Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata - 700 001

Serial Circular No. 81/2018

No. E/PC-VII/2016/Policy (Vol. II)

Kolkata, Dated: 02/05/2018

All Concerned
(as per standard list)

Sub: Implementation of the recommendations of the 7th Central Pay Commission on Dress Allowance - reg.

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Subsequent to issue of Ministry of Railways (Railway Board)'s letter No. F. No. PC-VII/2017/I/7/5/7 dated 03/10/2017 (RBE No. 141/2017) regarding implementation of the recommendations of the 7th Central Pay Commission on Dress Allowance circulated under this office serial No. 139/2017, two separate clarifications have since been issued vide Board's letters No. PC-VII/2018/I/7/5/1 dated 15/02/2018 and dated 24/04/2018. Copies of these instructions are sent herewith for information/guidance.

DA: As above

02/5/18

(U. Lahiri)
Dy. Chief Personnel Officer/R
For Pr. Chief Personnel Officer
Phone no.: 24103

02/5/18

Index No. 1049: Clarification on Dress Allowance.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

F. No. PC-VII/2018/I/7/5/1 New Delhi, dated : 15.02.2018

The General Managers
All Indian Railways & PUs
(as per standard mailing list)

Sub : Implementation of the recommendations of the Seventh Central Pay Commission on Dress Allowance.

Vide Board's letter F. No. PC-VII/2017/I/7/5/7 dated 03.10.2017 circulated as RBE No. 141/2017, Government's decision on payment of Dress Allowance at specified rates annually to eligible categories of employees, was notified. It was mentioned in the circular that this Dress Allowance would be in lieu of basic uniform and uniform-related allowances hitherto supplied/paid to Railway employees. The orders were specifically mentioned as taking effect from 01.07.2017.

2. Two Railways (WCR and SECR) have now raised queries on whether Uniform stock already finalised/under finalisation for procurement in some categories should lead to non-payment of the Dress Allowance due from July, 2017. In this context, it is pointed out that the 7th CPC recommendations on Dress Allowance (Chapter 8.16 of the 7th CPC Report) did not comment on liquidation of uniform stock procured/under procurement prior to payment of Dress Allowance to eligible categories of employees. The Ministry of Finance's OM dated 02.08.2017 that notified implementation of this accepted recommendation also did not have any caveat on Dress Allowance not having to be paid with effect from July, 2017 to cater to procurement processes of uniforms already initiated as on the date of notification of the said OM. Accordingly, RBE No. 141/2017 also did not specify any such caveat while notifying the date of effect of the orders as 01.07.2017.

3. If any Railway/PU is unable to make payment of Dress Allowance in terms of RBE No. 141/2017 and desires a review of existing instructions on the matter, it may send a comprehensive proposal in this regard with the concurrence of PFA and approval of the GM, to enable the matter to be put up to Board.

(S. Balachandra Iyer)
Executive Director/PC-II
Railway Board

(952)

30 APR 2018

Central Registry / E. Rly
Date of receipt
10
27/4

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. PC-VII/2018/I/7/5/1 New Delhi, dated 24/04/2018

The Chief Administrative Officer (R)
Diesel Loco Modernisation Works,
Patiala – 147003.

(Attention : Shri Rajnish Bansal, Chief Planning Engineer, DMW)

Sub: Clarification on Dress Allowance.

Ref: DMW's letter No. DMW/M/MPS-1/Safety/1055(Cloth) dated 06.04.2018.

Please refer to DMW's letter mentioned above seeking clarifications whether personal protective equipments issued to Staff including under Factories Act such as Safety Shoes, Cotton Drill Cloth, Safety Helmet, Overcoat for ladies etc are covered under 'Dress Allowance' as per Board's letter No. PC-VII2017/I/7/5/7 (RBE No. 141/2017 dated 03.10.2017).

2. In this context, it is pointed out that para-6 of RBE No. 141/2017 clearly state that only basic uniform of the employees is covered under Dress Allowance and special clothing (wherever relevant) will continue to be provided as per existing norms.

3. Transformation Cell/Railway Board's letter No. 2017/Transf. Cell/Civil/03 dated 05.02.2018 (copy enclosed) may also be seen, which though issued for Trackmen categories, also makes it explicit that protective accessories such as Safety Shoes, Safety Helmets etc. are to be separately supplied and are not covered under Dress Allowance.

Encl. As above.

24/4/18

C 1 MAY 2018

(Jaya Kumar G)
Deputy Director, Pay Commission-VII
Railway Board

Copy to :

The General Managers, All Indian Railways/Production Units
for information.

E. Rly / Kolkata.

Dy. CPO (R)

OSPR.

