

## Career - Planning - Gp/B'

The word **career planning** if is to be explained in simple words, it can be said that an employee should know where he will be in the organization after a reasonable period (5 to 10 yrs.) or what is his future.

### 2.0 Object of Career Planning

According to a paper on "**Career Planning**" presented for a senior course in "**Management Technique**" the object of the ideal career planning is to ensure:-

..... Mapping of career of employees in the organization  
according for their ability and skill better use of human resources,  
increased utilization of managerial reserves, **improvement in morale and  
motivation of employees..... "**

### 2.1 Concept of Career Planning

The same paper, further elaborating the concept of career planning, states:-

"Career planning is an essential aspect of managing men for obtaining optimum performance from them. Achievement of organizational development, increased productivity and fulfillment of corporate objectives. All these are possible only if **employees of any organization get a feeling of satisfaction and achievement and feel being a part of organization.** By human nature **every employee has aspirations to advance and grow in his organization and also desire to achieve a sense of fulfillment.** Unless these aspirations and desires of the employee are taken care of, the organization cannot be taken to higher levels of efficiency and even productivity. Any organization can gain strength and vitality only when its **employees are convinced that they will also stand to gain, thereby, not only in financial and tangible terms but also emotional and mental.** One way to achieve this is well **thought out system of career planning"**

2.2 The same sentiments have been expressed by all the 5 Pay Commissions - constituted so far and also other High Level Committees, be these Administrative Reform Commission or others - while dealing with promotional prospects and other service conditions of employees.

## **Need of Career Planning**

The need of well thought career planning has been stressed upon by all the above - Pay Commissions & High Level Committees few of the relevant paras, emphasising on such needs, indicating about the importance of this same, are worth quoting here.

### **Promotion Policy**

**" 23.1 Every employee who joins service looks forward to a satisfactory career of progression. It is therefore necessary that the state as the biggest employer, would lay down a fair and well - defined policy for the promotion of its employees. That in fact is one of the two basic conditions of a good public service, the other being the security of service, for which care has been taken in article 311 of the constitution and the case law which has developed on it"**

***IV<sup>th</sup> Pay Commission Report Part I, Vollll Chapter 23 Page 255 and***

**"7.46 ..... There should be well defined career prospects and employees should feel reassured that they can look forward to promotions, and that, in the meantime, or in addition to satisfactory career prospects, they can where possible avail the incentives based on performance. So when an employee enters in service, he may have something to look forward to. There is aspiration in a new entrant for brighter prospects, and the desire to reach his hight would not only prompt him to put in his best, but also to outshine the others..... "**

***(IV<sup>th</sup> Pay Commission Report Part I, VoUII Chapter 7, Page 88)  
and also***

**"23.2..... Given a sound promotion policy employees of the central government will have the opportunity to progress as far and as fast as their talents, training and character can take them."**

***(IV<sup>th</sup> Pay Commission Report Part I, VoUII Chapter 23 Page 255)***

However, on the contrary - these pious proclamations and policies have benefited only a section of officers, that is, those belonging to the directly recruited Gp.A' officers, and officers promoted from the ranks have all along been left high and dry. This is one of the major difficulties in career planning, as there is a need to accommodate men in the same level of managerial hierarchy between promotees and direct recruits due to large difference in their age group. To avoid intense jealousy, revelries, groupism, which generally develops in such cases, a fair share to either group, has to be ensured and this vital aspect of personnel administration is required to be followed carefully, in which sphere, in fact, the railway administration specially the gazetted management service is failing miserably. **The most important factor for making career planning a success is that of maintaining age factor balance** and has to be done in all types of career planning to avoid promotional blocks. There should be fair balance between direct recruits and elder promotees at the same level. It has however been observed that the major difficulty - in fact - has been total unwillingness on the part of the administration in the government sector. It is an act of deliberate neglect.

The Gp/B' promotee officers on the Indian Railways constitute about seventy percent of middle management. They hold key functioned positions in the administrative hierarchy. They too have aspirations for growth. But the administration never felt the need for their adequate career planning, quite possibly, because of their being instrumental in the achievement of all the targets set for Railways and thus having fulfilled the growing work expectations without murmur and protest.

The need for career planning, has been admitted in all the departments of the government, but unfortunately on the Indian Railways these policies have been implemented on selective basis, leading to certain serious deformities in the hierarchical structure. On one hand, due to improvements in the career prospects, in Gp.X' the age group of senior subordinates entering into Gp.B' has been brought down considerably from 52-55 years to 40-42 years. With the introduction of LDCE scheme, many senior subordinate are able to enter Gp.B' service, at a very young age. On the other hand, in case of Gp.'A' officers, through successive up-gradation and cadre restructure schemes for career planning, the promotional prospects have been improved considerably, ensuring rapid promotions, as promotion to senior administrative grade are now possible after 17-18 years, to selection grade after 13-14 years, to J A grade after 6-8 years and to Sr. scale after 3-4 years, as compared to 25-28, 18-19, 13-15 and 6-7 years earlier respectively. Now it is only Gp/B'

services, which have remained neglected, and no improvements have been effected in their promotional prospects. Stagnation in Gp. B' has become all the more acute and painful because of longer stay in the same group. It is quite intriguing why the Administration never felt the need to undertake career planning for this group.

Keeping in view the meager chances of promotions for Gp.'B' officers on Indian Railways resulting in acute stagnation in their cadre due to which most of the Gp.'B' officers retire without promotions from this class, there has now been the growing demand for an adequate and satisfactory career planning for them also, the stock reply given by the Railway administration is that a separate career planning for Gp. B' officers is not considered essential since they are finally absorbed in Gp/A' services with planned career progression. The following two replies reflect the very thinking of the Railway Administration.

**".....Gp.'B' officers appointed to Junior scale (Gp.'A') are thus part of Gp. A' cadre and are on par with directly recruited Gp/A' officers in the matter of promotion to higher grades of Gp. A', in view of this, the question of separate proposal to improve the promotion prospects of Gp/B' officers does not arise."**

***ANSWER TO PARIJAMENT UNSTARRED QUESTION NO. 3022 DATED 02.12.1988***

**"..... To say that the principle of a sperate career planning for Gp. B" cadre, as suggested in your letter Dtd. 10<sup>th</sup> Feb 1988, is not a concept that exists in the Government and it cannot be looked into by Ministry of Railways in isolation. Gp. B' is a promotion from Non-Gazetted. For Gp. B' further avenue of promotion and career planning are linked with Gp/ A' ....."**

***RAILWAY BOARD'S LETTER NO. 89/E(GR)II/1/15 DATED 17.10.1989, ADDRESSED TO GENERAL SECRETARY IRCTOF (Annexure-I)***

**"CAREER PLANNING**

**..... the principle of a separate career planning for Gp.'B' cadres is not feasible. Since Gp.'B' officers get inducted in junior scale of Gp/A' after which they become a part of Gp/A' cadre of various Gp. 'A' Railway Service ..... the guide lines of the DOP were applicable only to those Gp/B'**

**cadres where there is direct promotion from Gp/B' to senior scale and not to Gp. B ' cadres where the promotion is from Gp/B' to junior scale of Gp/A' and then to senior scale ..... "**

***RAILWAY BOARD'S LETTER NO. 90/E(GR)U/U/2 DATED FEB. 1990 REGARDING MINUTES OF MEETING OF IRLY. CL.II OFFICERS FEDERATION. (Annexure...)***

- 3.5 Evidently in the Railway Board's opinion, the induction of Gp.B' officers in Gp/A' against the quota of 40% vacancies in Gp/A' is a sufficiently satisfactory career planning element. On in-depth-examination of this aspect, it is revealed that hardly 3% of the total Gp/B' officers get inducted in Gp/A' every year to be specific, approx. 200 Gp/B' officers out of more than 7000 Gp/B' officers (i. e. less than 3%) get inducted every year in Gp/ A', according to the present trend, approx. 50% of these i.e. 100, retire within one to three years of their induction in Gp/ A' and without getting any promotion benefit. Practically therefore only about 100 officers (less than 1.5% of the total Gp/B' officers) every year get eligible for promotion to J. A. grade, allowing them some peanuts in the form of pensionary benefits, Even this benefit for these 100 persons is only for a period of about 2 years only on an average, after which they retire. Detailed study reveals that more than 90% of the Gp/B' officers get retired either without their induction in Gp/A' or without getting any benefit of their induction in Gp/A'.

### **Promotion Policy**

The requirements, therefore is a well defined promotion policy, which is nowhere to be seen. The recommendation made by the IVth pay commission. Regarding promotion policy for the employees is very much unambiguous

**"23.9 ..... a solution of the problem of stagnation and inadequate promotion opportunities should seem to lie in a rational cadre structure and long pay scales. It is recognized that promotional opportunities should be available to employees as motivation for them to contribute their best in the discharge of their duties. At the same time, the system of career progression should be consistent with the functional needs and requirements of the organization ..... "**

4.1 The IV\* pay commission is quite serious about it>

**"7.61.... A pronounced, objective and well defined policy of promotion can also go a long way in adding to the weight of the pay structure. Promotion is therefore really concept in the structuring of pay scales. We hold so dearly to the concept that we recommend a regular right of appeal where a promotion is refused ....."**

*IV\* PAY COMMISSIONREPORT PART I VOL I. CHAPTER 7PAGE90*

4.2 Earlier the Ulrd Pay Commission, also echoed the same sentiments regarding promotional policy, as reproduced below:

**"100 .....we are of the opinion that granting promotions is one of the few effective instruments left with the management for rewarding good performance and thereby improving efficiency. Promotion affect not only those who are promoted but also the far larger number of employees, who are aspiring for promotions and realizing that advancements lies primarily in demonstrating their superiority, respond to the spur of competition. Even somewhat limited promotions prospects. If granted in a manner that inspires confidence among the employees, have wide and pervasive affects in toning up an organization ....."**

5.0 Having discussed the need of career planning for all, we have also discussed, that while Railway administration is taking all possible steps to ensure satisfactory career planning for Gp/A', Gp/C & Gp/D', no such consideration is being given to Gp/B' officers at all. To have satisfactory career planning, existence of a scientific, rational, and logical cadre structure is a must, which perhaps we are lacking very much. This is, therefore when ever, need arises to improve upon the career planning of gazetted officers. Administration has been resorting to cadre - restructuring of the gazetted cadre. There are two factors for this on Indian Railways i.e. comparison with All India Gp/A' services, and to ensure that promotions are given as near - to eligibility periods for promotions from one cadre to another cadre - as possible. Based on these considerations, proposals for cadre restructuring are initiated and therefore upgradations were effected to in 1973, 1979-80, 86, 92-93 and recently in the year 2004-2005. Through these cadre restructuring, the number in higher grade posts have been increased many fold, as compared to earlier periods, promotions have been brought very near to their eligibility periods in different grades.

