



# ALL INDIA LOCO RUNNING STAFF ASSOCIATION

Regd.No. - 17903

EAST COAST RAILWAY, KHURDA ROAD DIVISION

Div. President : **S N Patnayak**  
Mob. No. : **9437460915**

Camped at RAJA BAZAR,  
PO: Jatni Dist. Khurda  
Pin 752050 (Odisha)

Div. Secretary : **C.R.Pati**  
Mob. No : **9438575807**

Date.21.05.2024

To,  
The Honorable General Manager  
Bhubaneswar, East Coast Railway

**Sub: Grievances of Loco Running Staff of Khurda Road Division.**

1. Non paying minimum guaranteed kilometer mileage of 120 KM to loco running staff in Khurda Division. But it should be paid as per below referred Railway Board Letter.
  - a. Railway Board's letter no. E(P&A)II-2010/RS-40 dated 27.12.2011.
  - b. Railway Board's letter no. E(P&A)-85/FE-4/3, dated 25.5.1985..
  - c. Railway Board's letter no, E(P&A) II -80/RS-10 dated 17.07.1981.
  - d. Railway Board's letter no, E(P&A)II-84/JCM/1 dated 2.2.1985
  - e. Railway Board's letter no, E(P&A)II-84/JCM/1 dated 18.2.85
  - f. As per IREC VOL 1 Chapter IX RULE No. 914 (ii).
  - g. As per Traction Rolling Stock : Operation Para 1.3.2 (IX).
  - h. As per logic of CRIS letter No. CRIS/GM/P-III/CMS/Clarification 11. Dated 20.11.2015 Version 1.16 ( Use case specification: Running Allowances RULE 5
  - i. As per letter No. 2007/CRIS/NDLS-HQ/CMS/Projects//Rollout-2/0023/Pt-1 dated 01.08.2013.
2. Not following the guidelines issued by the Railway Board for payment of kilometer mileage to the loco running staff in the colliery siding. But it should be paid as per below referred Railway Board Letter.
  - a. Railway Board's letter no.E(P&A) II -80/RS-10 dated 17.07.1981,
  - b. Railway Board's letter no.E(P&A) II-82/RS-2 dated 7.6.1982.
  - c. As per PCPO office letter no . 6362 dated 07.12.2015
3. Non Implementation of 9 hours duty from signing on to signing off as per Railway Board guideline.
  - a. Railway Board's letter no. RBE.143/2016.
  - b. RBE.120/2016.
  - c. Letter No ECOR/OPTG/09 Hrs./59/PT-/RSD/21 dated 16.08.2021
4. Unauthorized deduction of hours worked by us while calculating Over Time Allowance and timely payment of remuneration, Over Time Allowance and Kilometer Allowance after getting the work done. But the working hours for the purpose Overtime Calculation should be taken from sign on to sign off as per below referred letters.
  - a. Subsidiary instruction of 17(i) of 1961 under HOER rules.
  - b. RBO letter No. E(LL)78/HER/76, dated 23.10.1978.

- c. Northern Railway Letter No. 3.E/308/RLT19 9(Adj),Date 06/10-11-1980
  - d. DRM(P)/NGP Central Railway Letter No. NGP/P.500/OT/Instruction, dated 24.04.2008/12.05.2008,
  - e. Crew Management Information system published in IREEN JOURNAL-iv-1994-3, a) Mentioned in para 4 -
  - f. Adjudicator's AWARD of RLT-1969 of Justice N.M. MIABHOY Commission
  - g. RLT's Decision-I
  - h. As per Traction Rolling Stock : operation. In para 1.3.1.
  - i. As per Traction Rolling Stock : operation. In para 2.2.1 Para 4 .
5. Periodic Rest and compensatory rest is not allowing as per rule in Khurda Road division especially at crew lobbies Bhadrak, Jakhapura & Talcher.
6. Management of Khurda Road Division has issued a letter No. KUR/EL/TRO/420/04 on date 17.04 2024 by ignoring the rules of HOER.