11/5/18

S.No-11

संदरव कार्मिक मंत्रालय
M S Office
ई-ऑफिस प्रणाली
E-OFFICE RECEIPT
सं०/No. P 38 5097
दिनांक/Date 6/2/2018

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
रेलवे बोर्ड RAILWAY BOARD

6/2/18

AMS

No. 2017/Transf.cell/Civil/03 New Delhi, dated: 05 -.02- 2018

The General Manager, All Indian Railways/PUs, NF(Con), CORE
The DG/RDSO & NAIR,
CAOs, DMW/Patiala, WPO/Patna, COFMOW/NDLS, RWP/Bela

EDMC II 7/2

Sub: Report of the Committee to Review Uniform & Tool Kits for Trackmen/Keymen/Patrolmen

Ref: Board's letter No. 2018/Transf.cell/03 dated Jan 8, 2018

Considering the importance of Trackmaintainers in ensuring safe running of trains on IR and the hardships being faced by them, Board (CRB) had constituted a committee of GMs of SCR (Convener), CR & NR to recommend measures that would improve their working conditions including better uniform and tool kits.

Committee's report with all annexures is enclosed herewith and same is uploaded in Transformation Cell section of the Railway Board's website (http://www.indianrailways.gov.in/railwayboard). Based on the recommendations of the committee, Board (ME, MS, FC & CRB) have approved the following for compliance:

1.0 Dress Allowance:

1.1 The Dress Allowance for the Track Maintainers as per RBE No.141/2017 dated 03.10.2017, shall continue to be followed. For Track women, dress allowance will cover Kurta (both summer & winter), Salwar, Jersy, headgear other than helmet, mittens, socks and water bottles. The colour scheme of dress for Track women will be the same as that for Trackmen.

2.0 Uniform and Protective Gears:

As the Track Maintainers have to walk on ballast in extreme climatic conditions ranging from very high temperature during summer while carrying out hot weather patrolling and also in very low temperatures in the night for cold weather patrolling, it is necessary to provide special gears to them to protect them from extreme weather conditions. Also the work of the track maintainers involves working with heavy objects like rails and sleepers, which can topple on their feet while working. The feet need to be adequately protected. Their working conditions are similar to that as existing on a shop floor or in construction projects. Hence following special protective gears are to be provided to them:

Sanjeet Kumar

5/2/18

2.1 The following job specific protective gears may be provided to all Track maintainers including P-way-artisans and their helpers. These items may be provided on division basis, modification if any due to local climatic conditions, may be considered with the approval of DRM.

Table-1

S. No.	Description	Functional specification	Scale	Approx. Cost (inRs.)
1.	Rain Coat with cap/hood and separate waterproof trouser	Waterproof coat and trouser with full sleeves and cap/hood.	Once in a year	1200/-
2(a)	Winter Jacket	Jacket with inner lining with/without hood/cap, orange color superior quality.	Once in 2 years	2500/-
	OR			
2(b) **	Clothing for Subzero climate i. Jacket ii. Trouser iii. Gloves iv. Snow boots v. Cap	As per military clothing from Ordinance factories/approved suppliers of Ordinance factories.	Once in 2 years	10,000/-
3.	Safety Shoes	As per IS 15298 (Part 2): 2011 / ISO 20345:2004 Some of the reputed brands are Bata, Liberty, Action etc.	Once in six Months	1400/-
4.	Luminous vest	Retro-reflective orange colour,IS-15809 of 2008 specified by EN471 Standard	Once in Six months	500/-
5.	Safety Helmet with detachable miner's light	Miner's helmet to IS specifications IS 2925-1884 (modified in 2010) with detachable headlights having flexibility for rotation provided with straps.	Once in a year	1400/-
6	Tool Kit Bag	As developed by PUNE Division, CR or Ferozpur Division of NR Material –Matte Nylon-1680 Black, Red & Orange Color, with canvas for lining	Once a Year	1400/-
7*	Tricolor LED 3-cell Torch/ rechargeable torch	As being used by SCR / NR	Once a Year	1000/-

* Tricolor LED 3-cell Torch/ rechargeable torch to be provided to Mate, Keymen and all track maintainers deputed for night patrolling

** Winter jackets as per item 2a) will not be supplied in subzero climate region, as provisioning of the same is already included in item 2b). In addition, any specific requirement for any particular area/climatic condition may be assessed by the respective DRM.

Sanjeeb Kumar

3.0 **Tools and Equipment:**

3.1 Provide light weight improvised tools and equipment such as spanner, hammer, crow bar, mortar pan etc. to track maintainers, as per extant Board's instructions.

