

# **Agenda for 1<sup>st</sup> Formal Meeting of Year 2022**

**IRPOF-RAILWAY BOARD  
ON  
28.07.2022**

## Item No. 1

### DPC upto 2022 and Onward of Gr. 'B' Officers for Promotion to Gr. 'A'

- ▶ Delay in DPC is badly affecting future prospect of large no. of Gr. 'B' Officers specially of stagnated department who are suffering from both way due to denial of Promotion in Sr. Scale as well as delay in DPC and are being compelled to work in Jr. Scale for 10 to 18 Years. Also some officers are retiring without getting in Gr. 'A' even after serving more than 18 years in Gr. 'B'.

## DPC status as on Date

Department	Year				
	2018	2019	2020	2021	2022
Civil	Done	Done	Due	Due	Due
Signal & Telecom	Done	Done	Due	Due	Due
Mech.	Due	Due	Due	Due	Due
Personnel	Done	Done	Done	Due	Due
Traffic	Done	Done	Due	Due	Due
Store	Done	Done	Due	Due	Due
Electrical	Done	Done	Due	Due	Due
Account	Done	Done	Due	Due	Due

## Department wise/Year wise Gr. 'B' Officers waiting for induction in Gr. 'A' after completion of DPC for Year- 2020

(Approx....)

Year	Civil	Accts	Pers.	Store	S&T	Elect	Mech	Traffic	Total
2005	48	--	--	--	--	--	--	--	48
2006	109	--	--	--	--	--	--	--	109
2007	85	26	20	15	--	--	--	--	146
2008	134	18	22	19	19	--	--	--	212
2009	72	24	32	18	84	--	--	--	230
2010	118	29	46	16	23	--	--	--	232
2011	71	18	28	14	39	11	--	--	181
2012	84	49	37	30	50	38	--	--	288
2013	33	27	50	23	49	34	--	--	216
2014	42	43	20	16	14	31	11	19	196
2015	20	39	35	16	06	15	39	35	205
2016	54	41	32	28	11	23	40	22	251
2017	68	34	28	20	35	47	51	45	328
2018	101	32	39	30	61	71	30	69	433
<b>Total</b>	<b>1039</b>	<b>380</b>	<b>389</b>	<b>245</b>	<b>391</b>	<b>270</b>	<b>171</b>	<b>190</b>	<b>3075</b>

## Item No. 2 & 4

### **Revoking of Sr. Scale (Adhoc) Promotion to Gr. 'B' Officers/Financial up gradation from L- 10 to L- 11/ Provision of V-Split**

- The provision of Sr. Scale (Adhoc) promotion was started around 37 years back in but presently stopped for Gr. 'B' Officers since 01.01.2020, resulting large no. of Gr. 'B' Officers are working in Jr. Scale for more than 15 years.

**In view of above, reinstating adhoc Sr. Scale promotion to Group 'B' officers is urgently required to save them from demoralization and frustration as well as from major financial loss.**

## Status of Group 'B' officers waiting for Sr. Scale promotion (Approx.....)

Year	Civil	Accts	Pers.	Store	S&T	Elect	Mech	Traffic	Total
2007	82	0	0	0	0	0	0	0	82
2008	134	0	22	0	19	0	0	0	175
2009	72	0	32	18	84	0	0	0	206
2010	118	0	46	16	23	0	0	0	203
2011	71	0	28	14	39	11	0	0	163
2012	84	0	37	30	50	38	0	0	239
<b>Total</b>	<b>561</b>	<b>0</b>	<b>165</b>	<b>78</b>	<b>215</b>	<b>49</b>	<b>0</b>	<b>0</b>	<b>1068</b>
2013	33	27	50	23	49	34	0	0	216
2014	42	43	20	16	14	31	11	19	196
2015	20	39	35	16	6	15	39	35	205
2016	54	41	32	28	11	23	40	22	251
2017	68	34	28	20	35	47	51	45	328
2018	101	32	39	30	61	71	30	69	433
<b>Total</b>	<b>318</b>	<b>216</b>	<b>204</b>	<b>133</b>	<b>176</b>	<b>221</b>	<b>171</b>	<b>190</b>	<b>1629</b>
<b>Grand Total</b>	<b>879</b>	<b>216</b>	<b>369</b>	<b>211</b>	<b>391</b>	<b>270</b>	<b>171</b>	<b>190</b>	<b>2697</b>

## Demand of IRPOF

- A. Further surrender of Sr. Scale Post should be stopped immediately.
  
- B. The work charge posts may be created to provide Sr. Scale (Adhoc) promotion. (Ref: Para No. 2(i) of Letter No. 2016E(GC)16-9(Cadre Review) (Vol.III) (IRSE) (35), New Delhi, dated 10.03.2019 (Cadre restructuring) reiterated below.



2. The cadre review of 8 organised Group 'A' service is subject to the following conditions approved by the Cabinet :-
- (i) For creation of Work Charged post below SAG level, MoR may seek approval of Finance Minister and for posts of SAG level and above, MoR may seek approval of Cabinet. However, to expedite the process for creation of Work Charged posts below SAG level, MoR and DoE may develop a fast track process within the contours of the proposed mechanism involving approval of Finance Minister.
  - (ii) Making the post of Member (Staff) a cadre post for IRPS.
  - (iii) Re-designation of the posts of Director General (Signal & Telecom) and Director General (Stores) as Member(S&T) and Member (Materials Management) and to encadre these posts for IRSSE and IRSS respectively;

@#No.2016E(GC)16-9(Cadre Review) (Vol.III) (IRSE)(35) dt. 10.03.2019

CADRE ESTRICTURING Page 2 of 35

*Arvinte Shilpa*  
10/3/19

*[Signature]*  
10.3.19

## **C. Financial up gradation from L-10 to L-11 for Gr. 'B' officers working in junior scale for more than 06 years.**

### **Financial Justification**

Regarding financial justifiacaton it is mentioned that the difference of financial saving due to surrender of senior scale posts and financial liability due to addition/up gradation of higher posts (during restructuring in 2019) is positive enough to provide senior scale to atleast 2300 officers without spending any extra money.

The detail calculation of Money value required for up gradation and money value saved due to surrender of Sr. scale posts can be seen in fallowing tables and illustrations.

Continued...



## The detail calculation of Money value required for up gradation and money value saved due to surrender of Sr. Scale Posts

Deptt.	No. of Sr. Scale Post Surrendered	No. of Posts upgraded from SS to JAG (L- 11 to L-12)	No. of Posts upgraded from SG to SAG (L- 13 to L-14)	No. of Posts upgraded from SAG to HAG (L- 14 to L-15)	No. of Posts upgraded from HAG to HAG + (L- 15 to L-16)
Account	63	34	34	11	01
Civil	190	135	135	46	03
Electrical	89	56	61	21	03
Personnel	48	32	27	16	01
Mechanical	89	19	54	18	03
S & T	90	14	64	24	01
Store	58	30	46	19	01
Traffic	78	24	41	14	01
<b>Total</b>	<b>705</b>	<b>344</b>	<b>462</b>	<b>169</b>	<b>14</b>

**Calculation of Money Value Utilized for up gradation, Money value saved due to surrender of Sr. Scale Posts and calculation of No. of Jr. Scale Officers can be given in-situ financial up gradation to Sr. scale (L- 10 to L- 11)**

<b>Sl. No.</b>	<b>Upgraded Posts</b>	<b>Difference of basic pay</b>	<b>No. of Posts upgraded</b>	<b>Total Money value required</b>
1.	L 11 to L 12	11100	344	38,18,400/-
2.	L 13 to L 14	21100	462	97,48,200/-
3.	L 14 to L 15	38000	169	64,22,000/-
4.	L 15 to L 16	69600	14	9,74,400/-
			<b>Total</b>	<b>2,09,63,000/-</b>

Continued...