**Respected Sir,**

With humble request I, the Divisional Secretary on behalf of my Association (All India Loco Running Staff Association), would like to draw your attention regarding the economic, mental and social harassment being faced by the loco running staff working in Khurda Road Division and request your honor to take cognizance of our problem and please take appropriate action.

Sir, this category is very important and vital to run the train safely, smoothly with punctuality so they want to live peacefully. This association had submitted several representations of very long pending grievances of loco running staff to solve the most reasonable, genuine grievances time to time on Branch Level, Divisional Level as well as Zonal Level but it is noticed our representations did not yield any fruitful result on most of the issues which is very painful for us and We are depriving continuously on various important divisional issues as well as branch level.

Therefore, we were compelled to approach the Regional Labour Commissioner(Central), Bhubaneswar. On 14.05.2024 a discussion took place between representatives of AILRSA and ADEE(OP)/KUR as representatives from KUR Division management under the mediation of Region Labour Commissioner(Central), Bhubaneswar. After discussion as per the direction of Regional Labour Commissioner(Central), once again this representation is being submitted regarding the above demand and grievances of Loco Running Staff.

1. Non paying of minimum guaranteed kilometer mileage of 120 Km to loco running staff in Khurda Road Division & Deducting our mileage since last near about 4 years which is our part of pay in an unauthorized manner by ignoring the letter issued from the Railway Board in respect of payment of Kilometer Allowance. MGK of 120 :-

Sir, the Railway Board has issued clear guidelines from time to time for the payment of our kilometer Allowance that **wherever the loco running staff unable to earn potential earning Kilometer of 120 KM mileage then they should be paid minimum guaranteed Kilometer Allowance of 120 KM as mileage for each trip.** Because it is also a part of our salary i.e. 30% of the basic salary is mixed in it. Here I want to highlight some points of the letter issued by the Railway Board from time to time.

a. Sir, As per Railway Board letter no. E(P&A)II-80/RS-10 dated 17.07.81, Para 3.12(ii) While mentioning Minimum Guaranteed Kilometer it is written as follows **"However, each railway in association with DRM will immediately arrange to identify such sections as do not have the potential for enabling the running staff to earn adequate kilometer within the stipulated duty hours. A part from such sections, if there are any circumstances where the prescribed type of duty allotted to the running staff does not allow them to earn an adequate kilometer, they will also be identified. For these identification and in the other exceptional circumstances, the running staff will be paid at the rate of 120 kilometer for the full stipulated duty hours."**

b. Sir, this has been further clarified in Para (i), (ii) and (iii) of Railway Board's letter no. E(P&A)II/85/FE-4/3 dated 25.5.1985 which is as follows.

I. **Para (i)** clarifies that "While identifying section for the purpose of grant of minimum guaranteed kilometrage in terms of para 3.12 of Board's letter No.E(P&A)II-80/RS-10 dated 17.7.1981,short section worked by diesel or Electric Locos may also be identified for this purpose if, generally it is not feasible to give extended run or allow one or more round trips within the duty hours. The above point may also be taken into account while the identification of section/circumstances as ordered by Board's letter No.E(P&A)II-84JCM/1 dated 2.2.85 and 18.2.85.

II. **Para (ii) of this letter.** It is understood that, some of the Railways the running staff who are unable to complete the run on an identified section due to some reason or the other and are **relieved enroute**, are guaranteed only the actual kilometer instead of 120 km. **It is clarified that such situation should also be covered by the scope of the review required to be carried out in terms of the Board's Letter No. No.E(P&A)II-84JCM/1 dated 2.2.85 and 18.2.85.**