- 5.1 Promotions to Addl. HODs (presently Selection Grade) used to be after more than 25 yrs. And the J A grade after 15 yrs. during 1975 or so. Even before the latest upgrading (2004 -2005) promotions to SAG grade used to take place after 23-25 yrs, (from exam year) have now considerably been reduced after cadre restructuring. The situation today is that in SAG, officers of 1985 exam year in Civil Enggs., Traffic and Accounts deptt. have already been promoted to SAG and for selection grade officers, in almost all deptts., are being promoted within 14<sup>th</sup> year of exam year (as is the eligibility period). For JA grade - the eligibility period being 8+ years, the situation is that as many as 580 officers of all deptts are working in J A (adhoc) for which the eligibility is only 6 + yrs. for promotion. The situation is that in Mech., Tfc, Persnl. & Accounts deptts., there are not enough eligible officers for regularisation in JA grade, (though 639 eligible officers are available, but 537 are already in working in JA (adhoc). In fact with the number 537 working in JA (adhoc), the officers in all deptt. can be regularized upto 1995 batch meaning 9+ service only. In Mechanical & Accounts deptts - on many railways, there are not enough eligible officers for promotion to JA (adhoc) i.e. 6+ yrs. resulting in down gradation of many JA grade posts to senior scale.
- 5.2 The details of promotional periods, for various cadre in all departments vis-a-vis their eligibility periods for Gp/A' for gazetted cadre is given in the enclosed Statement **(No. 1.)** which is indicative of the statement made, in above paras.
- 5.3 Similarly in the cadres of Gp/C & Gp/D' administration cadres is resorting to the cadre restructuring/upgradations time to time, to ensure that stagnation do not take place in these categories and promotions are granted frequently at due time. To ensure this the administration while granting upgradations to these cadres, have come to the stage where in the initial grade in most of the categories, do not have even 50% of the total cadre. In many categories higher grades (than initial grade) carry even 80% posts of the cadre, leaving only 20% posts in the initial grade. The ratio of Gp/C to Gp/D' which used to be 25:75 has by now reversed to 75:25 i.e. about 75% posts of non gazetted staff being in Gp/C now. In addition selection grades have since been introduced in almost all categories of Gp/C & Gp/D' (Recently in Gp/B' also for the first time w.e.f April 2003).
- 5.4 It has however, been observed that whenever, need of career planning of gazetted cadre is felt, the Gp/B' cadre is just forgotten and all considerations for expedited promotions are just concentrated on Gp 'A' only, with no consideration to Gp 'B' cadre. This is evident from the

past, as right from the first upgradation in gazetted cadre at least since 1973 and upto the latest up gradation effected in 2003-04-05. It is another matter that while putting papers to DOP/finance ministry, the strength of Gp 'B' officers is taken into accounts, to highlight the strength of Gazetted care, and therefore, the existing stagnation. Perhaps the Gp 'B' cadre is not being taken as the part of gazetted cadre, as was the case during British Raj (Though at the time of their departure from India, they also felt the folley of this two told classification system of gazetted cadre). In fact, whenever, the issue of non availability of satisfactory career planning for Gp 'B' cadre had been raised, the stock reply of the administration had been that there is no system of career planning for Gp 'B' officers on Indian Railways. The relevant quotations in this respect have already been extracted at Para 3(iv) above.

5.5 As already mentioned above, for having a satisfactory career planning for any cadre, availability of a scientific, rational, logical and viable cadre-structure is considered as a prime need, which perhaps we lack very much. The reason being the total exclusion of Gp 'B' cadre from this consideration. A cadre, where approximately 13000 officers are existing consisting of approx 6000. Gp 'A' directly recruits and 7000 of Gp 'B' officers, ignoring more that 65% of the officers, for career planning need, can not be considered rational by any standard. This is what is happening every time and the result is obvious, the disastrous cadre structure. Still no wisdom has come to the power to be and whenever, after the so cattled detailed, rational cadre, restructuring is done, frustrations is increased, leading to protests, specially by Gp 'B' officers, which ultimately results in half baked/half hearted remedial measures, off course, after a lapse of considerable time period. This has been the scene, for the last 30-40 yrs. We are therefore, no where to rational solution of this position even today.

In view of this, let us discuss the cadre - structure, existing on date, and have it studied analytically.

## **Cadre Structure**

In order to understand this in depth, let us first know the existing cadre structure of gazetted cadre for this 3 statements (No. **2,3 & 4**) are enclosed herewith.

6.1 On going through these and on in-depth analysis of these, it is evident, that the cadre -structure is not coherent and even logical. In government circles, cadres are normally maintained - pyramidically. It is however seen that instead of maintaining this, efforts have been made frequently to damage the same by the administration. The latest effort is by the 5<sup>th</sup>



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pay commission w.e.f. 01.01.97. It is ironical, that while discussing the career planning or say stagnation in the gazetted cadre, while recommending the cadre - structure, even the pay commission has not taken in preview the whole gazetted cadre. Rather upgrading percentage has been recommended only in the cadre of senior scale and above as under:

Senior	-	30%
JA grade	-	30%
S.Grade	-	20%
SAG	-	17%
HAG	-	3%

6.2 At no time, the Jr. scale/ Assistant Officers cadre is linked with this percentage, resulting is acute stagnation in the assistant officers cadre. Assistant officer's cadre - specially on Indian Railways - consists of mainly Gp/B' officers. (6285 total including 1273 only Junior scale posts i.e. 80% Gp/B' and 20% Gp/A'/Junior scale - as per sanction strength - where as in working strength, the number of Junior scale officers is only 522 including only 5 from Gp/B' (as on 01.09.06) - it is only Gp/B' officers who are deprived off any benefit of this cadre structure. Since the posts of senior scale & above are only Gp/A' posts, only 522 Junior scale officers get right for promotion to Sr.scale and Gp/B' officers, continue to rot in cadre of assistant officers for years - until they are inducted in Gp/ A' Junior scale - which is normally after 12.5 yrs. or after even, though their eligibility period is only 3 yrs. regular service in Gp/B' assistant officers cadre.

6.3 The present status of grade wise and department wise vis-a-vis the stipulated percentages is given as under:

6.4 The present cadre - structure based on sanctioned strength, therefore, is as under, (excluding RPF & Medical)

	<u>Sanctioned</u>		<u>Actual Working</u>			
GM & abvoe	49		44			
HAG	144	20%	137	2.5%		
SAG	1026	142%	1407	26.2%		
JAG	3065	42.7%	2845	52.9%	1613	652 580
					SG	JA JA (adhoc)
SS	2962	41.2%	986	18.4%	(1788 Gp B' wkg. on adhoc)	

	<b>7197</b>	<b>100%</b>	<b>5375</b>	<b>Including officers on dep.)</b>
JS	1273		522	
	8519	65.90%	<b>5897</b>	<b>50.9%</b>
Gp/B'	4416	34.1%	3946+1788	Sr.scale ad-hoc) 49.1%
<b>Total</b>	<b>12935</b>		<b>11675</b>	

The following is the analysis of the above statement:

- (i) As per the sanctioned strength the percentages of SS:JA:SAG:HAG - which should have been 30:50:17.3% is actually 41:43:14:2% meaning having 11% officers in excess in SS, thereby meaning reduced number in higher grades.
- (ii) If the Junior scale cadre is also included, the number is 8519 (Gp/A') and 4416 in Gp/B' i.e. 66% & 34% respectively.
- (iii) The actual working strength indicates that the percentage SS:JA:SAG:HAG which should have been 30:50:17: & 3% (actually 41:43:14:2) is 18.5:53:26:29.0: meaning the higher grade % is much higher than stipulated.
- (iv) The actual overall working strength Gp/A':Gp."B' being 66:34) is 51:49. Meaning carrying 15% officers of Gp/B' more, than stipulation. Which in other works depriving Gp/B' of Gp/A' posts to that extent.

6.5 This figure is shown in a different form, as under:-

	<b>Sanctioned</b>		<b>Working</b>	
GM & above	49		44	
HAG	144	1.1%	137	1.2%
SAG	1026	8.0%	1407	12.1%
JAG	3065	23.7%	2845	24.4%
SS	2962	23.0%	986	8.5%
JS	1273	10%	522	4.5%
Gp.B'	4416	34.3%	3946+1788	49.3%
<b>Total</b>	<b>12886</b>		<b>11631</b>	

While the number of Gp/B' posts in total sanctioned gazetted cadre is only 34%, in working strength it is 49% i.e. 15% more, which indicates that 15% of the Gp/B' officers are languishing

in Gp.B', instead of going to Gp/A'. This reflects the system failure for Gp/A' induction and needs to be addressed corrected suitably.

6.6 If this is further extended to over Gp/ C' the figure is as under:

		<b>4235</b>	
J A & above upto HAG		<b>2962</b>	
S. Scale		<b>1273</b>	
JS scale		<u>Sanctioned</u>	
			(quota for Gp.'B' is 318 (now increased to 412) in Gp.'A'/ year)
Gp/B'		<u>4416</u>	
Gp/C	Grade Rs. 7450	<b>14350</b>	7 8.3%
	Grade Rs. 6500-10000	<b>38820</b>	
		<b><u>53170</u></b>	(22.7% of the total Supervisors)

What is happening is that there is laid down percentage for grade **7450-11500 & 6500-10000** (Gp/C) of the total supervisors posts from grade **5000-8000** (total number being **234132**), and grade wise percentage is again laid down from Sr. scale to HAG. Hence the post of Assistant officers is neither related to Gp/C total nor to Gp/A' - the Sr.scale & above percentage and hence is isolated. While there is probability of **8.3%** for promotion from Gp/C to Gp/B', (**4416-53170%**), for induction from Gp/B' to Gp/A' the same is only **7.2%** (quota of **318** only for Gp/B' in Jr.scale - **4416%**). This means for the existing Gp/B' to come to Gp/A', it is likely to take **4416/318 = 13.9** yrs. or keeping in view the retirements in between approx **12.5 to 13** yrs. to get inducted. This is against the eligibility period of **3** yrs. Gp/B' service only for induction in Gp/A'.

