

Background Note

Sub:- Junior Scale Strength on Indian Railway-Recruitment Policy in Group 'A'

1.0 The Junior Scale posts in Indian railway Group A services are filled up through (i) direct recruitment from UPSC and promotion from Group 'B'. The quota for such promotion is fixed @50% of the posts of Group A cadres.

2.0 All the Group 'B' officers having 3 years regular service are eligible for promotion to Group A (Junior Scale).

3.0 Based on information collected through RTI's the strength of Junior Scale – a sum of the Regular Cadre and Leave Reserve Cadre - the Junior Scale Cadre strength indicated in cadre review for Group 'A' of Indian Railways – in the year 2003-04, is as under :-

Cadre	Regular Cadre in Gp 'A'	Leave Reserve Cadre in Gp 'A'	Cadre shown in cadre review Reg + LR = Total	No. Fixed for JS induction for Gp 'B'(25% of Col 4)
(1)	(2)	(3)	(4)	(5)
IRSME	191	143	194 + 143 = 337	84
IRSS	92	27	81 + 27 = 108	27
IRSEE	177	45	175 + 45 = 220	55
IRSSE	141	41	153 + 41 = 194	48
IRPS	78	38	83 + 38 = 121	28
IRTS	177	100	164 + 100 = 264	66
IRAS	113	68	50 + 68 = 118	29
IRSE	304	110	185 + 110 = 295	74
TOTAL	1273	572	1085 572 1657	411

3.0 However, as per the present practice the number of vacancies fixed for promotion in Group 'A' from Group 'B' is **only 25%** of the cadre strength in each department (Regular cadre & leave reserve cadre) and is indicated in Col. 5 above.

4.0 It will be seen that in Col.4 – which is the cadre strength of Junior Scale (Regular +LR) indicated in column 4 is nothing but sum of share of the department in the regular cadre (column 2) and the share in the leave reserve (Column 3), almost for every department except for Civil engineering department and Accounts department where in the share of regular cadre – 304 as per column 2 – for Civil Engineering departments has been reduced to 185 only – as per column 4 and for Accounts department it is shown as 50 only (col. 4) instead of 113 (col. 2).

4.0 The fact is that no specific decision has ever been taken to reduce the regular cadre strength for civil engineering and accounts departments only, while maintaining the cadre strength almost as it is, for all the other departments. Still while drawing out the cadre – restructuring proposals for all departments, reduced regular cadre strength for Civil Engineering & Accounts departments was mentioned perhaps inadvertently.

5.0 On account of the fact, that a decision was taken that the number of posts for induction of Group 'B' officer in Group 'A' shall be 25% of the JS cadre strength, as shown in cadre review proposals, a very illogical situation has cropped up where in 84 officers are inducted in Group 'A' every year for Mechanical Department – having the total cadre strength of 1895 only where as for Civil Engineering Department whose cadre strength is approximately 3599 – just double of the mechanical department, only 74 officer (against mechanical's 84) are inducted in Group 'A'. Same is the situation for Accounts officer whose cadre strength is 1404 and only 29 officers are inducted every year, whereas 27 officers are inducted in Store department with only 917 cadre strength, Personnel 27 with 800 strength and 55 in Electrical department with 1600 cadre strength.

6.0 If the share of Civil Engg. & Accounts would have been as mentioned in 1273 regular cadre strength – **304 and 113 respectively**, then the number of post for induction to Group 'A' for these departments @25%, would have been **104, and 45 respectively for Civil engg. and Accounts department**, but instead these departments were given only 74 and 29 posts respectively for promotion to Group 'A'.

7.0 However, one of the most astonishing fact worth mentioning here is, that while fixing the cadre for induction of Group 'A' (for 2 yrs) when only regular cadre of JS was taken as calculating factor (leave reserve element was not counted) the share of **Civil Engineering was 76 and for Accounts departments 30**. Is not strange that after adding the leave reserve strength in the total cadre strength (110+ 50 respectively) the share of both civil and accounts was reduced to 74 and 29 respectively, which is not heeded to by any authority despite protests. As much as, a note (dated 28.11.2008) given by **Financial Commission (recommending 46 No.s)** was not given any importance by Member Staff and Group 'B' officer of the Accounts departments are suffering a lot due to this. It is a fact that both of these departments are victim of large scale stagnation in Group 'B' for their induction to Group 'A' officers of 15 years length of service in Group 'B' in Civil Engineering and 16 yrs in Group 'B' of Accounts Deptt. are waiting for induction to Group 'A', where in officer of 8 yrs Group 'B' service, in most of the other departments, have already been inducted in Group 'A' which is a great injustice and needs to be rectified immediately with retrospective effect.

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