

Declaration in Parliament -PAY SCALES

1. Extract of unambiguous declaration in the **Central Legislative Assembly** by the then War & **Transport Minister** during his budget speech in **February, 1944**, Viz.,

“During the year, the Government have had under discussion with the Standing Finance Committee the question of **abolition of the lower gazetted service**. Government do not accept as valid the reasons advanced by the majority of the Committee against the step and **purpose to carry the measure through**, at the appropriate time”.

2. Extract of subsequent decision by **Railway Board** (refer **Standing Finance Committee Meeting 17th & 18th July, 1946**)

- (i) The **lower gazetted service shall be abolished** and all the present confirmed lower gazetted service officers who are considered suitable shall be promoted to the Superior Services placing them junior to all the confirmed officers already in the later service.
- (ii) The **promotion of subordinates** shall be so arranged in future that the total number in the junior scale never exceeds **35% of the total strength of that cadre**.
- (iii) The increase in cadre due to abolition of the lower gazetted service shall not cause any increase in the number of vacancies to be filled by recruitment from U.K.
- (iv) Persons of **non-Asiatic domicile** now in lower gazetted service who will be promoted to the superior services enbloc on its abolition, shall count against vacancies which would have been filled by recruitment in the U.K., if such recruitment had not been suspended during the war.
- (v) Provision for the **change will be made in the budge for 1947-48 and the abolition will be made effective from 1st April, 1947**”.

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Some other Important Qoutes

PAY SCALE

1. **The Govt. proposes to abolish the lower Gazetted Service (now Group ‘B’)**

(Transport Minister of British Govt. on floor of Parliament during Budget speech in Feb, 1944)

2. **Provision of change for abolition to be made in the budget for 1947-48 and abolition to be effective 01.04.47**

(Standing Finance Committee (Railway Board) Meeting 17th & 18th July 1946).

3. **Govt. is committed to abolish Group 'B' and have only one class of officers.**

(Chief Commissioner of Railways (CRB) while deposing before first pay commission.)

4. **"Departments where the differentiation between the two classes was not necessary or possible either because of the mode of recruitment or because of the difficulty in distinguishing between the importance and responsibility of the respectively performed by class 1 and class 2 officers, the two fold classification may be dispensed with and the two groups treated as one Gazetted Services"**

(1st Pay Commission)

5. **Class 2 posts where incumbents performed duties similar to those of class1 officers may be abolished**

(1st Pay Commission)

6. **It is strongly recommended that this distinction be removed and all those once selected to become officers should complete on an equal footing for further promotion and responsibilities.**

(Prakash Tandon Committee on Railways in its report in 1995)

7. **Board to recommend same grade as group 'A' junior scale to promotee officers.**

(CRB's Assurance before Parliament R.C.C. in May 1993)

8. **The committee strongly recommended that this two fold classification should be done away with.**

(Railway Convention Committee-VII Report laid in Parliament on 23.08.94)

9. **Till the decision is taken to merge the two categories of officers in Railways, Asstt. Officers of both the groups must be provided same pay scale of Rs. 2200-4000.**

(Railway Convention Committee (RCC) in August, 1994 7th Report)

10. **I feel that the degree of anomaly in the pay scale of the group 'B' officers of the Railways cannot be compared with the other departments or even other anomalies in the Railways itself created through implementation of IV Pay Commission Recommendations. Hence it is incumbent on the Government to identify only those situations, where similar serious anomalies exist and consider them sympathetically instead of making it applicable to all Ministries/Departments and all cases. By this method, it would also be possible**

to withstand the departments of general type for revision of scales of pay:

(Extracts of Shri Madha Rao Scindia's letter dated Oct.89 to Finance Minister)

- 11. I will lay emphasis on the term eliminating the distinctions/areas of differentiating treatment follow the pattern of formulation of the various units of officer classes into one.**

(C.M. Poonacha – Railway Minister addressing conference of Group 'B' officers on 14.09.68 at Gorakhpur.)

- 12. The demand of the Indian Railways class-II officers for doing away with the present classification by status and should be done away with.**

(Shri George Fernandes signed agreement with Genl. Secy., Indian Railway Class-II Officers Federation in Nov.,1973).