If the induction to Gp/A' is required to be ensured after **3** yrs. service, there is a need of **4416/3 = 1470** posts of Jr. scale for Gp /B' only or say **1400** post (in view of retirements).

6.7 There is a thinking to upgrade all the posts of apex Gp/C level grade Rs. **7450-11500** to Gp/B'. This is otherwise sensible also, as grade of Rs. **7450-11500** is only Rs. **50** - less

than Gp.B' grade (7500-12000) and there is no sense of keeping these 2 grades separate. If that materializes, the total number of posts in Gp.B' will be approx 18766, who will be vie-ing for 318 posts for Gp/A\ which shall be available for their induction. This will definitely compel the administration to think for recasting/restructuring of cadre structure to rationalise immediately.

- 6.8 For the time being, however, it is requested that instead of fixing gradewise percentages from Sr.scale & above, it should be fixed right from Asstt. Officer's cadre i.e.

### **PRESENT**

<b><u>In Sr.scale &amp; above</u></b>		
<u>total</u>		<u>Cadre</u>
HAG	3%	1.5%
SAG	17%	8.5%
SG	20%	10%
JA	30%	15%
SS	<u>30%</u>	15%
JS	100%	
	<u>50%</u>	

JS &  
Gp/B'

**100%**

### **PROPOSED In total Cadre**

2%  
12.0%  
14%  
21%  
21%  
70%  
30%

**(Asstt. Officers total should not  
be more than 30% of the total  
Gazetted Cadre)**

6.9 Then, further, at present the ratio between JS & Gp/B' is 1273:4416 i.e. 1:35 (or 1:2.25 if the figure 1273 is taken as 1858 - a number which actually has been taken to convey to DOP for cadre restructure) rational figure will however be 1:2 i.e. 2845 & i.e. half of 5689 total Asstt. Officers, (as the quota laid down for Gp/B' in Gp/A' is 50%). Therefore atleast 50% posts of Asstt. Officers should be Junior scale (Gp/A') posts. Further 80% of the Gp/B' posts are taken as grade 8000-13500 posts for promotion of Gp/B' officers in (Gp/B' only). In view of this the justice shall be that the distribution of Asstt. Officers posts is done in that ratio only i.e. 30% posts in Asstt. Officers posts be distributed in 80:20 ratio and therefore the final ratio will be as under:

HAG	-	2%
<b>SAG</b>	-	12%
SG	-	14%
JA	-	21%
SS	-	21%
JS	-	24%
Gp/B'	-	6%

Every time upgradation takes place in Gp/C' and the apex level Gp/C posts are increased, gazetted cadre posts should also be increased correspondingly. In addition the distribution of gazetted posts should not be only in Sr.scale and above, but in the entire gazetted cadre, as indicated above, (for overall benefit of the system and to assess the impact correctly)

## 7 Fixation Of Junior Scale cadre:-

With an aim of having rational cadre structure, fixation of cadre strengths in each grade right from highest grade to the lowest including Gp 'B' officers, is very much essential. This is what the administration has been avoiding since the very beginning, due to unknown fear and irrational mind set up and colonial thinking in the system. In fact the federation of Gp 'B' officers have been insisting upon the administration for this, from the time immemorial, but the administration has been refusing to see the logic there - in. In their stubbornship and a very strange and a laughable statement was made by the administration, through a affidavit in a court - when the Gp 'B' officers raised this question and court insisted upon a clear cut reply from them, asking them to tell actual number of Junior scale post existing in gazetted cadre, the affidavit said:-

**" The sanctioned number of Junior Scale posts on Indian Railway is equivalent to the number of Junior seal officers actually working in the assistant officers cadre, and the rest are Gp ' B' posts.**

This was clearly to deny the existence of any vacancy in the Junior scale cadre, at any time.

7.2 It is worth while to mention here, that even Establishment Code, provides for fixation of Jr.scale and Gp. 'B' cadres, separately. The extract of para 111 of Establishment Code Cadre is produced as under:

**"III(2)(c) The number of posts to be allotted to the Junior Scale shall be calculated with reference to the total number of Administrative Grade and Senior Scale posts, and shall be so fixed as to allow a continuous flow of promotion from lower to higher grade after a given period of service. For this purpose all the administrative posts, including the general administrative posts shall be taken into account**

**(d) The rest of the posts included in (2) (a) (vi) above shall be allotted to Gp/B'.**

**(e) The total number of posts thus arrived at for each grade in a department shall from the permanent duty strength of each service or department.**

**(3) Posts required for meeting deputation, leave and training requirements will be provided in Junior Scale based on requirements assessed from time to time. These posts shall be intended ordinarily to provide for the deputation/training of and/or grant of leave to a member of the department without the necessity of making an officiating appointment to the Junior scale or to Gp/B' post in the chain of vacancies consequent on the deputation, training of and/or grant of leave to the member in question.**

*- extract of Para 111 of Estb. code*

Despite this clear cut codal provision, the administration has been refusing to see logic and had been constantly refusing to take any action on fixation of Junior scale and Gp 'B' separately.

7.3 However, in the year of 2000 or so, also when instruction were issued by DOP - based on a judgment given by Hon'ble Supreme Court, that the quota in any cadre, be fixed post wise and not vacancies - wise and also that in the rules of recruitment where-ever this word, '**vacancies**' is there, it should be replaced with **posts**', the administration was compelled to fix the Junior scale cadre strength.

7.4 Otherwise also, the Railway administration was inclined to alter the vacancies for filling up the Gp 'A' posts, because of intense pressure from Gp 'A'. Direct's Federation. The fact is that in the year 1996, while discussions were taking place between the Federation of Gp 'B' officers and the Railway Board, in respect with the acute stagnation in the cadre of Gp 'B' officers, for enhanced induction in Gp 'A' for Gp 'B' officers, the Railway Administration agreed to induct 250 Gp 'B' officers every year in Gp 'A' (1250 Gp 'B' officers working in Sr. scale cadre to be wiped out in 5 yr, hence  $1250/5=250$ , quota was decided). Since the quota for Gp 'A': Gp 'B' was raised to 50:50 (wef 01.01.97) and the Railway Board was not ready to de-link the recruitment of Gp 'A' & Gp 'B', equal number of direct recruits were also started recruited w e f 01.01.97 for 5 yrs.

.5 Since enhanced number of posts for recruitment is always considered harmful for Gp/A', direct recruits the cribbing started taking place in their cadre. Hence, Gp/A' direct recruit's, Federation - FROA - raised the issue of enhanced quota, in their informal & formal meetings with the Board and started pressurising the Board to reduce the number of intake. Hence, the Rly Bd., under this pressure, made - so called detailed study, and came to the conclusion that any number more than 168. (raised slightly to 180) was harmful for the interest of Gp 'A' direct recruits. As such the revision of system of recruitment and calculation of vacancies was otherwise on the anvil of the agenda of the Board. It is also a fact that lesser the induction, more is the stagnation in the cadre of Gp 'B' officers. But who cares for Gp 'B'. They are not their actual sons, but the step son, or even not that. As such after a lapse of 4 yrs., not even completing the 5 yrs promised period - the formula was revised (Gp 'B' was promised that even though the formula is being revised to lower side, but 246 vacancies will be given to Gp 'B' (against 250) promised for the year 2001, under power to relax - alas even this was not kept.)

7.6 Taking the benefit for instructions of DOP for fixing the cadre, but some thing else in the intentions, the cadre of Junior scale was fixed as under:-

Deptt	Total JS Cadre fixed	JS post already available (as leave reserve)	No. of regular posts of JS
Civil	172	110	62
Mech.	108	143	-35
Tfc	100	100	0
Elect.	100	45	55
S&T	80	41	39
Accts.	68	68	0
Stores	52	27	25
Persnl.	40	38	2



Genl.		30	
Cadre			
<b>Total</b>	<b>720</b>	<b>602</b>	<b>118</b>

The absurdity of the fixation of cadre in such a way, need no explanation and is self evident.

7.7 The cadre fixed was only 720. In a cadre of above 6200 assistant officers, where a cadre of 602 was already fixed (since before nineteen eighties) as leave reserves, fixing only 720 was nothing but a great joke. In fact there was no other consideration, except to see the interest of Gp 'A' direct recruits by keeping your eyes shut for all other facts. First, the maximum number which could be recruited for Gp 'A' direct recruits was first calculated (which came to 168 rounded off to 180 - for desertions/death ) and then since direct recruits stay about 3 yrs in the cadre (they are promoted to Sr. scale after 4 yrs),  $180 \times 3 = 540$  was calculated as their quota of posts 180 was calculated as the quota for one year of Gp 'B' (infact they are generally already in Sr. scale when inducted in Gp 'A') was fixed for them. This means 540 for Gp 'A' direct recruits and 180 for Gp 'B' promotees. Thus the total cadre fixed was  $540 + 180 = 720$ . The distribution of these for various department was also done on the basis of their annual intake for satisfactory career - progression and not based on their cadre strength.

7.8 Thus it violated even the codal provision of 50:50 quota laid down for Gp 'A' and Gp 'B'. What is more, as is evident, it has no rational in the total number.

7.9 The total officers strength being more than 13000 (excluding Med & RPF) where the number of assistant officers alone, is more than 6200, fixing the JS cadre at 720 (including 602 leave reserves) i.e. 118 regular posts only, can only be said as ridiculous and nothing more. The number of regular posts being less than leave reserve posts is just unheard. What is more, the perusal of the statement shown above will further make it laughable.

7.10 While the number of leave reserves (all Jr. scale posts) in mechanical department was itself 143 the number of total Jr. scale posts fixed was only 100 i.e. 43 less. The number of regular posts in Traffic & Accounts was a big O, and in Personal deptt. 2 only. It is better, not to discuss it further and leave the issue here itself. In addition the number of Junior scale had no relationship with the total cadre strength of one department. The logic of fixing such cadre remain unexplained.

#### 7.11 Other details

(i) Upto the year of late eighties, the administration used to fix a definite number of Junior scale posts - though these were known as "Notional" Junior scale posts. But these numbers were used for all calculations, including vacancy calculations for Gp/A' inductions. The same are detailed in Statement No. 5 enclosed herewith.

