

No. E.487/0/Pt.V

Kolkata, Dated: 05/09/2016

All Concerned

(as per standard list)

Sub: Recommendations of the High Power Committee to review the duty hours of running & other safety related categories of staff - Roster of Intensive category of staff.

The rosters of Intensive category of staff presently being followed by some of the divisions have been examined carefully in the light of recent instructions issued by Railway Board vide their letter No. 2016/E(LL)/HPC/5 dated 16.06.2016 (RBE No. 67/2016) based on recommendations given by the High Power Committee (HPC). The position reveals that all these rosters have been prepared in such a way the staff is required to come for duty on all seven days in a week. Moreover, in one of the divisions, the rosters do not have any uniform working hour per day which is in some cases less than six hours and in other eight (8) hours.

2. The High Power Committee (HPC), having regard to all these aspects as well as taking into consideration of nature of jobs performed by the staff classified as 'Intensive', had recommended in its reports vide para (5.4) to modify the roster for Intensive category of staff to the extent that they do not work on all seven days in a week and also to provide them a weekly rest of minimum 40 hours to look after their family and social need. In this regard the Committee had also provided a revised model roster prepared by N.W. Railway which had been found the committee as most appropriate as per its recommendations for Intensive category of staff.

3. After detailed consideration of the recommendations of the HPC, Board vide their letter dated 16/06/2016 (**RBE No.67/2016**) *ibid*, have directed that the rosters for Intensive staff may be revised on the basis of recommendations given by the HPC to provide better quality of periodical rest to affected categories of staff. It has also been provided therein *inter alia* that Railways may consider the feasibility of adopting the roster, as proposed by the Committee, without creating additional posts, so that they get proper rest in a week.

4. Accordingly, the matter has been considered by the competent authority (CPO) and it has been decided that the existing system of seven days a week rosters for Intensive category of staff, wherever followed, should be discontinued immediately and the same may be replaced to six days in a week with weekly rest of 40 hours minimum. For this purpose, the model roster of NWR may be the guiding principle, provided it does not involve creation of any additional post. The salient features of the model roster proposed by the HPC are that all the staff have fixed duty hours & timing for a week of six days with 42 hours of weekly rest, without deviating of the provisions of the RS (Hours of Work and Period of Rest) Rules, 2005. Moreover, the given roster also ensures the fact that no one remains on duty continues for day/night.

5. A copy of Board's letter No. 2016/E(LL)/HPC/5 dated 16.06.2016 (RBE No. 67/2016) along with its enclosure, is forwarded herewith for guidance & compliance.

DA: As Above.


(S. Chakraborty)

Sr. Personnel Officer/BGB
For Chief Personnel Officer
Phone No. 24115

भारत सरकार/Government of India
रेल मंत्रालय/Ministry of Railways
(रेलवे बोर्ड) (Railway Board)

No.2016/E(LL)/HPC/5

New Delhi
Dt. 16.06.2016

The General Manager(P),
All Indian Railways & PUs, RDSO, Lucknow, Metro Rail, Kolkata

Sub : Recommendations of the High Power Committee to review the duty hours of running & other safety related categories of staff – Rosters of Intensive category of staff.

The High Power Committee, constituted to review the duty hours of running and other safety related categories of staff, had recommended on roster of Intensive category of staff as under:

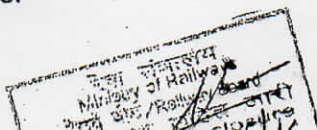
"The rosters for Intensive category staff should be made in such a way that they don't work on all seven days in a week and also get a weekly rest of 40 hours minimum. Zonal Railways may be asked by the Ministry of Railways to modify their rosters for "Intensive" category staff accordingly. A copy of the modified roster received by the Committee from North Western Railway may be circulated to them along with this letter for guidance (Para 5.4)".

The above recommendation has been duly considered by the Board and in modification of previous instructions on the subject, the following decision has been taken:

"Rosters may be revised on the basis of model roster of NWR to provide better quality of periodical rest to affected categories of staff".

A copy of the model roster from NWR recommended by the Committee is enclosed. Railways may consider the feasibility of adopting the above roster without creating additional posts so that they get proper rest in a week.

The existing provisions of the Railways Act, 1989 and Railway Servants (Hours of Work & Period of Rest) Rules, 2005, will continue to be applicable.




Handwritten signature and initials.

This issues with the concurrence of Finance Directorate of the Ministry of Railways.

Please acknowledge the receipt.

DA: As above


(D.V. Rao)
Director Estt.(LL)
Railway Board

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi
2. The General Secretary, NFIR, RoomNo.256E, Rail Bhawan, New Delhi
3. The General Secretary, All India SC/ST Railway Employees Association, Room No. 7, GF, Rail Bhawan, New Delhi
4. The General Secretary, All India OBC Railway Employees Federation, Room No. 48, GF, Rail Bhawan, New Delhi

92

Annexure -XI

Proposed roster received from North Western Railway for "Intensive" category staff

| S. No. | Days | Employee A | | | Employee B | | | Employee C | | | Employee D | | |
|--------|-----------|---------------|------------|------------|---------------|------------|------------|---------------|------------|------------|---------------|------------|------------|
| | | From To Hours | Duty Hours | Rest Hours | From To Hours | Duty Hours | Rest Hours | From To Hours | Duty Hours | Rest Hours | From To Hours | Duty Hours | Rest Hours |
| 1 | Sunday | 0 - 6 | 6 | 12 | 18 - 24 | 6 | 36 | 12 - 18 | 6 | 12 | 06 - 12 | 6 | 12 |
| 2 | Monday | Rest | | 42 | 18 - 24 | 6 | 18 | 12 - 18 | 6 | 18 | 06 - 12 | 6 | 18 |
| 3 | Tuesday | 0 - 6 | 6 | | 18 - 24 | 6 | 18 | 12 - 18 | 6 | 18 | Rest | | 42 |
| 4 | Wednesday | 0 - 6 | 6 | 18 | 18 - 24 | 6 | 18 | Rest | 6 | 42 | 06 - 12 | 6 | |
| 5 | Thursday | 0 - 6 | 6 | 18 | Rest | | 42 | 12 - 18 | 6 | | 06 - 12 | 6 | 18 |
| 6 | Friday | 0 - 6 | 6 | 18 | 18 - 24 | 6 | | 12 - 18 | 6 | 18 | 06 - 12 | 6 | 18 |
| 7 | Saturday | 0 - 6 | 6 | 18 | 18 - 24 | 6 | 18 | 12 - 18 | 6 | 18 | 06 - 12 | 6 | 18 |
| | Total | ---- | 36 | ---- | ---- | 36 | ---- | ---- | 36 | ---- | ---- | 36 | ---- |

Note :- 1. One additional rest giver will be required with two spare working days.

2. A will pick up roster of B, B will pick up roster of C, C will pickup roster of D & D will pickup roster of A. After every week no body remains on duty continues for day/night.