## Calculation of Money Value Utilized for Up gradation, Money Value Saved Due to Surrender of Sr. Scale Posts and Calculation of No. of Jr. Scale Officers can be Given In-situ Financial Up gradation to Sr. Scale (L- 10 to L- 11)

- ▶ Total no. of Sr. scale posts surrendered = 705
- ▶ Basic pay of Sr. scale posts = 67700
- ▶ Total money value surrendered = 705 x 67700  
= 4,77,28,500/-
- ▶ Money value consumed for up gradation = 2,09,63,000/-
- ▶ Net money value available for up gradation of L 10 to L 11 = 4,77,28,500 – 2,09,63,000  
= 2,67,65,500/-
- ▶ Difference of basic pay of (JS. – SS.) = 67700 – 56100  
= 11600/-
- ▶ No. of Junior scale Officers can be upgraded financially to Senior scale = 26765500 / 11600  
= 2307 Nos.

Hence total 2307 JS Officers can be given In-situ financial up gradation from L- 10 to L- 11 without any financial implication.

## **D. Provision of V-split for Gr. 'B' officers upto L-14 (SAG)**

Due to delay in DPC and heavy stagnation number of Gr. 'B' officers serving in Level 8 & Level-10 for more than 10 to 15 years of service. Considerable number of Gr. 'B' Officers are retiring without getting even Senior scale.

If DPC done timely and stagnation is removed then only Gr. 'B' officers can get senior scale in 5 to 6 years. **But factually the situation is worse.** Also the adhoc promotion to senior scale has been stopped.

Hence IRPOF proposed a provision of vertical split upto Level-14 to the Gr. 'B' officers in following manner if Sr scale Adhoc promotion is not revoked.

## Vertical split/financial up- gradation upto Level- 14 (SAG Grade)

If the reinstating adhoc Sr. Scale promotion is not possible the vertical-split with financial up-gradation upto Level- 14 should be allow for Group 'B' officers till induction in Group 'A' in as per following timeline till induction in Gr. 'A'.

- L- 11 after completing 6 years continuous service in Gr. 'B'
- L- 11 to L- 12 after completing 10 years continuous service in Gr. 'B'
- L-12 to L- 13 after completing 14 years continuous service in Gr. 'B'
- L- 13 to L- 14 after completing 17 years continuous service in Gr. 'B'
- ❑ **In some State Govt. Civil Services there is provision of granting promotion upto SAG till induction for IAS/IPS etc. Similar provision to be done in case of Gr. 'B' officers of Railway till induction to Gr. 'A'. Also in Railway in case of Gr. 'A' when difference increases more than two years with IAS of same batch N.F. up gradation is given in SAG & above. This proposal may be initiated to solve the stagnation problem forever.**

## Department wise No. of Gr. "B" Officers Working in Assist. Scale/Sr. Scale

				Total Waiting for Induction in Gr. "A" (Approx)	Maximum Working period in Gr. "B"	Maximum Working period in Jr. Scale Gr. "B" waiting for Sr. Scale	
Traffic		25	330	330	7 Years	7Years	
Mechanical		66	317	317	8 Years	8 Years	
Electrical		63	441	441	11 Years	11 Years	
S&T		115	435	550	13 Years	11 Years	
Store			121	197	318	13 Years	10 Years
Personnel			131	283	414	14 Years	10 Years
Account			210	263	473	14 Years	6 Years
Civil	373		1124		1497	16 Years	14 Years
				Sr. Scale Gr. "B"			
				Jr. Scale Gr. "B"			
				Jr. Scale Gr. "A"			

**Note:** The Eligibility Criteria for Induction in Gr. "A" in 03 Years Continuous Service in Gr. "B".

## Item No. 3

### Severe stagnation of Gr. 'B' officers of different departments

**Less number of posts allotted for DPC , non inclusion of LR post with basic post for Civil and Account deptt. , less no of posts allotted to most of the department from year 2016-17 to 2019 and Non inclusion of Deputation Reserve posts with posts allotted for DPC Resulted severe stagnation. Due to this most of the departments affected badly.**

- (a) In five departments stagnation is for more than 14 to 17 years. Worse affected is Civil Engg . Resulting frustration level in officers is very high.
- (b) Due to stagnation of 14 to 17 years, most of the officers of these departments are retiring in level 10 without getting Gr. 'A'.

Continued...

## Continued...

- (c) Due to restriction in adhoc senior scale most of the officers are still working in junior scale even after completing more than 10 to 15 years in Assistant scale and considerable number of officers are retiring in Level 10
- (d) The Gp. 'B' officers of stagnated departments are working in serious demoralizing atmosphere.
- (e) In addition to above they are suffering with huge financial loss in present salary as well as in Pension after retirement. The officers who are to be retired in L-12/L-13/L-14 are retiring in L-10.
- (f) Social status of officer and their family is dented badly.

The above facts are affecting the working efficiency of officers badly, as well as being de motivated upto the worst frustration level.

**This issue must be addressed on top most priority to get immediate solution**

## Department wise/Year wise Gr. 'B' Officers waiting for induction in Gr. 'A' after completion of DPC for Year- 2020

(Approx....)

Year	Civil	Accts	Pers.	Store	S&T	Elect	Mech	Traffic	Total
2005	48	--	--	--	--	--	--	--	48
2006	109	--	--	--	--	--	--	--	109
2007	85	26	20	15	--	--	--	--	146
2008	134	18	22	19	19	--	--	--	212
2009	72	24	32	18	84	--	--	--	230
2010	118	29	46	16	23	--	--	--	232
2011	71	18	28	14	39	11	--	--	181
2012	84	49	37	30	50	38	--	--	288
2013	33	27	50	23	49	34	--	--	216
2014	42	43	20	16	14	31	11	19	196
2015	20	39	35	16	06	15	39	35	205
2016	54	41	32	28	11	23	40	22	251
2017	68	34	28	20	35	47	51	45	328
2018	101	32	39	30	61	71	30	69	433
<b>Total</b>	<b>1039</b>	<b>380</b>	<b>389</b>	<b>245</b>	<b>391</b>	<b>270</b>	<b>171</b>	<b>190</b>	<b>3075</b>

Major Mistake in Distribution  
of Posts during Addition of LR  
post in 2007 onward.



Service	No. of total JTS posts	LR posts	Total JTS + LR Posts	Jr. Scale Cadres Strength (Including LR)
IRSE	304	110	414	295 (185 + 110) This should have been 304+110=414
IRSEE	177	45	222	220 (175 + 45)
IRSSE	141	41	182	194 (153 + 41)
IRSME	191	143	334	337 (194 + 143)
IRTS	177	100	277	264 (164 + 100)
IRPS	78	38	116	111 (73 + 38)
IRAS	113	68	181	118 (50 + 68) This should have been 113+68 = 181
IRSS	92	27	119	108 (81 + 27)
<b>Total</b>	<b>1273</b>	<b>572</b>	<b>1845</b>	<b>1647+110+68= 1845</b>

# Main Reason of Stagnation

- ▶ To get the actual reason we have to see the data's in following tables:

**Table- A**

Percentage of distribution of 318 post in different departments over old sanctioned posts (SDP = STS to Apex)

Sl. No.	Department	Sanctioned Strength old Restructuring (5741)	% over sanction strength (5741)	No. of JTS posts (1273)	Distribution of 318 post	% over 318 posts	% over sanction strength (5741)	Remarks
1.	Account	615	10.71	113	28	8.80	4.55	Distribution of post for induction in Gr. 'A' are almost in accordance with number of sanctioned posts.
2.	Civil	1504	26.20	304	76	23.90	5.05	
3.	Electrical	736	12.82	177	44	13.84	5.98	
4.	Personnel	282	7.91	78	20	6.29	7.09	
5.	Mechanical	837	14.58	191	48	15.10	5.73	
6.	S & T	592	10.31	141	35	11.00	5.91	
7.	Store	425	7.40	92	23	7.23	5.41	
8.	Traffic	750	13.06	177	44	13.84	5.87	

