

STAFF WELFARE

Indian Railway or any Rly. is being run on Commercial basis. Since being a government undertaking it is the moral duties of the government to fulfil social obligation towards its employees in order to a good human relations between the employees and the employer. The social obligations is known as staff welfare.

Chief Personnel Officer is the key part of management in Head quarter of any & Zonal Rly. and he is assisted by a Personnel Officer (Labour & Welfare) is posted and assisted by Welfare Inspector, Co. Operative Inspector and Personnel Inspector.

In divisional levels this is functioning under the guidance of Sr. DPO., DPO and APOs. and Welfare Inspector, / Personnel Inspector and Co. Op. Inspectors and working directly under Asstt. Personnel Officer in the divisional level. There is a separate Personnel officer attached to workshop also.

Activities of the staff welfare organization

1. Provision of Rly. institutes & clubs.
2. Provision of schooling facilities.
3. Grant of AIDs.
4. Educational assistance.
5. Provision of Holiday homes.
6. Scouts & Guides.
7. Provision of Canteens.
8. Handicraft Centers/ and vocational Training Centers.
9. Provision of Co-operative Societies.
10. Mobile libraries.
11. Medical facilities.
12. Staff Benefit Fund.

Duties of Welfare Inspectors

- 1) It is the duties of Personnel/Welfare Inspector to contact labors in the work place at least once in a week to get the grievances of the staff and to be solved after contacting required officer.
- 2) It is the duty of W.I. to educate the labors about the their rights.
- 3) Has to explain about various staff welfare schemas and also help them to improve their living conditions as well as working systems.
- 4) To supervise various welfare activities such as Co-operative societies, Canteens, Child Welfare Sports activities, welfare centers, Adult Education and to conduct holiday camps.
- 5) To help labors by means of medical helps and to arrange Medical camps
- 6) To visit Rly. Colonies and inspect sanitation, water problems, light facilities and also maintenance of Rly. Qtrs.
- 7) To help Retiring staff in getting retirement, settlements, Pension.
- 8) To help and solve all the matters of staff benefit fund.
- 9) To inspect stations, Sheds.
- 10) To arrange Drama, shows. Film shows regarding staff welfare.

Duties of Personnel Inspectors

- 1) He should inspect all the Registers of Overtime, Hours of Employment Regulations, and Rosters.
- 2) In PNM meeting they should assist D.P.O. in all means.
- 3) They should ensure of names of staff retiring are published.
- 4) To attend courts.
- 5) To assist Personnel Officers.

The welfare measures introduced in Railways may be broadly classified as Educational, Residential, Medical, Sports, Recreation and Miscellaneous facilities.

School Facilities

ATP, Primary, High, and Higher Secondary Schools are run by Railway to cater to the educational needs of the wards of the employees.

Book Bank

Book Banks are functioning with objective of providing Technical, Engineering and Medical books to the wards of the Railway employees on loan basis. Financial assistance is granted to Book Bank by SBF whenever necessary.

School Uniforms

School uniforms are supplied to the children of the Railway employees studying in primary classes in Railway Schools. Employees drawing basic pay up to Rs.5000/- are eligible for uniforms free of cost.

Reimbursement of Cost of Textbooks.

Group D staff are eligible for reimbursement of the cost of textbooks from SBF at a prescribed rate or the actual cost of the book whichever is less.

Scholarship

Scholarship is given from CSBF to the wards of the employees studying professional courses.

Children Education Allowance & Hostel Subsidy

Railway servants are eligible for Reimbursement of Children education allowance subject to a maximum of Rs.12000/- per year per child. Tuition fees, Cost of books/Note books, School uniform 2 sets and one pair of shoes etc. can be included.

Railway servants are eligible for Hostel subsidy at the rate of 3000/-per month per child where the ward(s) in the Hostel of a Residential School away from a station to which he is posted and or is residing. It is not admissible in respect of the child to whom educational allowance is drawn.

RTF, EA and HS are allowed to the Railway servants in respect of three children born up to 31.12.87 and up to two children born thereafter. Educational assistances are paid even during the period of suspension.

Subsidised Hostels

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Residential Facilities

Railway quarters is allotted for essential and non-essential staff depending on the availability. Nearly 35% of the Railway servants are provided with Railway quarters.

HBA is sanctioned to purchase a flat, plot and to construct houses. The IRWO is constructing houses for serving and retired Railway servants on no profit and no loss basis.

