

ALL INDIA LOCO RUNNING STAFF ASSOCIATION

Reg No: 17903 HQ: Bankura, Lane No 3, Vivekanada Nagar, Junbedia, Bankura dist. West Bengal 722155

Central Office: AILRSA BHAVAN H.No.333, Bhoor Bharath Nagar, Gaziabad - 201001

R.R.BHAGAT

President

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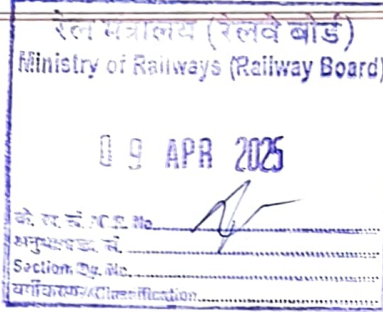


K.C.JAMES

Secretary General

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Letter No RB/C/ 04/2025



Date. 09/04/2025

To

**The Chairman & CEO,
Railway Board
Rail Bhavan, New Delhi**

Respected Sir,

Sub: Grievances of Loco Running Staff - reg:-

- Ref.1. Our Representation No. RB/ MR. 02/2025 Date:- 27/02/2025
2. Our Representation No.Letter No. GOI/ PM- 01/2025 Date 12/03/25
3. Our Letter No RB/C/ 03/2025 Date. 05/04/2025

We invite your kind attention to the above referred 3 representations, detailing the grievances of Loco Running staff of Indian Railways, which are of utmost importance.

We regret to say that none of the grievances have been settled to the satisfaction of the staff till date. The report of the Multi disciplinary committee on which the Railway Board has issued certain orders is disappointing.

No action is taken to eliminate the disparity in Traveling Allowance (TA) by increasing Running Allowance rate by 25% from 01.01.2024. The process to fill the huge vacancies in the running cadre is very slow.

The entire loco running staff are much agitated. And thus this Association once again urge your good self to take immediate favourable actions, please.

Thanking You
Yours Faithfully

K C James
Secretary General /AILRSA.

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Letter No. RB/ MR. 02/2025

Date:- 27/02/2025

To.

Honorable Minister for Railways,
Railway Board,
Rail Bhavan, New Delhi

Sub: Representation on the grievances of Loco Running Staff; Request for immediate corrective actions.

Respected Sir,

The Loco Running Staff of Indian Railways are agitated on the neglect of the railway administration towards their burning grievances. They have expressed their anguish and ire through the 36 hours' hunger fast agitation from 8 am on 20th February 2025, while serving the railways and the people with utmost dedication. Their grievances and demands are summarised as under -

- 1) Enhance Running allowance by 25% w.e.f 01.012024 and revision of running allowance rates as per formula
- 2) 70% of Running Allowance should be exempted for income tax
- 3) Allow 30 hours Periodical Rest in addition to 16 hrs H.Q. rest
- 4) Restrict the duty at a stretch to 8 hrs for Goods train and 6 hrs. for passenger carrying trains.
- 5) Restrict continuous night duties to TWO
- 6) Crew shall be brought back to HQ within 36 hrs.
- 7) All Equipment/tools and FSD be provided in cab itself.
- 8) Stop single-man Working of EMU, MEMU and DEMU
- 9) Process all pending IRT & IDT transfer applications.
- 10) Allow L6, L7, L8, L9, L10 to ALP, LPS, LPG, LPP and LPM respectively.
- 11) Increase the training periods according to the diversity of locomotive designs & models.

- 12) Scrap NPS/UPS. Restore OPS.
- 13) Allow Definite meals break during the train working.
- 14) Resolve the grievances peculiar to lady running staff.
- 15) Stop overburdening of loco pilots with multi tasks.
- 16) Allow Additional allowance to ALP.

All the above grievances and demands are long pending before Railway administration. Already three committees are constituted to deliberate on most of the above grievances. They are -

- 1) **Triparty committee appointed on 18/04/24, on implementation of ILO convention C- 001, Article 8, ratified by government of India**
- 2) **Multi disciplinary committee on grievances of loco running staff, dated 11/07/24.**
- 3) **Committee for deliberation/ recommendation on hours of work and rest of running staff dated 26/07/24.**

This Association had submitted detailed memorandum to the multidisciplinary committee on 22/07/24 and to HOER committee on 09/08/24. Your good self had allowed us to tender evidence before those committees and we met then on 03/09/24. The committee had visited many lobbies and interacted with Loco Pilots in September/October last year. All these had created an enthusiasm and hope among running staff about the redressal of their grievances.

The term of the multi- disciplinary committee and HOER committee was one month. But, the report of those committees did not come to light even after 9 months throwing the staff to despair. In addition more and more responsibilities are entrusted on them and an unfair denial of increase in running allowance is inflicted on them.

1). Denial of 25% increase in running allowance.

Everyday, they are being driven away from their family for the sake of running the trains from place to place, leaving their family behind. The railway administration has increased the Travelling Allowance (TA) by 25% from 01/01/2024, to all railway employees including those return back home everyday after his work just 8 kilometers away from home. Entire running staff are driven away everyday without a full day rest at their headquarters. But that benefit is denied to the running staff who travel 300 to 400 kilometers away from home and stay at out stations for 3 to 4 days.

