

ALL INDIA LOCO RUNNING STAFF ASSOCIATION

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

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

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Letter No: Misc/1/2026.

Dated: 21.01.2026

To

**The Chairperson
Cadre Restructuring Committee
PED(Staff), Railway Board
Rail Bhavan
New Delhi.**

Subject: Memorandum to the Cadre Restructuring Committee – Loco Running Staff.

Respected Sir,

This Association, representing the Loco Running Staff, earnestly submits the following memorandum with the utmost hope of redressing their long-pending grievances regarding the systematic lowering of their pay structure over the years compared to other similarly placed railway employees.

SYNOPSIS

Loco Running Staff play the most critical role in carrying out the core business of Indian Railways: the safe and efficient transportation of passengers and goods. The duties performed by the Loco Running Staff constitute the primary operational activity of the Railway system, while all other departments function as supporting systems.

This centrality of Running duties was adequately reflected in the pay structure in earlier decades. However, over the years, the pay of almost all other railway categories has been upgraded through successive cadre restructuring exercises, while the Loco Running cadre has been consistently denied proportionate up-gradation.

HISTORICAL CONTEXT OF PAY EROSION

In 1947–48, the scale of Loco Pilot (Mail) at Rs. 260–350 was the benchmark for the Railways. However, starting from the 4th CPC, this status was compromised. The cadre was denied the justified replacement scale of Rs. 2000–3500 and was instead allotted the lower scale of Rs. 1640–2900. Subsequently, the 6th CPC merged the apex scale S-10A into Pay Level 6, effectively stagnating the career progression of the running staff.

1. COMPARISON WITH OTHER DEPARTMENTS

Historical data proves that categories which were once far below the Loco Running cadre have now surpassed it:

- a) Station Masters: In the 3rd CPC era, 99.4% of Station Master posts were in scales below the LP (Mail). Today, 40% of SM posts are in levels higher than the LP (Mail).
- b) Technical Staff: In departments like Mechanical (TXR), Civil (PWI), and Electrical, nearly 66% of posts have been upgraded to Level 7, 8, and 9, whereas the highest grade for a Loco Pilot remains Level 6.

2. THE "UNEQUALS TREATED ALIKE" ANOMALY

At present, the posts of Loco Pilot (Shunting), (Goods), (Passenger), and (Mail) are all clustered into a single Pay Level 6.

- a) This is a violation of natural justice and the 7th CPC principle (Para 5.1.23), which stipulates that a promotion must involve a move to a higher Pay Level.
- b) The lack of vertical progression creates a "dead-end" career path, discouraging staff from taking on higher responsibilities.

3. TECHNOLOGICAL CHALLENGES & OPERATIONAL STRESS

The nature of the job has evolved from manual operation to high-intensity system monitoring:

- a) Advanced Systems: Systems like VCD, TPWS, and KAVACH have significantly increased the "Cognitive Load" on pilots.
- b) Operational Intensity: Higher speeds (Vande Bharat/Gatiman) require 100% alertness, leading to sustained psychological stress.
- c) Extension of crew beats, numerous mini running rooms & CMS kiosks at Satellite depots has made short breaks, only artificial reduction in duty hours. But the quality of rest is severely compromised.

4. EFFECT OF RBE 155/2022

Anomaly committee of 6th CPC decided GP 4600 to Loco Pilot (Mail) and given to Finance Ministry for implementation. Anomaly committee decisions were implemented for all categories through 7th CPC or vide RBE 155/2022 where, 46 other categories have been granted up-gradation to Level 8 & 9. Since the apex post of the core operational staff (Loco Running Cadre) is currently in Level 6, a similar up-gradation is not only justified but also necessary to maintain departmental equity.

FINAL DEMAND

Accordingly, we demand the restructuring of the Loco Running cadre as follows:

CATEGORY	SUGGESTED LEVEL OF PAY
ASSISTANT LOCO PILOT	LEVEL 6
LOCO PILOT SHUNTING	LEVEL 6
LOCO PILOT GOODS	LEVEL 7
LOCO PILOT PASSENGER	LEVEL 8
LOCO PILOT MAIL	LEVEL 8

This Association, representing over one lakh Loco Running Staff, earnestly awaits a just and fair decision from the Cadre Restructuring Committee.