**Table- B**

- ▶ Percentage of distribution of 411 post in different departments over old sanctioned posts (SDP = STS to Apex) & (Total JTS posts-1647)

Sl. No.	Department	Sanction Strength old restru. (5741)	% over sanction strength (5741)	Distribution of 411 post	% over 411 posts	% over sanction strength (Av. 7.54)	Remarks
1.	Account	615	10.71	29	7.06	4.72	LR post for Account and civil not added resulting no of post for civil are reduced instead of increasing and for account only one post increased .
2.	Civil	1504	26.20	74	18.00	4.92	
3.	Electrical	736	12.82	55	13.38	7.47	
4.	Personnel	282	7.91	28	6.81	9.93	
5.	Mechanical	837	14.58	84	20.44	10.04	
6.	S & T	592	10.31	48	11.68	8.11	
7.	Store	425	7.40	27	6.57	6.35	
8.	Traffic	750	13.06	66	16.06	8.8	

Continued....

**Table- C**

- ▶ Percentage of distribution of 411 post in different departments over new sanctioned posts (SDP = STS to Apex) & (Total JTS posts-1647)

Sl. No.	Department	Sanctioned Strength as in new restruct. (6754)	% over sanction strength (6754)	Distribution of 411 post	% over 411 posts	% Over sanctioned strength Av. (6.25%)	Remarks
1.	Account	704	10.42	29	7.06	4.12	Again it can be seen that distribution of post for induction in Gr. 'A' are kept as it is.
2.	Civil	1663	24.62	74	18.00	4.45	
3.	Electrical	854	12.64	55	13.38	6.44	
4.	Personnel	367	5.43	28	6.81	7.63	
5.	Mechanical	1012	14.98	84	20.44	8.30	
6.	S & T	777	11.50	48	11.68	6.18	
7.	Store	542	8.02	27	6.57	4.98	
8.	Traffic	835	12.36	66	16.06	7.90	

**Table- D**

- ▶ Detail of total JTS posts and post allotted to Promotee officers for DPC considering (1273 + 572 ) = 1845 posts theoretically.

Sl. No.	Department	No. of total JTS posts- 1273	LR posts 572	Total posts 1273 + 572 = 1845	Actual Junior scale posts allotted incorrectly (1647) (-198)	Remarks
1.	Account	113	68	181	118	Instead of taking 1845 posts for distribution only 1647 posts has been considered and the same is also distributed improperly. Basically addition of LR posts for civil and account ignored.
2.	Civil	304	110	414	295	
3.	Electrical	177	45	222	220	
4.	Personnel	78	38	116	111	
5.	Mechanical	191	143	334	337	
6.	S & T	141	41	182	194	
7.	Store	92	27	119	108	
8.	Traffic	177	100	277	264	

**Table- E**

Proportionate distribution of 1845 posts according to sanctioned strength of SDP posts as per current restructuring.

Sl. No.	Department	No. of SDP posts (6754)	% over total 6754 SDP posts	Distribution of 1845 posts in same %	Actual Junior scale posts distributed (1647)	Difference (1647 ~ 1845)	25% of difference	Actual distribution should be 25% of col. 5
1.	Account	704	10.42	193	118	-75	-19	48
2.	Civil	1663	24.62	454	295	-159	-40	114
3.	Electrical	854	12.64	233	220	-13	-3	58
4.	Personnel	367	5.43	100	111	+11	+3	25
5.	Mechanical	1012	14.98	277	337	+60	+15	69
6.	S & T	777	11.50	212	194	-18	-4	53
7.	Store	542	8.02	148	108	-40	-10	37
8.	Traffic	835	12.36	228	264	+36	+9	57

**Table- F**

Distribution of 180/255/318 and 411 post in different departments over old sanctioned posts (SDP = STS to Apex). Suddenly ratio of JTS post for promotee is disturbed during distribution of 1647 posts after year 2006. Civil and Account affect badly .

Sl. No.	Deptt.	% over total 6754 SDP posts	Distribution of induction posts for 720 JTS cadre	Distribution of induction posts for 1273 JTS cadre (4:1)	Distribution of induction posts for 1273 JTS cadre (3:1)	Distribution of induction posts for 1647 JTS cadre	Pro-rata distribution of 411 posts	Distribution of induction posts for 1845 JTS cadre
			180	255	318	411		461
1.	Account	10.42	17	23	28	29	43	48
2.	Civil	24.62	43	61	76	74	101	114
3.	Electrical	12.64	25	35	44	55	52	58
4.	Personnel	5.43	10	16	20	28	22	25
5.	Mechanical	14.98	27	38	48	84	62	69
6.	S & T	11.50	20	28	35	48	47	53
7.	Store	8.02	13	19	23	27	33	37
8.	Traffic	12.36	25	35	44	66	51	57

**Table- G**

- ▶ Required Distribution of post for DPC corresponding to present strength of SDP post for all eight organized services (6754 nos.)

Sl. No.	Department	Sanctioned Strength as in new restruct.	% of SDP post	Distribution confirming % of post in Col. No. 4 411 /1647	Distribution confirming % of post in Col. No. 4 461 /1845	Actual post provided
1.	Account	704	10.42	43	48	29
2.	Civil	1663	24.62	101	114	74
3.	Electrical	854	12.64	52	58	55
4.	Personnel	367	5.43	22	25	28
5.	Mechanical	1012	14.98	62	69	84
6.	S & T	777	11.50	47	53	58
7.	Store	542	8.02	33	37	27
8.	Traffic	835	12.36	51	57	66

# Proposed Solution

**Table- I (Instant relief)**

- ▶ Re-distribution of 411 posts on pro-rata basis of SDP posts should be as below:

Sl. No.	Department	Sanctioned Strength as in new restruct.	% of SDP post	Distribution confirming % of post in col. No. 4 411 /1647	Actual post provided	Remarks
1.	Account	704	10.42	43	29	Distribution is pro-rata of department wise SDP posts for 1647 JTS posts.
2.	Civil	1663	24.62	101	74	
3.	Electrical	854	12.64	52	55	
4.	Personnel	367	5.43	22	28	
5.	Mechanical	1012	14.98	62	84	
6.	S & T	777	11.50	47	58	
7.	Store	542	8.02	33	27	
8.	Traffic	835	12.36	51	66	

# Proposed Solution

**Table- II (Short-term relief)**

- ▶ After adding LR with basic of Civil & Account which was not taken wrongly for calculation of PQ quota comes to 1845 (1647 + 198) it should be distributed in pro-rata basis as below.

Sl. No.	Department	Sanctioned Strength as in new restruct.	% of SDP post	Distribution confirming % of post in col.no.4 461 /1845	Actual post provided	Remarks
1.	Account	704	10.42	48	29	Distribution is pro-rata of department wise SDP posts for 1845 JTS posts to be operated for next dpc.
2.	Civil	1663	24.62	114	74	
3.	Electrical	854	12.64	58	55	
4.	Personnel	367	5.43	25	28	
5.	Mechanical	1012	14.98	69	84	
6.	S & T	777	11.50	53	58	
7.	Store	542	8.02	37	27	
8.	Traffic	835	12.36	57	66	

# Proposed Solution

**Table- III (Additional quick relief)**

1/4<sup>th</sup> of 5% deputation posts over 6754 (Total SDP posts) i.e. 1/4<sup>th</sup> of 338 posts = 85 posts to be distributed and added in present posts distribution.