III. **Para (iii) of this letter.** It is also written in this which is as follows "Another point raised by the Federation was that, on some of the Railways payment of the minimum guaranteed kilometrage of 120 KM. to the running staff working on identified sections includes payment for traveling as passengers on duty before or after working trains." **It is clarified that the running staff working on identified sections should be granted 120 Kms. for working the section and in addition, they should be paid half the kilometrage covered while traveling as passengers on duty before or after working the identified section."**

Here I would also like to refer to Para (ii) of the above-mentioned Railway Board's letter E(P&A)II-84/JCM/1. Where the Railway Board has written expressing its experience regarding kilometer earning of the running staff. **"Where actual experience has shown that it is not possible for the running staff to have potential to earn adequate kilometrage within the stipulated duty hours."** in spite of all possible efforts, some examples of such cases which were especially mentioned during the discussions are **clearing stabled loads from stations adjacent to yards, relief en-route**, to provide a locomotive for working passenger trains whose locomotive had failed, frequently non-availability of return loads on a scheduled round trip resulting in the crew having to sign off after completing only one leg of the round trip etc". Through this para, the Board has told that in many such cases the running staff is not able to earn adequate kilometrage 120 and in view of this situation, the Railway Board has issued the above written letter no. E(P&A)II/85/FE-4/3 dated 25.5.1985.

c. As per IREC VOL 1 Chapter IX RULE No. 914 (ii). Sir, this rule clarifies as **" However, Each Railway shall identify such sections and circumstances which do not have the**

potential for enabling the running staff to earn adequate kilometers within the stipulated duty hours. For these identified sections and circumstances, the running staff shall be paid at the rate of 120 Kms. for the full stipulated duty hours.

- d. As per Traction Rolling Stock : Operation Para 1.3.2 (IX). Each Railway should identify the area, sections & circumstances which do not have the potential for enabling the Running Staff to earn adequate kilometers within the stipulated duty hours. Rate is @120/day.
- e. As per logic of CRIS letter No. CRIS/GM/P-III/CMS/Clarification 11. Dated 20.11.2015 Version 1.16 ( Use case specification: Running Allowances RULE 5). As per the logic of this letter it is clarified loco running staff should be paid not less than 120 km mileage in any circumstances that Logic of CRIS time to time. Sir CRIS has issued from time to time regarding minimum guaranteed of 120.
- f. As per letter No. 2007/CRIS/NDLS-HQ/CMS/Projects//Rollout-2/0023/Pt-1 dated 01.08.2013. Through this letter CRIS has issued how the minimum guaranteed kilometer should be calculated in Para 4.

**Minimum Guaranteed kilometer**

Section A - B = 53. (Min Guaranteed Sec)  
:- Crew goes working A - B.  
Rest at B < 1hrs (continuous duty) does shunting at B for 5 hours  
Works again B-C = 43 (continuous duty)  
Mileage  
A - B = 53 Km  
B = 15 x 5 = 75 Km  
B-C = 43  
Total Km = 53+75+43 = 171 > 120  
**Hence Mileage given = 171**

If the run is discontinuous.  
Section A - B = 53 (Min. Guaranteed)  
Crew goes working A - B  
Rest at B > 1 hrs (discontinued duty) does shunting at B for 5 hrs  
Rest again at B > 1 hrs (discontinued duty )  
Works again B - C = 43

**Mileage will be separate for all three duties**

**A - B = 57 < 120 Mileage = 120**  
B = 15 x 5 = 75  
B - C = 43

Sir, the above paragraph of the railway board letter No. E(P&A)II/85/FE-4/3 dated 25.5.1985 proves that if a section is identified for minimum guaranteed kilometer and crew does not complete their trip due to some reason. They will be also eligible for a minimum 120 Km mileage addition with plot mileage. Sir on the basis of the above letter we were getting the kilometer mileage. There was also a provision where crew unable to earn potential earnings were getting their mileage not

less than 120 Km. But for the last about four years we have been losing it. Loco Running staff are not getting their potential earning of 120 while they work in the following section.

