

Contact
9717647594
23365912 (P&T)
23343493 (P&T)
81-22270 (Rly.)
81-22769 (Rly.)
91-11-23363167



airoffice@gmail.com
airfindia@gmail.com
www.airfindia.org
@shivgopalmish1
@airf1924
mishrashivagopal
shivgopal_mishra
All India Railwaymen's Federation (AIRF)

All India Railwaymen's Federation

Estd.-1924

No.AIRF/MPP

4, State Entry Road, New Delhi-110055 (INDIA) Dated: August 19, 2026

The D.G.(H.R.),
Railway Board,
New Delhi

Dear Sir,

Sub: Inordinate delay in finalization/implementation of the Committee Report on Manpower Yardstick for Operating Staff - Reg.

Ref.(i) Railway Board's Order No.ERB-I/2025/23/38 dated 10.09.2025

(ii) Railway Board's letter No.2025/PL/MP-Yardstick dated 22.12.2025

Vide Railway Board's letter referred to above at S.N.(i), a committee was constituted with the following Terms of Reference

- (i) To examine the Work Study Reports received from four Zonal Railways (NR, SCR, SER and WR) regarding requirement of Operating Staff;
- (ii) To analyze manpower needs across different layouts, line capacities and yard requirements and arrive at a rationalized yardstick;
- (iii) To assess the financial implications of the proposed yardstick; and
- (iv) To recommend final yardstick for Operating Staff requirement for approval of the Board.

Accordingly, Railway Board, vide letter referred to above at S.N.(ii), issued Draft Guidelines to the PCOMs of all the Zonal Railways with regard to Manpower Planning for Operating Staff, i.e. only for SM/ASM/ Pointsman/Shunting Supervisors, by taking the inputs from the Work Studies done by the Zonal Railways.

The above draft also proposed further assessment of manpower, based on operational activities, such as through trains, halting trains, originating/terminating trains, crew-changing trains, caution orders, shunting operations, and level crossing operations.

It is a matter of serious concern that, although Draft Guidelines were circulated and feedback obtained from all the Zonal Railways, final orders with regard to implementation of specific instructions have not yet been issued. Also, Revised Manpower Yardstick for Station Masters and Pointsmen have not been applied so far.

In the light of acute shortage of the Station Masters(SM/SS) and Pointsmen at majority of the stations; the incumbents are compelled to shoulder heavy workload and performing prolonged duty hours; which is invariably resulting in safety issues.

Non-issue of specific instructions by the Railway Board, even after carrying out Work-Studies and Zonal feedback, has led to increased operational pressure on the staff as Railway infrastructure and train operations are drastically expanding across the zones.

Inordinate delay for months together in finalization of the Committee Report defeats the very purpose of constitution of the Committee and Zonal feedbacks. Hence, an early decision of the Railway Board in the matter is utmost important; else feedback given by Zonal Railways may become defunct in the changed scenario of rapid addition of assets and infrastructure.

Railway Board are, therefore, requested for early implementation of the Revised Manpower Yardsticks, thus ensuring adequate staffing, improved operational safety, reduction in workload, and finally enhancement of efficient train operations across Indian Railways.

Yours faithfully,



(Shiva Gopal Mishra)
General Secretary

✓Copy to: **E.D.(Plg.)**, Railway Board – For necessary action.

✓Copy to: General Secretaries, All Affiliated Unions – For information.