Sl. No.	Department	Sanctioned Strength as in new restruct..	% of SDP post	Distribution after adding deputation posts 544(461+83)/ 2179(1845+334)	Actual post provided + deputation posts  496/1985	Remarks
1.	Account	704	10.42	48 + 09 = 57	29 + 09 = 38	Distribution of 2183 posts to be done and operated from next DPC in pro-rata of department wise SDP posts.
2.	Civil	1663	24.62	114 + 20 = 134	74 + 21 = 95	
3.	Electrical	854	12.64	58 + 10 = 68	55 + 11 = 66	
4.	Personnel	367	5.43	25 + 05 = 30	28 + 05 = 33	
5.	Mechanical	1012	14.98	69 + 12 = 81	84 + 12 = 96	
6.	S & T	777	11.50	53 + 10 = 63	58 + 10 = 68	
7.	Store	542	8.02	37 + 07 = 44	27 + 07 = 34	
8.	Traffic	835	12.36	57 + 10 = 67	66 + 10 = 76	

## **Solutions to overcome the severe stagnation in different departments**

- (i)** Pro-Rata basis distribution of JTS post in eight org services (1647 posts) immediately
- (ii)** Pro-Rata Redistribution of 1845 post on planned basis as regular measure.
- (iii)** In most of the railway in some department more than 50% post are being run in work charged posts. As like in restructuring, 75% of these posts should be converted into revenue posts and to be added in JTS posts for induction purpose from Group 'B' to Group 'A'.
- (iv)** Utilization of 56 General Cadre Post for DPC of Stagnated Departments as already accepted previously. (Copy Attached)

Continued...

(v) One time DPC for backlog against non addition of LR posts for induction since 2007 onward

Since 2006 the difference of post due to non addition of LR posts for Civil and Account deptt. Are:

Civil Engg. =  $114 - 74 = 40$  per year.

Account =  $48 - 29 = 19$  per year.

Hence total cumulative loss from 2007 to 2020 ( 14 years) is as below:

Civil Engg. =  $40 \times 14 = 560$  posts ( Backlog)

Account =  $19 \times 14 = 266$  posts ( Backlog)

For complete solution to remove stagnation in Civil & Account one time special drive for induction of 560 posts for Civil Engg. and 266 posts for Account department to be done in addition to routine DPC. Similar exercise was done one time in past by railway board in consultation with UPSC.

3. It is decided that following number of Deputation reserve posts are created in Junior Time Scale for 8 organised services:-

Cadre	No. of posts
IRPS	18
IRTS	41
IRSS	27
IRSME	50
IRSEE	42
IRSSE	38
IRSE	83
IRAS	35
<b>Total</b>	<b>334</b>

(vi) DPC for 415 post to clear backlog due to non addition of Deputation reserve posts for Induction for 05 years.

Sl. No.	Cadre	Number of Deputation Reserve Post	25% of D. Reserve Post	Total Backlog in 05 Years (2016-20)	Remarks
1.	IRAS	35	9	45	Total Backlog of 415 posts can be used to reduce stagnation . Also these posts should be added for DPC every year.
2.	IRSE	83	21	105	
3.	IRSEE	42	10	50	
4.	IRPS	18	5	25	
5.	IRSME	50	12	60	
6.	IRSSE	38	9	45	
7.	IRSS	27	7	35	
8.	IRTS	41	10	50	
<b>Total</b>		<b>334</b>	<b>83</b>	<b>415</b>	

भारत सरकार GOVERNMENT OF INDIA  
रेल मंत्रालय MINISTRY OF RAILWAYS  
(रेलवे बोर्ड RAILWAY BOARD)

No. 2015E(GC)16-6

New Delhi, dt.18.03.2016

The Secretary General,  
IRPOF,  
268, Rail Bhawan  
New Delhi.

**Sub :- Stagnation in Civil and Account Deptt.**

**Ref :- Representation furnished by Vice President/IRPOF to EDE(GC)/Railway Board during meeting on 20.01.2016.**

Dear Sir,

Vide above referred reference IRPOF has stated about stagnation in Civil Engg. and Accounts deptts, as claimed by IRPOF, is Junior Scale strength not being equal to Sr. Scale Strength in these two cadres; whereas in the remaining Gr. 'A' organized Services, the Junior Scale strength is almost equal to the Sr. Scale Strength. It has been further stated that Junior Scale strength is less than 50% of the Sr. Scale strength in Civil Engg. and Accounts Deptts.

2. **In this connection it is to be mentioned that :-**

than 50% of the Sr. Scale strength in Civil Engg. and Accounts Depts.

2. In this connection it is to be mentioned that :-

(i) Junior Scale strength was fixed at 720 in the year 2001;

In the year 2003, it was decided to adopt 1273 as Junior Scale strength since this was the figure recommended to DoP&T for Cadre Review of Organized Gr. 'A' Services. The figure of 1273 did not include Leave Reserves.

In July, 2003, the Cadre Review proposals of IRSME & IRSEE were considered by DoP&T and Cadre Review Committee has recommended the Junior Scale (working posts) strength of 194 & 175 respectively. It appeared that the Cadre Review Committee has recommended the above no. of posts in the JS strength computed from the indents placed on UPSC for EY 1997 to 2000 for DR and 2000 for PQ. JS strength for the remaining services was computed on the same token to arrive at 1273 (excluding Leave Reserves)

$$720 = 540 \text{ (DR)} + 180 \text{ (PQ)} \Rightarrow 1273 = 955 \text{ (DR)} + 318 \text{ (PQ)}$$

But initially Board decided to adopt a ratio of 4:1 for distribution of Direct and Promotee Quota and 1273 was distributed as 1018:255 with the approval of MR in 2005. Later it was redistributed in the ratio of 3:1 as 955:318 with the approval of MR in 2006.

...Contd..

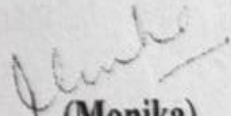
As per the distribution made in 2006, Civil Engg. and Accounts deptts. got 304( 228- Direct & 76- Promotee Quota) and 113 ( 85- Direct & 28- Promotee Quota) respectively.

However, Cabinet has finally approved Junior Scale strength of 1647 ( 1075 working posts + 572 Leave Reserve). Hence the strength of Jr. Scale was reduced from 1273 to 1075. In the Cabinet approval for Cadre Review of Gr. 'A' Services available with E(GC), the Junior Scale strength for Civil Engg. was shown as 295 ( 185 working posts + 110 Leave Reserve) both under 'Existing' and 'Approved' columns. Similarly, for Accounts Deptt. it was shown as 118 ( 50 working posts + 68 Leave Reserve).

3. In the ongoing Cadre Review of Organized Services no revision in the strength of revenue posts below JA Grade have been proposed by Cadre Controlling Authorities.

4. To mitigate the problem of stagnation in Civil Engg., Accounts and Personnel Deptts. it was

4. To mitigate the problem of stagnation in Civil Engg., Accounts and Personnel Deptts. it was proposed to allot 56 additional Jr. Scale posts to be drawn from the General Administration/leave reserve posts, to promotion quota of Civil(31 posts), Accounts (13 posts) and Personnel Deptts. (12 posts) temporarily for 3 years, which will be over and above the existing Jr. Scale Cadre of 1647 posts. Though Board(ME & MS) have agreed to the proposal, Board(FC) has not agreed on the ground that dilution of the ratio of Direct : Promotee is not recommended even if it is proposed to be achieved by utilizing posts in General Administration. The proposal has again been put up for reconsideration of Board(FC).