Yours faithfully



(K. C. James)
Secretary General, AILRSA

Enclosure: Detailed memorandum (6 pages)

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Railway Board, Rail Bhavan
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Sub: Detailed Memorandum to the Cadre Restructuring Committee —Loco Running Staff

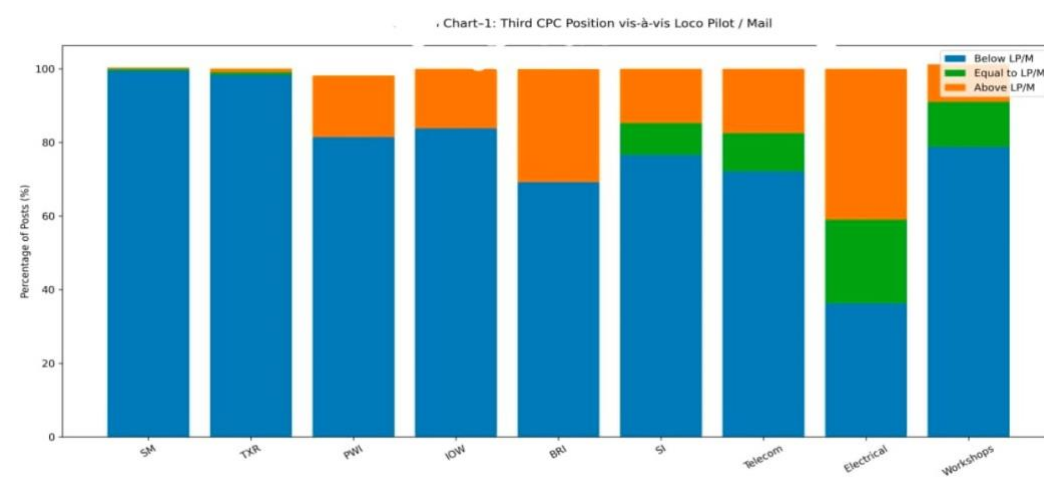
1. Upward Revision of Pay of All Railway Employees Other Than Loco Running Staff

A) The enclosed comparative chart clearly depicts the systematic upliftment of various categories vis-à-vis the pay of the highest post of Loco Pilots (Mail & Express) over the last five decades. The Third Pay Commission recorded the then-existing strength in each pay scale.

The Third CPC recorded 1096 posts of Driver 'A', the highest post in the running cadre, in the pay scale of Rs.335–425 (now redesignated as Loco Pilot / Mail).

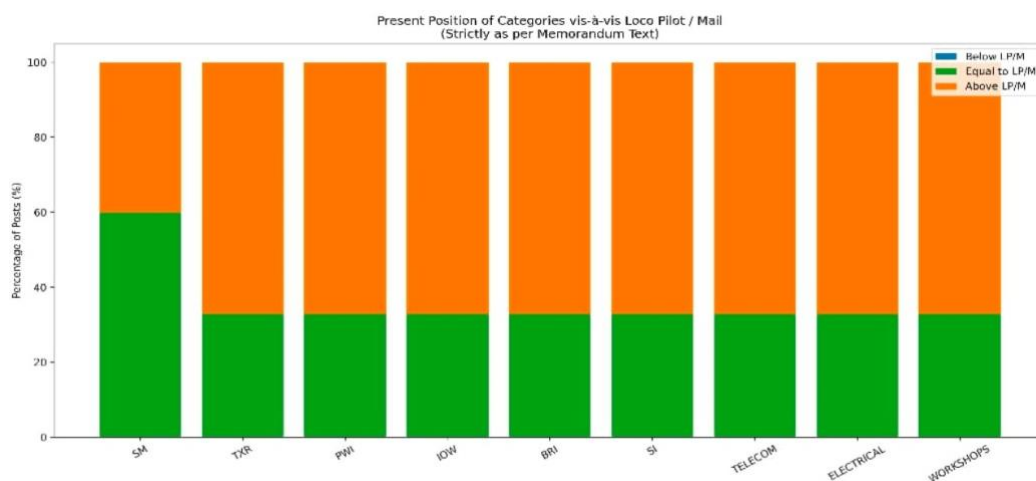
The comparative position of the pay structure of other categories with respect to the pay scale of Loco Pilot Mail was as follows

