff has availed a complete night in bed during the periodical rest.
- The duration by which the periodical rest is curtailed is added to the duration of the immediate next headquarter rest of the Running Staff.
- [Para 6.5 (2)]
- 9.51 The present rates for payment of breach of rest allowance should be continued [Para 6.5 (2)].
- 9.52 Cases of breach of rest should be regularly monitored at a sufficiently high level in divisional offices and zonal offices [Para 6.5 (2)].
- 9.53 Implementation of Railway Board's instructions on upkeep and maintenance of the Running Rooms (Railway Board's letter no. 2001/M(L)/467/2 dated 10.11.2003), in particular the provision of two beds per room (Para 7.4).
- 9.54 Provision of adequate accommodation in all Running Rooms so that there is not even a single case of a Loco

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- Pilot/Assistant Loco Pilot/Guard waiting for bed after arriving in the Running Room (Para 7.4).
- 9.55 Creation of a separate plan head for safety works including the works for Running Room facilities and provision of adequate funds under this plan head. Until the creation of the aforesaid plan head, works pertaining to Running Room facilities should be permitted to be proposed under “Traffic Facility” plan head with adequate provision of funds (Para 7.4).
- 9.56 Increase the powers of General Manager for sanctioning works related to Running Rooms so that the proposals need not be sent to Board for approval unless the value is very high (Para 7.4).
- 9.57 The institution of Running Room Standing committee should be revived to lend a helping hand in solving the problems being faced by the Running Staff (Para 7.4).
- 9.58 Regular monitoring and the compliance of the complaints made in the complaint register of Running Rooms must be ensured (Para 7.4).
- 9.59 All Running Rooms should be provided with air conditioning in due course beginning with Running Rooms located in humid/coastal areas, with 100% Power back up arrangements. A phase wise programme may be drawn and, within 5 years, all Running Rooms on IR be provided with air conditioning facilities. Also, new Running Rooms may be sanctioned with air conditioning facilities only (Para 7.4).

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- 9.60 The location for new Running Rooms should be decided taking into consideration the noise pollution and air pollution. The proximity of Running Room to the Booking Lobby should also be ensured to the extent possible (Para 7.4).
- 9.61 Proper well lit pathways should be provided from Crew Lobbies to Running Rooms (Para 7.4).
- 9.62 Provision of various facilities in Running Rooms as per the guidelines issued by Board from time to time. “Shoe Polishing Kit” and “Ironing Facility” should also be provided in all Running Rooms, in addition to what has already been prescribed (Para 7.4).
- 9.63 Ministry of Railways’ letter no.2001/M(L)/467/2 Dated 10-11-2003 inter-alia provides categorisation of the Running Rooms based on number of beds and facilities as per this categorisation. The Committee agrees with the categorisation and the provision of facilities as per this categorisation along with the additional facilities recommended above (Para 7.4).
- 9.64 Ration based system should be done away with at the earliest (Para 7.4).
- 9.65 Only the fully subsidised meals should be served to the Running Staff as is the practice in Civil Aviation sector. Also, the catering contract should specifically lay down the condition of preparing one or two extra dishes for Running Staff on demand as per his requirement/choice, on a token payment. For this purpose, adequate provision of staff,

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- specially the cooking staff, should be made in the contract (Para 7.4).
- 9.66 For catering contract in the Running Rooms for the supply of pre cooked meals at subsidised rates, the quality standard should be clearly defined in consultation with a professional/hotel management/catering institute. The standard should not be lower than that prescribed for AC 2 tier passengers in Rajdhani trains (Para 7.4).
- 9.67 Estimated rates should be specified for catering contracts which should be workable and comparable with the meal rates of AC 2 tier passengers in Rajdhani trains. Also, to ensure the viability of the quoted rates, it should be clearly stipulated in the tender conditions that the tenderers quoting below the estimated rates would be disqualified (Para 7.4).
- 9.68 To maintain the financial viability which, in turn, will ensure consistence in quality, the accepted rate should be updated every 6 months on the basis of Consumer Price Index (Para 7.4).
- 9.69 The selection of the service provider should be on the basis of two packet system with pre qualification bid ensuring his professional capability based on past experience and sound financial capacity (Para 7.4).
- 9.70 Strict penal clauses should be inbuilt in the contract to ensure that there is no compromise on quality during the execution of contract (Para 7.4).

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- 9.71 A bimonthly feedback system should be introduced. Under this system, the staff can be asked to give feedback on a 5 or 10 point scale and the contract should be terminated, by giving only one chance to the contractor for improving the quality, if the feedback is not satisfactory. The feedback forms and their collection boxes should be kept in the lobby instead of Running Rooms to ensure fair and frank feedback (Para 7.4).
- 9.72 Wherever it is not feasible for the Zonal Railways to outsource the catering contract due to location or size of the Running Room, the North Eastern Railway model of providing the catering facilities through local management committee may be considered for adoption (Para 7.4).
- 9.73 The administrative control of Running Rooms should be with the same authority which controls the majority of Running Staff on the Division/Area (Para 7.4).
- 9.74 In metropolitan cities, a beginning may be made by providing 3/4 star hotel accommodation to the Running Staff for resting at outstation. However, initially it may be tried out for Running Staff working Mail/Express/Passenger trains as they work to a link in which the arrival and departure timings are known in advance quite accurately. Thus, planning for the accommodation for their stay can be done easily (Para 7.4).
- 9.75 Air conditioning of Locomotive cab (Para 8.1.1).

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- 9.76 Provision of Cameras with display unit in the Loco cab for viewing the train formation and Guard's signal without opening the window and peeping out from it (Para 8.1.1).
- 9.77 Provision of a suitable waterless type urinal on every locomotive as an immediate measure. Also, provision of full-fledged toilets of bio-degradable nature on locomotive after the technology of bio-degradable toilets is established on coaches (Para 8.1.1).
- 9.78 Implementation of essential features identified by Ministry of Railways for crew friendly cab, specially in respect of the following items:
- (i) Ergonomic design of the driving desk and equipment layout inside the cab.
  - (ii) Reduction of noise through various means including provision of perforated aluminium sheets in ceiling.
  - (iii) Electronic trouble shooting guide which can contain other information also like G&SR rules and Accident Manual etc.  
(Para 8.1.1)
- 9.79 160W music system identified by Ministry of Railways as one of the items for crew friendly cabs needs to be deleted from the existing list (Para 8.1.1).
- 9.80 A time bound programme may be laid down to implement the above recommendations in respect of loco cab and to monitor the implementation at the highest level (Para 8.1.1).

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9.81 To make the brake van of Goods Guards more comfortable and conducive, it should be provided with the following facilities:

A waterless urinal or bio-degradable toilet.

A suitable table and a comfortable chair.

A fan.

Proper lighting facilities.

One or two electrical sockets cum charging points.

Proper insulation of the brake van from heat and sound.

Improvement in the suspension system of the brake van to minimise the discomfort on account of jerks and oscillations.

Good quality doors and windows.

(Para 8.1.2)

9.82 Provision of a Laptop/Tablet to the Guard which will take care of all documentation and literature being carried by him in the box (Para 8.1.2).

9.83 Provision of one almirah with lock in the Guard's brake van for keeping mandatory items like padlocks, chain, hand signal lamps, flags, detonators, fusees etc. in the Brake van

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itself so that the Guard doesn't have to carry these with him every time he comes on duty (Para 8.1.2).

9.84 A small trolley type hand bag should be provided to Guards for keeping his tablet/laptop plus any other miscellaneous items like spare clothes, snacks/eatables, medicines etc. in it (Para 8.1.2).

9.85 Reduction in Guard's documentation which has now become redundant and is merely a duplication due to the introduction of modern technological aids and systems like FOIS, COIS, Data loggers and Crew management systems etc (Para 8.1.2).

9.86 Introduction of the End of the Train Telemetry (EOTT) system on Indian Railways for all freight trains on a long term basis (Para 8.1.2).

9.87 Following measures may be adopted for developing a feeling of self esteem in Loco Pilots:

- i. Provision of good quality and smart uniform to Loco Pilots and Assistant Loco Pilots along with epaulettes matching their rank in the hierarchy of Running cadre. The uniform should include a suitable pee-cap.
- ii. A sturdy strolley of good quality with large wheels should be provided to all Loco Pilots to enable them to carry their personal belongings and other necessary items. Also, suitable Laptop /I-Pad/ Tablet pre-loaded with G&SR, Accident Manual, Trouble-shooting guide



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and other important instructions, may be provided to all Loco Pilots along with suitable charging facilities in the locomotive cab and Running Rooms.

- iii. The Locomotive should be maintained in clean and shining fettle so that the Loco Pilot feels proud of being in-charge of such a machine.

(Para 8.2)

9.88 Suitable furnished accommodation along with an attached toilet may be provided at stations to facilitate the relieving/visiting staff to take rest whenever necessary (Para 8.3).

9.89 Adequate special allowance for those higher supervisory posts which have more arduous duties than other lower rank posts having the same pay band and grade pay, to make these posts more attractive (Para 8.4).



**GOVERNMENT OF INDIA (BHARAT SARKAR)  
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)  
(RAILWAY BOARD)**

**No. ERB-1/2011/18**

**New Delhi, dated : 25.5.2011**

**ORDER**

Ministry of Railways (Railway Board) have decided to constitute a High Power Committee to review the duty hours of running and other safety related categories of staff on railways under the Chairmanship of Shri D. P. Tripathi, Ex-Secretary, Ministry of Food Processing Industries. The other members of the Committee will be as under:-

- |       |   |        |
|-------|---|--------|
| (i)   | Shri V. K. Manglik,<br>Ex. GM, West Central Railway | Member |
| (ii)  | Shri M. S. Khan,<br>Ex. AM / Finance, Railway Board | Member |
| (iii) | Shri D. S. Baveja,<br>Ex. CEE, Western Railway      | Member |

Shri Anil Kumar Gulati, Chairman, HRRC, Railway Board will be Secretary to the Committee.

2. The Committee would examine, review and recommend on the following :
- i ) Daily/Weekly duty hours and rest at Headquarters and outstation for the running staff in all categories of trains ;
  - ii) To review list of safety categories on the Railways and recommend daily/weekly duty hours and weekly off for the staff in safety categories;
  - iii) Monetary compensation for work beyond duty hours / breach of rest in exigencies of service for running staff/staff in safety categories;

- iv) Resting facilities and other provisions for out-station rest of running staff; and
  - v) Any other issue ancillary to the above or which may be specifically referred to the Committee by the Railway Board during its tenure.
3. The Headquarters of the Committee will be at New Delhi.
  4. The tenure of the Committee shall be for one year from the date of its constitution.
  5. The detailed terms & conditions being applied to the Chairman & Members of the High Power Committee will follow.

**Sd/-**

**(Shiv Dan Singh)  
Joint Secretary (Gaz.)  
Railway Board**

**GOVERNMENT OF INDIA (BHARAT SARKAR)  
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)  
(RAILWAY BOARD)**

**No. ERB-1/2011/23/18**

**New Delhi, dated : 20.12.2011**

**ORDER**

Further to Ministry of Railways (Railway Board)'s orders of even number dated 25.05.2011 & 07.06.2011 notifying the constitution and terms & conditions of a High Power Committee to review the duty hours of running & other safety related categories of staff on Railways under the chairmanship of Shri D. P. Tripathi, Ex-Secretary, Ministry of Food Processing Industries, Ministry of Railways (Railway Board) have decided to nominate Shri Amar Nath, IRSEE, Retd. GM/CLW as Member of the aforesaid Committee in place of Shri D. S. Baweja, Ex - CEE, Western Railway on the existing terms & conditions.

This issues with the concurrence of Finance Directorate of Ministry of Railways.

**Sd/-**

**(G. Priya Sudarsani)  
Deputy Secretary (Estt)  
Railway Board**

**No. ERB-1/2011/23/18**

**New Delhi, dated : 20.12.2011**

**Copy to :**

1. The Principal Director of Audit, Northern Railway, New Delhi.
2. The Deputy Comptroller & Auditor General of India (Railways), Room No. 224, Rail Bhawan, New Delhi

**Sd/-**

**For Financial Commissioner/Railways**

**Copy to :**

1. PS/MR, ED/MR, EDPG/MR, PS/MSR(B), EDPG/MSR(B), PS/MSR(M), EDPG/MSR(M)
2. PSOs/Sr.PPSs/PPSs/PSs to CRB, FC, MS, ME, MM, ML, Secy., DG/RPF, DG/RHS, All AMs/Advisers, JS(G), JS, JS(E), ADG(PR), DE(LL), DIP, Dir (E), Dir(P), DS(A), DS(G), DS(E), US(P), US(A)I & II, US (Protocol), US (Stny), and US(G), Railway Board.
3. The General Managers, All Indian Railways and Production Units.
4. The Director General, RDSO, Lucknow & Railway Staff College, Vadodara.
5. The Chief Commissioner of Railway Safety, 16-A, Ashok Marg, Lucknow.
6. The FA&CAO, Northern Railway, New Delhi.
7. The Pay & Accounts Officer, Railway Board.
8. The Secretary General, FROA & IRPOF
9. The General Secretary, AIRF & NFIR.
10. The Secretary General, AIRPFA, Rail Bhawan, New Delhi
11. The General Secretary, IRCA, New Delhi
12. Railway Board Secretariat Services Group "A" Officers Association, Rail Bhavan New Delhi.
13. Cash-I, II, III, G, G(Pass), E(LL), G(Acc.), Parl. ERB-II, III, O&M, Stationery, Reception, Telecom, Library and SEE (Power), Railway Board

14. Shri D. P. Tripathi, Ex. Secretary, Ministry of Food Processing Industries, Chairman of the Committee.
15. Shri V. K. Manglik, Ex. GM/WCR, Member of the Committee
16. Shri M. S. Khan, Ex. Addl. Member (Finance)/Railway Board, Member of the Committee.
17. Shri Amar Nath, Retd. GM/CLW, Member of the Committee, Kothi No. 83, Sector-14, HUDA, Sonapat-131001.
18. Shri D. S. Baveja, Ex-CEE/Western Railway
19. Secretary to the Committee.