  
(Monika)

**Dy. Director Estt. (Gaz. Cadre)  
Railway Board.**

## **GAZETTED CADRE OF ALL DEPARTMENTS AS APPROVED BY THE CABINET IN JULY 2006**

Department	Mech.	Elect.	Civil	S & T	Traffic	Accounts	Stores	Personnel	All Deptt.
No of Posts	<b>84</b>	<b>55</b>	<b>74</b>	<b>48</b>	<b>66</b>	<b>29</b>	<b>27</b>	<b>28</b>	<b>411</b>
Post	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	<b>No. of Posts</b>
Member	1	1	1		1	1		0	<b>5</b>
GM	2	1	2		4	2		0	<b>11</b>
HAG	25	21	32	12	24	15	9	2	<b>140</b>
SAG	139	116	198	91	124	94	64	43	<b>869</b>
JAG/SG	413	353	650	268	328	227	203	111	<b>2553</b>
SS	257	244	621	221	269	276	149	126	<b>2163</b>
<b>Total upto SS</b>	<b>837</b>	<b>736</b>	<b>1504</b>	<b>592</b>	<b>750</b>	<b>615</b>	<b>425</b>	<b>282</b>	<b>5741</b>
JS	337	220	<b>295</b>	194	264	<b>118</b>	108	111	<b>1647</b>
<b>Total upto JS</b>	<b>1174</b>	<b>956</b>	<b>1799</b>	<b>786</b>	<b>1014</b>	<b>733</b>	<b>533</b>	<b>393</b>	<b>7388</b>
% of Jr. Scale over Strength of Sr. Scale	131%	90.16%	<b>47.50%</b>	87.78%	98.14%	<b>42.75%</b>	72.48%	88%	<b>76.14%</b>
% of Jr. Scale over Total Strength	28.71%	23.01%	<b>16.40%</b>	24.68%	26.04%	<b>16.10%</b>	20.26%	28.24%	<b>22.30%</b>

## **REVISED GAZETTED CADRE OF ALL DEPARTMENTS AS APPROVED BY THE CABINET IN MARCH 2019**

<b>Department</b>	<b>Mech.</b>	<b>Elect.</b>	<b>Civil</b>	<b>S &amp; T</b>	<b>Traffic</b>	<b>Accounts</b>	<b>Stores</b>	<b>Personnel</b>	<b>All Deptt.</b>
No of Posts	<b>84</b>	<b>55</b>	<b>74</b>	<b>48</b>	<b>66</b>	<b>29</b>	<b>27</b>	<b>28</b>	<b>411</b>
Post	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	No. of Posts	<b>No. of Posts</b>
Appex	1	1	1	1	1	1	1	1	<b>8</b>
HAG +	5	4	5	3	5	4	2	2	<b>30</b>
HAG	50	42	85	39	42	40	29	18	<b>345</b>
SAG	202	171	333	155	163	129	114	65	<b>1332</b>
JAG/SG	483	450	857	348	391	283	278	171	<b>3261</b>
SS	271	186	382	231	233	247	118	110	<b>1778</b>
<b>Total upto SS</b>	<b>1012</b>	<b>854</b>	<b>1663</b>	<b>777</b>	<b>835</b>	<b>704</b>	<b>542</b>	<b>367</b>	<b>6754</b>
JS	337	220	<b>295</b>	194	264	<b>118</b>	108	111	<b>1647</b>
<b>Total upto JS</b>	<b>1349</b>	<b>1074</b>	<b>1958</b>	<b>971</b>	<b>1099</b>	<b>822</b>	<b>650</b>	<b>478</b>	<b>8401</b>
% of Jr. Scale over Strength of Sr. Scale	124.35%	118.28%	<b>77.23%</b>	83.98%	113.30%	<b>47.77%</b>	91.53%	100.90%	<b>94.67%</b>
% of Jr. Scale over Total SDP posts	33.30%	25.76%	<b>17.74%</b>	24.98%	31.62%	<b>16.76%</b>	19.93%	30.25%	<b>25.04%</b>

## **IRPOF Proposal for removing stagniation which occurred due to allotment of post for DPC in less number against justified allotment in last many years/ways for conducting one time DPC for backlog posts mentioned in previous slides.**

1. As there is no recruitment of Gr. 'A' Officers for 02 years i.e. 2020 and 2021 the total 824 (412x2) posts are to be utilized for DPC of Gr. 'B' Officers of stagnated departments.
2. These officers should be adjusted in the years between 2015 to 2019 department wise at par the number of Gr. 'A' Officers recruited in particular year.
3. Rest of the Officers should be allotted seniority year 2020, 2021 and 2022 as there is no issue of direct and promotee officers seniority because of no direct officers in these 03 years.
4. Further DPC of Gr. 'B' officers to be continued with 50% more allotment than (461+83=544) posts i.e.  $544*1.5=816$ /year post as selection of Gr. 'B' officers is allowed adding with 50% posts of Gr. 'A'

## **Item No. 5**

**Grant of 100% financial up gradation in level 10 to all Gr. 'B' officers of miscellaneous cadre. At par with all eight organized service on completion of 4 years Service.**

Financial up gradation in level-10 has been granted to all Gr. 'B' officer of eight organized services on completion of 4 years of Gr. 'B' services but for Gr. 'B' services of miscellaneous cadre not yet given even after regular perusal by IRPOF.

Hence IRPOF demand to grant 100% financial up gradation to all Gr. 'B' officers of miscellaneous cadre in level-10 as in case of all eight organized services.

## **Item No. 6**

### **Expediting long pending DPC of different departments in misc. cadre on priority in parallel to DPC of all eight organized services.**

The promotional aspects of Group 'B' officers of Misc. Cadre is being given least priority resulting officers of Misc. Cadre are badly demoralized and frustrated.

The seniority list of departments like EDP cadre, Rajbhasa etc. are issued since long but no action yet taken for conducting DPC.

#### **Regarding education department**

Last DPC for education department was held on 20.04.1982 covering the vacancy of upto 1981. Thereafter, another DPC proposal was sent to the UPSC in 1997 to fill up 42 posts but this did not materialize. Once again a proposal was sent in 2006 to fill up only 21 vacancies available on various units. The UPSC, after scrutiny of the proposal, vide their letter dated 29.12.2006, called for the completion certificate as per DOP&T's check list, up to date recruitment rules, ACRs, integrity certificates, liaison officer's (SC/ST) certificate etc. No further progress has been made for many years.

Continued....

Continued...

Further a letter has been sent to UPSC on 12.09.2014 requesting them to treat all the vacancies in Sr. scale as vacancies having as on date rather than preparing year-wise eligibility lists and fill them up accordingly. UPSC has raised certain queries regarding the operation of the regular Sr. scale posts etc, but progress of collecting data and further action from Railway board, to reply the UPSC's queries not materialized.

However future of Misc. Cadre Officers after implementation of IRMS is also not clear. This aspect should also be taken care of by Railway Board and clear-cut guideline may please be issued. The DPC & Promotion of Misc. Cadre Officers should also be insured and should not be affected due to implementation of IRMS.

IRPOF demands to take action on priority for DPC of all departments of Misc. cadre.

## Item No.7

**Revision of pay structure of Gr. 'B' Gazetted posts of official Language department of Zonal Railways/PU's at par with the CSOLS cadre.**

Up gradation of pay structure of Gr. 'B' gazetted posts of official language department of Zonal railways/Pus from existing PB to Gp. Rs-4800/- (Level-8) to PB-3 Gp-5400 (Level-10) still not done. Although Railway board letter no. PC/VI/2014/I/5/I, dated:28.04.2020 has already been circulated all Zonal railways/PUs.

The compliance of above letter is not been done by Zonal railways/PUs for want of recruitment rules.

IRPOF proposed that Railway board should take immediate action for early upgradation from Level-8 to 10 in reference railway board letter mentioned above.

39. Whether recruitment to a post can be made in absence of recruitment rules of a post?

Ans. If there are overriding compulsions for filling any Group A or Group B post in the absence of Recruitment Rules, then the Ministries/ Department may make reference to Union Public Service Commission for determination of method of recruitment as a onetime measure for filling up of a post on regular basis.