Holiday Homes

Holiday homes are provided at places of tourism importance for the benefit of the Railway servants. In Southern Railway Holiday homes are available at Kodaikkanal, Kannyakumari, Kurtrolam, Rameswaram, Mysore, Coonoor, Ooty, Madurai and Palani. Railway employees can also avail Holiday homes available in other Railways without any restriction.

Medical Facility

The Medical department of the Railway takes care of the health of both serving and retired employees. Hospitals with sophisticated equipments and special facilities for treatment of particular illness are identified for expert treatment. Homeopathy dispensaries are also available at Railway Hospitals.

Reimbursement of Medical Expenses

Railway employees and their dependents are eligible for free Medical facilities at Railway hospitals and Health units. In the absence of such Hospitals or Health Units near the place where they fall ill, they are eligible for treatment in Government and Recognised hospitals in exceptional situations. In such cases reimbursement of medical expenses is considered on adequate justification and recommendation of Authorised Medical Attendants and Chief Medical Director.

The GM is empowered to reimburse the Medical claim in full when the treatment is taken at Government Hospitals and can consider the reimbursement of medical expenses up to Rs. 50,000/- when the treatment is taken in recognised Hospital or Dispensary run by the Philanthropic organisation. The GM is also empowered to consider the reimbursement of Medical expenses up to Rs. 30,000/- when the treatment is taken in Private Hospitals in emergency. All other Medical claims are to be referred to Railway board.

Sports Facility

Railway Sports Control Board and Railway Sports Associations look after the development of sports activities in Railways. Lump sum grants are given periodically to the sports associations from SBF.

Scouting

Railway State Bharath Scouts and Guides are affiliated to the National Scouting Headquarters. Financial assistances are granted from SBF for scouting activities.

Recreational Facilities

Railway Institutes and Clubs are functioning at various stations. Financial assistance is given from SBF for these institutes and clubs towards recurring and non-recurring expenditures.

Holiday Camps

Holiday camps for employees / children and sometimes exclusive camps for women employees to places of tourism importance and hill stations are organised with the assistance of SBF.

Children Sport or Treat

Children Sport or Treat is conducted with the assistance of SBF in major Railway colonies periodically.

Kalyanamandapam

Kalyanamandapam / Marriage Halls / Community Centers are constructed by Railways at important Railway colonies for the use of Railway Employees.

Handicraft Centres

Railways run Handicraft centres in major colonies. Classes are conducted to the female members of the Railway servant's family on stitching cloths. They are later allowed to stitch cotton Railway uniforms on payment. Thus the spare time of the family is better utilised and the income is augmented.

Financial Assurances

Employees suffering from TB, Cancer and Leprosy are given assistance from SBF @ Rs.5/- per day subject to a maximum of Rs. 150/- per month.

SBF also grant financial assurances for the loss of pay on medical grounds, purchase of spectacles, loss of property due to natural calamities, carriage of dead bodies etc.

Staff Benefit Fund

SBF is intended mainly for the benefit of the non-gazetted staff. No other department of Central Government provides this type of fund for the welfare of their staff. The committees constituted at Zonal and Divisional level maintains the fund. SBF is generated in the month of April every year from the money available in various heads like fines, forfeited Bonus and PF, unclaimed wages lying under suspense for a longer time. In addition, a sum of Rs.500/- (2010-11) per head and a sum equal to 50% of the expenses incurred for granting scholarships in the previous year are also contributed from Railway revenue.

Canteen

Statutory and Non-Statutory Canteens are run by Railway at important places to provide refreshment and lunch to the employees at their working place.

Railway Minister's Welfare and Relief Fund

Railway Employees are granted financial assistance from this fund for situations of exceptional nature like.

- Premature death of Railway men.
- Death of Railway men in accident while on Duty.
- Sickness of Railway men or their dependents.
- Purchase of motorised equipment by physically Handicapped.
- Employees affected by natural calamities.

Compensation and Pensionary Benefits

Compensation in case of death or disablement due to accident under WCA, Pension, Family Pension, DCRG, encashment of Leave salary, Post retirement passes, RELHS etc. are some of the important benefits extended to the Railway servants.

Family Welfare

Maternity Leave, Paternity Leave, SCL for promoting small family norms, Family Planning Allowance and half percent reduction of interest in HBA are some of the incentives extended in family welfare area.