QUESTIONNAIRE (No. 1)

1. Whether the Railways are in a position to adhere to the duty hours of Running Staff as provided under the Hours of Employment Rules (HOER)? If not, percentage of running staff who are required to perform more than 12 hours duty at a stretch in a calendar month?
2. In terms of the extent rules, there is a Limit of 96 hours within which running staff should return to their Headquarters. The Railway Board has, however, desired that Railway should try to achieve 36 hours limit for return to Headquarters. Is the above limit feasible and what percentage of drivers are able to return to the Headquarters on your Railways after performing 36 hours of duty?
3. At present total working hours for the running staff during a fortnight are 104 hrs. for Drivers of Mail/Express Trains in limit of 90 hours per fortnight has been prescribed. Whether the Railway would be comfortable with 96 hours limit in a fortnight for Goods Drivers?
4. Is there a need for stipulating maximum working hours for running staff in a week / fortnight (from safety point of view), like Airlines?
5. What are the views of Railways on periodic rest for the loco running staff? Are the existing provisions relating to periodic rest, Headquarter rest and outstation rest adequate? If not, what changes/suggestions Railway would like to give to the committee in this regard?
6. Whether there is a need for counting two hours call notice over and above Headquarter as well as outstation rest?
7. There is a suggestion received by the committee that if outstation rest is more than the stipulated period, the additional hour of rest should be counted as duty. What are your views in this regard?
8. On return from leave, the running staff is being booked from 2400 hours. There is a request that it should be changed to 0600 hours next day. What are your views in this regard?



9. What is the existing vacancy position of the loco running staff? What is the plan of the Railway to fill up all the relevant posts? Also, what are your suggestions for improvement in the recruitment process for running staff to minimize the vacancies ?
10. At present running staff reviews are being carried out on the basis of present traffic. However, the staff on the basis of these reviews becomes available only after the period of three years or so. Therefore, It may be more desirable to work out the staff requirement on the basis of anticipated traffic after three years instead of present traffic. What are your views in this regard?
11. At present, there are problems being faced in creating the required number of posts in essential safety categories on account of the condition of matching surrender. Is there a need to remove this condition for some of the essential safety categories and if yes, which ones?
12. With increase in speed of all categories of trains and introduction of modern technologies in signaling system, the staff sides have represented that stress level of running staff, particularly in fast moving trains and in automatic block sections has increased tremendously. What technological assistance has been provided by the railways to reduce the fatigue / stress of loco running staff and what are their future plans in this regard?
13. Whether the existing provisions relating to complimentary / preparatory time for loco running are satisfactory or need modifications? Give suggestions.
14. The staff side have represented that loco cabin should be made more congenial for proper working have been received for air conditioning of loco cabin, provision on toilets, better signal visibility and low noise inside the cabins. What is the Railways environment. In this connection, suggestions / views on the above subject?
15. What has the Railway done for improvement of facilities in running rooms for loco drivers? Whether the running rooms are being managed within house staff or their maintenance / services have been outsourced? What has been the experience of Railways in this regard?

16. What are the views of Railways on provision of free/subsidized food to loco running staff?
17. Have there been cases on the Railways where breach of rest allowance has been paid to the loco running staff during the last six months? If so, how has it been calculated?
18. There is a request for giving Breach of Rest Allowance to running staff at outstation also. What are your views in this regard?
19. At present overtime is being paid at the rate of 1.5 times of wage up to a limit and beyond this limit at the rate of 2 times of wages. Should we consider a single rate of overtime allowance beyond the rostered duty hours? If so, what should be this rate?
20. The Railway Board has circulated a list of safety categories of staff. Do Railways have any suggestion with regard to addition/deletion in the above list? If so, the reasons thereof?
21. Do the Railway find the existing categorization of safety related staff intensive/continuous, essentially intermittent and excluded classification as adequate or they need changes in the existing criteria of classification. Give suggestions in this regard.
22. The staff side has represented that in certain cases calendar rest is not being provided to safety categories staff, particularly those who are working as Section Controllers, Station Masters & ESMs. What is the position on your Railway in this regard?
23. What are safety categories where overtime payment is being made for working beyond the rostered hours on your Railway? Whether overtime payment to safety categories staff is being made uniformly or some categories have been excluded for payment of overtime? If so, the reasons thereof?
24. Are all supervisors on your Railways being classified as Excluded category? If not, which of the Supervisors are not being treated as excluded?
25. Suggestions have been received for provision of co-pilots in Mail/Express/Goods trains. What are the views of Railways in this regard?

26. The staff side has represented that in some cases though there is a need to change classification from Essentially Intermittent (EI) to Continuous (C) and Continuous to Intensive (I), however, job analysis is not being carried out to change the classification. What is the position of your Railway in this regard?
27. One of the Zonal Railways has suggested that there should be no "EI" category of staff on "A" Routes and possibly on "B" Routes as well. What are your views in this regard?
28. The Board has issued yardsticks for provision of ESMs for night time signal maintenance. Have these yardsticks been adopted on your Railways?
29. Whether the staff working as Engineering Gatemen and classified as EI have been provided with official accommodation near their workplace? If not, whether any change is required in their classification?
30. What is the overall vacancy position in safety category staff? Has your Railway charted out a course of action to bring down the vacancies in safety categories? The Railway Board has withdrawn their instructions relating to rightsizing. Would this help Railway in filling up of the vacant posts?
31. What are your views about split duty rosters, particularly for staff working on track like patrolmen etc? Do you have any suggestions to improve the system?
32. Are there adequate resting facilities for rest givers, operational and maintenance staff on way side stations? If not, what are your Railway's plan in this regard?
33. Is there a need to make changes in the present rules for continuous night duty?

## QUESTIONNAIRE (No. 2)

1. Railway Board through various letters/circulars has issued a list of safety categories. An attempt was made to compile a consolidated list of safety categories on the basis of these letters. The same is enclosed for your ready reference? In the opinion of your Railway, what should be the criterion for designating a category as Safety Category? Also, whether any deletion/addition is required in the existing safety category list on the basis of this criterion and, if so, please indicate the same with reasons for deletion/addition.
2. The present Safety Category list includes some of the supervisory staff also who are not directly involved/responsible for day to day train operations & maintenance etc. Should these categories continue to remain in safety category?
3. Is your Railway facing any problem in filling up the vacancies in safety categories due to statutory provisions of not permitting de-reservation even though suitable candidates despite several attempts not being available. If so, what can be a possible solution?
4. There is a suggestion received that none of those who are in safety categories should work on "EI" Roster. What are the views of your Railways in this regard? Also, please indicate reasons for agreement/disagreement from this view.
5. Which of staff in Safety Category are at present following split duty roster on your Railway? Are there any representations for changing from split duty roster to normal duty roster for them on your Railway? If so, please indicate the action taken on these representations.
6. As per HOER, split duty is permissible under as under :-
  - (i) The spells duty shall not exceed 03 and the number of breaks should be limited to 02.

- (ii) In the case of any employment of “Continuous” nature, the railway servant whose place of residence is beyond 1.6 kms from the place of duty, 07 hours of split duty shall be treated as equivalent to 08 hours of normal duty.

Do you agree with these, or there should be no split duty at all for safety category staff, or there should be split duty but with not more than 02 spells?

7. At present, the shifts in vogue on various railways are 0000 to 0800, 0800 to 1600 & 1600 to 2400 Hrs. or 0600-1400, 1400-2200, 2200-0600 Hrs. In the opinion of your Railway, which of these is better and should be adopted uniformly on Indian Railways. Also, please give reasons for the same. Views received by the Committee so far indicate that 0600-1400, 1400-2200, 2200-0600 Hrs. shift system is better as the other system makes two out of the three staff work in night shift.
8. Railway Board under their letter no. 2008/TT-1/76/8 dated 22/10/2009 have issued guidelines for carrying out crew review on POL (Power-on-Line) basis. However, some of the railways are still carrying out their crew review on “Hours on Road” basis. Which of the 02 systems is better in the opinion of your Railway and why?
9. Please indicate the views of your Railways regarding the periodicity of Crew Review i. e. whether it should continue to be done on six monthly basis or it should be done on annual basis now as time tabling is also done on annual basis now?
10. A suggestion has been received that the running staff reviews should be carried out at Headquarters level only, to avoid delays. It has also been pointed out that there should not be any problem in doing so as all the information required for this purpose is available in the Headquarter itself. What are your views in this regard? If there is likely to be any problem in doing so, the same may be spelt out.

- 11.** A suggestion has been received that, to enable the ALPs handle and control the trains in the eventuality of loco pilot getting incapacitated on run, their training should include train handling and train control also. They should also be re-designated as co-pilot, to inculcate more sense of responsibility. What are your views in this regard?
  
- 12.** Has your Railway received any panels of safety category staff from RRB after the introduction of common date examination system? If so, what was the percentage of materialization in these panels?

**Duty & Rest Hours of Running Staff on other Railway systems**



**Queensland**

**Transport (Rail Safety) Amendment Regulation (No. 1), 2012**

**Explanatory Notes for SL 2012 No. 14**

made under the *Transport Rail Safety Act, 2010*

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**Policy objectives and the reasons for them**

Concerns have been raised that some rail transport operators have working arrangements for train drivers which include long shift lengths and minimal breaks, within and between shifts, which may result in train driver fatigue issues.

It is widely recognized that train driver fatigue is a significant risk associated with the undertaking of safe rail operations.

**Achievement of policy objectives**

For the purpose of mandated standard train driver hours in Queensland, the length of a Shift is all time between signing on to signing off of a shift. The length of a break is all time between signing off to signing on to a shift.

The work hours and rest period provisions relate to the driving of a freight or passenger train, including a train that is intended or designed to carry freight or passengers.

The regulations provides the following as a minimum standard:

In the case of a two driver operation (including where the second person is a qualified train driver who is learning the route or undergoing an assessment), the maximum shift length to be worked is 12 hours.

In the case of a one driver operation, the maximum shift length to be worked is 9 hours.

In the case of suburban passenger rail operations, the maximum time at the driving controls is 8 hours.

There is to be a break of at least 12 continuous hours between each shift where the driver ends a shift at the home depot (a “home depot” is the work location to which an employee has been appointed).

There is to be a break of at least 8 continuous hours between each shift where the driver ends a shift at an away depot.

A maximum number of 12 shifts and a maximum 132 hours to be worked in any 14 day period.

If an operator seeks to work outside these hours, it must first apply to the Rail Safety Regulator and must demonstrate that it has adequate fatigue management processes in place to mitigate the risk of operating outside these hours.

2012 SL No. 14



**DEPARTMENT OF TRANSPORTATION Federal Rail Road  
Administration**

**49 CFR Part 228**

**[ Docket No. FRA-2009-0043, Notice No. 2] RIN 2130-AC15**

**Hours of Service of Railroad  
Employee; Substantive Regulations for train Employees Providing  
Commuter and Intercity Rail Passenger Transportation;  
Conforming Amendments to Recordkeeping Requirements**

**AGENCY** : Federal Railroad Administration (FRA), Department of Transportation (DOT)

**ACTION:** Final rule

	<b>Freight train employees statute</b>	<b>Train employee statutory provisions immediately prior to the RSIA and currently applicable only to passenger train employees</b>	<b>FRA passenger train employee final rule</b>
Citation.....	49 U. S. C. 21103 (as amended by RSIA effective July 16, 2009) (new section 21103) (Applies to train employees on freight railroads. Will apply to train employees on commuter and intercity passenger railroads if no regulations are in effect by October 16, 2011).	49 U. S. C. 21103 as it existed prior to the October 16, 2008, enactment of RSIA (old section 21103) (Train employees providing commuter and intercity rail passenger transportation are currently covered by these provisions pursuant to 49 U. S. C. 21102 (c).).	49 CFR part 228, subpart F.
Use of Fatigue Science.....	None..... ..	None..... .....	This final rule requires passenger train employees work schedules to be analyzed under an FRA approved validated bio-mathematical fatigue model such as specified version of the Fatigue Avoidance Scheduling Tool™ or Fatigue Audit Inter Dyne™, with the

<p>Limitation on time on Duty in Single Tour</p>	<p>12 consecutive hours of time on duty or 12 non consecutive hours on duty if broken by an interim release of at least 4 consecutive hours uninterrupted by communication from the railroad likely to disturb rest, in a.</p>	<p>12 consecutive hours of time on duty or 12 non consecutive hours on duty if broken by an interim release of at least 4 consecutive hours in a 24 hours period that begins at the beginning of the duty tour.</p>	<p>exception of certain Schedules (completely within the hours of 4 a. m. and 8 p. m., or nested within other schedules that have been previously modeled and shown to present an acceptable level of risk for fatigue, and otherwise in compliance with the limitations in the regulation) deemed as categorically presenting an acceptable level of risk for fatigue that does not violate the defined fatigue threshold. Analysis must be complete 180 days from the effective date of final rule, except that tourist, scenic, historic and excursion railroads have 545 days from the effective date of the final rule to complete their analysis</p> <p>12 consecutive hours of time on duty or 12 non consecutive hours on duty if broken by an interim release of at least 4 consecutive hours in a 24 hours period that begins at the beginning of the duty tour.</p>
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	<b>Freight Train Employees Statute</b>	<b>Train employee statutory provisions immediately prior to the RSIA and currently applicable only to passenger train employees</b>	<b>FRA Passenger Train Employee Final Rule</b>
Limitations on Consecutive Duty Tours or Total Duty Tours in Set Period	May not be on duty as a train employee after initiating an on duty period on six consecutive days without receiving 48 consecutive hours off duty from any service for any railroad carrier at the employee's home terminal. Employees are permitted to initiate a Seventh consecutive day when the employee ends the sixth consecutive day at the away- from - home terminal, as part of pilot project, or as part of grand fathered collectively bargained arrangement. Employees performing service on this additional day must receive 72 consecutive hours free from any service for any railroad carrier at their home terminal before going on duty again as train employee.	None.....	If employee initiates an on-duty period each day for six consecutive calendar days including at least one "Type 2" assignment (generally those including time on duty between 8 p. m. and 4 a. m.) employees must have 24 consecutive hours off duty at the employee's home terminal. If an employee initiates an on-duty period on 13 or more calendar days of a period of 14 consecutive days then must have 2 consecutive calendar days without initiating an on-duty period at the employee's home terminal. Employee may be permitted to perform service on an additional day to facilitate their return to their home terminal . These limitations are effective 180 days from the effective date of the final rule except that they become effective for tourist, scenic, historic and ex-cursion railroads 545 days from the effective date of the final rule.
Cumulative Limits on Time on Duty.....	Limited to 276 hours of time on duty, in deadhead transportation to a point of final release, or any other mandatory activity for the railroad carrier.  Limited to 30 hours of time spent on duty and waiting for or in	None..... ...	None.....