(ii) In Nov. 1990, in a paper presented in a international seminar at New Delhi, the then Advisor M S (who was the custodian of Gazetted cadre at that time) mentioned the sanctioned cadre of Gp.B' & Gp/A' on Indian Railways in his paper. The total strength of Gp/B' officers shown in that paper, was 1991 only meaning thereby the number of

Gp/A' posts being 8493 in a total cadre strength of 10484 of gazetted officers on Indian Railways. The details are given in **Statement No.5**

All gazetted classified lists published before 1990 had sanctioned strength of JS posts railways unit/department. If the same is totaled, it comes to 2209 (the number was not mentioned against some railways/units).

A noting on file (while sending the case for UPSC for one time exception vacancies reads as under:-

**"A study conducted in June 1988 brought out that**

- (i) "Nearly 2000 Gp/B' officers are working against Junior Scale Gp/A' posts."**
- (ii) "About 1700 are officiating in Senior Scale on adhoc basis and".**
- (iii) "Only 195 were working in Sr. Scale on regular basis which comes to only 7.7% of the cadre structure (against the statutory provision of 40%"**

*- extract of Joint Director E(GP) Rfy. Bds.' Note dated 13.09.89*

If the 2000 posts of JS are manned by Gp.B' then the junior scale posts should be more than 2000 in any case.

The quota of Gp/B' for Gp/A' being 50% in a cadre of 6206 assistant officers (having 602 LR/JS) the JS strength can should be  $6206 - 602 = 5606 \times 50\% = 2802 + 602 \text{ LR/JS}$ , i.e. 3404 only and nothing less than that.

In the year 2000, a committee of 7 EDs of Rly. Bd. Consisting of all concerned sections i.e. gazetted cadre, gazetted promotion, MPP etc. etc. was constituted, to fix the cadre in JS (720 was only a temporary measure, full cadre was yet to be fixed). The committee gave their recommendation to fix the cadre at 1680 with 50:50 quota for Gp/A' & Gp/B' i.e. 840 for each cadre. The details are also given in the **Statement No.6.**

What to say anything else, even when Railway Board is saying the cadre is 1273 (the figure sent to DOP in 1993-94) for cadre restructuring of Gp/A', the same Railway Board while sending the proposals for cadre - restructuring in the year 2003-2004, mentions the total JS cadre including the leave reserves/JS, at the level of 1858. It is worth nothing that while recommending the cadre at **1273** for vacancy calculations (in Oct. 2003), cadre

indicated to DOP was actually **1858** (details given in the Statement **NO. 5**). Is this not the clear - cut denial of one's right.

- 7.12 However, the perusal of all these figures, makes one thing abundantly clear that the Railway Administration is not honest in fixing the junior scale cadre. Sometimes it makes all calculations on (notional) Jr. scale cadre but indicates JS cadre at 2209 (in classified list) while Advisor MS-in international seminar presents the figures at more than 4000 (total assistant officer's cadre - 1991 Gp/B' officers mentioned), on the other hand fixes the strength at 720 (for effecting calculations for Gp/A' induction of Gp/B' officers) wherein the regular posts are shown less or equal to Gp/A' Jr.scale posts even. Some times it gives the figure of 1273 (strength of JS indicated to DOP in 1993-94) where as, at the same time period, it is telling DOP the strength being 1858 for Gp/A'
- 7.13 A committee of 7 intelligent & powerful EDs of Rly. Bd. recommends 1680 JS cadre with 840 share (50%) for Gp/B', but one Advisor gives 720 with only 25% cadre for Gp/B' and all these figures are accepted as correct. What signal/message the administration wants to send is not understood. Only one formula is logical:

**i.e. 50% of the total strength of assistant officers (— JS/LR i.e. 602) + JS/LR - 602**  
for rest there is no logic what-so-ever and therefore this be fixed as junior scale cadre.

On 01.01.06 - as per the statement given by the Railway Board the strength of Assistant officers is

$$5683 + 602 \text{ JS/LR.}$$

**Hence the total strength of junior scale (because of 50% quota laid down for Gp/B' and direct recruits) should be**

$$5683/2 = 2841 + 602 = \mathbf{3443}$$

## **8.0 Irrational JS/LR posts**

Presently the number of JS/LR reserves posts is 602 in total. These JS/LR posts are existing since before 1980s atleast. The number of total posts, at that time, were much less than the present

sanctioned strength of total posts today, still there is no revision in the number of JS/LR posts for more than 25 yrs. Now.

- 8.2 In addition the criteria of sanction of these leave reserve posts is not known. Enclosed herewith a **Statement (No.7)** which indicates the total sanctioned posts (regular + work charged posts) and also regular + 75% of WC posts (while calculating the total strength of any cadre for Gp/A' cadre restructuring Administration has taken as Reg. + 75% of WC posts - a formula, accepted by DOP/Finance Ministry also) while the share of Mechanical Department in the total strength is only 14.7%, LR sanctioned is 24 %, in Store Deptt. it is opposite which has share in total 7.2% but in LR only 4.5%.
- 8.3 If this is calculated on only Gp/A' posts and 75% of Gp/A' W/C posts, the position is different where in against 5.7% share of posts in Personnel Deptt. 12.3% are LR posts and so on.

Two conclusions can safely be drawn from this statement:—

- (i) There is a urgent need of revising rather enhancing of LR posts commuserate with the existing total strength of officers.
- (ii) Secondly the distribution of LR posts is required be rationalized, between department to department based on their total strength and other requirement. Some definite formula for this has to be evolved.

## **9.0 Distribution of Junior scale posts**

Having discussed above the allotment of Junior Scale/LR posts - being totally irrational, let us now discuss the sanction of Junior scale (- LR) posts on Indian Railways, department wise. For this purpose, the cadre of 720 Junior scale (including LR) has already been abandoned, hence there is no benefit of discussing that. In any case provision of only 118 regular posts (720-602 LR) for a total cadre of 12844 officers or 5397 Gp/A' cadre from senior scale to HAG cadre is totally irrational and need serious discussion. Hats off to those officials, who could conceive the idea of this type of cadre structure. However it continued for 4 years, is beyond imagination.

- 9.2 Now two figures for Junior scale are presently available are which has already been accepted and implemented by the administration w e f 2004 i.e. 1273 excluding JS/LR posts (1273-572 (excl. Gen. cadre's 30 posts) 701 or the second one which has though been taken into calculation as Junior scale cadre, for cadre restructuring of Gp/A', by the administration during the period 2003 - 2005, while sending these proposals to the DOP/Finance ministry, the Railway Board has claimed that the number of JS posts including JS/LR is **1858** (including

Gen. Cadre) meaning thereby that **1256** posts of J. scale are actually sanctioned. It is surprising that Rly. Administration on one hand telling Gp/B' Federation that the number of Junior scale cadre is only 1273, but at the same time having all calculations with 1858 Junior scale posts. This is nothing but to harm, Gp.B' officers.

- 9.3 However based on these two figures, we have made our calculations - Statement No... enclosed herewith, which gives its own story. The perusal of the statement makes it very clear that though the position has/will be marginally improved with 1858 total 1256 (excl. LR) Junior scale posts otherwise the same is very dismal, irrational illogical, and at the outset can be said ridiculous.
- 9.4 While the overall average of junior scale posts is 6.0/13.0 with 1273 posts (for total officers posts and only Gp/A' posts) share of Civil Engg. is as high as 7.3/26.1 percent. Accounts deptts. is faring badly with both the figures, though with 1858 posts it comes to near average and store deptt. becomes bad. It clearly indicates that 1858 distribution slightly reduces imbalances, but irrationality still exists and needs to be rectified considerably.
- 9.5 As already stated in earlier paragraphs, there is need **to fix the Jr.scale cadre rationally** keeping in view the overall strength of Asstt. Officers, (At least 50% of the assistant officers cadre is required to be junior scale) vis-a-vis the cadre strength of each deptt. In addition the pyramidal structure - which is normally the case with government departments, with rational decisions, has to be restored immediately – off-course - keeping in view the over-all interest of all officers - whether Gp." A' or Gp/B' - in view.
- 9.6 In nutshell, the whole **status of cadre restructure** can be summarized as under:-
- (i) The **pyramedical structure** - normally adopted for government organisations - be restored in the cadre of officers on Indian Railways.
  - (ii) **Leave reserve junior scale posts be reviewed** (present strength was fixed before Nineteen eighties) suitably. Keeping in view the present overall gazetted cadre strength and present day enhanced study leave, leave, training needs in consideration.
  - (iii) **Junior scale cadre be fixed**, with a view to implement the codal provisions (para-111 of Indian Railways Establish Code (vol.-I) separately and Gp/B' separately.
  - (iv) **The junior scale cadre strength be reviewed suitably** in view of the 50:50 quota for Gp/B' in Gp/A'. The minimum strength should be  $[\text{total Asstt. Officers} - \text{LR/JS (602)}] \times \frac{1}{2} + \text{JS/LR posts (602)}$ .

- (v) **The junior scale + JS/LR strength be 1858** with immediate effect, along with the number of vacancies for induction to Gp. A' at least to  $1858/4 = 465$  as per existing system but in fact at  $1858 - 2 = 929$ , as per the quota laid down.
- (vi) The cadre structure of gazetted cadre, and **upgradation % be fixed from Gp/B' to the top** - fixing individual cadres percentage separately.

## 10.0 Career Planning for Gp/B'

As already stated above, the Railway administration is steadfastly refusing to undertake any measures for the **career planning for Gp/B' officers** on the plea that on **their induction to Gp/A', they also follow the same path as Gp/A' Direct Recruits**. After their induction, date of induction is the only criteria for their further progression vis-a-vis their Gp/A' direct recruits counterparts. While it is true largely but the difference in their age is the big factor in deciding the extent of the career progression of Gp/B' officers, which is never taken into consideration. On the contrary, every hindrance is put in the induction of Gp/B' officers in Gp/A'. Since there is no separate career planning for Gp/B' officers, the only course for their satisfactory career progression is their early induction to Gp/A', we have already seen that how the administration is bent upon to deny even this to Gp/B' officers. It has been seen that the administration intentionally want to keep the number of junior scale posts to the minimum possible. In fact the administration first wanted not to fix any cadre of junior scale despite codal provisions. Once they were compelled to fix that - though a court case - they fixed it at a ridiculously lower number, against all logics - at 720 - in a cadre of Assistance officers comprising of more than 6200 officers, where the number of Jr. scale/Leave reserve alone was 602. Once that was resisted, they increased it to 1273 - though while telling DOP - at the same time - that the number of Jr.scale posts is 1858. They have refused to accept the recommendation of a committee constituted by themselves, the cadres fixed earlier as notional number or shown in classified lists. What is most surprising, even a information quoted by the head of gazetted officers management department - Advisor Management Services - in the international seminar, is not being accepted. Every effort is, how, to reduce the number of vacancies for induction of Gp/B' officers in Gp/A'.