S.N	Section	Cov. Distance	MGK Should be given	Current Mileage
1	TLHR - RJGR or Any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
2	RJGR - TLHR or Any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
3	TLHR - CTC or Any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
4	CTC - TLHR or Any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
5	TLHR-BRAG or Any intermediate Station.	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
6	BRAG-TLHR or Any intermediate Station.	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
7	KUR - RJGR or Any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
8	RJGR - KUR or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
9	TLHR-SKND or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
10	SKND - TLHR or any intermediate section	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
11	PRDP - CTC or Any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
12	CTC - PRDP or Any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
13	PRDP - HDS or Any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
14	HDS - PRDP or Any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
15	CTC - JKPR or any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
16	JKPR - CTC or any intermediate station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
17	KUR - CTC or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
18	JKPR - BHC or any intermediate Station	Less than 120	120 + Pilot Mileage	Less than 120

			( If working + pilot)	
19	BHC - JKPR or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
20	ANGL - CTC or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
21	CTC - ANGL or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
22	KUR - PURI or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
23	PURI - KUR or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
24	KUR - JKPR/JJKR or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
25	JKPR - KUR or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
26	KUR - BALU or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
27	BALU - KUR or any intermediate Station	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120
28	KDJR - or any intermediate section	Less than 120	120 + Pilot Mileage ( If working + pilot)	Less than 120

Sir, All the above letters shows that under no circumstances the kilometer mileage of Running Staff (LP&ALP) should be less than 120 KMs, but in Khurda Road Division, the Railway Administration disregarded the above mentioned letter of Railway Board and deducted our kilometer mileage by issuing a new order by PCPO/ECOR Letter number **Estt.Srl.No.79/2020ECOR/Per/R/Allowance date 13.07.2020**. In this regard, the loco running staff and the organization of loco running staff ALL INDIA LOCO RUNNING STAFF ASSOCIATION gave many memorandums at the branch, divisional level as well as zonal level, but ignoring this, our mileage is being deducted even today. Due to reduction in mileage we are incurring huge losses in our pay.

**Sir**, By giving you an example, I am trying to present my point on the economic injustice being done to the loco running staff. In Railways, if a class IV staff whose grade pay is Rs 1800, if he goes to work for 8 KM and he works for 08 hours or 10 hours, then he is given Rs 350 and Rs 500 as T.A respectively. Whereas an Assistant Loco Pilot, whose grade pay is Rs. 1900 more than a Class IV employee, if he works more than 12 to 14 (from sign on to sign off) hours, then he will be given mileage of 30, 40, 50, 60, 70 etc. is given. The kilometer mileage given to him is Rs 112,150,188,225,263 respectively which is much less than that of a class IV employee.

**Sir**, here also I want to tell you that the loco pilot who TLC, CCC CC duty or something LP, ALP come on CLI If someone does office duty, he is also paid 120 KM mileage every day while he sits in the office and does his duty. Whereas the loco running staff (loco pilot and assistant loco

pilot) work in the engine in heat (50 degree temperature), sun, rain and cold, yet their mileage is being deducted. Sir, I would like to reiterate that to compensate for the shortfall in the mileage salary of the loco running staff, the Railway Board has issued an order for the running staff, letter no. RBO No. E(P&A)II-2010/RS-40 dated 27.11.2012 & E(P&A)II-85/FE-4/3 In which it is clearly directed, the gist of which is that wherever the mileage of the running staff is less than 120 KM, at least 120 KM mileage should be paid to the running staff. This is also called Minimum Guaranteed Kilometer which is 120 KM. This letter has been issued by the Railway Board so that the running staff does not suffer loss in their salaries. But for all of us in Khurda Division, ignoring all the above letters, the minimum guaranteed kilometer of 120 is not being paid properly and for us, an order is being issued by PCPO, ECoR for much less mileage than the minimum mileage like 10. We are being financially harassed by paying Rs 20,30,40,60,70 etc. In this context, the loco running staff and AILRSA organization gave a written memorandum to the Senior Divisional Electrical Engineer (OP) and the Divisional Railway Manager, Khurda Road and the divisional officials and met with divisional as well as zonal officers and informed about the situation, but without taking any action on this, day-to-day problems continued. Our pay are being deducted continuously.