<p>Mandatory Off-Duty Periods..... ....</p>	<p>deadhead transportation to a point of final release after reaching 12 hours of time on duty and waiting for or in deadhead transportation to a point of final release.</p> <p>10 consecutive hours of time off duty free from any communication from the railroad likely to disturb rest, with additional time off duty if on-duty time plus time in or awaiting deadhead transportation to final release exceeds 12 hours.</p> <p>48 consecutive hours off duty, free from any service for any railroad carrier, after initiating an on-duty period for 6 consecutive days. If 7 consecutive days are</p>	<p>8 consecutive hours (10 consecutive hours if time on duty reaches 12 consecutive hours).</p>	<p>8 consecutive hours (10 consecutive hours if time on duty reaches 12 consecutive hours). This is effective on the effective date of the final rule.</p>
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**50363 Federal Register**/Vol. 76, No.156/Friday, August 12, 2011/Rules and Regulations

	<p><b>Freight Train Employees Statute</b></p>	<p><b>Train employee statutory provisions immediately prior to the RSIA and currently applicable only to passenger train employees</b></p>	<p><b>FRA Passenger Train Employee Final Rule</b></p>
<p>Specific Rules For Night time Operations.</p>	<p>None.....</p>	<p>None.....</p>	<p>Schedules that include any time on duty between 8 p. m. and 4 a. m. must be analyzed using a validated bio mathematical model of human performance and fatigue approved by FRA. Schedules with excess risk of fatigue must be mitigated or supported by a determination that mitigation is not possible and the schedule is operationally necessary and approved by FRA. Analysis must be</p>

<p>Specific Rules for Unscheduled Assignments.</p>	<p>None.....</p>	<p>None.....</p>	<p>complete and required submissions must be made 180 days from the effective date of the final rule, except that tourist, scenic, historic and excursion railroads have 545 days from the effective date of the final rule to complete their analysis.</p> <p>The potential for fatigue presented by unscheduled work assignments must be mitigated as part of a railroad's FRA-approved fatigue mitigation plan. Plans must be submitted for FRA review and approval along with the associated schedules requiring mitigation, 180 days from the effective date of the final rule, except that tourist, scenic, historic and excursion railroads have 545 days from the effective date of the final rule to complete their analysis.</p>
<p>Recordkeeping requirements... ..</p>	<p>Record for each duty tour must contain 15 elements specified in 49 CFR 228.11 (b)</p>	<p>Record for each duty tour must contain the first 12 elements specified in 49 CFR 228.11 (b), as item 13 through 16 relate to RSIA requirements not applicable to train employees providing commuter or intercity rail passenger transportation.</p>	<p>Records for each duty tour must contain the first 12 elements specified in 49 CFR 228.11 (b). Record must also indicate the date on which the series of at most 14 consecutive calendar days begins, as well as the date of any calendar day on which the employee did not initiate an on-duty period during the series. These record keeping requirements go into effect at the same time as the substantive provisions being tracked by them, which is 180 days from the effective date of the final rule, except that those provisions go into effect for tourist, scenic, historic and excursion railroads have 545 days from the effective date of the final rule would the associated recordkeeping requirements.</p>

	<b>Freight Train Employees Statute</b>	<b>Train employee statutory provisions immediately prior to the RSIA and currently applicable only to passenger train employees</b>	<b>FRA Passenger Train Employee Final Rule</b>
Excess Service Reporting Requirements	Requires reporting of any of 10 different ways in which hours of service limitations may be exceeded.	Requires reporting of any of 4 different ways in which hours of service limitations may be exceeded.	Requires reporting of any of 8 different ways in which hours of service limitations may be exceeded (reflecting various ways of violating new consecutive days requirements). These recordkeeping requirements came in to effect at the same time as the substantive provisions being tracked by them, which is 180 days from the effective date of final rule, except that those provisions go into effect for tourist, scenic, historic and excursion railroads have 545 days from the effective date of the final rule would the associated recordkeeping requirements.

## EU AGREEMENT

### Clause 2 : Definitions

For the purposes of this agreement, the following definitions apply:

1. “**Interoperable cross-border services**” : Cross border services for which at list two safety certificates as stipulated by Directive 2001/14/EC are required from the railway undertakings;
2. “**Mobile worker assigned to interoperable cross-border services**” : Any worker who is a member of a train crew assigned to interoperable cross – border services for more than one hour on a daily shift basis;
3. “**Working time**” : Any period during which the worker is at work, at the employer’s disposal and carrying out his or her activities or duties, in accordance with national laws and/ or practice;
4. “**Rest period**” : Any period which is not working time;
5. “**Night time**” : Any period of not less than 7 hours, as defined by national law, and which must include in any case the period between midnight and 5 a. m.;
6. “**Night shift**” : Any shift of at least 3 hours’ work during the night time;
7. “**Rest away from home**” : Daily rest which cannot be taken at the normal place of residence of the mobile worker;
8. “**Driver**” : Any worker in charge of operating a traction unit;
9. “**Driving time**” : The duration of the scheduled activity where the driver is in charge of the traction unit, excluding the scheduled time to prepare or shut down that traction unit, but including ant scheduled interruptions when the driver remains in charge of the traction unit;

### **Clause 3 : Daily rest at home**

Daily rest at home must be a minimum of 12 consecutive hours per 24 hours period.

However, it may be reduced to a minimum of 9 hours once every 7-day period. In that case, the hours corresponding to the difference between the reduced rest and 12 hours will be added to the next daily rest at home.

A significantly reduced daily rest shall not be scheduled between two daily rests away from home.

### **Clause 4 : Daily rest away from home**

The minimum daily rest away from home shall be 8 consecutive hours per 24-hour period.

A daily rest away from home shall be followed by a daily rest at home[14].

It is recommended that attention should be paid to the level of comfort of the accommodation offered to staff resting away from home.

### **Clause 5 : Breaks**

#### **a) Drivers**

If the working time of a driver is longer than 8 hours, a break of at least 45 minutes shall be taken during the working day.

or

When the working time is between 6 and 8 hours, this break shall be at least 30 minutes long and shall be taken during the working day.

The time of the day and the duration of the break shall be sufficient to ensure an effective recuperation of the worker.



Breaks may be adapted during the working day in the event of train delays.

A part of the break should be given between the third and the sixth working hour.

Clause 5 a) shall not apply if there is a second driver. In that case, the conditions for granting the breaks shall be regulated at national level.

**b) Other on-board staff**

for other on-board staff, a break of at least 30 minutes shall be taken if the working time is longer than 6 hours.

**Clause 6 : Weekly rest period**

Any mobile worker assigned to interoperable cross-border service is entitled, per each seven-day period, to a minimum uninterrupted weekly rest period of 24 hours plus the 12 hours' daily rest period referred to in Clause 3 above.

Each year, every mobile worker shall have 104 rest periods of 24 hours, including the 24-hour period of the 52 weekly rest periods.

Including:

- 12 double rest periods (of 48 hours plus a daily rest of 12 hours) including Saturday and Sunday;

and

- 12 double rest periods (of 48 hours plus a daily rest of 12 hours) without the guarantee that this will include a Saturday or Sunday.

**Clause 7 : Driving time**

The driving time, as defined in clause 2, shall not exceed 9 hours for a day shift and 8 hours for a night shift between two daily rest periods.

The maximum driving time over a two-week period is limited to 80 hours.

**Clause 8 : Checks**

A record of daily working hours and rest periods for the mobile workers shall be kept to allow monitoring of compliance with the provisions of this agreement.

Information on actual working hours must be available. This record shall be kept in the undertaking for at least one year.

**Clause 9 : Non-regression clause**

The implementation of this agreement shall not constitute in any case valid grounds for reducing the general level of protection afforded to mobile workers assigned to interoperable cross-border services.

**Clause 10 : Follow-up of the agreement**

The signatories shall follow up the implementation and application of this agreement in the framework of the Sectoral Dialogue Committee for the railways sector, established in accordance with commission decision 98/500/EC.

**Clause 11 : Evaluation**

The parties shall evaluate the above provisions two years after the signing of the present agreement, in the light of their initial experience of developing interoperable cross-border services.

**Clause 12 : Review**

The parties shall review the above provisions two years after the end of the implementation period laid down in the Council decision putting this agreement into effect.

Brussels, 27 January, 2004

On behalf of the CER Giancarlo CIMOLI President Johannes LUDEWIG  
Executive Director Francesco FORLENZA Chairman of the Group of

Human Resources Directors Jean-Paul PREUMONT Social Affairs  
Adviser / on behalf of the ETF Norbert HANSEN Chairman of the  
Railway Section Jean-Louis BRASSEUR Vice-Chairman of the Railway  
Section Doro ZINKE General Secretary Sabine TRIER Political  
Secretary/.

Annex\_\_\_\_\_

## **AUSTRALIAN RAILROADS**

### **PART 6 – HOURS OF WORK AND RELATED MATTERS**

#### **20. ORDINARY HOURS**

- 20.1 The ordinary hours of work shall be 76 per fortnight divided into not more than 10 shifts.
- 20.2 The ordinary hours of work shall be arranged so as to permit the taking of a rostered day off which shall operate on one of the following basis:
  - 20.2.1 Fixing one week day on which employees at a location will be rostered off during a 4 week cycle over 28 consecutive days;
  - 20.2.2 Rostering each employee off on one week day of a 4 week cycle over 28 consecutive days.
- 20.3 Except in cases of unavoidable necessity, shifts shall be completed within 10 hours and, where practicable, within 9 hours.
- 20.4 Employee shall be allowed a minimum period off duty of 11 hours at their headquarters and eight hours at other locations, except where the previous shift was for a period of four hours or less or in special cases of emergency requiring earlier attendance. The employer shall determine whether the emergency requires earlier attendance.
- 20.5 Notwithstanding the provisions of sub-paragraph 20.4 the period allowed off-duty at Swan Hill or at any other location agreed between the parties shall be 7 hours, subject to agreement being reached on suitable rest quarters and other conditions.
- 20.6 Employees who are rostered off duty for rest at a location other than their headquarters or one where the interval period of rest has been reduced in accordance with sub-paragraph 20.5, shall not receive payment for the time so rostered off unless the

interval is under 8 hours in which case payment shall be made for that interval at the appropriate full rate up to a maximum of one day. Any interval of 8 hours or over shall be regarded as time booked off.

- 20.7 Where employee take time off during ordinary hours they may make up such time at a later date with the consent of the employer.
- 20.8 Employees engaged on the Employer's business, other than undertaking their ordinary duties, shall receive full pay for any time necessarily absent from ordinary duties subject to a maximum of 12 hours at their ordinary rate for each day and where obliged to travel from their headquarters shall receive travelling and incidental allowance in accordance with clause 19.9.
- 20.9 Employees required to attend as a witness on behalf of the employer or at a Coronial Inquest, in their official capacity shall be reimbursed the differential between witness fees and ordinary leave with pay and in cases where they are required to travel, the differential travelling expenses allowed by the court and travelling and incidental expenses in accordance with clause 19.9.
- 20.10 **Saturday and Sunday Work:** More than one penalty rate may apply to Saturday & Sunday time, subject to the proviso in clause 21-Overtime. In other instances, where more than one penalty payment may be attracted, that which is of the greatest advantage to the employee shall apply.
  - 20.10.1 **Sunday time** shall be time on duty between midnight on Saturday and midnight on Sunday.
  - 20.10.2 **Saturday time** shall be time on duty between midnight on Friday and midnight on Saturday.
  - 20.10.3 Time worked on Sunday shall be calculated at the rate of double time and shall not be taken in to account in the computation of overtime pursuant to 21.2.2.

20.10.4 Sunday time which is not subject to the provisions of 20.8.3, and which is required to be paid for, shall be calculated at the rate of double time.

20.10.5 Saturday time shall be calculated at the rate of time and one half, except that any time which is otherwise overtime under the provisions of Clause 21-Overtime shall be subject to the appropriate overtime rate.

**Annexure – IV**

**Working details of Running Staff in respect of  
duty hours at a stretch for the Year 2012**

RAILWAY	MONTHS	Trips completed within 10 hours from sign on to sign off (%)	Trips completed within 10 hours from departure of train (%)	Trips completed within 10 – 12 hours from sign on / sign off (%)	Trips completed within 12 - 13 hours from sign on / sign off (%)	Trips completed beyond 13 hours from sign on to sign off (%)
1	2	3	4	5	6	7
CENTRAL	JANUARY	80.6	95.1	11.3	4.2	3.9
	FEBRUARY	80.3	94.9	12.1	4.0	3.6
	MARCH	83.0	96.3	11.0	4.0	2.0
	APRIL	81.9	96.5	10.8	3.5	3.8
	MAY	81.1	95.8	11.3	4.6	3.0
	JUNE	79.0	94.9	12.0	4.5	4.5
	JULY	79.7	95.1	12.2	4.2	3.9
	AUGUST	81.6	96.2	10.2	3.6	4.6
	SEPTEMBER	81.7	96.3	10.0	4.0	4.3
	OCTOBER	81.9	95.6	10.4	3.7	4.0
	NOVEMBER	81.7	95.7	10.5	4.0	3.8
	DECEMBER	79.3	94.0	11.2	5.0	4.5
EASTERN	JANUARY	70.0	89.2	17.0	4.8	8.2
	FEBRUARY	72.6	90.6	16.0	4.1	7.3
	MARCH	72.6	90.4	15.3	4.4	7.7
	APRIL	74.3	91.7	14.0	4.8	6.9
	MAY	73.1	91.1	16.0	4.7	6.2
	JUNE	73.8	90.1	14.9	4.4	6.9
	JULY	72.8	92.4	16.1	4.8	6.3
	AUGUST	73.1	91.4	15.9	4.7	6.3
	SEPTEMBER	72.9	90.9	16.2	4.8	6.1
	OCTOBER	73.1	93.1	16.4	4.4	6.1
	NOVEMBER	72.4	90.3	15.4	5.1	7.1
	DECEMBER	72.8	89.0	15.7	4.7	6.8
NORTHERN	JANUARY	87.2	96.3	7.4	2.4	3.0
	FEBRUARY	86.1	93.1	6.5	2.6	4.8
	MARCH	85.4	92.5	6.7	2.8	5.1
	APRIL	87.0	93.0	6.1	2.5	4.4
	MAY	86.7	90.9	5.8	2.7	4.8
	JUNE	89.2	94.7	5.4	3.2	2.2
	JULY	89.0	94.4	5.6	2.8	2.6
	AUGUST	89.9	94.2	5.0	2.7	2.4
	SEPTEMBER	89.7	93.8	5.3	2.3	2.7
	OCTOBER	90.1	93.9	5.3	2.6	2.0
	NOVEMBER	90.1	93.8	4.9	2.8	2.2
	DECEMBER	80.0	90.2	9.2	5.0	5.8
NORTH EASTERN	JANUARY	91.3	95.9	4.4	3.1	1.2
	FEBRUARY	89.2	94.1	5.0	4.0	1.8
	MARCH	90.2	95.0	4.3	3.6	1.9
	APRIL	90.2	94.6	5.2	3.2	1.4
	MAY	92.3	96.8	4.3	2.3	1.1
	JUNE	90.4	95.6	4.5	3.1	2.0
	JULY	90.6	96.3	5.3	2.5	1.6
	AUGUST	93.2	97.2	3.3	2.4	1.1
	SEPTEMBER	93.0	96.8	3.0	3.0	1.0
	OCTOBER	91.5	95.9	3.4	4.0	1.1
	NOVEMBER	91.4	96.1	3.4	3.1	2.1
	DECEMBER	88.8	95.0	4.7	4.3	2.2