- 13. I feel concerned, when I see the violation of uniformly accepted principal of "equal pay for equal work".**

(Shri L.K. Advani while addressing Indian Railway Promotee Officers Federation in New Delhi in 1992).)

- 14. Junior Scale and Group 'B' posts are operated interchangeable and not possible to segregate these in Group 'A' & Group 'B'.**

{Parliament Question No. 7567 dated 26.4.89 (Lok Sabha)}

- 15. Posts in assistant officers not possible to demarcate in Group 'A' & Group 'B'. It is Group 'A' when held by direct recruit otherwise Group 'B'.**

(Railway Board's letter No. 91-E(GR)II/11/9 dated 27.09.91)

- 16. Posts in Junior Scale and Group 'B' are operated interchangeable and they cannot be segregated. The posts are Group 'B' if the incumbent is Group 'B' officer and Group 'A' if incumbent is direct recruit.**

(Railway Board's letter No. 94/E(GR) II/11/3 dated 02.03.94)

B. 80% POSTS TO BE IN JUNIOR SCALE FOR GROUP 'B'

- 1. Proposal to apply the equivalent of Group 'A' pay scale to 80% of Junior Scale Group 'B' posts (as has been done in the Indian Audit and Accounts Service) in all the Railway Cadres should be proposed again for consideration of the cabinet.**

Railway Board Resolution dated 22.10.92.

- 2. Denial of 80% posts by the Vth Pay Commission to al departments on**

Railways no acceptable to Railway Ministry. To maintain parity to all Group 'B' officers of all departments be given grade of Junior Scale.

Railway Board Recommendation.

3. **A selection grade equivalent to Rs. 2200-4000 may be introduced to the extent of 80% of the post manned by Group 'B' officers.**

Railway Boards supplementary recommendation to Vth Pay Commission.

C. CAREER PLANNING – DPC, QUOTA

1. **"I had mentioned last year that steps were being taken to grant promotion from class 2 to class 1 service up to full quota:**

Shri Lal Bahadur Shastri, Railway Minister in Parliament on 19th Feb., 1954.

2. **"No delays in DPCs in fulfillment of quota promised"**

Shri Lal Bahadur Shastri, Railway Minister in 1952-53-54)

3. **Quota of Group 'B' officers in Group 'A' should be on percentage of posts only & not on vacancies:.**

(Extracts of 4th Pay Commission Report)

4. **“The committee are of the opinion that if the Group ‘B’ officers are inducted into Group ‘A’ based on cadre and not on the vacancies, the legitimate representation of Group ‘B’ in Group ‘A’ will be ensured and the grievances of Group ‘B’ officers regarding low percentage in Group ‘A’ will be mitigated in this connection, the committee learnt that the 4th Pay Commission had recommended on the similar lines”**

(Extract of RCC recommendation laid in Lok Sabha on 23.08.94)

5. **“Arrange DPC panels in advance and fill up these vacancies through these panels:**

Shri Jaffar Sharief, Ministers order in Board’s files in March 1995.

6. **“Very often action for holding meeting is initiated after vacancy has arisen. This results in undue delay in filling of the vacancies causing dissatisfaction among those who are eligible for promotion. It may be ensured that regular meetings of DPC are held every year for each category of posts so that an approved select panel is available in advance for making promotions arising over a year”.**

(Reference DOP/OM No. 22011/2/91 Estt. (D) dated 13.05.91)

7. **“It was decided (By Railway Board in its meeting on 07.09.89) that in calculating the vacancies these posts should also be included for which Ad-hoc arrangements had been made of Group ‘B’ officers with ad-hoc promotions to senior scale. For filling these vacancies the usual ratio of 60:40 need not apply as we do not want to increase the intake of Group ‘A’ officers (Direct recruit officers),. These vacancies may be filled within the period of 3 to 5 years depending upon the no. of vacancies, exclusively by Group ‘B’ officers. Please take action on these lines urgently”.**

(Ref. Member Staff, Railway Board note to Adviser (Staff) dated 07.09.89).

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