10.2 There are only two scopes available for career progression for Gp/B' officers, i.e. their induction to Gp/A' and a temporary relief i.e. their promotion to Sr.scale (ad hoc). For both, induction to Gp/A', or promotion to Sr.scale (ad hoc), the eligibility periods are 3 yrs. regular service in Gp/B'. As is the intention of the administration - **to ensure satisfactory career**

**progression for Gp/A' - to formulate such policies, so as to ensure their promotions to different cadres - as near as possible to their eligibility periods.** Hence by the systems adopted by them in fixing the cadre - structure of Gp/A' as already detailed above - that they have seceded in ensuring satisfactory career progression for Gp/A' at the cost of damaging career progression for Gp/B' - by reducing the number of inductions in Gp/A' every year. By this while the promotions for Gp/A' - direct recruits have been brought totally on completion of eligibility periods for Sr.scale and Selection grades in all departments for JA & SAG, these have ben brought within the range of 1 to 2 years or so of their eligibility periods, for most of the departments. On the other hand promotions for Gp/B' - for their induction and also their Sr.scale (adhoc) promotions - **the eligibility for which (both) is 3 yrs. regular Gp/B' service - have deteriorated considerably. In eighties the Sr.scale (adhoc) promotions used to be given in 3-5 yrs. have now come to 9-11 yrs. and the Gp/A' induction which was in the range of 6-9 yrs. have deteriorated to 9-13 yrs. Average promotion periods presently for both Gp/A' & Gp/B' have already been given in Statement No.I.**

## **11.0 Reasons of deterioration**

The basic reasons of these deteriorations in promotional periods for Gp/B' officers are as under:-

### **11.1 Defective Cadre structure**

### **11.2 Faulty calculation of vacancies & reduction thereof**

### **11.3 Keeping excessive vacancies in the cadre - for ensuring lesser intake**

### **11.4 Delay in DPCs**

### **11.5 Non provision of adequate quota in vacancies/inadequate share in posts**

- 11.1 We have already discussed the issue of defective cadre structure in detail, above and therefore is not being repeated here.

## **11.2 Vacancy calculations**

It is known that rational cadre structure is a very vital tool for vacancy calculation. Most important of this is the cadre strength in junior scale. It has already been discussed in enough details, that in view of the fact that larger recruitment/intake of direct recruits is always harmful to their interest for satisfactory career progression, it has always been the endeavor of the administration, to make such formulas for vacancy calculation, which result in lesser vacancies. It is another matter that they also know that lesser induction in Gp/A' is extremely harmful for

Gp/B's interest. Due to this only, the administration onetime coined the formula which said that at any time, there will be nil vacancy in Jr.scale "**the number of junior scale posts is equivalent to the junior scale officers actually working**". It was all to ensure that number of vacancies are reduced, so that intake is reduced. At another time, even the Gp/B' officers working on adhoc in Sr.scale were not taken as full vacancies, then the administration said that these posts shall be filled in a period, phased over twenty years and therefore such vacancy were divided by twenty. Even the natural wastage (retirements etc.) were not taken into account per year, rather average vacancies for the next Ten years) divided by 10 were taken into account. Thus availability of vacancies (natural wastage) were reduced by 2/3 rd., by this system. Thus vacancies in junior scale (approx 2000) and vacancies in Sr.scale (approx 1500) and vacancies by natural wastage (approx 200) were converted into the total vacancies of approx 350. 400/year only, to be filled by both direct recruitment and by promotions i.e. approx 200 by direct recruitment and approx 150-180 by promotees.

- 11.2.2 In the year 1996, on the insistence of Gp/B' Officers Federation, to fulfill the assurance of filling the vacancies (equivalent to the Gp/B' officers working in Sr.scale adhoc) in 3 to 5 yrs. it was agreed that 1250 posts (Sr.scale adhoc, at that time) shall be regularized in 5 yrs., hence  $1250/5 = 250$  shall be the minimum vacancies for five years. This was implemented w e f 01.01.07 w e f the same date i.e. 01.01.97 by considence, the quota of Gp/B's induction was also raised to 50%. Since 250 was to be induction for Gp/B' officers, 250 was also decided as the recruitment vacancies for Gp/A' direct recruits.
- 11.2.3 Since this was immediately resented by the direct recruits (they never wanted 250 recruitment, but lesser) the discontentment started appearing in that cadre and the administration as usual again caved in and calculations again modified. The only consideration was that this is harming Gp/A'. Hence in the year 2000, another formula was brought in. According to this, anything above 180 recruitment was harmful to direct recruits, hence the induction of Gp/B' was also brought down to 180 (from 250, w.e.f.2001, discarding the agreement to give 250 vacancies upto 2001. It was requested that the intake of promotes (250) be delinked from the recruitment of direct recruits and the directs recruits may be given 180 vacancies for recruitment was also not accepted on account of stubbornship of the administration.
- 11.2.4 Hence 180 vacancies/each for Gp/A' & Gp/B' both w e f . 2001 were decided. In order to implement this and also to implement DOP's instructions for quota in posts (not in vacancies), compelling them to fix the junior scale cadre, and therefore a cadre of 720



junior scale was fixed in a total cadre of assistant officers comprising of 6200 + posts. This was done on the plea that a direct recruit stays in the grade for 3 yrs. (4<sup>th</sup> year he is promoted to Sr.scale) and the Gp/B' remains only for 1 year (he is normally in Sr.scale already at the time of his induction) hence the share of Gp.'A' shall be  $180 \times 3 = 540$  and of Gp/B'  $180 \times 1 = 180$ . As such a cadre strength of 720 was fixed for junior scale. 540 for direct recruits and 180 for Gp/B', means a quota of 25% only though the codal provision for quota for Gp/B' was 50%, but this was ignored & violated still being violated).

- 11.2.5 Again when the Gp/B' Federation pointed out that this much cadre was ridiculous, as this ' meant only 118 regular posts of junior scale (602 JS were already existing as JS/LR). Moreover the distribution of 720 posts department wise meant that in Mechanical department only 100 posts were allotted whereas 143 number of JS/LR posts only were available. In two more departments the allotment was just equivalent to the JS/LR posts available - meaning 0 regular posts in these cadre and only 2 regular posts in Personnel Deptt. All this made the fixation of 720 JS cadre as ridiculous.
- 11.2.6 The administration then decided to review it. It was revealed that during 92-93 when the proposal for cadre - restructuring was sent to DOP, the number of Jr.scale cadre was shown as 1273, hence this be taken as Jr.scale cadre. But again the Railway administration's mindset against the promotees came on forth saying that it will mean enormous promotions to Gp/B' and therefore instead of giving 1:3 vacancies (25%) for promotees, only 1:4 (20%) formula was coined and  $1273/5 = 255$  vacancies were decided for promotees.
- 11.2.7 This was again protested by Gp/B' Federation and on account of good sense prevailed in Administration (due to the retirement of 2 members of Railways Board who insisted for lesser vacancies) and it was agreed that the old formula of 1:3 (25%) shall be adhered to meaning  $1273/4 = 318$  vacancies for Gp/B'. That is to be implemented w e f 2004 exam year vacancies.
- 11.2.8 This is based on the presumption that the number of Junior scale cadre is 1273 (a number, which was sent to DOP/Finance ministry in the year 1992-93. This means, while fixing the cadre at 720, they had the number of 1273 available with them but knowingly kept hidden this number.

- 11.2.9 It has again been revealed, that when the administration was deciding a junior scale cadre (during the period of year 2003-04), a cadre restructuring proposal for all deptts. had again been sent to DOP/Finance ministry. While sending this proposal, the number of junior scale mentioned is intact 1858 (not 1273). This amounts again, to great injustice to Gp/B' officers. How can the benefit of vacancy calculation on the basis of 1273 can be given to Gp/B' officers, when the Railway administration - at the same time - is claiming that the number of junior scale posts is 1858. The difference in vacancy calculation, based on all these is detailed in a Statement **No. 8**, enclosed herewith.
- 11.2.10 The present vacancy calculation is based on the basis of the cadre strength of junior scale only, and is not on the basis of actual vacancies available. Moreover it is further based on the total junior scale posts divided by 4 (1:3) where as after the issue of instructions to fill the **quota on post basis** and not on vacancies basis, the whole situation should have changed. The system should have, based on 50:50 quota for (Direct recruits: Promotees) for Gp/A' induction, that the cadre of junior scale should be filled on 50:50 basis meaning thereby  $1273/2 = 637$  posts of junior scale being the quota of promotees, the posts to be filled would be 637 - promotee officers working in junior scale (presently 5 only), hence 632 posts should be filled by promotees. On the other side the quota of junior scale for direct recruits is also 636. Since 522 direct recruits (at present) are already working in Junior scale the number of posts to be filled by direct recruits shall be  $636 - 522 = 114$ . By this system not only we will be following the directives of post based roster, but shall also be fulfilling the demand of direct recruits of lesser recruitment (number of Junior scale posts, in-fact, should at least be taken as 1858 (for the time being ) and quota respectively for promotees & Direct recruits should be  $1858/2 = 929$  each. The vacancies to be filled by promotees & direct recruits in that case shall be  $929 - 5 = 924$  for promotion and  $929 - 522 = 407$  for direct recruits (Govt, is empowered to recruit as many officers - less than the quota - as desired. If it is needed for direct recruits (to reduce) the same may be reduced.

### 11.3 **Status of vacancies**

The status of vacancies in Gp 'A' is shown in Statement **No.9**, enclosed herewith. Two more statement showing vacancies. One exclusively in Sr. Scale /Jr. scale and one specifically overall vacancies in Jr. scale only, are enclosed herewith as Statement **No. 10 & 11**. Calculate in any way, the existing vacancies in Gp 'A' are more than 3000 i.e to the tune of 38.8% of the total cadre. This is when the Junior scale cadre is taken only 1858. If the cadre of Jr. scale is taken as, half of assistant office + JS/LR (i. e. approx

3500) then the number of vacancies shall further increase to 4900-5000, which is very big for any organization. The status needs to be reviewed and remedial measure taken on urgency basis.