1	2	3	4	5	6	7
NORTH EAST FRONTIER	JANUARY	81.1	94.2	14.6	2.9	1.4
	FEBRUARY	82.2	95.3	13.5	3.3	1.0
	MARCH	86.1	96.0	11.1	2.1	0.7
	APRIL	88.1	96.4	9.3	1.9	0.7
	MAY	90.5	97.6	8.1	0.8	0.6
	JUNE	90.5	97.3	7.9	0.9	0.7
	JULY	88.5	96.6	9.0	2.1	0.4
	AUGUST	86.0	97.1	11.5	2.1	0.4
	SEPTEMBER	86.8	96.3	9.8	2.6	0.8
	OCTOBER	85.9	96.6	10.7	2.9	0.5
	NOVEMBER	84.8	96.5	12.2	2.3	0.7
	DECEMBER	83.1	95.9	13.4	2.9	0.6
SOUTHERN	JANUARY	92.0	94.2	5.0	1.3	1.7
	FEBRUARY	93.0	94.9	4.8	1.2	1.0
	MARCH	93.4	94.8	4.3	0.9	1.4
	APRIL	93.1	95.2	3.5	1.2	2.2
	MAY	92.9	95.1	4.4	1.1	1.6
	JUNE	93.1	94.6	4.1	1.2	1.6
	JULY	92.7	94.5	5.0	1.3	1.0
	AUGUST	93.3	95.1	4.2	1.3	1.2
	SEPTEMBER	93.1	94.8	3.8	1.3	1.8
	OCTOBER	93.9	95.8	3.5	1.3	1.3
	NOVEMBER	93.1	95.7	4.2	1.2	1.5
	DECEMBER	93.1	95.6	3.8	1.3	1.8
SOUTH CENTRAL	JANUARY	73.8	82.8	11.2	4.8	10.2
	FEBRUARY	73.9	81.7	11.4	5.0	9.7
	MARCH	73.5	80.1	10.9	5.0	10.6
	APRIL	74.0	81.1	9.9	5.3	10.8
	MAY	75.4	82.4	10.4	5.3	8.9
	JUNE	74.1	82.1	11.3	6.2	8.4
	JULY	74.6	81.6	10.6	6.8	8.0
	AUGUST	71.6	79.0	11.3	6.0	11.1
	SEPTEMBER	72.1	78.8	12.0	5.6	10.3
	OCTOBER	75.1	82.3	11.3	4.9	8.7
	NOVEMBER	74.8	82.3	12.6	5.2	7.4
	DECEMBER	73.9	81.0	11.9	6.2	8.0
SOUTH EASTERN	JANUARY	68.1	91.6	17.2	6.2	8.5
	FEBRUARY	67.3	91.3	17.8	6.8	8.1
	MARCH	69.2	93.8	18.1	6.1	6.6
	APRIL	66.2	94.2	18.7	6.3	8.8
	MAY	69.1	93.8	18.1	6.0	6.8
	JUNE	66.3	93.6	18.4	6.4	8.9
	JULY	66.9	91.5	18.2	6.0	8.9
	AUGUST	65.8	89.9	19.1	6.4	8.7
	SEPTEMBER	66.0	93.9	19.0	8.0	7.0
	OCTOBER	66.6	93.8	18.6	5.7	9.1
	NOVEMBER	65.4	93.2	18.3	6.3	10.0
	DECEMBER	66.9	93.5	18.2	6.2	8.7



1	2	3	4	5	6	7
WESTERN	JANUARY	81.0	93.0	12.0	4.0	3.0
	FEBRUARY	85.0	94.0	10.0	3.0	2.0
	MARCH	88.0	97.0	8.0	2.0	2.0
	APRIL	87.0	95.0	8.0	3.0	2.0
	MAY	88.0	96.0	8.0	3.0	1.0
	JUNE	86.0	94.0	9.0	4.0	1.0
	JULY	84.0	94.0	10.0	4.0	2.0
	AUGUST	86.0	95.0	9.0	3.0	2.0
	SEPTEMBER	83.0	92.0	11.0	3.0	3.0
	OCTOBER	84.0	93.0	10.0	3.0	3.0
	NOVEMBER	87.0	94.0	8.0	3.0	2.0
	DECEMBER	87.0	95.0	9.0	2.0	2.0
EAST CENTRAL	JANUARY	48.0	80.7	21.2	12.7	18.1
	FEBRUARY	50.3	91.4	20.1	13.0	16.6
	MARCH	49.0	78.8	19.3	10.0	21.7
	APRIL	51.2	82.4	19.8	9.7	19.3
	MAY	52.3	80.5	21.7	10.4	15.6
	JUNE	50.3	82.1	12.5	14.2	23.0
	JULY	50.3	82.2	19.1	10.0	20.5
	AUGUST	46.4	78.1	21.3	9.3	23.0
	SEPTEMBER	50.5	80.6	21.0	9.2	19.3
	OCTOBER	54.9	80.8	20.9	8.8	15.4
	NOVEMBER	55.6	82.7	20.4	8.9	15.1
	DECEMBER	56.6	80.2	19.1	8.0	16.3
EAST COAST	JANUARY	50.9	68.9	19.6	8.1	21.4
	FEBRUARY	49.5	70.6	20.2	8.1	22.2
	MARCH	50.2	70.4	18.9	8.8	22.1
	APRIL	51.0	71.3	19.4	8.8	20.8
	MAY	51.1	70.4	18.6	8.3	22.0
	JUNE	46.7	66.5	17.6	8.6	27.1
	JULY	48.7	67.6	19.5	9.1	22.7
	AUGUST	54.8	74.3	18.5	7.8	18.9
	SEPTEMBER	61.4	80.5	17.2	7.0	14.4
	OCTOBER	58.2	76.6	17.6	7.1	17.1
	NOVEMBER	59.0	78.5	19.4	6.9	14.7
	DECEMBER	53.0	74.6	20.9	8.3	17.8
NORTH CENTRAL	JANUARY	75.5	93.4	14.5	5.2	4.8
	FEBRUARY	69.4	87.7	16.2	6.8	7.6
	MARCH	69.0	89.1	17.7	6.4	6.9
	APRIL	72.9	89.8	15.8	6.0	5.3
	MAY	73.0	91.5	16.5	5.8	4.7
	JUNE	74.1	92.5	16.8	5.3	3.8
	JULY	71.4	89.5	16.3	6.8	5.5
	AUGUST	75.7	92.0	14.8	4.9	4.6
	SEPTEMBER	71.6	88.9	16.6	6.5	5.3
	OCTOBER	67.3	86.3	17.2	7.5	8.0
	NOVEMBER	64.6	86.2	17.2	7.8	10.4
	DECEMBER	61.2	87.2	18.2	9.1	11.5

1	2	3	4	5	6	7
NORTH WESTERN	JANUARY	85.3	93.2	12.2	2.0	0.5
	FEBRUARY	83.7	92.2	12.9	2.3	1.1
	MARCH	86.5	93.3	10.5	2.3	0.7
	APRIL	87.1	94.6	10.2	2.0	0.7
	MAY	87.4	94.6	9.9	1.9	0.8
	JUNE	88.6	95.2	9.1	1.7	0.6
	JULY	87.8	94.9	9.6	1.9	0.7
	AUGUST	88.3	96.3	9.4	1.6	0.7
	SEPTEMBER	89.0	96.0	8.4	1.9	0.7
	OCTOBER	87.8	90.3	8.9	2.5	0.8
	NOVEMBER	85.7	94.6	10.5	2.8	1.0
	DECEMBER	85.5	93.4	10.8	2.5	1.2
SOUTH EAST CENTRAL	JANUARY	43.0	48.0	18.0	10.0	29.0
	FEBRUARY	44.0	46.0	18.0	10.0	28.0
	MARCH	44.0	47.0	18.0	10.0	28.0
	APRIL	44.0	48.0	18.0	9.0	29.0
	MAY	43.0	47.0	17.0	9.0	31.0
	JUNE	42.0	50.0	17.0	9.0	32.0
	JULY	50.0	62.0	18.0	9.0	23.0
	AUGUST	57.0	69.0	18.0	8.0	17.0
	SEPTEMBER	60.0	73.0	19.0	7.0	14.0
	OCTOBER	62.0	72.0	17.0	7.0	14.0
	NOVEMBER	67.0	85.0	17.0	6.0	10.0
	DECEMBER	69.0	87.0	16.0	6.0	9.0
SOUTH WESTERN	JANUARY	89.7	90.4	5.7	3.1	1.5
	FEBRUARY	90.1	91.2	6.7	1.4	1.8
	MARCH	88.6	88.9	3.7	4.8	2.9
	APRIL	86.9	87.5	8.5	2.9	1.7
	MAY	85.4	89.8	7.0	3.8	3.8
	JUNE	86.2	89.4	7.7	3.1	3.0
	JULY	87.8	91.1	6.1	3.2	2.9
	AUGUST	89.5	92.2	5.8	2.5	2.2
	SEPTEMBER	87.5	90.6	7.2	3.3	2.0
	OCTOBER	88.5	91.3	5.3	3.1	3.1
	NOVEMBER	88.2	89.9	5.7	3.5	2.6
	DECEMBER	86.2	88.6	6.4	4.1	3.3
WEST CENTRAL	JANUARY	71.4	88.3	17.4	5.1	6.1
	FEBRUARY	79.1	92.1	12.6	4.3	4.0
	MARCH	78.6	90.9	13.0	3.8	4.6
	APRIL	76.7	90.8	14.0	4.2	5.1
	MAY	77.1	89.8	13.8	4.0	5.1
	JUNE	79.6	88.3	12.1	4.5	3.8
	JULY	80.7	89.5	12.2	3.8	3.3
	AUGUST	80.0	90.3	10.0	5.0	5.0
	SEPTEMBER	77.5	91.5	14.1	6.1	2.1
	OCTOBER	75.0	88.8	15.5	4.5	5.0
	NOVEMBER	73.2	87.9	16.2	6.5	4.1
	DECEMBER	73.1	87.6	15.9	4.9	6.1

**STATEMENT OF STAY AWAY FROM HEADQUARTER**

**(RUNNING STAFF)**

S. No.	Railways	Running Staff (Goods) Returning to HQ within			
		36 hours	54 hours	72 hours	96 hours
1	Central	Most of the Cases	----	----	----
2	East Central	57% (E) 49% (D)	----	----	----
3	East Coast	80%	----	----	----
4	Eastern	92%	----	----	----
5	North Eastern	99% (IZN) 90% (LJN) 80% (BSB)	----	----	----
6	North East Frontier	60%	80%	----	----
7	Southern		----	----	----
	1. MAS Division	<u>M/E</u> 97% <u>Goods</u> 67%			
	2. SA Division	<u>M/E</u> 97% <u>Goods</u> 71%			
	3. TVC Division	<u>M/E</u> 90% <u>Goods</u> 96%			