2. Not following the guidelines issued by the Railway Board for payment of kilometer mileage to the loco running staff in the colliery siding.

Sir, Talcher loco running staff works in a very polluted environment at the colliery siding, but it is very sad that the administration is cutting our mileage by issuing an order **Estt.Srl.No.79/2020ECoR/Per/R/Allowance date 13.07.2020**. In this regard, I would like to draw your attention to the orders issued by the Railway Board through a letter.

A. As per IREC Vol.1 Chapter IX Rule 919 (ii) Running Allowance Rules. It states that **"The Trip Allowance to the running staff working the Coal Pilots shall be paid at the rate of 160 kms. for eight hours"**.

B. Sir, the Railway Board has also issued an order letter for fixing trip target time, letter No. E(P&A)II-82/RS-2 dated 7.6.1982. In Para(ii)(a) of this letter it has been clarified that **"The target time for pilot working should be fixed realistically taking into account all operational factors, the possibility of making the round trip for the distance that can be covered within the stipulated duty hours, and should be regulated in accordance with the clarification issued vide Board's letter No. E(P&A)II/81/RS-16 dated 28.01.1982. The bonus payment of 50 Kms. will be admissible only on completion of the trip or trips as stipulated under the target time study"**.

But I would like to point out here that the trip time fixed for colliery siding at Talcher has been fixed only keeping in view the loading time; realistically the operational factor has not been taken into account. The trip timings is reduced due to which loco running staff are losing their mileage.

C. In Para(ii)(b) Board's letter No. E(P&A)II/81/RS-16 dated 28.01.1982. It has been written that **"With regards to jugglers which are utilised for picking up loads from adjoining yards/stations for which the crew are booked for 8 or 10 hours, they may be paid at the rate of 120 Kms. in terms of para 3.12 i.e exceptional cases where adequate kilometrage cannot be earned"**. It is also clear from the above sentence that the earning mileage of the running staff should not be less than 120 kms. As per letter

no.2008/CRIS/NDLS-HQ/CMS/Project/Rollout Ph/0026/Pt-II, dated 20.11.2015 " **Mileage will be 120 Km, irrespective of time and duty performed**".

D. Sir, As per PCPO office letter no . 6362 dated 07.12.2015 we are getting the kilometre mileage in colliery siding and others but by Issuing a new order Estt.Srl.No.79/2020ECoR/Per/R/Allowance date 13.07.2020 our mileage got reduced due to which loco running staff are losing their pay.

3. In Khurda Road Division, in the name of a JPO14 Issued by ECOR, bluntly violates HOER, RBE.143/2016 and RBE.120/2016, and making us to do extra duty and after working extra hours loco running staff are harassed by deducting their working duty hours unlawfully while calculating overtime allowance:-

Sir, in Khurda Road Division, in violation of the guidelines HOER, RBE/143 2016 and RBE120/2016 issued by the Railway Board, the Divisional Railway Administration is making the loco pilots and assistant loco pilots work for more than 12 hours continuously (from sign on to sign off).

A. Sir, as per RBE.143/2016 (ii) 'Generally, continuous running duty should not exceed 9 hours at a time. Such increase in duty can be done only in abnormal situation or emergency (this emergency has been defined in RBE/120 2016) when Railway Administration informs the crew at least two hours before the end of 9 hours so that they are required to do duty even after 9 hours, but total duty from sign on to sign off should not exceed 11 hours'. But in Khurda Road Division, loco pilots and assistant loco pilots are generally made to do duty for more than 12 hours. If any loco pilot and assistant loco pilot is ever unable to work, he is harassed by the officers in the name book off and issuing charge sheets in unauthorized manner.