#### 11.4 Delay in DPCs

Delay in conducting DPCs is another important factor, affecting adversely the career progression prospects of Gp 'B'/Promotee officers. Enclosed herewith is Statement **No. 12** Para. It is evident from the said statements, that the average delay in conducting the DPCs is 2 to 3 yrs. It affects adversely the Gp 'B'/promotee officers, 1<sup>st</sup> the residency of Gp 'B' officers in Gp 'A' is reduced equal to the period of delay in DPC, which in many ways is critical for them. A large number of officer, who otherwise would have been regularized in JA scale or promoted to SG grade or even to SAG grade, are deprived of these benefits for want of shortfall of 2-3 years, lost due to delay in DPCs.

11.4.2 In other way, the officers are being made to suffer, i.e. the rule is that even if one officer may be Junior most has joined the service even one day earlier than the induction date of Gp 'B' officers in Gp 'A' the whole batch is made senior to the Gp 'B' batch. For example in a batch of 80 officers (say civil Engg. Batch) if the 75<sup>th</sup> officers has joined (DOITS) as 17.09.05, and the batch of 50 of Gp/B' of Gp.B' officers is given the date (DOITS) 18.09.05, the whole batch of 80 officers shall be made senior than these 50 Gp/B' officers. Even if they would have joined service in Oct.-05 or even later. Thus 2-3 yrs., are lost on the delay account and one year complete on this rule account. These 3 yrs become very critical for Gp 'B' officers, as majority of them loose J A grade reglar, Selections grade or even SAG grade on this account, and have to retire in lower cadre than they would have actually been promoted. This in fact updating of whole batch, than down grading one person, is not logical.

#### 11.4.3 Not filling full vacancies

A detailed Statement (**No.14**) indicating the vacancies due every year (for Gp/B' officers's induction) and the number of officers actually inducted is enclosed herewith. It is evident that during the last 16-17 yrs. against 3382 vacancies required to be filled through DPCs, only 2783 officers could be notified due to one reason or the other. Therefore 499 clear vacancies have not been filled causing delay and short fall in their intake.

11.4.4 As already discussed earlier, on one side, we are ensuring calculation of vacancies in lesser numbers, on the other hand whatever vacancies are calculated, even these are also not being filled properly and fully.

11.4.5 Apart from this, it was been observed that delay in DPC is causing another harm to the Gp 'B' officers i.e. though DPCs are conducted later, but the officers who are eligible at the time of the DPC due, are considered. Therefore, the name of the officers who retire by the time the DPC is conducted after 2-3 years are also cleared and penalised. (Though such vacancies are being carried forward), thus such vacancies are lost at least for one year, if not for ever. In addition, the names of such officers are also included in the DPC. Panel who have even 10 days service left on the date of induction. Since, even if approximately 5 yrs weightage is taken into consideration and keeping in view that minimum eligibility period is 6 yrs. For JA (adhoc) promotions, any person having less than 1 yrs. left over period, does not get any benefit of his induction in Gp 'A' and he retires in the Sr. scale only. Earlier, in about 10% cases the persons used to get the benefit of one increment on induction to Gp 'A' - pay fixation used to be done. Now presently even that benefit is not extended because with the grade of 8000-13500 (Gp 'B') this facilities of refixation on induction to Gp 'A' also stands withdrawn. In fact, no material benefit accrues to officers inducted having less than 3-4 yrs left over service (period required for their JA grade regularization) and no benefit at all to those having less than 1 yrs left over service, who do not get promoted to JA (adhoc) even. Therefore, all such person should - may be shown to be inducted in Gp 'A' - but officers equal to such officers may be inducted in addition to the normal vacancies as such person are given neither additional pay nor promotions, nor such person affect cadres structure adversely or otherwise. On the contrary the Gp 'B' officer's demand of more inductions is met with, in addition to giving satisfaction to incumbent of having retired in Gp 'A', that also at no cost to administration and no harm to any body.,

## 12.0 **Share in Cadre**

Through the Gp 'B' officers have been demanding, since ages, that they are not being given their due share in the gazetted cadre but this continues to be neglected, for no reason. Though even the Rly administration in one of their nothing on file (E(GP)89/1 dt. 14.8.89 note of Dir. Estb. (GC), also accepted this argument of Gp 'B' officers which said as under.

**" To facilitate this, rules provide that 60% of vacancies in Junior Scale in Gp/A' should be filled by direct recruitment and 40% by promotion from Gp/B'. If this percentage had been consistently and correctly followed over the years, the percentage of promotee Gp/A' Officers in Senior Scale and above should not be very much below 40% of the total senior scale and above posts. However, promotee Gp/A' officers constitute only 14% of the Senior Scale and above posts and the remaining 86% of such posts manned by directly recruited Gp/A' officers"**

- 12.1 But still no action was taken on the part of administration to rectify this anomaly despite 4<sup>th</sup> pay commissions recommendation (which was not accepted by the government ) as under.

**"Quota of Gp/B' officers in Gp/A' should be on percentage of posts only & not on Vacancies"**

- 12.2 Recommendation of Rly. Convention Committee in its report submitted in Lok sabha on 23.08.94 is also very relevant, which speaks of :-

**"The committee is of the opinion that if the Gp/B' officers are inducted into Gp/A' based on cadre and not on the vacancies, the legitimate representation of Gp/B' in Gp/A' will be ensured and the grievances of Gp/B' officers regarding low percentage in Gp/A' will be mitigated in this connection, the committee learnt that the 4<sup>th</sup> Pay Commission had recommended on the similar lines"**

- 12.3 Further based on observation in one of their judgment by the Hon'ble Supreme Court of India, DOP(T) vide its notification no. AB-14ft7/97^stb.(RR) dt.25.0|T98 directed that **all recruitments be made post wise and not vacancy wise**. It was directed that in all places where word 'vacancies' is appearing, that should be changed to posts. Accordingly quota was also granted in posts instead of vacancies.
- 12.4 Accordingly the quota of Gp 'B' being 50% in the posts, the share of Gp 'B' in all working posts (JS to HAG) should be 50%. **Statement No. 15**, indicating the sanctioned strength and the number of working officers against this, with direct recruits & promotees separately is enclosed herewith.

The perusal of this statement and simple analysis reveals that there in a very large scale short fall in the quota of Gp 'B' officers in Gp 'A' details are as under:

Grades	Sanctioned Strength	Share of Gp/B' (50%)	Gp/B' actually working with % of Total		Shortfall in quota
SAG & HAG	1200	600	5	0.4%	595
SG	1381	690	161	11.7%	529
JAG	1540	770	408	26.5%	362
JAO					
SS	2783	1392	332	11.9%	1060
JS	1273	637	5	0.4%	632
	or 1858	or 929	5 or	0.3%	or 924
Total	8177	4089	911	11.1%	3178
	or 8762	or 4381		or 10.4%	or 3470

As is evident only 11.1 (10.4 with 1858 JS post) Gp 'B' officer are actually working against their quota of 50%. While in JS only 5 officers are presently working (0.4%) against the quota of 637 or 929 and only 11.9% in Sr. Scale 26.5% in JA, & 11.7% in SG. This is when the quota of 40% was for Gp 'B'. Since 1978 and 50% since 1996.

This much large shortfall can only be made good with additional induction at a large scale as mentioned above i. e. by inducting at least 50% of the Junior scale posts i. e. 929/year in Gp 'A' at least till the posts equivalent to quota are available in Gp 'A'.

### 13.0 Induction of Gp 'B' officer in Gp 'A'

We have discussed in depth regarding the allotment of inadequate quota of posts and also large extent shortfall in quota at many places earlier in this note. It has also been discussed that though the administration is trying to meet with the periods of eligibility for promotions to various cadres for Gp 'A', no such consideration is given to Gp 'B' cadre.

13.1 In order to know the impact of 318 vacancies given to Gp B' for Gp 'A' induction, a pilot study was made on N. Rly. Gp B' cadre. Here the share of Gp **TS'** (Northern Railway) was calculated (30 vacancies for N. Rly) and the periods when individuals will get inducted in Gp 'A' was conducted officer-wise. The result is given in a tabulated form in Statement No. **16**, the results are as under:

- Average length of service in Gp 'B' before induction to Gp 'A' will be 13 yrs.-9 months (maximum 16-17 yrs in accounts, and minimum 10 yrs 11 month in Mech)

deptt.) Only 3 department shall be having less than average period (Mech. Store & Elect.)

- ii) Average left over service in Gp 'A' will be 7 year 1 month (Max in store 11 yrs. - 7 months and minimum in account - 4 yrs - 6M)
- iii) Even those officers who will be retiring without Gp 'A' induction, shall have 11 yrs - 5m. average service in Gp 'B'.

This was only a pilot study, but the overall position on all Railways will be almost same. Therefore, it is a cause of worry for every one

- 13.2 To ensure that every body is at least brought in zone of consideration after at least 8 yrs of service in Gp 'B', we shall be needing at least 888 vacancies for Gp 'A' induction. But even with as much vacancies, officers having 11 yrs service or more only will be cleared. After this initial 888 number, to ensure that all officers with 8 yrs. service more are at least brought in zone of consideration, we need to have at least 562 vacancies every year. Both those Statement are enclosed herewith as **No.17 & No.18.**

#### 14.0 **Stagnation for induction in Gp 'A'**

In view of very less number of vacancies available and even in these vacancies not being filled fully during last few yrs. as already discussed, stagnation in the cadre of Gp 'B' officers has cropped to a very large extent.