## Annexure-VI

### Details of SPAD cases (01.04.2011 to 01.09.2012)

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
1.	3243	06-Apr-11	Y	NR	LKO	Shunter-Amarjeet Singh	D	G	20	HQ	22.10	6.10	4 days	
2.	1191	14-Apr-11	I	WR	ADI	Bhawarlal C	D	G	18.1	OS 12.25	0.53	3.03	4 days	
3.	881	20-Apr-11	C	NFR	TSK	A.C. Das	D	G	77.0	HQ	4.35	6.05	5 days	
4.	3271	23-Apr-11	Y	NR	DLI	LP- Ashok Kumar	E	G	18.0	OS 6.0	11.30	4.45	2 days	
5.	892	24-Apr-11	I	WCR	BPL	Sh. Kumar Mahendra	E	P	24.0	Home	11.25	2.1	before accdt	
6.	3287	30-Apr-11	Y	NR	LKO	Shunter – Hari Singh Meena	D	G	16.0	HQ	14.25	4.25	before accdt.	
7.	885	04-May-11	C	ECoR	SBP	R.K. Singh	D	G	19.0	Home	00.15	12.35	before accdt.	
8.	887	06-May-11	C	CR	SUR	Salim Nabi	D	P	21.25	OS 9.0	19.54	4.04	4 days	
9.	2674	07-May-11	I	NR	DLI	LPP-P. Bhan Singh	D	G	22.40	HQ	06.22	7.30	before accdt	
10.	894	08-May-11	I	SR	MDU	Muthugangadaran	Engg.	Track M/c	Not a R/staff		13.23			
11.	898	16-May-11	Y	NFR	LMG	G.R. Das	D	P	>12.0	Home	01.45	9.15	before accdt	
12.	3368	20-May-11	Y	NR	MB	Shunter-Pradeep Singh	D	G	NA	NA	00.00	NA	NA	
13.	3384	24-May-11	I	ER	MLD	S.K.Yadav/LP/SBG	D	G	17.4	Home	0.00	16	before	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
					T								accdt	
14.	3422	04-Jun-11	I	NR	DLI	Sh. Satish Kumar Tower Wagon Driver	E	tower wagon	Not a R/Staff		08.25			
15.	3425	06-Jun-11	Y	ECoR	SBP	LP- A. Dhan	D	G	30.0	HQ	17.10	10.10		
16.	3426	06-Jun-11	Y	SR	TVC		E	Tower Car	Not A R/Staff		11.06			
17.	3443	11-Jun-11	Y	ECoR	KUR	LP-J.Mohapatra	E	G	37.30	HQ	02.20	2.45	1 day	
18.	911	13-Jun-11	I	NCR	ALD	Ram Jug/TDL	E	P	20.25	Home	03.31	5.04		
19.	3459	18-Jun-11	Y	NER	LJN	LP Shtg-Krishna Kumar	D	P	16.0	16.0	06.50	6.38	before accdt	
20.	3472	24-Jun-11	Y	NER	IZN	Shunter-Ravinder Singh	D	G	15.10	HQ	03.40	3.40	1 day	
21.	3485	30-Jun-11	I	ECoR	KUR	LP-L Hansada/KGP	E	P	23.0	HQ	20.00	05.05	before accdt	
22.	3490	02-Jul-11	Y	SER	RNC	LP- R.K. Prasad	D	G			02.20			
23.	3500	07-Jul-11	Y	WCR	JBP	Shunter-Ramsajan Yadav	D	G			18.10			
24.	3505	08-Jul-11	I	NR	DLI	Sh. Madan Lal LPP/GZB	E	P	16.0	Home	12.27	2.37	before accdt	
25.	925	12-Jul-11	I	ER	HWH	Rajendra Prasad/ LP/ SDAH	D	P	47.55	OS 24.15	6.14	4.04	3 days	
26.	3521	15-Jul-11	Y	ECoR	SBP	LP- K.G. Raju	E	G		OS 12.35	22.30	9.30		
27.	3530	19-Jul-11	I	ECR	DNR/	Sri N.B.	E	P	26.5	Home	10.25	7.55	4 days	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
					MGS	Pandey/MGS								
28.	3535	21-Jul-11	Y	SR	TVC		D	G			13.14			
29.	3553	26-Jul-11	I	NCR	JHS	Shiv Charan	D	G	30.0	HQ 16.0	12.00	5.25	before accdt	
30.	3557	28-Jul-11	Y	NCR	JHS	Shunter-Khurshid Ahmed	E	G	30.0	HQ	01.10	1.10	9 days	
31.	3560	29-Jul-11	I	NR	DLI	Ashok Kumar LPG/GZB	E	G	16.3	Home	2.58	3.28	3 days	
32.	3561	29-Jul-11	I	NR	DLI	Sh. Surya Bali Singh LPS/SSB	D	G	30.0	OS 8.0	3.32	1.47	4 days	
33.	4466	31-Jul-11	Y	SECR	R	LPS- N.K. Chandrakar	D	G	16.00	HQ	03.25	5.25	6 days	
34.	3576	02-Aug-11	Y	NR	DLI	LPS- Narendra Kumar	D	P	16.0	HQ	11.50	3.50	2 days	
35.	936	04-Aug-11	I	NER	LJN	Sri Umesh Kr. Singh	D	G	39.25	Home	18.40	5.10	before accdt	
36.	1350	10-Aug-11	I	NFR	TSK	LPG-D.Bora/MXN	D	G			03.50			
37.	4761	11-Aug-11	Y	CR	MCS T	LPG-Ashok Kumar	D	P	16.0	HQ	22.00	7.45	5 days	
38.	3593	11-Aug-11	Y	NR	MB	Shtg-Master Khem Karan	D	G	16.00	HQ	13.45	5.45	4 days	
39.	3594	11-Aug-11	Y	SER	KGP	Shunter- B. Bala Raju	D	G	16.00	HQ	02.22	4.22	2 days	
40.	1198	11-Aug-11	I	WCR	KOT A	Sr Driver-Aunraj Jha	D	P		OS 8.55	18.20	4.50		
41.	3617	16-Aug-11	I	ECR	MGS /DHN	Sri N. P. Hazam/DHN	E	P	43.24	OS 16.13	20.43	5.00	3 days	
42.	3619	17-Aug-11	Y	NR	MB	Shunter	D	G	16.0	HQ	00.00	0.15	before	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest available (Home/Outstation)	Time of SPAD	Duty performed till Accdt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
						Bhaskaranand							accdt.	
43.	1212	31-Aug-11	C	ECoR	KUR	T.B.B. Patra	D	G	23.3	Home	00.12	3.57	before accdt	
44.	3710	12-Sep-11	I	SER	RNC	Arun Kumar, ELP/HTE	E	G	35.15	HQ	6.34	6.19	before accdt	
45.	3715	13-Sep-11	Y	NFR	APDJ	LPG-Ram Shankar/APDJ	D	G			02.05			
46.	1923	13-Sep-11	C	SR	Chennai	LP-Sh. A Rajkumar	E	P	16.25	HQ	21.23	1.13		
47.	3727	18-Sep-11	Y	NCR	ALD	Shunter- Dayaram	D	G	35.0	35.0	20.57	5.27	5 days	
48.	2685	27-Sep-11	I	ER	HWH	C.M. Vishwakarma/LP/HWH	E	P	20.45	Home	16.42	2.57	before accdt	
49.	3777	03-Oct-11	I	NR	DLI	LPG-Harbans Lal	D	G	15.25	HQ	01.35	2.0	3 days	
50.	3787	05-Oct-11	I	SWR	UBL	Sh. Shyam K. Mehto/ LP/HPT	D	G	14.3	Home	5.50	8.05	6 days	
51.	3348	06-Oct-11	I	ECR	DHN/ASN	Sri Arjun Yadav/ Andai	E	G	38.0	Home	0.31	10.01	before accdt	
52.	5149	07-Oct-11	I	CR	MCS T	Motorman-M.K. Purushotam	E	P	24.23	OS 4.51	12.37	2.24	1 day	
53.	3790	08-Oct-11	Y	NR	DLI	LPG- Harman Singh	D	G	23.45	HQ	14.55	4.55	before accdt	
54.	2888	06-Nov-11	I	ER	ASN	B.Ram/LP/DHN	D	P	23.05	OS 6.0	0.00	6.3	1 day	
55.	2747	16-Nov-11	Y	NCR	JHS	LP – P.N. Khare	E	G	19.59	HQ	01.55	11.0	4 days	
56.	3996	16-Nov-11	I	NR	MB	Sh. Jai Singh II	D	P	13.3	OS 8.30	3.12	2.12	6 days	
57.	5328	18-Nov-11	I	Metro	KDMI -		E	P			11.41			

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
					KKV S									
58.	2709	20-Nov-11	C	NCR	Allahabad	Phool Chand	E	G	30.0	HQ	2.35	4.35	before accdt	
59.	5150	21-Nov-11	I	CR	MCS T	Motorman- A.L. Patil	E	P	10.51	HQ	11.32	1.13	3 days	
60.	2712	23-Nov-11	C	SER	CKP	P.Nayak/ LP/ BNDM	D	P	22.0	OS 8.15	2.00	0.40	3 days	
61.	2714	23-Nov-11	I	WR	BCT	K S Chaudry	E	P	21.2	Home	12.23	4.53	before accdt	
62.	5151	27-Nov-11	I	CR	MCS T	Motorman- U.V. Kulkarni	E	P	24.44	HQ	10.19	1.45	before accdt	
63.	5153	30-Nov-11	I	CR	MCS T	Motorman- Sukhdeep Singh	E	P	14.01	HQ	16.15	5.30	1 day	
64.	2716	30-Nov-11	I	WR	BCT	Sukhdeep Singh	E	P	13.25	Home	16.15	4.05	8 days	
65.	2809	02-Dec-11	Y	SR	TPJ		D	G			22.50			
66.	2724	07-Dec-11	I	WR	BRC	Rajendra Singh	E	G	34.0	Home	14.30	2.30	before accdt	
67.	5154	10-Dec-11	I	CR	MCS T	Motorman-Rajaram Singh	E	P	27.09	HQ	12.44	1.41	1 day	
68.	2729	10-Dec-11	I	NER	LJN	Sri Shushil Kumar	D	G	20.0	Home	3.40	17.40	before accdt	Excessive duty hrs
69.	2732	11-Dec-11	I	NR	DLI	Late Sh. Tej Singh/ LPM/ DLI	E	P	22.4	Home	6.57	2.37	Expired	
70.	2734	12-Dec-11	I	NCR	ALD	Sh. Mehtab Singh/ Sh. Hera Lal	E	G	19.0	OS 9.0	12.31	10.31	1 day	
71.	5160	14-Dec-11	I	CR	MCS	Motorman-S.R.	E	P	21.15	HQ	11.59	03	1 day	



S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
					T	Kolekar								
72.	3997	18-Dec-11	I	NR	LKO	Sh. Ramesh Prasad	D	G	25.0	OS 7.25	20.00	8.30	6 days	
73.	2779	19-Dec-11	I	WR	BRC	Mewaram S	D	P	22.0	OS 20.40	18.12	1.47	before accdt	
74.	3992	22-Dec-11	I	NR	FZR	Harnam Das /LP/UMB	D	G	16.0	OS 8.0	9.25	4.10	before accdt	
75.	2855	30-Dec-11	Y	SCR	GTL		D	G			05.10			
76.	2864	06-Jan-12	I	NER	LJN	Sri Ram Autar	D	G	33.15	Home	4.49	10.19	before accdt	
77.	2869	07-Jan-12	C	ER	SDA H	LP- R.S. Yadav	E	P	32.23	HQ	19.58	2.23	before accdt	
78.	2878	10-Jan-12	C	ECR	Samastipur	Shiv Kr. Prasad	D	G	16.0	HQ	17.45	5.45	before accdt	
79.	4953	12-Jan-12	I	NCR	JHS	Dashrath Meena	D	P	19.24	HQ	10.43	4.20	before accdt	
80.	2915	30-Jan-12	I	CR	BSL	Gajanan N. Hagware	E	G	16.35	Home	06.52	7.28	3 days	
81.	2924	31-Jan-12	I	ECOR	KUR	B.K. Malla	E	G	22.15	Home	23.55	3.10	before accdt	
82.	2919	01-Feb-12	C	NWR	BKN	Jagdish Prasad 'K'/RE	D	G	23.45	Home	2.40	3.25	before accdt	
83.	2948	02-Feb-12	Y	SR	SA	LPG-K. Prabhuraj	D	G			19.50			
84.	2926	02-Feb-12	I	WCR	BPL	Sh. Rajiv Ranjan	E	G	23.28	OS 7.10	18.45	2.40	2 days	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/ Elect	Pass/ Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/ Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
85.	4906	03-Feb-12	Y	NR	LKO	Shunter-Singhasan Ram	D	P	16.0	HQ	17.08	1.08	before accdt	
86.	2943	07-Feb-12	I	ECOR	WAT	J.K. Rao	E	G	6 days	OS	5.00	3.15	before accdt	
87.	2969	07-Feb-12	I	NCR	AGC	Ishrar Mohd	E	G	18.0	HQ	01.45	5.45		
88.	2967	13-Feb-12	I	ER	HWH	S.naskar/LP/SRC	E	G	30.09	Home	0.20	7.11	before accdt	
89.	2979	15-Feb-12	Y	CR	PUNE	Sham barku	D	G	16.0	OS 11.15	13.05	5.05	before accdt	
90.	3885	22-Feb-12	I	ER	HWH	S. K. Gupta/LP/HWH	D	G	30.0	Home	20.53	7.53	before accdt	
91.	2994	22-Feb-12	Y	NR	DLI	Motorman-Ramesh Kumar	E	G	14.30	OS 9.30	01.42	5.12	3 days	
92.	3842	27-Feb-12	I	CR	MUMBAI	P.N. BAHIRAM	E	P	28.4	Home	23.45	4.4	before accdt	
93.	4664	01-Mar-12	Y	NR	LKO	LPG-P.K.Tiwari	D	G	16.0	OS 6.0	21.55	5.55	2 days	
94.	3924	03-Mar-12	I	NR	LKO	LP Sh. RP Tiwar II HQr FD	D	G	23.0	OS 25.0	10.23	4.23	9 days	
95.	3979	11-Mar-12	C	ECR	SEE	LP-Narendra Kumar/BJU	D	P	26.0	HQ	05.05	1.20	before accdt	
96.	3991	12-Mar-12	I	ER	SDAH	P.G.Das/LPP/SDAH	E	P	25.37	Home	14.15	2.32	3 days	
97.	3999	13-Mar-12	I	SCR	SC	Y.Murali Krishna	Engg.	G	Not a R/Staff		01.10			
98.	4017	13-Mar-12	Y	SR	MAS	LPG-M.sajee	E	P			18.05			