Categor y	No. of posts above LPM & %		No. of posts equal to LPM & %		No. of posts below LPM & %		No of Apex posts & %	
SM	158	0.4 %	221	0.55 %	39166	99.4%	36	0.16%
TXR	58	0.98%	45	0.76 %	5812	98.32 %	8	0.13%
PWI	544	16.69%	0	0%	2656	81.47 %	139	4.24%
IOW	235	16.15%	0	0%	135	69.23 %	18	3.8%
BRI	60	30.7%	0	0%	135	69.23 %	18	3.8%
SI	214	14.69%	128	8.78%	1115	76.53 %	106	7.27%
TELECO M	124	17.41%	75	10.53%	513	72.05 %	66	9.26%
ELECTRI CAL	86	40.96%	48	22.85%	76	36.19 %	56	26.6%
WORKS HOPS	114 5	10.18%	2782	12.26%	17875	78.76 %	116 4	5.1%



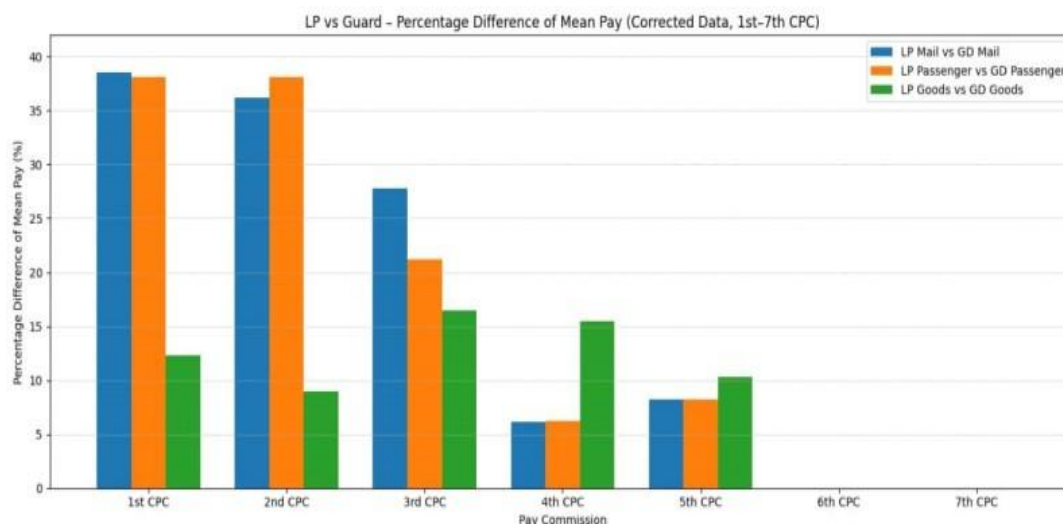
At present, all the above categories have been upgraded to an initial pay level of Level-6, equal to Loco Pilot / Mail & Express. Except for the Station Master category, all others enjoy three higher pay levels, with distribution of 33%, 40%, 13% and 13% in Levels 6, 7, 8 and 9 respectively. In the SM category, 60% are placed equal to LP/M, while 40% are above LP/M. Though the distribution of posts in SM category is 60% in Level 6 and 40% in Level 7, they will get Level 8 and Level 9 through MACP.

Category	% of posts above LPM	% of posts equal to LPM	% of posts below LPM	% of Apex posts
SM	40	60	NIL	Through MACP
TXR	66	33	NIL	13
PWI	66	33	NIL	13
IOW	66	33	NIL	13
BRI	66	33	NIL	13
SI	66	33	NIL	13
TELECOM	66	33	NIL	13
ELECTRICAL	66	33	NIL	13
WORKSHOPS	66	33	NIL	13



B) A similar pattern of disproportionate up-gradation is evident in the case of technicians, artisans, and allied categories when compared with the pay of Assistant Loco Pilots.

C) The comparative position of Traffic Running Staff also reflects similar distortion. As per First CPC records, the pay of Guard / Mail was Rs. 150–225, whereas Loco Pilot / Mail was Rs. 260–350, a difference of 38.5%. In passenger services, the difference was 38.1%. These differentials were eliminated by the Sixth CPC by placing both in the same grade, a position continued by the Seventh CPC.