2). Added responsibility of train stabling.

The work load on crew has increased manifold with the increase of speed, load, length & frequency of trains. The Increase in number of signals, stations, parallel lines, newer models of locomotives, elimination of signal cabins, train examination & certification of brake power, reduction in braking distance, etc. make the running duty vulnerable. GLP check for fitness and brake power of formation is an example of shifting the duties of other departments to Loco Pilots in the past. The added responsibility of train stabling is not only a provocation to the staff, but also have far reaching ill effects on railway safety. Running duty is demanding the highest level of

concentration. When such workers are subjected to an uneasy situation, their concentration level will be compromised and thus railway safety too get affected. Application and release of hand brakes are a manual work required to be done in an open place, irrespective day/ night and weather. Continuing on running duty after a hard manual work with wet cloth etc. will affect the concentration. An act aimed at reducing the stabling time, is not at all practical too. Since the loco cabs are not provided with toilets, the duty breaks during stabling etc. are being effectively utilized by the loco pilots for fresh up and also for feeding themselves. This Association have already raised all legal and practical problems related to this subject through various representations.

3). Scrap UPS and allow OPS

The Government notification on UPS and the draft rules are challenging the self esteem of the government servants. The cabinet decision of introducing UPS was the end result of 20 year long agitation of the servants of Indian Government, for a dignified life after retirement. The cabinet decision and the declaration made by the honorable Prime Minister is not seen honored in the draft rules. The declaration of 50% of last drawn pay as pension is thwarted by introducing a dubious factor "Bench mark corpus". The PFRDA is asked to determine the bench mark corpus on individual basis, at the time of retirement of the employee, at their whims and fancies. The most disheartening matter is that the scheme do not use the term pension and reduce is as a "pay out".

The draft rules does not have any reference on the 55% pay element of running staff, which is defined as pay by presidential order, while NPA of medical practitioners found the place, is another evidence of step motherly treatment towards the running staff.

4) Exempt 70% of kilometerage allowance from Income Tax.

70% of kilometerage allowance is TA portion and rest is pay portion. Any amount received as TA by all employees are exempted from Income Tax. But since the ceiling limit of exemption is not enhanced after 2008, it remains at Rs. 10000/-. Thus Loco Running Staff are subjected to unfair deduction of tax for the amount received as compensation to their out of pocket expenditure during their tour of duty.

We, once again plead for earliest remedial actions from the railway administration treating them as human beings.

Yours Sincerely,



K.C.James,

Secretary General, AILRSA

Ernakulam
27/02/25

- Copy to. 1) Chairman, Railway Board
2) ED/EE(RS), Convener, Multi- disciplinary committee
3) PED (Traffic) Convener, HOER Committee

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Letter No. GOI/ PM- 01/2025

Date 12/03/25

To,

The Hon'ble Prime Minister,

(For his excellence kind personal attention)

Govt. of INDIA,

New Delhi.

Respected Sir,

Sub. Representation on denial of increased TA/ DA to Loco Pilots of Indian Railways.

With most respect to your honour, this Association which represents the Loco Running Staff of Indian Railways, submit the following grievance before your esteemed office, seeking the personal intervention of your good self with the Ministry of Railways, for resolving the grievance favourably

The kilometrage Allowance paid to Running staff, is mostly to compensate the out of pocket expenditure incurred by them while performing the duty assigned to them out of their Home station. The rate is derived by an amount equal to 20 days Travelling allowance and an amount equal to 30% of the of Pay divided by national average kilometer that can be earned by Running staff.

A formula has been formulated by RAC 80, to fix the rate for 100 kilometer train run, which is as follows:-

30% of pay + 20 days Daily/Travelling allowance
Divided by National average kilometer earned by Running Staff.

It may also be specifically noted that, the Running Allowance Committee 1980 whose recommendation were accepted by the Railway Board. The Formula to arrive rate of running allowance recommended by the RAC1980 committee is still used to fix the Rate of Kilometerage Allowance.

The TA/DA rate fixed by 7th CPC for a day was Rs 800/-.

20 day TA/DA comes to $800 \times 20 = \text{RS}16000$.

Thus the Rate for 100 km is fixed at Rs 525/- applying the above formula, along with implementation of 7th CPC.

When Dearness allowance reached 50%, the existing TA/DA rate for a day has been raised by 25% from Rs. 800/- to Rs. 1000/-. According to para 801 of the RAC1980 report, it says review and revision of rate of Running Allowance whenever there is a material change in factors or the circumstances which have a bearing on these rates.

The three factors which have a bearing on the rate are, the pay, the Rate of Traveling/Daily Allowances and the National average kilometerage of Loco Pilot. On account of revision of TA/DA rate w.e.f. 01.01.2024, one of the factor which have a bearing on the kilometerage rate had a material change, warrants to revise the KMA rate.