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/ Elect	Pass/ Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/ Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
99.	4050	17-Mar-12	Y	SR	SA	LP Shtg- R. Shivshankaran	E	G			02.55			
100.	4077	19-Mar-12	C	ECR	DNR	LP-Jitendra Prasad	D	P	20.15	OS 6.0	07.35	1.55	2 days	
101.	4118	20-Mar-12	Y	SCR	GNT		D	G			22.15			
102.	4136	20-Mar-12	I	SCR	NED	LP-Pradeep Warkhade	D	P	34.0	OS 6.55	23.50	6.5	1 day	
103.	4190	22-Mar-12	I	CR	MCS T	LP-A.S.Waghmare	D	P	19.0	OS 2.05	17.00	3.43	before accdt	
104.	4175	25-Mar-12	I	WCR	JBP	Sh. Chandan singh	D	G	20.25	Home	20.40	6.1	before accdt	
105.	4351	08-Apr-12	I	WR	BCT	Ramakant C	E	G	20.35	Home	0.06	1.45	before accdt	
106.	4393	13-Apr-12	I	SECR	NGP	Sh. P.K. Cori	E	G	30.0	OS	10.35	8.31	4 days	
107.	5383	13-Apr-12	I	SR	TVC		D	G			06.43			
108.	4410	17-Apr-12	I	NER	LJN	Sri. Mahabir Prasad	D	P	51.35	Home	11.18	5.03	before accdt	
109.	4442	27-Apr-12	I	SER	ADA	D.N.Dutta/LP/ANR	E	G	29.0	Home	22.40	4.40	before accdt	
110.	4447	28-Apr-12	I	NCR	ALD	Sh. M.K. Srivastava/Sh. Devendra Singh	D	G	12.30	OS 6.30	16.55	5.15	2 days	
111.	4473	02-May-12	I	NCR	AGC	Sh. Ram Kishan/Sh. Sandeep Yadav	E	G	16.5	HQ	5.02	9.0	8 days	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/ Elect	Pass/ Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/ Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
112.	4477	02-May-12	Y	NCR	JHS	LP. Mahesh Kumar	D	G	22.0	HQ	09.05	6.35	4 days	
113.	4523	04-May-12	I	NER	LJN	Sri.D.K.Uppadhyay	E	P	20.05	Home	23.35	2.10	before accdt	
114.	4490	04-May-12	I	SR	TVC	A. Chellamuthu	E	P	36.0	Home	1.43	3.13	before accdt	
115.	4604	14-May-12	I	CR	BSL	M.J.Kolhe	E	G	12.55	home	5.13	2.23	6 day	
116.	4866	15-may-12	I	CR	MUMBAI	R.N.Kude	E	P	29.5	OS 4.30	11.11	7.31	1 day	
117.	4667	18-May-12	I	NR	UMB	Sh. Nitesh Kr. Gupta/S/O Nirmal Shah/JE-TMC/JRC	Engg	BRM M/c	Not a R/Staff		10.56		before accdt	Not a running staff
118.	4695	22-May-12	I	NR	MB	Sh. R.K. Shukla-I, LP/ RAC	D	G	26.05	Home	23.24	9.35	before accdt	
119.	4684	22-May-12	C	SWR	SBC	Sh. M. Yesu Rathinam	D	P	43.0	Home	3.08	4.38	1 day	SPAD Lead to rear end collision
120.	4972	26-May-12	Y	NCR	ALD	Shunter- A.K. Singh	D	G	16.0	HQ	07.52	2.22	before accdt	
121.	4868	29-May-12	I	ER	HWH	R.Rozario/LP/SDA H	D	P	28.55	OS 16.0	3.32	5.27	2 days	
122.	4928	01-Jun-12	Y	CR	MCS T	LPG- A.V. Bagave	D	G	16.0	HQ	04.33	5.15	1 day	
123.	4934	03-Jun-12	I	CR	MCS T	R.I. Patwekar/ Motorman	E	P	27.49	Home	11.56	1.12	before accdt	
124.	4936	03-Jun-12	Y	SR	MDU		D	P			11.20			
125.	4978	07-Jun-12	Y	NCR	ALD	LP- K.D. Singh	D	G	18.25	HQ	00.28	8.58	before	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/Elect	Pass/Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
													accdt	
126.	5030	07-Jun-12	Y	NR	LKO	Shunter- S.C. Srivastava	D	G	16.0	HQ	07.35	8.05	before accdt	
127.	5002	09-Jun-12	I	NR	MB	Shusheel Kr-III/LP/RAC	D	G	18.0	Home	11.22	6.37	3 days	
128.	5063	14-Jun-12	Y	NR	LKO	LPG-R.K.Mishra	D	G	30.0	HQ	22.00	5.0	before accdt	
129.	5061	14-Jun-12	Y	NR	LKO	S.P. Singh/MCM/OHE	E	Tower Wagon	Not a R/Staff		12.15			
130.	5076	18-Jun-12	I	CR	MCS T	LP /Sh. A.K. Saha/LNL	E	G	33.0	HQ	05.14	6.14	before accdt	
131.	5106	25-Jun-12	I	WR	ADI	Sh.Ashok kumar Mehra/LP (Goods)/ABR	D	P		OS 8.35	08.37	1.22	2 days	
132.	5107	26-Jun-12	I	NCR	JHS	Sh.R.K. Sachan LP/JHS (Goods)	D	G	19.52	HQ	10.13	6.10	6 days	
133.	5143	02-Jul-12	I	SECR	R	LP – P. Ranjan	E	P	30.56	OS 9.57	23.20	5.44	2 days	
134.	5131	02-Jul-12	I	WCR	Kota	LP Sh. Raja Ram, / Kota	D	P	23.55	HQ	12.05	2.55	before accdt	
135.	5137	03-Jul-12	I	NCR	AGC	B.B. Agrawal Loco Pilot/ G/ MTJ	E	P	21.00	HQ	12.40	3.15	before accdt	
136.	5132	03-Jul-12	I	SCR	BZA	P Ramanna	E	P	8.25	OS 7.15	07.46	5.16	3 days	
137.	5162	06-Jul-12	I	NR	MB	LP-Prem Narayan/MP	D	P	16.55	HQ	11.23	4.55	before accdt	
138.	5210	16-Jul-12	I	CR	BSL	LP- R.B. Shete	D	G	16.0	HQ	22.10	6.0	10 days	

S. No.	ID	Date	Ind./Conse/Unusu/Yard/Others	Rly	Div.	Name of LP	Diesel/ Elect	Pass/ Goods	Last Rest available (HQ.)	Duration of last rest availed (Home/ Outstation)	Time of SPAD	Duty performed till Accidt. (Hrs)	Last complete night in bed (before accdt.)	Remarks
139.	5239	21-Jul-12	I	CR	MCS T	LP G.V. Pillai/CSTM	D	P	23.0	HQ	23.25	2.25		
140.	5357	08-Aug-12	I	SWR	UBL		D	G			12.58			
141.	5376	16-Aug-12	I	CR	MCS T	LP-Sh.M.V. Pawalkar/KYN	D	P		OS 4.0	16.46			
142.	5436	17-Aug-12	I	NR	UMB	LP- Sh. Shiv Kumar/GD	E	P	30.30	HQ	08.28		before accdt	
143.	5390	19-Aug-12	Y	CR	NGP		E	G			20.40			
144.	5406	24-Aug-12	I	SCR	GTL	LP Sh. K.C. Srinivasulu/SC	D	P	22.55	HQ	02.35			
145.	5457	31-Aug-12	I	NCR	AGC		E	G			18.02			
146.	5440	31-Aug-12	I	SEC R	NGP	LP P.K Verma /BMY	D	G			02.41	9.41		
147.	5448	01-Sep-12	I	SCR	GTL	LP : Sh. M. Gabriel/ UBL	D	P		12.55	05.05	1.15		

**Annexure VII**

**Crew Working Details (Hampi Express) (Case no. 1)**

**Period: 01-04-2012 00:00 – 30-04-2012 23:59**

**Crew ID : GTL 1046**

**Designation : LOCO PILOT (Mail/Express)**

**Rate of pay : 23180**

**Name : M Yesurathnam**

**PF No : 09655323**

**Grade Pay : NA**

Driver Name	Asst. Name	Sign On Date & Time		Sign Off Date & Time		Departure		Arrival	
Yesurathnam. M	A. Prasad	21.04.2012	18:50	22.04.2012	03:30	21.04.2012	19:35	22.04.2012	03:10
Yesurathnam. M	Shaik Mastan Shareef	23.04.2012	22:30	24.04.2012	7:05	23.04.2012	23:50	24.04.2012	06:45
Yesurathnam. M	Shaik Mastan Shareef	24.04.2012	18:50	25.04.2012	04:00	24.04.2012	19:25	25.04.2012	03:40
Yesurathnam. M	Kuruva Sekhar	26.04.2012	7:45	26.04.2012	14:05	26.04.2012	08:30	26.04.2012	13:45
Yesurathnam. M	B. Pavan Kumar	28.04.2012	4:35	28.04.2012	7:55	28.04.2012	5:21	28.04.2012	7:35
Yesurathnam. M	D Krishna Reddaiah	29.04.2012	7:45	29.04.2012	14:40	29.04.2012	8:35	29.04.2012	14:20
Yesurathnam. M	D Krishan Reddaiah	30.04.2012	3:30	30.04.2012	10:55	30.04.2012	4:40	30.04.2012	10:35
Yesurathnam. M	D. Venkataramudu	01.05.2012	17:00	01.05.2012	19:40	01.05.2012	17:00	01.05.2012	19:40
Yesurathnam. M	D. Venkataramudu	01.05.2012	23:20	02.05.2012	06:45	02.05.2012	0:22	02.05.2012	6:25
Yesurathnam. M	D. Venkataramudu	02.05.2012	21:30	03.05.2012	5:20	02.05.2012	22:10	03.05.2012	5:00

Yesurathnam. M	Ratnakar Singh	04.05.2012	2:20	04.05.2012	08:40	04.05.2012	3:35	04.05.2012	8:20
Yesurathnam. M	Ratnakar Singh	04.05.2012	19:00	05.05.2012	1:35	04.05.2012	19:45	05.05.2012	1:15
Yesurathnam. M	K Lakshmi Narayana	05.05.2012	20:30	05.05.2012	23:57	05.05.2012	21:40	05.05.2012	23:37
Yesurathnam. M	K Lakshmi Narayana	06.05.2012	4:15	06.05.2012	7:55	06.05.2012	5:22	06.05.2012	7:35
Yesurathnam. M	B. Pavan Kumar	09.05.2012	17:00	09.05.2012	19:00	09.05.2012	17:00	09.05.2012	19:00
Yesurathnam. M	B. Pavan Kumar	09.05.2012	23:20	10.05.2012	7:25	10.05.2012	0:10	10.05.2012	7:05
Yesurathnam. M	B. Pavan Kumar	10.05.2012	21:30	11.05.2012	5:55	10.05.2012	22:00	11.05.2012	5:35
Yesurathnam. M	B. Pavan Kumar	11.05.2012	22:00	12.05.2012	01:35	11.05.2012	23:30	12.05.2012	1:15
Yesurathnam. M	B. Pavan Kumar	12.05.2012	1:40	12.05.2012	7:25	12.05.2012	4:37	12.05.2012	7:05
Yesurathnam. M	Gy. Radha Krishna	13.05.2012	8:00	13.05.2012	14:20	13.05.2012	08:30	13.05.2012	14:00
Yesurathnam. M	Gy. Radha Krishna	14.05.2012	3:35	14.05.2012	11:00	14.05.2012	4:40	14.05.2012	10:40
Yesurathnam. M	Ravi Shankar	15.05.2012	2:30	15.05.2012	8:45	15.05.2012	3:55	15.05.2012	8:25
Yesurathnam. M	Ravi Shankar	15.05.2012	18:50	16.05.2012	01:10	15.05.2012	19:35	16.05.2012	0:50
Yesurathnam. M	D. Govardhana	16.05.2012	22:45	17.05.2012	07:20	16.05.2012	23:45	17.05.2012	7:00
Yesurathnam. M	D. Govardhana	17.05.2012	18:50	18.05.2012	01:30	17.05.2012	19:20	18.05.2012	1:10
Yesurathnam. M	G. Jagadeesh	18.05.2012	22:30	19.05.2012	07:40	19.05.2012	0:15	19.05.2012	7:20
Yesurathnam. M	G. Jagadeesh	19.05.2012	18:50	20.05.2012	03:10	19.05.2012	19:20	20.05.2012	2:50
Yesurathnam. M	G. Balaraju	21.05.2012	22:45			21.05.2012	23:45		



**Annexure VII**

**Crew Working Details (E-BOX Goods train) (Case no. 2)**

**Period: 01-04-2012 00:00 – 30-04-2012 23:59**

**Crew ID : AGC1266**

**Designation : LOCO PILOT GOODS**

**Scale : 9300-34800**

**Name : RAM KISHAN**

**PF No : 03279339**

**Grade Pay : 4200**

DATE	REST	SIGN ON		TRAIN	LOCO	DUTY TYPE	SIGN OFF		HRS		RRA Count	OSDA	BOR	Trip Count	TOTAL KMS	Associated Crew
		TIME	FROM				TIME	TO	DUTY	NIGHT						
01-04-2012	00:00	00:00	TKD	E-BOX	27301	WR/FGHT/GEN	06:35	BAD	06:34	06:00	0.0	0.0	00:00	0	0.0	AGC1667
01-04-2012	00:00	06:35	BAD	8238		SP/FGHT/GEN	09:30	AGC	02:54	00:00	0.0	0.0	00:00	0	183.02	AGC1667
02-04-2012	20:05	05:35	AGC	SP/4211		SP/FGHT/GEN	07:00	BAD	01:24	00:25	0.0	0.0	00:00	0	0.0	AGC1776
02-04-2012	00:00	07:00	BAD	JHS POH	23853	WR/FGHT/GEN	15:20	AGC	08:20	00:00	0.0	0.0	00:00	0	65.36	AGC1776
03-04-2012	21:33	12:53	AGC	GZB	28054	WR/FGHT/GEN	20:51	TKD	07:58	00:00	0.0	0.0	00:00	0	229.62	AGC1585
04-04-2012	12:20	09:11	TKD	RPM	28000	WR/FGHT/GEN	20:23	AGC	11:12	00:00	0.0	0.0	00:00	0	231.31	AGC1585
05-04-2012	24:23	20:46	AGC	SP261		SP/FGHT/GEN	23:50	BAD	03:04	01:50	0.0	0.0	00:00	0	0.0	

05-04-2012	00:00	23:50	BAD	DWNA	23465	SH / FGHT/ GEN	-	-	-	-	-	-	-	-	-	-
06-04-2012	-	-	-	-	-	-	01:20	BAD	01:30	01:30	0.0	0.0	00:00	0	0.0	
06-04-2012	00:00	01:20	BAD	DWNA	23465	WR / FGHT/ GEN	12:45	TKD	11:25	04:40	0.0	0.0	00:00	0	196.46	AGC
06-04-2012	08:25	21:10	TKD	SUR	23186	WR / FGHT/ GEN	-	-	-	-	-	-	-	-	-	AGC1649
07-04-2012	-	-	-	-	-	-	08:32	AGC	11:22	08:00	0.0	0.0	00:00	0	231.31	
07-04-2012	00:00	08:32	NA	NA	NA	PR/ AGC/30	-	-	-	-	-	-	-	-	-	-
08-04-2012	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
09-04-2012	-	-	-	-	-	-	00:00	NA	00:00	00:00	0.0	0.0	00:00	0	0.0	
09-04-2012	39:28	00:00	NA	NA	NA	CL / AGC	-	-	-	-	-	-	-	-	-	-
10-04-2012	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11-04-2012	-	-	-	-	-	-	23:59	NA	22:18	00:00	0.0	0.0	00:00	0	0.0	
12-04-2012	14:21	14:20	AGC	MIGK	27723	WR/ FGHT/ GEN	19:10	MTJ	04:50	00:00	0.0	0.0	00:00	0		AGC1629
12-04-2012	00:00	19:10	MTJ	EBOX	27723	WR/ FGHT/ GEN	-	-	-	-	-	-	-	-	-	AGC1629
13-04-2012	-	-	-	-	-	-	03:10	AGC	08:00	05:10	0.0	0.0	00:00	0	120.0	
14-04-2012	26:25	05:35	AGC	SPR/ 14211	23465	SP / FGHT/ GEN	07:00	BAD	01:24	00:25	0.0	0.0	00:00	0	0.0	AGC1618

