

SOUTH EASTERN RAILWAY

JOINT ACCOUNTS AND PERSONNEL BRANCH PROCEDURE ORDER NO. 8/1
dated 28.1.

To, ALL CONCERNED.

Sub: Grant of increment to staff absente
during strike in May '74.

x

It has come to notice that the manner of regulating the date annual increment to staff who absented themselves during the strike in May '74 has not been uniform in the different Bill.

It is clarified that the period of 'Dies non' for absence during strike should be treated in the same manner as the period of leave without pay on other than medical grounds etc, on the basis of notification in item No. 1 of Board's letter No. PCIII/74/INC/1 dated 3.6.75 and item 2 of their letter No. PCIII/74/INC/1 dt. 7.1.75 the cases where increment is deferred due to periods treated as 'Dies non' on account of participation in the illegal strike, the deferment should be made first and thereafter the date of increment brought to the 1st day of the month in which it falls due and the date of next increment will fall due on completion of 12 months qualifying service. Illustration as to how the increment is to be regularised is given below:

Name	Normal date of increment in 1973	Period of increment in 1974	Period by which to be deferred due to Dies non.	Actual date after deferment.	Date of increment on restoration in 1974.	Subsequent increment in 1975 unless deferred on a/c of IWP on other than medical ground etc.
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1. X	24.7.73	24.7.74	20 days	13.8.74	1.8.74	1.8.75
2. Y	21.10.73	21.10.74	20 days	10.11.74	1.11.74	1.11.75
3. Z	3.10.73	3.10.74	20 days	23.10.74	1.10.74	1.10.75

The Bill compiling Officers, who have regulated the increment in any manner contrary to the method mentioned in para 2, above should regularise the date of increment in each individual case immediately and effect recovery of overpayment.

Sd/-
for F.A. & C.A.O.

Sd/-
for Chief Personnel Officer.

Dated 10.8.76

To

All Concerned.

Sub:- Regulation of the increment on the 1st of the month as recommended by the 3rd Pay Commiss.

A copy of the Rly.Board's letter No.PC/III/74/Increment/1 dated 4.8.76 with an extract of para (2) (3) & (5) of this office letter No.P/3rd PC/44 dated 26.5.75 referred to therein is forwarded herewith for information guidance and necessary action.

Sd/-
Chief Personnel Officer.

Copy of Board's D.O. letter No. PC/III/74/Increment/1 dated 4.8.76 addressed to the A.C.P.O./S.E.Rly. Calcutta.

Sub:- Regulation of the increment on the 1st of the month as recommended by the 3rd Pay Commission.

Please refer to your D.O. No. P/3rd PC/44 dated 20.4.76 on the above subject.

The points raised in paras (2) & (3) of Sri Kudari's D.O. letter No. P/3rd PC/44 dated 26.5.'75 have been considered by the Ministry of Railways. The purpose of the grant of increment from the 1st of the month is to avoid accounting and clerical work. It is therefore, inherent that increments falling after 1.11.'73 should be antedated to 1st of the respective month. Accordingly the date of normal increment should be worked out from the 1st of the month.

Extract from Sri M.C.Kudar's D.O. letter No.P/3rd P.C./44 dated 26.5.'75, addressed to Sri G.D.Sud, Dy. Director, P.C.Rly.Bdd.

Para -2.

One School of thought is that the Rly.Board having authorised only the financial benefit of increments being given to the employees from the 1st of the month in which they fell due, existing normal date of increment does not undergo any change, and the date of increment should be regulated under the normal operation of the rules. They have particularly based their arguments on the points that the Board have not ammended Rules 2022 RII. In other words although the financial benefits of increments may be allowed from the 1st of the month in which they fall due, the normal date of increment should first be worked out in every case under Rule: 2022 RII and financial effect being given from the 1st of the month concerned.

P.T.O.

Para-3.

The other School of thought holds that if in every case it is required to work out the dates of increments which fall due on different dates as per normal rules and record the same in the Service Sheets, the very spirit of the recommendation of the 3rd Pay Commission would be defeated, in as much as the procedure would not sufficiently reduce the clerical work. It is also held that if ~~now~~ once the incremental date of an employee is anti-dated from 1st of the month the next increment may be recorded from 1st of the same month in the next year as the employees would by that time complete 12 months service in that stage unless the increment is deferred by one month or more.

Para- 5.

As however, the question is not free from doubt you are requested to kindly obtain the decision of the Rly. Board in the matter and communicate the same to this office at an early date.