B. Sir, from PCOM/ECoR office has also issued a Letter No ECOR/OPTG/09 Hrs./59/PT-/RSD/21 dated 16.08.2021 to monitor implementation of 09 hrs. duty of Running Staff in view of Safety & humanitarian ground from signing on to signing off but still we are working more than 12 hours.

Sir, due to doing excessive duty, our physical, mental and social balance is deteriorating day by day. In this regard, our association requested the officials of the Divisional Railway Administration several times but no attention was paid to this problem. Sir, we are all made to work more than the normal working hours but the Over Time Allowance is not paid as per rule.

4. Unauthorized deduction of our working hours worked by loco running staff while calculating Over Time Allowance:-

Sir, you will be surprised to know that in Khurda Road division, our working hours are deducted unauthorizedly by making us do extra work. Sir, as per HOER, the working hours for overtime allowance of loco pilot and assistant loco pilot should be calculated from sign on to sign off, but in our division, when we are relieved in the section, from there we come back to the running room or our headquarters where we sign off our duty. But in such circumstances, the intervening hours are deducted unauthorizedly. In this context, I would like to cite some letters.

A. **As per subsidiary instruction of 17(i) of 1961 under HOER** : It is written in "The hours of work of Loco & Traffic running staff should be calculated from Sign On to Sign Off for the purpose of over time payment"

B. **As per RB letter No. E(LL)78/HER/76, dated 23.10.1978** " It's clarified that the time spent by running staff on non running duties such as traveling spare on duty, watching for



train at station to return HQ or near by running room etc will be continued to be excluded for duty at a stretch. Accordingly, the time so spent by running staff will not count for "10 hrs duty at a stretch" **Though the same will count for the purpose of overtime payment as per admissible under the rules"**.

- C. **As per Northern Railway Letter No. 3.E/308/RLT19 9(Adj),Date 06/10-11-1980 :- "**  
The period of waiting at station while enroute( both inward and return journey to HQ) for catching train, in that case running staff should be treated as duty for the purpose of calculating over time under the HOER".
- D. **As per DRM(P)/NGP Central Railway Letter No. NGP/P.500/OT/Instruction, dated 24.04.2008/12.05.2008:-** "It's clarified that, The hours of work of Loco & Traffic running staff should be calculated from sign on to sign off for the purpose of calculating total hours of work done for over time payment."
- E. **As per Crew Management Information system published in IREEN JOURNAL-iv-1994-3,**
- Mentioned in para 4 -** The driver /assistant served with call notice is eligible for 2 hours of preparation time at the end of which he should report for duty at the lobby office & Sign on. **From the time of his Sign On, he is on duty till he sign off at the next crew changing point.**
  - Topic no-2** Hour of Employment Regulation governing crew point no-1 that **"The duty hours of crew are reckoned from the time they sign On to Sign Off.**
- F. **As per Adjudicator's AWARD of RLT-1969 of Justice N.M. MIABHOY Commission**
- For No.275 i.e.**the time required for engine attendance or taking and making over should be treated as part duty hours for this purpose which should be counted for signing on to signing off.
  - Summary of main decision's Para 6.226 j (d)(vi).** "Existing practice in regard to running staff of treating the whole period from signing on to signing off as period of duty will continue ( vide Para no 6.57 & 6.132).
  - in Para 6.57 item no 6.**It's clearly mentioned that "The existing practice in regard to running staff of treating the whole period from sign on to sign off as period of duty will continue".
  - As per RLT's Decision-I i.e.** "Hours of employment shall be those during which an employee is at the disposal of his employer at the employer's instant. Duty commenced from the time he places himself at the disposal of his employer at the letter's instant and such duty continues until he is finally at liberty to leave the place of duty".
- G. **As per Traction Rolling Stock : operation.** In para 1.3.1 it is clarified that **The duty hours of running staff is counted from Sign ON to Sign OFF.**
- H. **As per Traction Rolling Stock : operation.** In para 2.2.1 Para 4 . It is stated that **Duty hours of the driver is taken from the signing on to Signing off.**

Sir, There is a provision for giving mileage and OTA in CMS, which has been approved by the Railway Board itself, even under that provision, mileage and OTA are not paid. Mileage and OTA hours are deducted by manipulating it at the divisional level as well as Branch level.