14-04-2012	00:00	07:00	BAD	DWNA	23465	SH / FGHT/ GEN	09:25	BAD	02:25	00:00	0.0	0.0	00:00	0	0.0	AGC1618
14-04-2012	00:00	09:25	BAD	DWNA	23465	WR / FGHT/ GEN	17:30	TKD	08:05	00:00	0.0	0.0	00:00	0	211.46	AGC1618
15-04-2012	18:55	12:25	TKD	SPR	RHQ	SP / FGHT/ GEN	17:10	AGC	04:45	00:00	0.0	70.0	00:00	0	158.97	AGC1618
16-04-2012	17:16	10:26	AGC	POSB	23476	WR / FGHT/ GEN	19:03	TKD	08:37	00:00	0.0	0.0	00:00	0	229.62	AGC1585
17-04-2012	08:40	03:43	TKD	E-CON COR	23201	WR / FGHT/ GEN	16:51	AGC	13:08	02:17	0.0	0.0	00:00	0	231.31	AGC1585
18-04-2012	23:51	16:42	AGC	SPR BY 3007		SP / FGHT/ GEN	22:46	TKD	06:04	00:46	0.0	0.0	00:00	0	88.32	AGC1779
19-04-2012	12:38	11:24	TKD	CD	28126	WR / FGHT/ GEN	-	-	-	-	-	-	-	-	-	AGC1779
20-04-2012	-	-	-	-	-	-	01:15	AGC	13:51	03:15	0.0	0.0	00:00	0	231.31	
21-04-2012	24:48	02:03	AGC	PNP	27407	WR / FGHT/ GEN	08:42	TKD	06:38	03:57	0.0	0.0	00:00	0	229.62	AGC1604
22-04-2012	17:45	02:27	TKD	AVD	23979	WR / FGHT/ GEN	09:04	AGC	06:37	03:33	0.0	70.0	00:00	0	301.31	
23-04-2012	21:56	07:00	AGC	BAD	24054	WR / FGHT/ GEN	11:40	BAD	04:40	00:00	0.0	0.0	00:00	0	0.0	AGC1729
23-04-2012	00:00	11:40	BAD	KRQ	24054	WR / FGHT/ GEN	15:15	AGC	03:34	00:00	0.0	0.0	00:00	0	120.0	AGC1729

23-04-2012	00:00	15:15	NA	NA	NA	PR/AGC/30	-	-	-	-	-	-	-	-	-	-	-
24-04-2012	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25-04-2012	-	-	-	-	-	-	00:00	NA	00:00	00:00	0.0	0.0	00:00	0	0.0		
25-04-2012	32:45	00:00	NA	NA	NA	CL/AGC	23:59	NA	07:26	00:00	0.0	0.0	00:00	0	0.0		
26-04-2012	19:31	19:30	AGC	GZB	28198	WR / FGHT / GEN	-	-	-	-	-	-	-	-	-	-	AGC1740
27-04-2012	-	-	-	-	-	-	03:40	TKD	08:10	05:40	0.0	0.0	00:00	0	229.62		
27-04-2012	15:59	19:39	TKD	BAD	27126	WR / FGHT / GEN	-	-	-	-	-	-	-	-	-	-	AGC1740
28-04-2012	-	-	-	-	-	-	03:30	BAD	07:51	05:30	0.0	0.0	00:00	0	161.23		
28-04-2012	02:15	05:45	BAD	KDLP	27126	WR / FGHT / GEN	06:10	MTJ	00:25	00:15	0.0	0.0	00:00	0	120.0	AGC 1740	
28-04-2012	05:15	11:25	MTJ	12618		SP / FGHT / GEN	12:50	AGC	01:24	00:00	0.0	0.0	00:00	0	26.9	AGC1740	
29-04-2012	19:45	08:35	AGC	SOG	27052	WR / FGHT / GEN	20:56	TKD	12:21	00:00	0.0	0.0	00:00	0	229.62	AGC1753	
30-04-2012	15:19	12:15	TKD	CTC	28146	WR / FGHT / GEN	21:00	AGC	08:45	00:00	0.0	0.0	00:00	0	231.31	AGC7085	
<b>Total Rest : 423:38</b>								<b>Total 227:01</b>		<b>53:13</b>	<b>0.0</b>	<b>140.0</b>	<b>00:00</b>	<b>0.0</b>	<b>4057.68</b>		
<b>Rest at Outstation : 189:44</b>								<b>Night Units</b>		<b>8.87</b>							
								<b>Rounded</b>									
								<b>Kms</b>									<b>4050</b>

**Annexure VII**

**Crew Working Details (Rajdhani Express) (Case no. 3)**

**Period: 01-04-2012 00:00 – 30-04-2012 23:59**

**Crew ID : BJU1033**

**Designation : LOCO PILOT (Mail/Express)**

**Scale : 9300-34800**

**Name : NARENDRA KUMAR**

**PF No : 05014268**

**Grade Pay : NA**

<b>SIGN ON STTN</b>	<b>S OFF STN</b>	<b>S ON DATE</b>	<b>S OFF DATE</b>	<b>R NO</b>	<b>D MIN</b>	<b>ACT KM</b>	<b>SPR KM</b>	<b>OSRA KM</b>	<b>N HRS</b>	<b>T.NO</b>	<b>L. NO</b>
BJU	KIR	2/2/12 04:00	2/2/12 13:13	3510	553	178.22	0	0	120	14084	
BJU	KIR	2/2/12 04:00	2/2/12 13:13	3510	553	178.22	0	0	120	14084	
KIR	BJU	2/2/12 05:11	2/3/12 11:00	3476	349	179.86	0	0	49	15713	
KIR	BJU	2/3/12 05:11	2/3/12 11:00	3476	349	179.86	0	0	49	15713	
BJU	JYG	2/5/12 09:05	2/2/12 13:40	3652	275	153.92	0	0	0	12570	16093
BJU	JYG	2/5/12 09:05	2/2/12 13:40	3652	275	153.92	0	0	0	12570	16093
JYG	BJU	2/6/12 11:40	2/6/12 16:35	2828	295	156.39	0	70	0	12569	16093
JYG	BJU	2/6/12 11:40	2/6/12 16:35	2828	295	156.39	0	70	0	12569	16093
BJU	DBG	2/7/12 18:44	2/7/12 22:15	3652	210	89.12	0	0	15	12546	1000
BJU	DBG	2/7/12 18:44	2/7/12 22:15	3652	210	89.12	0	0	15	12546	1000
DBG	BJU	2/8/12 03:15	2/8/12 08:00	2839	285	88.39	44.195	0	165	SP BY 55536	1000
DBG	BJU	2/7/12 03:15	2/7/12 08:00	2839	285	88.39	44.195	0	165	SP BY 55536	1000
BJU	SHC	2/9/12 09:35	2/7/12 13:53	3440	258	107.38	0	0	0	23226	18657
BJU	SHC	2/9/12 09:35	2/9/12 13:53	3440	258	107.38	0	70	0	23225A	17762
BJU	GKP	2/14/12 08:30	2/14/12 17:20	3445	529	393.37	0	0	0	12553	40045
BJU	GKP	2/14/12 08:30	2/14/12 17:20	3445	529	393.37	0	0	0	12553	40045

GKP	BJU	2/15/12 08:50	2/15/12 20:15	3182	685	394.93	0	0	0	12554	40037
BJU	KIR	2/16/12 16:15	2/16/12 22:34	3510	379	178.22	0	0	34	15714	
BJU	KIR	2/16/12 16:15	2/16/12 22:34	3510	379	178.22	0	0	34	15714	
KIR	BJU	2/17/12 16:03	2/17/12 18:51	3476	168	179.86	89.93	70	0	12423 SPR	
KIR	BJU	2/17/12 16:03	2/17/12 18:51	3476	168	179.86	89.93	70	0	12423 SPR	
BJU	SHC	2/19/12 02:45	2/2/12 07:20	3440	275	107.38	0	0	195	15276	
BJU	SHC	2/19/12 02:45	2/2/12 07:20	3440	275	107.38	0	0	195	15276	
SHC	BJU	2/19/12 17:30	2/19/12 21:45	2850	255	107.38	0	0	0	15275//UP	16384
SHC	BJU	2/19/12 17:30	2/19/12 21:45	2850	255	107.38	0	0	0	15275//UP	16384
SHC	BJU	2/2/12 04:00	2/2/12 13:13	3510	553	178.22	0	0	120	14084	
BJU	KIR	2/21/12 02:05	2/21/12 10:22	3510	497	178.22	0	0	235	13248	
BJU	KIR	2/21/12 02:05	2/21/12 10:22	3510	497	178.22	0	0	235	13248	
KIR	PNBE	2/21/12 20:40	2/22/12 08:12	2776	691	285.87	0	0	480	12505	
KIR	PNBE	2/21/12 20:40	2/22/12 08:12	2776	691	285.87	0	0	480	12505	
PNBE	BJU	2/22/12 13:49	2/22/12 18:30	6318	281	108.9	0	0	0	15714	
PNBE	BJU	2/22/12 13:49	2/22/12 18:30	6318	281	108.9	0	0	0	15714	
BJU	JYG	2/24/12 06:45	2/24/12 13:10	3652	385	153.92	0	0	0	18605	11282
BJU	KIR	2/2/12 04:00	2/2/12 13:13	3510	553	178.22	0	0	120	14084	
JYG	BJU	2/24/12 19:20	2/25/12 00:02	2828	281	156.39	0	0	122	18606	11282
JYG	BJU	2/24/12 19:20	2/25/12 00:02	2828	281	156.39	0	0	122	18606	11282
BJU	BJU	2/26/12 03:45	2/26/12 05:30	3510	105	0	0	0	105	12424	20015
BJU	BJU	2/26/12 03:45	2/26/12 05:30	3510	105	0	0	0	105	12424	20015
BJU	KIR	2/26/12 05:30	2/26/12 08:32	3510	182	178.22	0	0	30	12424	20015
BJU	KIR	2/26/12 05:30	2/26/12 08:32	3510	182	178.22	0	0	30	12424	20015
KIR	BJU	2/26/12 15:55	2/26/12 19:45	3476	229	179.86	0	0	0	12423	
KIR	BJU	2/26/12 15:55	2/26/12 19:45	3476	229	179.86	0	0	0	12423	
BJU	KIR	2/28/12 02:05	2/28/12 07:32	3510	326	178.22	0	0	235	13246	
BJU	KIR	2/28/12 02:05	2/28/12 07:32	3510	326	178.22	0	0	235	13246	

KIR	PNBE	2/28/12 21:00	2/29/12 05:27	2777	506	274.82	0	0	447	12505	
KIR	PNBE	2/28/12 21:00	2/29/12 05:27	2777	506	274.82	0	0	447	12505	
PNBE	BJU	2/29/12 13:40	2/29/12 18:45	6318	305	108.9	0	0	0	15714	
PNBE	BJU	2/29/12 13:40	2/29/12 18:45	6318	305	108.9	0	0	0	15714	
BJU	GKPE	3/2/12 09:00	3/2/12 16:59	3445	478	393.27	0	0	0	12553	
BJU	GKPE	3/2/12 09:00	3/2/12 16:59	3445	478	393.27	0	0	0	12553	
GKPE	BJU	3/3/12 09:45	3/3/12 19:40	6539	595	392.69	0	70	0	12554	20017
GKPE	BJU	3/3/12 09:45	3/3/12 19:40	6539	595	392.69	0	70	0	12554	20017
BJU	KIR	3/4/12 17:00	3/5/12 00:17	3510	437	178.22	89.11	0	137	SP BY 15708	
BJU	KIR	3/4/12 17:00	3/5/12 00:17	3510	437	178.22	89.11	0	137	SP BY 15708	
BJU	KIR	2/2/12 04:00	2/2/12 13:13	3510	553	178.22	0	0	120	14084	
KIR	PNBE	3/5/12 20:21	3/6/12 07:42	2777	680	274.82	0	70	480	14083	
KIR	PNBE	3/5/12 20:21	3/6/12 07:42	2777	680	274.82	0	70	480	14083	
PNBE	BJU	3/7/12 02:30	3/7/12 09:45	4785	435	110.87	0	70	210	14084	20002
PNBE	BJU	3/7/12 02:30	3/7/12 09:45	4785	435	110.87	0	70	210	14084	20002
BJU	PNBE	3/8/12 09:10	3/8/12 13:50	3435	280	107.65	0	0	0	15713	
BJU	PNBE	3/8/12 09:10	3/8/12 13:50	3435	280	107.65	0	0	0	15713	
PNBE	KIR	3/9/12 01:30	3/9/12 09:53	6320	503	287.12	0	0	270	12506	
PNBE	KIR	3/9/12 01:30	3/9/12 09:53	6320	503	287.12	0	0	270	12506	
KIR	BJU	3/9/12 18:50	3/10/12 01:28	3476	398	179.86	0	0	208	13247	
KIR	BJU	3/9/12 18:50	3/10/12 01:28	3476	398	179.86	0	0	208	13247	
BJU	BGS	3/11/12 03:45	3/11/12 05:45	3510	120	15.29	0	0	120	12424	20081
BJU	BGS	3/11/12 03:45	3/11/12 05:45	3510	120	15.29	0	0	120	12424	20081
BGS	BJU	3/11/12 05:45	3/11/12 05:46	4024	0	15.29	7.645	0	1	RHQ /Accdt	
BGS	BJU	3/11/12 05:45	3/11/12 05:46	4024	0	15.29	7.645	0	1	RHQ /Accdt	

**ANNEXURE -VIII**

**Analysis of Motorman Link pertaining to CSTM, Central Railway (Sample check)**

Detail No.	Sign on		Sign off		Duty Period (In hrs.) (5 – 3)	Time Gap between trips {Waiting Period} (In hrs.)	Headquarter Rest (In hrs.)	Outstation Rest (In hrs.)	Remarks
	Station	Time (In hrs.)	Station	Time (In hrs.)					
1	2	3	4	5	6	7	8	9	10
1	CST	16:40	CLA	23:30	<b>06:50</b>	1. 00:50 2. 01:30	-----	05:51	-----
<b>Daily Waiting Period</b>						<b>02:20</b>			
2	CLA	05:21	CST	09:38	<b>04:17</b>	1. 00:59	22:19	-----	-----
<b>Daily Waiting Period</b>						<b>00:59</b>			
3	CST	07:57	CST	15:05	<b>07:08</b>	1. 00:08 2. 00:54 3. 01:08	21:30	-----	-----
<b>Daily Waiting Period</b>						<b>02:10</b>			
4	CST	12:35	CST	17:47	<b>05:12</b>	1. 00:39	21:53	-----	-----