Comparative Stress : Motorman / Loco Pilot vs Train Manager

A High-Power Committee, after first hand observation by travelling in the Motorman's cab and TMR's brake van, concluded:

"The stress level of the Motorman is much higher than that of the TMR, as he is required to maintain more intense and prolonged attention. Moreover, the role of a TMR in suburban trains is not considered so significant that it cannot be performed by any other equivalent category."

The same position remains in the case of loco pilots and train managers in all other trains too. The running of trains without TMR is permitted wherever needed that indicates the level of significance of the duties of train manager in a running train. Practically the duty and responsibility of train manager is mostly related to halted train while that of Loco Pilot is very high in a running train.

Despite this, pay and emoluments of Motormen/Loco Pilots remain misaligned with their responsibility, skill, and stringent medical fitness requirements.

2. Anomaly in Allotment of Pay Level-2 to Assistant Loco Pilots

a) Educational Qualification and Skill Utilisation

As per Para 137(2)(i) of IREM Vol-I and Railway Board letter dated 11.04.2002, ALPs are recruited with Matriculation plus ITI / Act Apprenticeship, or Diploma, or Engineering Degree. The High Level Safety Committee (2012) and Task Force on Safety (2017) categorically recommended higher technical qualifications for safetycritical staff. Presently, 90–95% of

ALPs are Diploma holders or Engineering Graduates, whose skills are fully utilised by Indian Railways. Treating them at par with ITI-qualified staff in pay is unjust and discriminatory.

b) Medical Standards and Psychological Screening

ALPs must maintain Aye-One medical classification throughout service and undergo mandatory aptitude / psycho tests, a requirement shared only with Assistant Station Masters (Pay Level-6), underscoring parity in safety responsibility

c) Parity Principle Applied to ASMs

The Seventh CPC merged ASM (Level-5) with SM (Level-6) based on identical qualifications and negligible functional distinction. The same criteria apply to ALP and Senior ALP. ALPs constitute only 7,951 out of 97,336 Loco Running Staff (~8%), yet were denied similar treatment, amounting to discriminatory deviation.

3. Disparity with ASMs and TMRs

ASMs enter at Level-6, TMRs at Level-5, while ALPs enter at Level-2, despite ALPs undergoing far more intensive technical training and maintaining higher medical standards.

4. Elevation of ALP Duties to Co-Pilot Level

With withdrawal of Co-Pilots and deployment of Senior ALPs in superfast services, ALPs are now competent and mandated to stop trains using RS emergency brake valves, effectively elevating their role to that of Co-Pilots.

5. Unequal Treated Alike

a) Promotion without progression in pay level.

Movement from Loco Pilot (Shunting) Grade I / Loco Pilot (Goods) to Loco Pilot (Passenger) / Senior Motorman and further to the apex post of Loco Pilot (Mail) involves promotion through a stringent selection process, including mandatory promotional courses with a minimum qualifying standard of 60 percent marks.

However, by placing all these posts within the same Pay Level 6, both feeder and promotional posts have been collapsed into a single Pay Level. This directly contradicts the Seventh CPC's own recommendation in paragraph 5.1.23, which states that upon promotion or non-functional financial upgradation, an employee should progress to the next higher Pay Level in the horizontal range.

The absence of meaningful monetary progression commensurate with higher responsibility has led to reluctance among staff to opt for promotional posts. It has also created operational difficulties for management in filling vacancies in higher responsibility categories.

Accordingly, it is demanded that the post of LP(shunting), LP(goods), LP(passenger) and LP(mail) be placed in distinct and progressively higher Pay Levels, instead of being clustered into a single Pay Level under the Pay Matrix.

b) Justification for Higher Pay Level for Loco Pilot / Mail

Considering the exceptional skill, responsibility, sustained stress, and exponentially increased operational complexity associated with piloting Mail, Express, Superfast, Duranto, and Vande Bharat trains, an upgraded scale of pay to LPM is justified.

c) Effect of RBE 155/2022

It is worth mentioning here that, 46 categories in Railways whose apex posts were in level 7, were already restructured allowing 25% posts in level 8&9 vide RBE 15/2022 dated 15/11/2022. The apex post in running cadre is in level 6. If a similar upgradation granted to other categories is extended to running cadre, more or less equal number of posts of LP/ Passenger will fall in level 7 and equal number of posts of LP/M will fall in level 8.

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Copy to: All concerned