## **Item No. 8**

### **Entry level of all Gr. 'B' Officers including miscellaneous cadre direct in Level- 10**

As most of the aspirant for Gr. 'B' selection are already got 4800/5400 GP and after selection in Gr. 'B' as a officer they have to work in same or less grade pay, which is not justified.

Also the Gr. 'B' and Gr. 'A' are working in same capacity with same financial and disciplinary power hence difference in grade pay is creating partition as in time of British rule. Before 5<sup>th</sup> pay commission the basic pay of Junior Scale Gr. 'B' officers used to be more than Gr. 'A' Junior scale officers but just reverse at present.

Hence IRPOF demands 5400 grade pay in Level -10 to all Gr. 'B' officers right from their entry in Gr 'B'.

## Item No. 9

### Restructuring of Gr. 'B' cadre

- ▶ During approval of recent restructuring of Gr. 'A' officers it is clearly mentioned that the restructuring of Gr. 'B' cadre also to be done, which is duly approved by cabinet.

But it is matter of great regret that even after passing about 3 years no action has yet been taken.

IRPOF demands to start the restructuring of Gr. 'B' cadre and finalize at earliest. V-split upto L- 14 already proposed in item no. 2 may be considered in Gr. 'B' restructuring.

The proposal is reiterated as below.



## Vertical split/financial up- gradation upto Level- 14 (SAG Grade)

- ❑ If the reinstating adhoc Sr. Scale promotion is not possible the vertical-split with financial up-gradation upto Level- 14 should be allow for Group 'B' officers till induction in Group 'A' in as per following timeline till induction in Gr. 'A'.
  - L- 10 to L- 11 after completing 6 years continuous service in Gr. 'B'
  - L- 11 to L- 12 after completing 10 years continuous service in Gr. 'B'
  - L-12 to L- 13 after completing 14 years continuous service in Gr. 'B'
  - L- 13 to L- 14 after completing 17 years continuous service in Gr. 'B'
  
- ❑ **It is matter of fact that in case of Gr. 'A' when difference increases more than two years IAS of same batch N.F. up gradation is given. Similar provision to be done in case of Gr. 'B' Likewise in some State Govt. Civil Services.**

## **Item No. 10**

### **Law officers issue of granting adhoc JAG The change in effective date**

In case of LAW Deptt DPC there is no provision of antedating. Further they are allowed adhoc JAG after three years from date of approval of panel instead of from vacancy year. As DPC is always conducted late so inspite of available vacancy their promotion in adhoc JAG is not allowed as they have not completed 3 years from date of effect of panel which is fixed much later. A they already have completed three years after vacancy year.

Hence demands to issue necessary order to consider after 3 years from panel year if vacancy is available.

## **IRMS Issue and It's effect on Gr. 'B'/ Promotee Officers**

With implementation of IRMS whole scenario is changed and there is uncertainty regarding promotional Aspects of Gr. 'B' officers.

### **In this regard IRPOF demands as under:**

- Future of more than 3500 Gr. 'B' officers selected on basis of old pattern still waiting for induction in Gr. 'A' should be continued for the Gr. 'B' Officers selected up to the date of issue of Gazette notification for IRMS i.e. 15.02.2022.
- The effect of IRMS should be restricted to the only Gr. 'B' officers who are being selected after 15.02.2022 i.e. implementation date of IRMS.
- Being an equal stakeholder, IRPOF should be actively involved in all discussions and decision regarding implementation of IRMS.

# Reduction of Post after Implementation of IRMS in Railways.

Sl. No.	Grades of Duty Post	No. of Existing Sanction Post	No. of Post Sanction in IRMS	Reduction in Post
1	Apex (L- 17)	8	7	1
2	HAG+ (L- 16)	30	59	-29
3	HAG (L- 15)	345	139	206
4	SAG (L- 14)	1332	791	541
5	NFSG+JAG (L- 13 + L- 12)	3261	2325	936
6	STS (L- 11)	1778	1395	383
7	JTS (L- 10)	1647	450	1197
	<b>Total</b>	<b>8401</b>	<b>5166</b>	<b>3235</b>

**Comparative reduction of posts in IRMS with respect to previous sanction**

Posts	Before IRMS (Cadre restructuring 2019)			After IRMS			Net Reduction	
	No of Post	% over SDP	% over TDP	No of Post	% over SDP	% over TDP	Nos	%
Apex	8	0.12	0.10	7	0.15	0.14	1	12.50
HAG +	30	0.44	0.36	59	1.25	1.14	-29	-96.67
HAG	345	5.11	4.11	139	2.95	2.69	206	59.71
SAG	1332	19.72	15.86	791	16.77	15.31	541	40.62
NG SG & JAG	3261	48.28	38.82	2325	49.30	45	936	28.70
STS	1778	26.33	31.16	1395	29.58	27	383	21.54
SDP	6754			4716				
JTS	1647	24.38	19.60	450	9.54	8.71	1197	72.68
TDP	8401			5166				
JTS/STS %	92.63			32.26				

# **Additional supporting documents/details**



Sub:- Indent for Examination **Year 2016** for Engineering Services Examination (**ESE**) and Civil Services Examination (**CSE**).

For direct recruitment to the 8 organized Gr. 'A' services, after the introduction of the post based roster, vacancies are calculated on the basis of a fixed Jr. Scale Cadre strength which is 1647 at present. The Cadre strength in Direct Recruittees (DR) and Promotees is bifurcated in the ratio of 3:1, with the approval of Board and MR on the fact that 3 batches of DRs are considered as working in Jr. Scale at a given point of time whereas only one batch of a Gr. 'B' officer is considered **as normally he is in Senior Scale on ad-hoc basis and by the time he gets inducted in Jr. Scale thus rendering the post vacant as soon as it is filled.** Vacancies for DR & Promotees are thereafter bifurcated in the ratio of 1:1 w.r.t. to the fixed cadre of Gr 'A' in the 8 organized service.

2. **From the exam year 2008 onwards, the Jr. Scale Gr. 'A' cadre was fixed at 1647 which is the sum of the JTS posts (including leave reserves) in each of the 8 organised services, as reflected in the respective cadre restructuring proposals which have been duly approved in the DOP&T, MOF and the Cabinet. Direct recruitment based on fixed cadre was done up to the examination year 2014 for working out indents for CSE and ESE.**

#

With reference to the recruitment through Engineering Services Examination

NS-25

#

3. While approving the recruitment through Engineering Services Examination (ESE 2012) Hon'ble MR had advised right sizing the indent. The indent for recruitment through ESE & CSE for 2015 was finalized on the basis of the number of actual vacancies reported by Zonal Railways and placed on UPSC in November 2014.

4. Vide noting on pre-pages NS-28 & 29, (para 10) vacancies for examination year 2016 have been arrived at based once again, on the vacancy position reported by the Zonal Railways. The vacancies for ESE & CSE thus arrived at are as under:-

Table-I

Services	IRSE	IRSME	IRSEE	IRSSE	IRSS	IRTS	IRAS	IRPS
Vacancies reported by the Zonal Railways	104	132	88	60	44	124	70	46
Vacancies 50% for DR	52	66	44	30	22	62	35	23
Vacancies 50% for Promotees	52	66	44	30	22	62	35	23

50  
9

-: 32 :-

from pre-page:-

Before finalizing the indent, Board (MS) desired to seek comments of Board members concerned regarding size of DR indents of CSE and ESE 2016. (Noting at p-30/ante)

Accordingly a note was sent to all Board Members explaining the size of indents placed over the previous years and how the indent for 2016 has been arrived at. The position which now emerges is as under:

IRSE - (S.No. 47)

Vacancies = 105 reduced to 25. Board (ME) has proposed that in order to facilitate IRSE officer to spend about 5 years in HAG during their career it is necessary that annual intake be restricted to 25. While the size of direct vacancies has been fixed at 25, it has been proposed the ratio of Group 'A' to Group 'B' i.e. 50:50 be revisited.