Sir, Summary of all the above documents shows that the duty of running staff should be taken from sign on to sign off for calculation of overtime allowance but this does not happen in our division which does not reflect the judicial system. Sir, If we are relieved in the section then it is the

responsibility of the railway administration to make proper arrangements to take us to the headquarters or running room but this does not happen in our division due to which we face some delay in reaching the headquarters or running room but such Even under such circumstances, we are working for the Railways only. In such situations, despite no fault of ours, we are punished by reducing our working hours.

Sir, our working style has four types of hours which are shown in the CMS.

**1. Headquarter    II. Out station Rest hour    III. Duty Hours    IV. Total Hours**

If we have to find our working hours then it may be found by putting this formula i.e.

$$\text{Total Duty hours} = (\text{Total hours} - (\text{HQ rest hours} + \text{Out station rest hours}))$$

This itself should be counted for OTA. But this does not happen in our division. We are harassed by deducting our working hours unauthorized way forcefully or through mis-interpretation which causes loss in our pay. In this context also, we informed our officers about this problem through Memorandum, but no proper action has been taken till now and the officers are not ready to talk on this issue.

5. Periodical Rest is not giving including full night in bed as per rule Para (2-3), Indian Railway Act 1989 and compensatory rest is not given.

Sir, in Khurda Road Division Periodic Rest of loco pilot is not given as per above mentioned rule. CCCs of khurda division are violating this rule by non given 4 periodic rest of 30 hours including night rest in bed. Here I would like to draw your kind attention about the rule of Periodic Rest.

- a. Under Chapter XIV of Indian Railway Act 1989, of 133. **(Grant of periodical rest)** Para 2(i) any locomotive or traffic running staff shell be granted each months a rest of at least four periods of not less than thirty consecutive hours each, or at least five periods of not less than twenty-two hours each, including a full night. It means a full night rest in bed must be from twenty-two hours to six hours. Violation of which is a punishable offense under Para 158 of Railway Act 1989. As per guideline minimum 4 Periodic rest must be given to every employee in one month including night rest.
- b. If this is not done then it is a punishable offense under section 181 and 158 of the Act 1989.
- c. Here I want to give some examples of the BHC crew Lobby in which crews were marked absent by CCC/BHC.
  - I. Sri A.K.Dandapat marked absent by CCC/BHC when he tried to avail third Periodic Rest in the month of June 2023
  - II. Sri Y S Das marked absent by CCC/BHC when he tried to avail third Periodic Rest in the month of Jan 2024.

In Khurda Road Division Neither Periodic Rest is not given in as per above rule nor compensatory rest is given if Railway administration fails to give 4 periodic rest in one month and after cancel of Periodic Rest as per requirement of Railway. CCC/JKPR, CCC/TLHR/CCC/BHC & CCC/KUR are blatantly violating this rules

6. Management of Khurda Road Division has issued a letter No. KUR/EL/TRO/420/04 on date 17.04 2024 by ignoring the rules of HOER.

Sir, regarding HOER matter only the Ministry of Labour may intervene regarding changing if any is required about the rest of Loco Pilot. Sir we are continuous category workers and all

other workers of this continuous category are getting Overtime allowance after 96 hours duty but we the running staff get Overtime Allowance after 104 hours, because we have additional time of sign on & sign off . But recently the Khurda Road Division management has issued the above-mentioned letter to reduce the time of sign on and sign off which is quite injustice with us.

