



# National Federation of Indian Railwaymen

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Affiliated to : Indian National Trade Union Congress (INTUC) &  
International Transport Workers' Federation (ITF)

No. NFIR/II/57/2023

Dated: 12/12/2025

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

Dear Sir,

Sub: Engagement of Ex-Servicemen as Pointsman on contract basis-reg.

Ref: Railway Board's letter No. E(NG)II/2021/RC-4/1 dated 10/12/2025 (RBE No. 123/2025).

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Federation (NFIR) has come across the instructions issued by the Railway Board vide RBE No. 123/2025 dated 10<sup>th</sup> December, 2025 wherein directions have been given to the General Managers to engage Ex-Servicemen as Pointsmen on short term contract basis as an interim measure pending availability of regularly selected staff. These instructions further reveal that a total of five thousand and fifty-eight (5058) Pointsmen based on Zone wise requirements are to be engaged.

There is widespread resentment from the staff of safety categories like Station Masters, Train Managers etc., against the induction of fresh and unconnected hands into the Railway system and appointing them as Pointsmen endangering not only Railways safety but also safety of Rail passengers.

Railway Board (CRB) is aware that the duties and responsibilities of Pointsmen include manual operation of track switches known as points and the signals used to safety guide trains at stations, yards and junctions. Pointsmen are also required to assist the Station Master in shunting operations and carryout other train operations needed for smooth and accident free train movement. It may also be appreciated that after passing the selection successfully to the post of Pointsmen, the incumbent has to attend and pass the prescribed mandatory training. The contractual appointees, though trained are not capable of performing critical safety related duties connected to trains movement. The statutory authorities on safety have already advised to review the practice of deploying contractual staff in the critical areas of Safety and withdraw such actions. These authorities have further commented that "engagement and exposure of contractual staff" for the maintenance and operation of critical safety features and systems must be reviewed on priority in order to zero-down the same and replacing them with regularly selected and empanelled staff to maintain top-most caution in Safety.

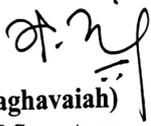
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It is also brought to the notice of Railway Board that NFIR vide its letter No. NFIR/II/1/2025 dated 02/01/2025 to the DG(HR), Railway Board had conveyed the alarming vacancy position in Railways and insisted to ensure availability of RRC/RRB panels at any given time for manning the vacant posts in the overall interest of Railways efficiency, safety and punctuality. It is sad to mention that no action has been taken and equally no reply given to the Federation on this important matter. Although Railway Board have issued orders for lateral induction of Track Maintainers against 10% quota vacancies in other Departments including that of Pointsman category vide RBE No. 138/2023 dated 13/12/2023, there has been no implementation on most of the Zonal Railways, the reason being heavy shortage of Track Maintainers. The inaction on the part of Apex Level Management has been causing, additional burden on staff and serious disappointment among almost all categories of Railway employees and unless immediate remedial action is taken, there may be agitation from staff which situation may cause further problems to Indian Railways.

NFIR therefore urges upon the Railway Board (CRB & CEO) to kindly see that the instructions issued vide RBE No. 123/2025 dated 10/12/2025 are put on hold and speedy action is taken for ensuring availability of RRB/RRC empanelled candidates at all times for manning vacant posts in general and safety category posts in particular.

Yours faithfully,

  
(Dr. M. Raghavaiah)  
General Secretary

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Copy forwarded to the Member (Finance), Railway Board, New Delhi for necessary action please.  
Copy to the General Secretaries of Zonal Unions of NFIR.  
Media Centre/NFIR.  
File No. NFIR/II/1/2025.