It is stated here that the ratio of Group 'A': Group 'B' is universally applicable to all services and is one of the basic attributes of an organized service. Any change will require change in the RRs of all the Services. This can not be done for one service.

IRSME - (S.No.49)

IRSME – (S.No.49)

Vacancies = 132 reduced to 16 (ESE) + 30(SCRA) by Board (MM). MM has suggested that the calculation of vacancies should be based on officers on roll, attrition + shortfall of last recruitment. As such, figure of 30 for SCRA and 16 for ESE has arrived for. For promotees, a slot of 29 has been recommended.

It may be noted that w.e.f. ESE-2016, SCRA has been discontinued and the recruitment of IRSME will be fulfilled through ESE only. Against 46 Group 'A' (30 SCRA + 16 through ESE) only 29 Group 'B' slots have been recommended by The ratio is thus heavily skewed in favour of DRs and not in conformity with Further, the working out of the indent is flawed as it is based entirely on attrition in the Cadre and has no connection with the size of the JTS/Gr. 'A' IRSME cadre in old or vacancies in JTS/Gr. 'A'.

In IRSSE and IRSEE, no inputs have been received from the concerned Members. The DR vacancies reported for these 2 services i.e. 30 and 44 may be based on UPSC.

IRSS – (S.No. 53)

Vacancies = 22 reduced to 16 by Board (MM). MM has suggested that an of 16 (14 as vacancy and 2 as shortfall in recruitment) may be placed for Direct ment. The vacancy for PQ has been arrived at 14. This ratio is skewed in favour

02  
11

50  
10

from pre-page:-

-: 33 :-

of DRs and not in conformity with RRs. Further, the working out of the indent is flawed as it is based entirely on officers on roll, attrition rate in the cadre and has no connection with the size of the JTS/Gr.'A' IRSS cadre in the field or vacancies in JTS/Gr.'A'.

#### 6.5 IRTS – (S.No. 54)

Vacancies = 62 reduced to 28 by Board (MT) by earmarking only 71 posts for JTS/Gr.'A'. MT has suggested that since the training period for IRTS probationers is 1.5 years and senior scale is being reached in the subsequent span of 2.5 years, annual level of induction in IRTS through Civil Service Examination works out to:  $71/2.5 = 28$  (as against  $164/2.5 = 66$  earlier). It may be stated here that the size of JTS/Gr.'A' for IRTS has been fixed at 264 (164+100reserve) at the time of last Cadre Review and cannot be reduced by Board.

6.6 In IRAS and IRPS indent of 30 and 23 respectively has been accepted.

IRAS and IRPS indent of 30 and 23 respectively has been accepted.

6.7 The Commission is to be advised that the tentative indent for ESE & CSE-2016 with the vacancies reserved for PWD and it may be noted that the DOPT's thumb rule for working out DR indent is around 3% of the total cadre.\*

S.No. 55

S.No. 56

S. No.	Service	Recommended by E(GR)I	Recommended by Board Members	3% of Gr./ 'A' cadre (Revenue + W/C)
1	2	3	4	5
1.	IRSE	52	25	71
2.	IRSME (incl. SCRA) †	66 (33+33)	46	43
3.	IRSEE	44	44*	36
4.	IRSSE	30	30*	35
5.	IRSS	22	16	22
6.	IRTS	62	28	35
7.	IRAS	35	30	29
8.	IRPS	23	23	16
9.	RPF	10	10**	--
	Total	344	252	287

→ AS PER DOPT GUIDELINE

49

\* E/GR I figures have been taken in absence of a recommendation.

\*\* Vacancy of 10 indented upto 2011. From 2012-15 an indent of 33 has been placed. E(GR)I figures have been taken in absence of a recommendation.

† Entire to be indented on ESE

S.No 57

S.No 58

6.8 The above is submitted for a decision on finalizing the numbers for the indent of ESE 2016 & CSE 2016 to be placed on UPSC by this month (numbers indicated at Column 3, 4 or 5). Same number of vacancies in each Cadre will be reported to E(GP) for Gr. 'A' induction as per rules. PWD vacancies will be worked out on the basis of the approved indent. [As well as Community reservation.]

Matter may be treated as urgent.

~~Sharma~~  
19/10/15

~~D-II/E(GR)I~~ ~~Sharma~~  
12/10/15

~~(GR)~~ ~~Sharma~~  
12/10/15

SO/E(GR)I  
(OL)

On this matter to be the Board

D-II/E(GR) <sup>Shelva</sup>  
12/10/15

SO/E(GR)  
(OL)

E(GR)

Sec.  
14/10/15

E(GC)

(Staff)

The recommendations made by the Board members for Mech/Stores & Traffic are not based on hard facts or principles, as has been brought out. Others, MS + FC have accepted E(GR)'s recommendations; ML has not given any, despite reminders, hence it is assumed that E(GR)'s figures are acceptable. ME has reduced the size drastically which will have an adverse impact on the field.

Case is put up for finalization of indent for 2016 - Column 3 (calculated by E/GC on the basis of actual vacancies) or Column 5 (as per Dept guidelines) - except for IRSE where lower figure of 52, is recommended pl., in that order.

Shelva  
13/10/2015

1/6/16

02  
21

50  
12

- 35 -

EGIR-I has calculated on the basis of actual vacancies, whereas the Board Members have given a figure which apparently has no scientific basis. M.M. has suggested 30. SCRT and 16 ESE which should be in the ratio of 50:50.

We should go by E.(GR)I; proposal M.F.'s suggestion to recruit 25 IRSE Probationers is too less. We may end up providing only one direct officer per zone.

M. Anand  
14.10.73

M/S

part

~~MS~~

14.10.15

Following Indents may be sent :

IRSE — 48  
IRSEF — 44  
IRSSE — 30  
IRSS — 21  
IRTS — 62  
IRAS — 30  
IRPS — 23  
RPF — 10

Indent for IRSME will be decided later.

PA

14.10.15

MS

~~ED E (GR)~~ for 2/1/15

~~ED E~~  
14/10/2015

~~DE/GR~~

DE/GR.

15/10/15

2017

50  
21

Background Note

Indent for Examination Year 2017 for Engineering Services Examination (ESE) and Civil Services Examination (CSE).

For eight Organised services in Group 'A', following Indents were placed on UPSC: -

S. No.	Service	Group 'A' JTS posts	2010	2011	2012	2013	2014	2015	2016
1.	IRSE	295	74	74	74	74	74	48	48
2.	IRSME	168	42	42	42	42	42	38	49
3.	SCRA	168	42	42	42	42	22	38	-
4.	IRSEE	220	55	55	55	55	55	45	44
5.	IRSSE	192	48	48	48	48	49	34	30
6.	IRSS	108	27	27	27	27	27	21	21
7.	IRTS	264	66	66	66	66	65	66	62
8.	IRAS	120	30	30	29	30	30	30	30
9.	IRPS	112	28	28	27	28	28	24	23
	TOTAL	1647	412	412	410	412	412	344	307

2010-2014 -> above vacancies of Group 'A'/ITS of each

indents placed on UPSC) for the 8 organized services and a similar number i.e. (411) were inducted from Group 'B' to Group 'A' every year in these 8 services.

2. For the recruitment year 2015, at the time of working out the indent, Hon'ble MR observed that direct recruitment should be right sized.

3. Arising from the above directions of Hon'ble MR, the indent for ESE & CSE 2015 was reviewed. Actual Group 'A' vacancies on the Zonal Railways were called on for and collated in the Board. Based on actual figures of vacancies on Indian Railways, duly adding the figure of shortfall occurring due to non-joining of candidates of the previous years, the above vacancies were arrived at and indents placed on UPSC. In the same manner, vacancies for 2016 were also indented on UPSC based on actuals.