3.2 Provide tricolor LED 3-cell Torch/ rechargeable torch developed by NR/SCR in place of H. S. Lamps to Mate, Keymen & all Track maintainers deputed for Night patrolling. Regarding payment for purchase of dry cells to the Track Maintainers deputed for night patrolling duties, it has already been decided by Board (ME & FC) vide Railway Board's letter no 2016/CE-I/GNS/4 pt. dated 07.12.2017 to pay @ Rs 150 per month to all track maintainers deputed for night patrolling. Same may be followed.

3.3 Improvised staff for patrolman, as being used on SCR may be provided in place of conventional staff.

3.4 Sturdy light weight backpack Tool Kit bag with provision to keep various equipment as developed by Pune Division of Central Railway and Firozpur Division of Northern Railway were considered appropriate. Such Tool Kit bag may be provided to all Track maintainers including P-way-artisans and their helpers.

4.0 **Mode of Procurement**

As on date Stores department is procuring luminous vests; This system may continue. The other items mentioned in **table 1** (para 2.1) above, may be procured at Divisional Level through **Spot purchase committee** comprising of Sr.DEN/DEN incharge, Sr.DFM/DFM, Sr.DMM/DMM. Once the system gets stabilized, and the vendors are developed; these may be procured through stores department of the division.

5.0 **Rakshak**

"Rakshak" protection system for patrolmen/trackmen has been adopted by SCR on Secunderabad- Kazipeth section in a stretch of 24 KMs and has been found to be useful in getting advance information regarding approaching trains by way of LED indication along with audible buzzer and vibration. Keeping in view large number of run-over cases of Trackmen that occur during discharge of their duty on Track, putting in place a Rakshak type protection system is essential and needs to be expeditiously implemented. However since the system is still in infancy stage, deployment on entire Rail Network may not be feasible right now. However keeping in view large number of run-over cases, it has been decided to extend deployment of Rakshak type protection systems on the entire **High Density Network** on a crash basis. This being a safety item, may be booked under RRSK.

Sanjeev Kumar

6.0 Gang Tool cum Rest Room

A tool cum rest room should be provided in the gang beat of each sectional gang preferably at the station or at level crossing. The room may have resting facility, private lockers for keeping their small belongings. The toolbox can also be accommodated in the same building. This type of accommodation can be provided near the station building as far as possible or at the level crossing falling in the gang beat. In addition to regular supply of electricity alternate source of solar lighting may also be provided in these rooms. For watering, hand-pump/piped water supply may be provided. Prefabricated modern construction methods already in use on certain Railways (KGP div of SER & of WCR) may be used for early and quality construction. These should be constructed in a phased manner through funds from Track renewal works/RRSK. Priority may be decided locally by the DRM.

This issues with the concurrence of Associate Finance of Transformation Cell Railway Board.

Kindly acknowledge the receipt and ensure compliance.

5/2/18

(T. K. Pandey)
Executive Director, Transformation

1. PFAs, All Indian Railways & Production Units
2. The ADAI (Railways), New Delhi
3. The Director of Audit, All Indian Railways

Sanjeeb Kumar

(Sanjeeb Kumar)
Executive Director (Accounts), Transformation

Copy to

4. The Director, Indian Railway Institute of Civil Engineering, Pune.
5. The Director, Indian Railway Institute of Mechanical and Electrical Engineering, Jamalpur.
6. The Director, Indian Railway Institute of Signal Engineering and Telecommunications, Secunderabad.
7. The Director, Indian Railway Institute of Electrical Engineering, Nasik.
8. The Executive Director, Indian Railways Centre for Advanced Maintenance Technology, Gwalior.
9. The Director, Indian Railway Institute of Transport Management, Lucknow.
10. The Registrar, Railway Claims Tribunal, Delhi.
11. The General Secretary, IRCA, New Delhi.

12. The Chief Commissioner of Railway Safety, Lucknow.
13. The Secretary, Railway Rates Tribunal, Chennai.
14. The Chairman, Railway Recruitment Board, Ahmedabad, Ajmer, Allahabad, Bangalore, Bhopal, Bhubaneshwar, Chandigarh, Chennai, Gorakhpur, Guwahati, Jammu & Srinagar, Kolkata, Malda, Mumbai, Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum.

Copy to:

1. The Genl. Secy., AIRF, Room No. 248, & NFIR Room No. 256-C, Rail Bhavan
2. The Secy. Genl., IRPOF, Room No. 268, FROA, Room No. 256-D & AIRPFA, Room No. 256-D Rail Bhavan

Copy to:

1. PS to MR, MOS(S), MOS(G)
2. CRB, FC, ME, MTR, MRS, MS, MT, SECY, DG (RHS), DG (RPF), DG (Stores), DG(Pers), DG(S&T)
3. All AMs, Principal Executive Director & Executive Directors of Railway Board

T. K. Pandey
Executive Director/Transformation