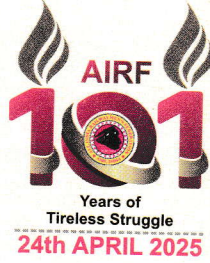


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No. AIRF/340(214) (48)

Dated: 22nd September, 2025

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

Sub: Urgent Need for Creation of Additional Posts for Maintenance of Newly Introduced Assets and Trains

Ref: 1. AIRF's letter no. AIRF/340 dated 17.09.2024 & 23.12.2024
2. Railway Board's letter no. E (MMP) 2024/AIRF/17 dated 26.08.2025

Dear Sir,

This is to once again bring to your kind attention the concerns raised in our earlier communications, vide letter no. AIRF/340 dated 17th September, 2024 and 23rd December, 2024, addressed to the Hon'ble Minister of Railways and to your esteemed office, respectively. In those letters, we had highlighted the severe challenges arising from the ongoing large-scale modernization, restructuring, and expansion initiatives of Indian Railways. These include doubling and tripling of rail lines, electrification projects, introduction of new trains, and other infrastructure enhancements. While these initiatives are critical for improving the efficiency, capacity, and safety of Indian Railways, they have significantly increased the workload on the existing workforce.

Regrettably, the creation of new posts necessary to manage and maintain these newly commissioned assets and services has not kept pace with the expanding requirements. This has adversely impacted operational efficiency, safety protocols, and service delivery.

We further note that in response to our earlier representations, the Railway Board, vide letter no. E(MMP)2024/AIRF/17 dated 26.08.2025, has provided a routine and non-specific reply. It merely refers to the Office Memorandum issued by the Department of Expenditure (DoE), Ministry of Finance (MoF) dated 5th January, 2024, which stipulates that specific exemptions on post creation are withdrawn except where explicitly allowed (e.g., Crew review for the Ministry of Railways). The letter further states that proposals for creation of posts below the SAG level require prior approval from the DoE, MoF.

While we appreciate that the Railway Board is examining manpower requirements and forwarding proposals for approval, the response fails to address the urgency, scale, and operational implications of the matter. No clarity has been provided regarding:

- The number of posts being created
- The justification and criteria applied for creation
- The status of each proposal across Zones
- The timeline for implementation

We are aware that the Railway Board has formally sought concurrence from the Ministry of Finance for the creation of additional posts, as conveyed in your letter no. E(MPP)2024/1/26 dated 11.09.2024. However, given the gravity and immediacy of the situation, we strongly urge your office to intervene and expedite the approval process.

The acute shortage of manpower across critical departments, such as Track Maintainers, Electrical, S&T, Commercial, Operating, Loco, and Traffic Running staff, is highly alarming. The inability to create new posts and promptly fill existing vacancies places the safety and efficiency of railway operations at grave risk. The present scenario is untenable and threatens the very objectives of modernization and service enhancement envisioned by the Ministry.

In view of the above, we earnestly request the Railway Board to take the following actions without further delay:

1. **Approve and implement the creation of additional posts required for the maintenance of newly introduced assets and trains. The details of each post created, along with the related projects and justification should be transparently shared with stakeholders.**
2. **Fill the existing vacancies across all critical departments as a matter of priority, in order to address the current manpower crisis and ensure safe and efficient operations.**
3. **Protect the core interests of Indian Railways by taking firm action to prevent any moves towards privatization that could compromise the public service mandate.**
4. **Make a formal representation to the Department of Expenditure (DoE), Ministry of Finance, to review the decision communicated through their O.M. dated 5th January, 2024. The Railway Board should emphasize that numerous new projects are either underway or in the pipeline and that the current manpower deficit poses a serious threat to operational safety. The exemption guidelines must be revisited in light of these extraordinary circumstances.**

It is also concerning that, despite the magnitude of the workforce deficit, Railway Board, through letter no. E(NG)II/2024/RR-1/75 dated 17th December, 2024, has notified only 32,438 vacancies for Level-I posts under the Centralized Employment Notification. This stands in stark contrast to earlier assessments estimating a requirement of 75,000 vacancies and does not reflect the ground realities.

With over 1.5 lakh vacancies across Zonal Railways and Production Units, it is evident that filling only 32,438 posts will be grossly insufficient. This dire situation calls for immediate and comprehensive corrective action.

In light of the above, we strongly recommend convening a meeting with our Federation at the earliest, on a mutually convenient date, to deliberate on the manpower crisis, creation of posts, and related operational concerns. Such a discussion would enable collaborative efforts toward safeguarding the efficiency, safety, and sustainability of Indian Railways.

We trust that the Railway Board will appreciate the urgency and criticality of this issue and extend its support through prompt, decisive, and transparent action.

Yours sincerely,


(Shiva Gopal Mishra)
General Secretary

Copy to: General Secretaries, All Affiliated Unions of AIRF- For information.