Phone: 322993



Gram: R

ALL INDIA RAILWAYMEN'S FEDERATION

4-State Entry
New Delhi-110

23.3.1978

PRESS RELEASE

FOR FAVOUR OF NEWS PUBLICATION

Following a call given by the Central Government Employees' Organisation, namely, the All India Railwaymen's Federation, Confederation of Central Government Employees and Workers, National Federation of P&T Employees and All India Defence Employees' Federation, over a thousand union functionaries staged a 'Dharna' today at the Boat Club, New Delhi, as a protest against delay in conceding legitimate demands of the Central Government employees by the Government.

The Dharna was later converted into a massive rally of Central Government Employees. The rally was presided over by Mr. J.P. Chaubey, General Secretary, All India Railwaymen's Federation (AIRF) and addressed by M/s. Samar Mukherjee and Tridip Choudhary, Members of Parliament, U.M. Purohit, Secretary Staff side J.C.M., S.M. Banerjee, President, All India Defence Employees Federation, O.P. Gupta, of National Federation of P & T Employees, S. Madhusudan, Chairman, Confederation of Central Government Employees and D.D. Vasisht, Member, Metropolitan Council and General Secretary, Northern Railwaymen's Union. The rally adopted a resolution demanding vacation of all forms of victimisation, restoration of percentage cut in the rate of neutralisation, payment of additional instalment of dearness allowance from 1.1.1978 in cash, merger of dearness allowance with pay, revision of dearness allowance formula, removal of disparity in entitlement of leave and public holidays in respect of industrial and non-industrial employees, removal of stagnation, decas-ualisation of casual labour, abolition of contract labour and restoration of payment of dearness allowance to extra departmental employees, removal of ban on recruitment in class III and Class IV cadres, and refund of the C.D.S. money and resolved to intensify the struggle all over the country if there is no immediate settlement on these demands.

Jc J.P. Chaubey

General Secretary,
All India Railwaymen's Federation.

A-110-1160-B

आल इंडिया रेलवे इंजीनियरिंग स्टाफ
कांप्रेस

ए० आई० आर० एफ० के तत्वावधान में 14 - 15 मार्च 78
'हमारी मांगें'

1. सभी रेल कर्मचारियों को बोनस दिया जाय ।
2. गैंगमैन तथा चूर्ध्वा श्रेणी सिविल इंजीनियरिंग कर्मचारियों के लिए वर्दी
3. चूर्ध्वा श्रेणी कर्मचारियों की इष्टी के अनुसार उन्हें स्क्रूड कर्मचारी माना
4. सभी वर्गों के क्रिअल लेबर को पयका किया जाय ।
5. मौसम की विभिन्न कांठनाइयों में काम करने वाले तमाम सिविल इंजीनियर, कर्मचारी अर्थात् ट्रैक पैदोतिंग कर्मचारियों को विशेष भत्ता और दूसरे को फील्ड भत्ता दिया जाय ।
6. इंजीनियरिंग ब्रांच के सभी वर्गों के कर्मचारियों के लिए सुविधा इष्टी घट्ट निश्चित किये जायें और इष्टी के बाद आवश्यक आंतरिक काम या ट्रेक - वाउन पर इष्टी देने वाले कर्मचारियों को ओवर - टाइम दिया जाय ।
7. अन्य ब्रांचों के बराबर पदों को अपग्रेड किया जाय ।
8. चूर्ध्वा श्रेणी के कर्मचारियों 50% पदोन्नति तीसरे दर्जे में की जाय ।
9. सामान के विशाल भंडार को संभालने वाले इंजीनियरिंग सुपरवाइजरो विशेष भत्ता दिया जाय ।
10. स्टेशन आदि रेलवे बिल्डिंगों रेल फट्टी तथा पुलों के रखा रखाब करने कर्मचारियों के काम के मापदण्ड (यार्डीस्टिक) निर्धारित किया जाय ।
11. लाइन पर काम करने वाले गैंगमैन आदि कर्मचारियों के लिए मार्ग में विधा बनाये जायें ।
12. इंजीनियरिंग सुपरवाइजरो के लिए ग्रेड रमये 840 - 1040 तथा ए० 1040 12 तथा राजपत्रि पदों की व्यवस्था की जाय ।
13. सभी इंजीनियरिंग कर्मचारियों को कन्टीनुअस समझा जाय ।
14. पी० वे० आर्टिजन कर्मचारियों को भी पी० कुल्च० ए० और पी० कुल्च० आई० के पदों पर उन्नति के लिए बुंताया जाय ।
15. ए० जी० ए० में पदोन्नति के नियमों में और ढील दी जाय ।