<b>Daily Waiting Period</b>						<b>00:39</b>			
<b>5</b>	CST	15:40	KCS	21:05	<b>05:25</b>	1. 00:12 2. 01:24	-----	07:10	-----
<b>Daily Waiting Period</b>						<b>01:36</b>			
<b>6</b>	KCS	04:15	CST	10:22	<b>06:07</b>	1. 01:06 2. 00:44	21:19	-----	-----
<b>Daily Waiting Period</b>						<b>01:50</b>			
<b>7</b>	CST	07:57	CST	15:48	<b>07:51</b>	1. 00:43 2. 01:05 3. 00:54	25:10	-----	-----
<b>Daily Waiting Period</b>						<b>02:42</b>			
<b>8</b>	CST	16:58	CST	21:09	<b>04:11</b>	1. 00:11	19:21	-----	-----
<b>Daily Waiting Period</b>						<b>00:11</b>			
<b>9</b>	CST	16:30	CST	22:48	<b>06:18</b>	1. 00:55	<b>06:12</b>	-----	-----
<b>Daily Waiting Period</b>						<b>00:55</b>			
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Daily Waiting Period</b>						<b>N. A.</b>			
<b>11</b>	CST	08:26	CST	13:10	<b>04:44</b>	1. 00:17	24:42	-----	-----
<b>Daily Waiting Period</b>						<b>00:17</b>			

<b>12</b>	CST	13:52	CST	21:07	<b>07:15</b>	1. 01:15 2. 00:08 3. 00:56	19:05	-----	-----
<b>Daily Waiting Period</b>						<b>02:19</b>			
<b>13</b>	CST	16:12	CST	21:55	<b>05:43</b>	1. 00:02 2. 00:23 3. 00:54 4. 00:10	<b>06:17</b>	-----	-----
<b>Daily Waiting Period</b>						<b>01:29</b>			
<b>14</b>	NCS	04:12	CST	09:15	<b>05:03</b>	1. 01:21	23:01	-----	-----
<b>Daily Waiting Period</b>						<b>01:21</b>			
<b>15</b>	CST	08:16	CST	15:44	<b>07:28</b>	1. 00:43 2. 00:51 3. 01:18	23:25	-----	-----
<b>Daily Waiting Period</b>						<b>02:52</b>			
<b>16</b>	CST	15:09	CST	20:30	<b>05:21</b>	1. 00:17	19:22	-----	-----
<b>Daily Waiting Period</b>						<b>00:17</b>			
<b>17</b>	CST	15:52	KCS	23:37	<b>07:45</b>	1. 00:59 2. 01:33 3. 00:59	-----	05:22	-----
<b>Daily Waiting Period</b>						<b>03:31</b>			
<b>18</b>	KCS	04:59	CST	06:46	<b>01:47</b>	-----	40:59	-----	-----
<b>Daily Waiting Period</b>						-----			

<b>19</b>	CST	23:45	CST	07:45	<b>08:00</b>	1. 04:04	16:00	-----	-----
<b>Daily Waiting Period</b>						<b>04:04</b>			
<b>20</b>	CST	23:45	CST	07:11	<b>07:26</b>	1. 00:33 2. 01:52	30:34	-----	-----
<b>Daily Waiting Period</b>						<b>01:25</b>			
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>21</b>	CST	13:45	CST	21:45	<b>08:00</b>	N. A.	18:05	-----	CST Waiting 13: 45 to 21:45 hrs. (08:00 hrs.)
<b>Daily Waiting Period</b>						<b>N. A.</b>			
<b>22</b>	CST	15:50	CST	23:34	<b>07:44</b>	1. 00:48 2. 00:25 3. 01:22 4. 00:08	<b>06:12</b>	-----	-----
<b>Daily Waiting Period</b>						<b>02:43</b>			
<b>23</b>	CST	05:56	CST	09:49	<b>03:53</b>	1. 00:32	22:24	-----	-----
<b>Daily Waiting Period</b>						<b>00:32</b>			
<b>24</b>	CST	08:13	CST	13:50	<b>05:37</b>	1. 00:26	25:05	-----	-----
<b>Daily Waiting Period</b>						<b>00:26</b>			

<b>25</b>	CST	14:55	CST	22:44	<b>07:49</b>	1. 00:11 2. 00:27 3. 00:44 4. 01:21	18:14	-----	-----	
<b>Daily Waiting Period</b>						<b>02:43</b>				
<b>26</b>	CST	16:58	CST	00:40	<b>07:42</b>	1. 00:51 2. 01:17 3. 00:43	05:47	-----	-----	
<b>Daily Waiting Period</b>						<b>02:51</b>				
<b>27</b>	CST	06:27	CST	11:43	<b>05:16</b>	1. 00:21	21:21	-----	-----	
<b>Daily Waiting Period</b>						<b>00:21</b>				
<b>28</b>	CST	09:04	CST	13:51	<b>04:47</b>	1. 00:59	19:53	-----	-----	
<b>Daily Waiting Period</b>						<b>00:59</b>				
<b>TOTAL DUTY PERIOD / WAITING PERIOD/ HEADQUARTER REST / OUTSTATION REST</b>					<b>171:18</b>	<b>55:32</b>	498.36	<b>18:23</b>	-----	
<b>AVERAGE</b>					<b>171:18/28 = 06.08 Hrs. (06 Hrs. approx)</b>	<b>41:32 / 26 = 01:36 Hrs.</b>	<b>499:36 / 25 = 19:59 Hrs. (20 Hrs. approx)</b>	<b>18:23 / 03 = 06:08 Hrs. (06 Hrs. approx)</b>	-----	

**EXISTING LIST OF SAFETY CATEGORY POSTS**

**OPERATING DEPARTMENT:**

1. Transportation Inspectors.
2. ASMs/Cabin ASMs/Station Supdt.(Non-gazetted)SMs/Dy.SSs.
3. Guards.
4. Yard Masters/AYMs/Yard Foreman.
5. Switchmen and Shunting Jamadars.
6. Section Controllers/Dy. Chief Controllers/Chief Controllers.
7. Safety Counsellors/Safety Inspectors.
8. Pointsman.
9. Shuntman.
10. Leverman.
11. Gateman.
12. Traffic Porters.

**CIVIL ENGINEERING DEPARTMENT**

- 13.. Bridge Inspectors.
14. Permanent Way Inspectors.
15. Asstt. Foreman-cum-Operator (Plassermatic Tie Tamping).
16. Operator-cum-Chargeman (Tie Tamping).
17. Section Mate, Keyman and P.Way Mistry.
18. Asstt. Shop Suptd. (Bridge Workshops).

19. Gangmen.
20. Gateman.
21. Trolleyman

### **SIGNAL AND TELECOMMUNICATION DEPARTMENT**

22. Signal Inspectors.
23. Elec. Signal Maintainer and Mechanical Signal Maintainers.
24. Asstt. Shop Superintendent (Axle Counter Production and Inspection, Production and Overhauling of Relays, Tokenless Block Instrument Testing).
25. Relay Inspectors.
26. Telecommunication Inspectors.
27. Telecommunication Maintainers.
28. Wireless Telecommunication Maintainer.
29. Khalasi/Khalasi Helper re-designated as Helper Grade-II and Grade I attached to ESM/MSM/TCM/WTM.

### **MECHANICAL/ELECTRICAL DEPARTMENT:**

30. Driver/Assistant Driver/Diesel Assistant/Motorman/Tower Wagon Driver/Motor Trolley Driver.
31. Loco Foreman/Asstt. Loco Foreman/Electric Foreman/Asstt. Shop Suptd/Chargeman (OHE Substation/Remote Control/Loco Train Lighting, Air Conditioning (coach) Mech. Foreman / Asstt. Mech. Foreman, Chargeman (Loco) EMU Running Sheds)
32. Carriage Foreman/Wagon Foreman.
33. Loco Inspectors/Driving Instructors.
34. Train Examiner (Mech. /Elec/EMU/Loco)

35. Shunter.
36. Carriage and Wagon Inspector.
37. Power Controller / Traction Loco Controller/Traction Power Controller/Traction Sub-station Operator.
38. Traction Foreman/Traction Foreman (Running).
39. Engine Examiner/ Lubricating Supervisor.
40. Boiler Inspector, Boiler Foreman / Asstt. Boiler Foreman, Boiler maker Chageman
41. Asstt. Shop Suptd. Concerned with Train Lighting and Air Conditioning only.
42. Safety Inspectors.
43. Laboratory Suptd. /Chemical & Met Asstt,
44. Loco Fitters/C&W Fitters/Wheel Tappers/Fitters in Diesel Sheds and E.M.U and Elec. Sheds / Millwright Fitters / Welders of all Departments, Train Lighting and Air Condition (Coach) Fitters.
45. Design Asstts. of all Departments.
46. Auto Drivers / Fork Lift Drivers / Crane Drivers (Mobile or EOT Cranes) / Traverser Drivers / Slingers and Gunners.
47. Shop Superintendent (Mech/Elec) Asstt. Shop Superintendent (Mech. & Elect.) / Lab. Superintendent/Chemical and Metallurgical Assistants.
48. Senior Electrical Foreman/Chageman/Sub-Station operator for general services including power houses.
49. Leading Fireman (Steam Loco).
50. Khalasi / Khalasi Helper re-designated as Helper Grade II and Grade I assisting Loco Fitters/C&W Fitter/Fitters in Diesel Sheds (Open Line and Workshop)/EMU/Elect. Sheds (Open Line &

Workshops) and Train Lighting & AC Fitters (Open Line & Workshop)

51. Crane Jamadar & Crane Khalasis.

Note:- The above list has been compiled on the basis of the following letters issued by Railway Board from time to time:-

- (i) E(NG)I-75-PMI-44 dated 31.5.1982
- (ii) E(NG)I-75-PMI-14 dated 16.8.1982
- (iii) E(NG)I-75-PMI- 4 dated 20.9.1982
- (iv) E(NG)I/82/PMI/199 Pt. dated 27.12.1990
- (v) E(NG)I-2002-PM-I/26 dated 11.9.2002
- (vi) E(P&A)I-2010/RT-2 dated 11.9.2010



**Annexure –X (1/2)**

**Existing roster for "Intensive" category staff" - received from North Western Railway**

S. No.	Days	Employee A			Employee B			Employee C			Employee D		
		From to Hours	Duty Hours	Rest Hours	From to Hours	Duty Hours	Rest Hours	From to Hours	Duty Hours	Rest Hours	From to Hours	Duty Hours	Rest Hours
1	Sunday	00 - 06	06	12	18 – 24	06	36	12 – 18	06	12	06 – 12	06	12
2	Monday	00 - 06	06	18	18 – 24	06	18	12 – 18	06	18	06 – 12	06	18
3	Tuesday	00 - 06	06	18	18 - 24	06	18	12 – 18	06	18	06 – 12	06	18
4	Wednesday	Rest 18 - 24	06	36	12 - 18	06	12	06 - 12	06	12	00 - 06	06	12
5	Thursday	12 - 18	06	12	06 - 12	06	12	00 - 06	06	12	Rest 18 - 24	06	36
6	Friday	06 - 12	06	12	00 - 06	06	12	Rest 18 - 24	06	36	12 - 18	06	12
7	Saturday	00 - 06	06	12	Rest 18 - 24	06	36	12 - 18	06	12	06 - 12	06	12
<b>Total</b>		----	<b>42</b>	----	----	<b>42</b>	----	----	<b>42</b>	----	----	<b>42</b>	----

- Note :-**
1. A will pick up roster of B, B will pick up roster of C, C will pickup roster of D & D will pickup roster of A. After every week no body remains on duty continues for day/night.
  2. In intensive roster rest is provided to each other by the employee so there is no need of rest giver.

**Annexure –X (2/2)**

**EASTERN RAILWAY, SEALDAH**

**Duty roster of SM, Cabin Master, Panel Operator GA in Scale of Rs. under the Railway Servants Hours of Employment Rules, 1961 as amended by the accepted recommendation of the Railway Labour Tribunal, 1969**

**Classification : Intensive**

**Station / Unit : RRI / SDAH**

Days	A			B			C			D		
	From	To	Duty	From	To	Duty	From	To	Duty	From	To	Duty
Sunday	0 - R -	6	6	6 22	10 24	6	10	16	6	16	22	6
Monday	16	22	6	0 22	6 24	8	6 - R -	10	4	10	16	6
Tuesday	10	16	6	0 - R -	6	6	16	22	6	6 22	10 24	6
Wednesday	6 22	10 24	6	16	22	6	10	16	6	0 - R -	6	6
Thursday	0	6	6	10	16	6	6 22	10 24	6	16	22	6
Friday	16	22	6	6	10	4	0 22	6 24	8	10	16	6
Saturday	16	22	6	6 22	10 24	6	0	6	6	10	16	6
<b>Total</b>	<b>----</b>	<b>----</b>	<b>42</b>	<b>----</b>	<b>----</b>	<b>42</b>	<b>----</b>	<b>----</b>	<b>42</b>	<b>----</b>	<b>----</b>	<b>42</b>

- Note :-**
1. A, B, C, & D to change duty weekly. "A" to pick up the duties of D, D of C, C of B & B of A.
  2. R indicates automatic rest in between the period shown above

**Annexure –XI**

**Proposed roster received from North Western Railway for “Intensive” category staff**

S. No.	Days	Employee A			Employee B			Employee C			Employee D		
		From To Hours	Duty Hours	Rest Hours	From To Hours	Duty Hours	Rest Hours	From To Hours	Duty Hours	Rest Hours	From To Hours	Duty Hours	Rest Hours
1	Sunday	0 - 6	6	12	18 - 24	6	36	12 – 18	6	12	06 – 12	6	12
2	Monday	Rest		42	18 - 24	6	18	12 – 18	6	18	06 – 12	6	18
3	Tuesday	0 - 6	6		18 24	6	18	12 – 18	6	18	Rest		42
4	Wednesday	0 - 6	6	18	18 - 24	6	18	Rest	6	42	06 – 12	6	
5	Thursday	0 - 6	6	18	Rest		42	12 – 18	6		06 – 12	6	18
6	Friday	0 - 6	6	18	18 - 24	6		12 – 18	6	18	06 – 12	6	18
7	Saturday	0 - 6	6	18	18 - 24	6	18	12 - 18	6	18	06 - 12	6	18
<b>Total</b>		----	<b>36</b>	----	----	<b>36</b>	----	----	<b>36</b>	----	----	<b>36</b>	----

- Note :-**
1. One additional rest giver will be required with two spare working days.
  2. A will pick up roster of B, B will pick up roster of C, C will pickup roster of D & D will pickup roster of A. After every week no body remains on duty continues for day/night.