In the past whenever an occasion arose in which any one of the three factors had a material change, the kMA rate was revised. Vide RBE 77/2012 and RBE 65/2014 running allowance rates were enhanced by 25% when DA reached to 50% and 100% respectively in 6th CPC regime.

The same process has to be taken when DA reached 50% from 1st January 2024. But still the rate of kilometerage allowance has not been revised, though all other allowances including the TA/DA rate were enhanced 25% ie. From Rs.800/- to Rs.1000/-. The increase of TA/DA rate should have been reflected in the rate of kilometerage allowance as the TA/DA rate have a direct bearing on the rate of kilometerage rate.

In the meantime Railway Board vide it's letter.No.E(P& A)II/2022/E (LR)-1.dated 24.12.2024, rejected the enhancement of Running allowance rate stating the reason that Running allowance is not a DA indexed allowance. In this connection we earnestly submit the following for your consideration Sir.

The Subject matter of Running Allowance was not dealt by Seventh Pay Commission and the Commission left the matter to Railway Board as requested by the Ministry of Railways and Recognised staff union. Accordingly the revision of running allowance rates was done by Ministry of Railways. Therefore taking a plea that the Pay commission did not recommend the Running allowance to be DA indexed doesn't arise.

The Daily Allowance/Traveling Allowance is DA indexed and accordingly the said allowances was enhanced by 25% w.e.f. 01.01.2024.

The Running allowance rate is derived by 30% pay element and 20 days of DA/TA. When one of the components the rate of DA/TA has been enhanced, the Running Allowance rate have to be invariably enhanced proportionally.

In the previous two occasions in the earlier Pay Commission regime, the Running allowance rate had been enhanced when DA reached 50% and 100% respectively. At that point of time also the Running Allowance rates was not a DA indexed one.

The Pay Commission has recommended to enhance various allowances, including the Daily Allowance, by 25% when Dearness Allowance reach to 50%. Accordingly the rate was increased from Rs. 800/- to Rs. 1000/- wef 1st January 2024.

Such being the identical position now, denying 25% enhancement to Running Allowance rates when DA reached to 50% seems unfair, discrimination and injustice to Loco Pilots.

Under these circumstance we earnestly plead before yourself to take up the issue with the Ministry of Railways and render justice.
Thanking you

Yours faithfully



K.C.James,
Secretary General, AILRSA

- Copy to. 1) Hon'ble Minister for Railways
2) Chairman Railway Board
3) Member Staff
4) Member Traction
5) PED/ IR
6) ED/ Pay Commission

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Letter No RB/C/ 03/2025

Date. 05/04/2025

To

**The Chairman & CEO,
Railway Board
Rail Bhavan, New Delhi**

Respected Sir,

Sub: Protest against the Report of Multi- disciplinary committee.

Ref: RB letter No. 2024/Elect.(TRS)/138/7(Com)(3476271)
dated 04/04/25

A multi disciplinary committee was appointed on 11/07/24 under the convenor ship of ED/EE(RS). 9 vital grievances of loco running staff were referred to the committee when the inhuman working conditions of the Loco Pilots appeared on media following to the repeated train accidents. The parliament also witnessed debate on the issue. Many honourable members of Parliament including The Leader of Opposition too raised the subject in parliament. Hon'ble Railway Minister had promised to the Leader of opposition and Parliament that Safety of Railways will be the prime concern.

But the said committee had behaved irresponsible and did not even considered all the subjects referred to it. What ever they wrote is unreasonable and unfounded.

The report says ALP with running experience of 60,000 kilometres shall be deployed in trains running at a speed upto 130kmph. But the committee did not conduct a job evaluation to find out the increase in stress level with the increase in speed from 120 to 130 kmph and its safety aspects.

Similarly, the committee did not evaluate the increase in the stress level of Loco Pilots of single man working over years. The speed

increased from 60 to 100 kmph. Instead of Six cars rakes now 16 car rakes are running. Variant designs of driving cabs and technology are introduced. Instead of isolated paths for suburban services, now MEMU trains are running on main line absolute block system. While introducing the single man working, the trains ran very short distances, but now services are extended beyond 200 kms. The recommendation that ALP need not provided for trains running up to 200kms without a job analysis is a safety hazard.

Further, the committee does not find the serious grievances of duty hours, rest, and the dignity of the important category as a matter of any significance.

The out right denial of break for attending natural call while there is no provision made in the work place stating that it is not feasible, while a triparty committee appointed by Ministry of Labour is deliberating on it is un acceptable. Recommendations regarding CVVRS and FSD are without considering the field realities. In a nut shell, the recommendations of the committee are unrealistic and unfounded. The recognised federations too complain that the full report was not made available to them and the decisions were taken at their back.

This Association condemn the irresponsible attitude of the Railway Board towards the safety of the Railways and protest against the lethargic attitude towards the genuine demands and the health of the loco pilots and demand immediate actions to resolve the grievances referred to the committee, to ensure railway safety and health of the loco pilots.

Expecting a favourable action from the railway administration,

Yours sincerely



(K. C. James)
Secretary General,
AILRSA

Copy to : All concerned