Sir here i would like to draw your kind attention regarding our work between sign on time to scheduled train order time and after arrival of train

- I. while a loco running staff sign off their duty they have to do the following activity in the lobby.
    - a. Collect the ticket from the guard and fill the necessary items in the Ticket and drop it into the box.
    - b. Deposit the walkie talkie to the office.
    - c. Filling the unusual occurrence in CMS.
    - d. Filling the grading about the ALP in CMS.
    - e. Filling the BPC in particular in CMS.
    - f. Filling the Trip sheet with fuel and EMR details in CMS
    - g. Filling Trip Sheets and taking approval from on duty CC by showing their ticket details. CC checks the details then approves the trip sheet.
    - h. Filling the mobile using particulars.
  - II. Sir, while a loco running staff sign on their duty they have to do the following activity in the lobby.
    - a. Collect the T34HF Ticket
    - b. Read the circular in CMS.
    - c. Collect the walkie Talkie from the office.
    - d. Take the pass.
    - e. Collect the caution order. (As per SR4.09.05 The caution order shall be delivered to the loco pilot by the station master either personally or through a competent railway servant deputed by him but this duty to collect caution order is carried by Loco Pilot by the order of TLC/KUR since a long time.)
    - f. Travel the distance to catch the goods/Coaching train.
  - III. Sir, when the crew works in section and relief en- route and they return pilot by goods/coaching/ jeep then they have to also fill the above said details as per procedure during sign off in Khurda Road Division.
  - IV. Sir, when the crew goes to work the train by pilot by Coaching/Goods/Jeep they have to do some work as mentioned above for that it is not possible within 15 minutes.
  - V. The crew have to travel near about 400 metres to reach the crew lobby for sign off their duty in Talcher.
  - VI. Sometimes there is cross movement of Goods trains in Yards while the crew arrives by pilot Goods Trains in Talcher.
  - VII. During passenger time a long queue of crew is seen to sign off in Crew Lobby of KUR.
- Sir, On behalf of my organization, I request you to take cognizance of our above mentioned problem and take appropriate action and provide justice to the loco running staff.

**Our Demand :-**

1. Minimum Guaranteed Kilometerage 120 Km should be paid to the loco running staff immediately when they are unable to earn potential earning kilometer in each trip of duty.

2. The letter no Estt.Srl.No.79/2020ECoR/Per/R/Allowance date 13.07.2020 issued by PCPO/ECOR should be withdrawn immediately. Pay mileage to loco running staff as per Railway Board guideline.
3. According to the coal pilot rule in colliery siding, mileage should be paid for 160 Km for eight hours duty.
4. In Khurda Road Division, JPO 14 issued by ECoR should be withdrawn immediately and the duty hours of loco running staff should be implemented as 9 hours from sign on to sign off.
5. For OTA calculation, working hours should be added from Sign On to Sign Off. Complete duty hours should be added.
6. Periodic Rest should be given as per rule and Compensatory rest must be given if Periodic Rest cancel on the interest of Railway or unable to give 4 periodic rest within the month.
7. Letter KUR/EL/TRO/420/04 on date 17.04 2024 issued by DEE(OP)/KUR ignoring the rules of HOER should be withdrawn immediately.

Thanking you

Yours sincerely,  
*Chittaraja Pali*  
 C.R Pati  
 Divisional Secretary  
 KUR Division

Copy to :

1. The Principle Chief Personnel Officer/ECoR, Bhubaneswar
2. The Principal Chief Electrical Engineer/ECoR, Bhubaneswar
3. The Principle Chief Operation Manager/ECoR, Bhubaneswar
4. The Principle Chief Operation Manager/ECoR, Bhubaneswar
5. The Divisional Railway Manager/KUR
6. The Regional Labour Commissioner (Central), Bhubaneswar
7. The Sr. Divisional Personnel Officer/KUR
8. The Sr.Divisional Electrical Engineer(OP)/KUR



*Swift*  
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