Two **Statements No. 19 & No.20**, showing **stagnation in Gp 'B' for induction to Gp 'A' (also for Sr. Scale (adhoc) promotion)** are enclosed herewith. Another statement indicating the stagnation and also the Sr. most officer waiting for in each department (**Statement No.21**) are placed herewith for perusal & analysis. Yet another statement of officers waiting for Gp 'A' induction with the vacancies for induction pending is also placed herewith. (**Statement No.22**). The results of all these statement are very clear as already indicated on each statement, but it is a fact, that as many as 1515 officers with more than 10 yrs. service and another 1015 officers with 8 to 9 yrs service i. e. in total 2530 officers with 8 yrs or more service are waiting for Gp 'A' induction. With only 318 quota every year officers with 10 yrs. or more service alone are likely to take 5 yrs more and another 3 yrs to officers for 8 to 9 yrs service (out of these 1657 officers already working in Sr. Scale) meaning every officer will get inducted in Gp 'A' after 15 yrs. only. The number of eligible officer for induction in Gp 'A' (3yrs Gp 'B' service) is as high as 4477. No further details /illustration is needed to show the extent of stagnation and

thereby the injustice to Gp T3<sup>1</sup> officer. No action is taken and no consideration is given to Gp 'B', then it can only be said that it is most unfortunate.

## **iso Promotion to Sr. scale (adhoc)**

It has been said earlier that there are only two opportunities/channels, for promotions for Gp 'B' officers on Indian Railways. One to get inducted to Gp 'A' and another, promotion to Sr. scale (adhoc). For both of these, the eligibility periods are 3 yrs regular service in Gp 'B'. It has already been seen in earlier paras that instead of induction to Gp 'A' in 3 yrs. it is taking more than 12.5 yrs (average). It is on account of defective vacancy calculation, shortfall in quota, delay in DPCs and on the top of every thing, large scale short fall in the share for Gp TJ<sup>1</sup> in Gp 'A' posts. Similarly promotions to Sr. Scale (adhoc), the eligibility of which is also 3 yrs. regular Gp 'B' service-it is taking on an average. 9 yrs. for promotion. The promotion periods for each department have already been mentioned in statement No. 1, at page number ?. In Statements No.----- & ----- at page number — & — the number of officer waiting for Sr. scale (adhoc) alongwith their date of promotions to Gp 'B' is also shown. As many as 873 officers- having 8 yrs or more service are waiting for promotion to sr. scale on Indian Railway in all department as on 01.09.06. In addition 537 officer with 6 to 8 yrs service and another 1279 officers with 3 to 6 yrs service i. e. in all 2689 eligible officers are waiting for promotion to Sr. Scale adhoc.

The status of Gp 'B' officers is described in a different form indicating the officer waiting for promotion to Sr. Scale/department wise in Statement No. **23**.

## **Reduction in Sr. scale posts**

If has been said at many places, earlier that the only promotional opportunity available for Gp 'B' officers is either their induction to Gp 'A' or their promotion to Senior Scale (adhoc). It has also been brought out there, that the period spent in Gp \*B' -before their promotion to Sr. Scale (adhoc) is increasing day by day. The number of eligible officers, waiting Sr. Scale (adhoc) promotion is also increasing steadily over the years. In order to reduce this period, and also to reduce the difference in eligibility period and the actual period of promotions there was a need of increasing the number of Sr. Scale posts, which could have taken care of promotional needs of Gp 'B' officers. It is important to point out that in view of short span of left over service life -after



their promotion to Gp B<sup>1</sup> and also because of ever increasing period of induction to Gp 'A', a large number of Gp 13' officers, do retire from Sr. Scale only. As many as more than 38% even before they are inducted in Gp 'A' (despite their length of period in Gp T3<sup>1</sup> was approx. 11.5 yrs. before retirement). In addition out of those who are inducted to Gp 'A', further 25% of the total do not get the light of JA grade, thus retiring in Sr. Scale only. As such approx. 38+25=63% of the Gp 'B' officers retire in Sr. Scale or even below. Hence their Sr. Scale (ad hoc) promotion is the only instrument of their career planning.

- 16.1 Despite knowing this, while proposing the cadre re-structuring of Gp 'A' recently, the railway administration, reduced the number of Sr. Scale posts, drastically - to the tune of more than 30%, 2/3 by way of up gradation J A & above, and 1/3 by way of surrendering Sr. Scale posts for giving matching value for upgradation. Although there were no direction from DOP & Finance, for surrendering the posts to provide matching fund from Sr. Scale, but still some super intelligent person, available in Railway administration proposed as such, and this got implemented also without much delay.
- 16.2 As per the original proposal 667 posts of Sr. Scale were to be upgraded to J A grade & above and approx. 220 posts of Sr. Scale have been surrendered (for matching value) thereby reducing approx. 900 Sr. Scale posts in all which is almost 30% of Sr. Scale cadre.
- 16.3 On query, it was told that matching funds were to be provided, hence it has to be done. But one thing is mysterious, that **why not this surrender could be made from Jr. Scale/Gp 'B' i.e . assistant officer cadre. It was told that will adversely affect the promotional prospects of Gp 'C' \ Is it not strange Gp 'A' is being benefited by higher grade posts increase, and Gp 'C' you dont want to hurt, both at the cost of Gp 'B' only. Strange are the ways of administration.**
- 16.4 This reduction has largely damaged the structure of cadre, both in the Hd.Qrs. as also on open line/divisions, as by the surrender of Sr.Scale posts only, there are instances, that the existence has been affected adversely of Sr.Scale posts in HQ/Divisions.
- 16.5 When this issue was raised with the administrative, they agreed with the Gp 'B' officers Federation about its ill-effect, but they never wanted to interfere due to the fear that it may delay the up gradation of Gp 'A' cadre, again a step monthly treatment for Gp "B". However, it was promised that the loss shall be made good by increasing the work charged posts. Though the federation pointed out that the same will not be an effective measure, as the number of work charged posts is not enough in Mech. Traffic and Personnel depts., but still the Administration

went ahead with the proposal of up gradation. However formula for calculation of posts for work charged posts, was modified to the extent, that instead of earlier system where in the ratio of sanction of Asstt. Officer: Sr. Scale used to be 2:1 the same was changed to 1:1, but even this was made applicable to Civil, Elect, S&T branches only and no change was effected in Store and Accts. deptts.

The result was as under:

Civil	-	+101 posts
Elect.	-	-21 Posts
S&T	-	+42 posts

16.6 As is evident, this had no effect on Mech, Traffic & Personnel deptt (there being no worthwhile work charged element). It was not effected in Account & Store deptt. and in other 3 when implemented, it was harmful for Elect. Deptt. As such only 2 cadre out of total 8 cadres have been given some relief, i. e. also in all 121 addition posts, where as the reduction in the Sr. Scale posts-put together was more that 900 posts. As such the railway administration made Gp 'B' officers fool, again and again. A chart and a calculation note etc indicating the effect of reduction in Sr.Scale posts is enclosed herewith as **Statement No. 24 & 25.**

## 17.0 **Variations in Promotions**

### 17.1 **For induction to Gp 'A'**

Statement showing variations in promotion for induction to Gp 'A' is enclosed as **Statement No 26**, showing variation, Railway/Unit to Railway/unit, and department to department, alongwith officers waiting for such induction in each railway/unit/department. Variation is very large despite the facts that the vacancy distribution among railways was modified a few years back, where in 50% vacancies are distributed on the basis of stagnation existing in a particular railway/unit. This system, though, has reduced the variation to a large extent, still balance the variation is very big. If a slight modification is done in this system it will help in reduction of frustration. The system should be that while 50% vacancies may continue to be distributed on the ratio of Gp 'A' strength, as at present, but the 50% vacancies being distributed on stagnation basis may be modified in the sense that instead of distributing it in the ratio of stagnation it should be first given to senior most left over officers stagnated. This will reduce the number of left over officers for induction, even if they are senior.

### 17.2 **Variation for promotion to Sr. Scale (adhoc)**

Statement showing variations in promotion-for Sr. Scale (adhoc) promotions - is given in **Statement No. 27.** It would be seen that the variation has increased many fold, after the creation of new

railway /division in the year **2002-2003**. Since the officers settled in old railways were not wanting to be shifted, Junior officers were forced to go to new railways, thus creating large in -balances. In addition, delay in selections to Gp 'B' in various railway/zones and irrational/irratic vacancy calculation in some railway zone are few other reasons of these in balances. Another major reason of defective cadre management was the recent scheme of up up-gradation/cadre restructuring in the Gp.'A' cadre.

## **18.0 Career Planning - Misc Cadres**

The career planning in organized cadres has been discussed in depth. However the career planning of Misc Cadre is still worst than even the organized cadres. Let us discuss the same in detail.

### **18.1 General**

Before discussing the individual cadres, it will be pertinent to point out that the over all situation in these cadres is not comfortable at all. Some thing is done for organized cadre, because administration wants to do some thing for Gp/A' and some of these measures sometime leave something for Gp/B' cadres too. But for Misc cadres, no body is worried, also there is no Gp/A'. Cadre in the initial scale. (Appointment for Gp/A' is directly in Sr.Scale in Misc Cadre). Hence who cares for Gp/B'. This is the reason that Misc Cadres are suffering a lot due to this. Rule wise also, these cadres are at disadvantage. In fact, the cadres sanctioned strength being small in most of the cases, distribution of higher grade posts is also very defective. Recently few categories have further been added in the list of Misc Cadres viz basically Medical deptt. and also Private/Personal Secy's posts. The cadre strength of misc cadres is enclosed herewith as Statement **No. 28**.

- 18.1.1 The major difference is that, in the case of Misc Cadres, the eligibility itself for Sr.scale is after 8 yrs. regular service in Gp/B' - unlike 3 yrs. in regular cadres (it is another thing that they are not getting the promotion to Sr.scale (ad hoc) even after 8 yrs. service in most of the deptts. Then the grant of Gp/A' is very much irratic, because of non availability of Sr.Scale posts. In the case of Misc cadre there is difference in rules for J A grade also in addition to the fact that there is no weightage system (in service) after their induction to Gp/A', in Misc Cadres. This is the reason that after their induction in Gp/ A', they have to serve for minimum of 5 yrs. for being eligible for JA grade (In organized cadres, one becomes eligible atleast for JA grade (ad hoc) normally after 1 yrs. more service after their induction, taking that in most of the cases the officers get 5 year weightage . In some categories, since the number of Sr.Sclae posts is very less (say only 2 in PROs), if some person of lower age groups get adjusted after induction in Gp." A', no vacancy is created for years in that category (In PRO there is no vacancy for induction upto 2011 - when the earlier person gets retired).

18.1.2 Another most damaging system is that the posts in JA grade & above are filled - in most of the cadres by officers of organized services. In PROs rather in almost all Misc Cadres or EDPM categories, none of the officers promoted from lower cadre is working at present in JA grade though the number of posts in JA grade is 13 & 66 (Total JA grade posts 139, promotee working is less than 10 including Hindi Officers).

18.1.3 The present situation of stagnation in Misc categories is shown herewith in **Statement** No. 29

18.2 The following are some burning issues, which are required to be settled properly/immediately for Misc Cadres.

18.2.1 Same rules of induction in Gp/A' **promotions to Sr.scale (adhoc)**, grant of 80:20 scheme etc. be implemented for Misc Cadres too, as is being done in the organized cadre.

18.2.2 Some of the Misc Cadres, which have sufficiently large cadre viz. PROs, EDPM, CMTs, etc. be **converted into organized cadre instead** of Misc Cadre.

18.2.3 Implement immediately the **Committee report on Law officers**.

18.2.4 Rationalise the **cadre structure** of all misc cadres.

18.2.5 Proposals to **merge few cadres** viz. Cash & Pay, Stat & Traffic costing, PROS, Printing & Stationary, CMTs etc. etc. in the larger cadres viz. Accounts, Commercial, Store & Mechanical deptt. respectively, atleast for the purpose of promotion/induction if not functionally be finalised.

18.2.6 As promised, there should be atleast **one post of Sr.PROs (Sr.scale)** in each zonal railway/production unit. Arrange DPCs accordingly.

18.2.7 Stop filling up of **higher grade posts in JA grade** etc. by outside cadre officers (other than the mother cadre)

18.2.8 Arrange immediately, issuance of recruitment rules for all the new categories introduced recently i.e. Medical, PSs, EDPM etc. etc.

18.2.9 Arrange adequate promotional prospects for **Head Masters/Principals**.

18.2.10 May think about **merging RRB posts and Head Master/Principals** cadre for giving promotion to them.

## 183 RDSO

RDSO cadre of officers was also being treated as misc cadre officers till now. However w.e.f 01.01.03 the RDSO has been given a zonal railway status. Therefore, all the rules applicable to zonal railways. Should now be applicable to RDSO officers too, in respect with recruitment, appointment specially for promotions/DPCs etc. etc. However, though, now about 4 yrs. are going to be passed, but steps for implementing the zonal scheme is still pending. What is more even the DPCs/inductions for Gp/A' on the basis of old systems are also not being made, resulting is total Kious and total frustration among Gp/B' officers. In addition, though the RDSO Gp.B' officers have won the case of equality with zonal Gp/B' officers and are therefore entitled for grade RS. 7500 - 12500 from the day, it was given to all Gp/B' officers, the administration is denying this benefit, and have gone in appeal to high court though themselves have agreed to give equality w.e.f 01.01.03.

Other issues which are required to be granted to RDSO officers are

18.3.1 **Grant of J A grade posts @ 20%** of the total cadre, as per the existing rules.

18.3.2 **Conduction of DPCs for induction in Gp/A'** upto 2003 on old rules and after that on the latest system.

18.3.3 **Withdrawal of court case** in High Court at Delhi which is filed against RDSO Gp/B' officers by the administration and grant of grade Rs. 7500-12500 w.e.f. 30.07.93.

18.3.4 Adjustment of **section officers (Personnel) and PSs suitably** - which have become excess on account of implementation of zonal scheme on RDSO.

18.3.5 Implementation of 80:20 **scheme on RDSO** w.e.f. 25.04.03 and not from 01.01.06.

18.3.6 On the top of very thing, Administration is still insisting upon keeping the Engg. degree provision for promotion to Sr.Scale for RDSO officers against all norms and creating disparity.

## 19.0 To sum up

- 19.1 **Rationalise the cadre structure**, restore pyramedical structure, faithfully and properly.
- 19.2 **Fix the Junior scale cadre including JS/LR** in a rational scientifically based on cadre structure and as directed by codal provision i.e. as per requirement and based on cadre strength too.
- 19.3 Review the **Junior scale (leave reserve) strength** the existing was fixed in nineteen eighties -based on cadre strength with equal and rational distribution among various cadre/departments (should be at least 50% of the assistant officers strength ) **JS** leave reserve.
- 19.4 With immediate effect pending rationalisation in due course - **implement the junior scale cadre as 1858-** a number accepted as junior scale cadre while sending the proposal for cadre restructure, in 2003-04. Calculate the number of vacancies in different department, based on this number of vacancies in different department based on this number w.e.f. 2003 at least.
- 19.5 The quota of vacancies for Gp **H'** in **junior scale should be 50%** and not 25%.
- 19.6 The **upgrading percentage in each grade should be fixed right from Gp 'B'** to HAG and not from senior scale to HAG as at present.
- 19.7 Calculation of vacancies for induction to Gp 'A' should be **rational scientific and logical, based on 50% of the quota** in junior scale and 50% share in working posts (**JS** to HAG)
- 19.8 The intake of **Gp 'B' officer for induction to Gp 'A' should be de-linked** from the recruitment of Gp 'A' direct recruits. Both should be based on vacancies available in their quota of cadre (50% of the posts from **JS** to HAG)
- 19.9 **Regularize the large number of Gp 'B' officers** working in sr. scale (adhoc) as a one time exception basis, as their share in total posts is very small.
- 19.10 While inducting the Gp 'B' officers in Gp 'A' officers having at least one year or less left over service at the time of DPC selection, **should not be counted against quota vacancies** and additional officers equivalent to these officers number should be inducted in Gp 'A', treating the induction of such officers as notional.
- 19.11 **Share in posts for Gp 'B\*' (from JS to HAG ) should be 50%**, less than this number should be treated as vacancies for Gp **T¥**
- 19.12 **Provide cadre structure benefit to Gp 'B\*' also**
- 19.13 **Restore** the number of **Sr. Scale basis upgraded** of higher grades also surrenders.

- 19.14 Follow such principle, and systems so that these is **no variation in promotion prospects** for induction to Gp 'A' from one zone to other zone and from one department to other and also for sr. scale (adhoc)
- 19.15 Follow the principles/systems, so that **satisfactory career prospects** are achieved for Gp 'B' also - keeping in view their eligibility periods - 3 yrs for induction in Gp 'A' & 3 yrs for sr. scale (adhoc) as is planned for Gp 'A' cadre.
- 19.16 **Avoid DPC delay.** DPC in fact should be done in advance. If the DPC is delayed, this being always on Administrative account, the same should be effective from the year the DPC is due.
- 19.17 **Treat Misc Cadres at par with organised services, in the mater of promotions, DPC, induction etc. etc. Arrange implementation of Law committee report, sanction of Sr.PROs posts, rationalize Misc Cadres, cadre structure also suitably, Stop filling the higher grade posts of misc cadres by the officers of organized services, proposals to merge some Misc Cadres - in larger cadres be implemented and take other suitable measures to ensure better promotional prospects for all Misc Cadres.**
- 19.18 **RDSO - implement all zonal schemes on RDSO** in respect with promotion/DPCs/induction to Gp/A' etc. Implement 80:20 w.e.f. 25.04.2003, and grade Rs. 7500-12500 w.e.f. 29.07.1993, (take back the appeal from High Court). Arrange granting of benefits due earlier to 2003 to RDSO officers regarding DPCs induction, promotions to JA grade.
- 19.19 **Treat Gp/B' cadre also, with honour dignity, affection with human consideration and with equality. Grant them justice and that also expediausely.**

## **20.0 In the End.**

The issue of career planning for Gp 'B' officers has thus been discussed in depth as above. One thing is evident that taking into issues & facts all accounts, the Gp Tī cadre as a whole is being treated step-motherly. While nothing is being left by Gp 'B' officers, to improve the performance of railways, to boost ifs output in general, but the administration is not kind to them. The analysis of whole situation makes it abundantly clear, that welfare of this cadre is never in their consideration. History speaks **that when** ever, the Gp '**B**' demanded any thing, it was always negated rather they have **been** treated on negative side. While every efforts is made to extend every benefit to Gp 'A' cadre **and even** Gp/C; & D' cadres, the Gp/B' is always treated with bad intentions. This should **be** very clear to every one on going through the presentation on management services **by the** railway administration in 2001-2002, where the demands made by,

issues referred by Gp T3' officers have been dealt by them. Each and every points, all demsse^ arguments given by Gp 'B' officers, have been rejected as if these have no substance. It has DSBE said with some argument that the issue raised by the Gp 13' officers, are nothing, are not »eta consideration and as if the railway administration has done much for them. Whether it may ie issue of regularization of Gp 'B' officers working in Sr. Scale expedously (reply-Reduce Sr Scale (ad hoc) working, by reducing the Sr. Scale posts which was reflected employ in reductks of Sr. Scale posts and by providing matching surrender from Sr. Scale only) or whether it is there demand for Career Planning for Gp Ti' also (**reply-no career planning is required for Gp \*B\* officers**, as they ultimately are inducted in Gp 'A'). They demand suitable **cadre fixation ia junior scale** and are replied with **720 JS cadre** in a total of more than 6200 Assistant Officers despite the fact that their own previous head of management services said more than 4000 Gp 'A\* Jr. Scale posts, and despite the fact that 602 JS posts are available as leave reserves only, since decades. Gp 'B' demands that the **DPC delays** -normally in the range of 2-3 yrs - **should be reduced**, they are told that there is no delay and instead of vacancy years, exam year system of DPC is introduced to show no delay. While Supreme Court decides that **addl. Vacancies can be given to Gp 'B'**, there being large extent stagnation - the administration delays the review - S&T DPC not done for more than 6 yrs now- and for others - **Civil & Electrical - the cadres decided on the same principle** - are refused to comply with. There is no end to all these evidences, to show that whenever any demand is made by the Gp Ti<sup>l</sup> cadre the endvour of the administration is not for how to grant, but only to find holes and discrepancies in the said demand and to find argument for refusing these. When ever Gp 'B' officers say that induction of Gp 'B' and recruitment of Gp 'A' should be delinked, the administration always says that it is not possible being not legal, but when the DOP says yes for it, and when the Gp 'A' started getting hit by this policy, they promptly change the same. If the Gp **H'** says, that quota be given in post - not in vacancies it is denied but the administration gives the same makely, when the DOP says the same.

- 20.1 The need is to change the mind set-up. Treat Gp 'B' also as one of their sons, do not treat them step-motherly. They are working for the administration, more honestly more efficiently, more qualitatively, more sincerely, more obediently and with at-most devotion and in return want just treatment with equality and nothing more, extend human consideration to these cadre, and see the result.

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