4. The issue now is with regard to the placing of indents on UPSC for direct recruitment to Group 'A' services for the recruitment year 2017. Once again, the vacancy position as obtaining on the Zonal Railways have been called for and compiled. The vacancies for 2017 in the 8 Organised Services is as tabled below:

C:\Users\RB7912\_305\Dropbox\SURA\Letter.docx

Control 4/1-

From prepage :-

- 4 -

50.  
22

Service	IRSE	IRSME	IRSEE	IRSSE	IRSS	IRTS	IRAS	IRPS	Total
Vacancies	116	112	68	70	44	168	68	78	724
50% for DR	58	56	34	35	22	84	34	39	362
50% for PQ	58	56	34	35	22	84	34	39	362

Similarly, the actual vacancies in Group 'A' Direct Rectt. Quota for RPF (Unorganised service) obtained from its CCA ie. Sec (E) Dte. for placing the indent on UPSC for year 2017 is 35. The total indent, therefore, for all services under ESE and CSE (8 organised services and RPF) for year 2017 is calculated out to be  $362+35 = 397$ .

# S.No 41

Submitted for approval.

De Lano  
22/7/16

[Signature]  
22/7/16  
SO/E(GR)

Shiba  
SO/E(GR) 22/07/16

22/7/16

shela  
~~1-UE/GR~~ 22/07/16

[Signature]  
22/7/16  
SO/E/GR/1

Free.  
~~XGR~~ 22/7/16

E/CC

(Staff)

DI link  
last years  
file Log  
DE/GR 22/7

Gr A Induction from DR and  
PA be kept at 2016 level only.

[Signature]  
22/7/16

Pr  
25.7.16

E/CC

~~DE/GR~~  
Free.  
26/7/16

Log  
26/7/2016

E/CC

50  
23

Ref: - Boards (MS)' decision on prepage - Indent for 2017 for CSE and ESE.

Accordingly, as per notings on page 4/n ante, the indent for recruitment year 2017 may be taken to be the same figures as were indented for recruitment year 2016 (MS' approval at S.No. 44)

Table A

S.No.	Service	No. of vacancies for exam year 2017	SC	ST	OBC	UR	PH
1	IRSE	48	7	3	12	26	1
2	IRSME	49	7	3	13	26	1
3	IRSEE	44	6	3	11	24	1
4	IRSSE	30	4	2	8	16	1
5	IRSS	21	3	1	5	12	-
6	IRTS	62	9	4	16	33	2
7	IRAS	30	4	2	8	16	-
8	IRPS	23	3	1	6	13	1
9	RPF	10	1	-	2	7	Exempted from PWD Act, 1995
10	Total	317	44	19	81	173	7

Community-wise break up of vacancies approved by AM(Staff) at S.No.45

As regards, PwD vacancies to be reserved for ESE and CSE 2017 exams, the following details of points due to be covered in the same.

Ref - Notings at prepage

- 57 -

50  
31

Ref:- EDE(Res)'s observations at prepage.

Sub: - Revised proposal of working out of the firm number of vacancies to be filled on the basis of Civil Services Examination (CSE) 2018 and Engineering Services Examination (ESE) 2018.

EDE(Res.) on NS-56 has desired to link supporting documents indicating the reserved category candidates working against UR slot. In the previous note, the mean years for calculation of availability of Probationers in JTS for CSE were from 2012 to 2015 and for ESE were from 2013 to 2016. In order to maintain uniformity as well as to ascertain exact availability of Probationers in JTS, zonal allocation of Probationers etc. data of Recruitment year 2012 to 2015 has now been taken in account (as CSE-2016 candidates are yet to be issued offer of appointment and ESE-2016 candidates are in process of joining). Meanwhile Board has also approved reservation for PwD @4% of the vacancies in pursuance of RPwD Act, 2016. In view of the above, the indent for CSE & ESE-2018 has been worked out again.

2. For CSE-2018 and ESE-2018, a tentative indent of 127 and 220 vacancies respectively including those reserved for Persons with Disabilities (PwD) and community-wise breakup in respect of all services under CSE and ESE and the number of vacancies arising in CSE and ESE as a result of non-joining of recruited candidates of Reserved Categories i.e. SCs, STs and OBCs was approved vide notings at pages 22-26/N. The same (tentative vacancies) were informed to UPSC (S.No.35 and 36) that representation of SC/ST/OBC is provisional subject to vetting by the Nodal Directorate on the subject by the Ministry.

given in DoP&T's OM No.36012/2/96-Estt.(Res.) dated 02.07.1997

availability of Probationers in JTS, zonal allocation of Probationers etc. data of Recruitment year 2012 to 2015 has now been taken in account (as CSE-2016 candidates are yet to be issued offer of appointment and ESE-2016 candidates are in process of joining). Meanwhile Board has also approved reservation for PwD @4% of the vacancies in pursuance of RPwD Act, 2016. In view of the above, the indent for CSE & ESE-2018 has been worked out again.

2. For CSE-2018 and ESE-2018, a tentative indent of 127 and 220 vacancies respectively including those reserved for Persons with Disabilities (PwD) and community-wise breakup in respect of all services under CSE and ESE and the number of vacancies arising in CSE and ESE as a result of non-joining of recruited candidates of Reserved Categories i.e. SCs, STs and OBCs was approved vide notings at pages 22-26/N. The same (tentative vacancies) were informed to UPSC (S.No.35 and 36) that representation of SC/ST/OBC is provisional subject to vetting by the Nodal Directorate on the subject by the Ministry.

3. As per instructions given in DoP&T's OM No.36012/2/96-Estt.(Res.) dated 02.07.1997 (S.No.37), post based rosters are to be followed to firm up the number of vacancies including community wise distribution along with PwD element for placing indents on UPSC for Civil Services Examination (CSE) 2018 and Engineering Services Examination (ESE) 2018. In absence of Roster Register and non-availability of the data regarding SC/ST/OBCs presently working against reserved quota and working against UR slot, community-wise distribution (SC/ST/OBC) was vetted provisionally by the Reservation Directorate at NS-26/N.

4. Now, in order to work out the firm number of vacancies in CSE-2018 and ESE-2018 for placing the indent on UPSC, the following points would need consideration:-

(GP) letter no. E(GP)2005/2/61 dated 12.10.2015 (F/X), the sanctioned vacancies under CSE and ESE (excluding

Availability of  
vacancies  
available

4. Now, in order to work out the firm number of vacancies in CSE-2018 and ESE-2018 for placing the indent on UPSC, the following points would need consideration:-

(i) As per the E(GP)'s letter no. E(GP)2005/2/61 dated 12.10.2015 (F/X), the sanctioned strength of Jr. Scale Officers/DRs in respect of all services under CSE and ESE (excluding RPF, it being an unorganised service) is 1647. The distribution of DRs among the 8 Organised Services is as follows:-

Table A

S.No.	Service	Sanctioned Strength (in number)
1	IRSE	295
2	IRSME (incl. SCRA*)	337
3	IRSEE	220
4	IRSSE	194
5	IRSS	108
6	IRTS	264
7	IRAS	118
8	IRPS	111
	Total	1647

\* SCRA Exam discontinued from year 2016

Total Sanctioned Strength of services under CSE (IRTS, IRAS and IRPS) is 493.

Total Sanctioned Strength of services under ESE (IRSE, IRSME, IRSEE, IRSSE and IRSS) is 1154.

c:\users\rb7912\_30\desktop\note - copy.docx

Corrected - 5/8/-

7.1 Summarising and consolidating the Tables (V, VI, VII, VIII & IX) at S.No.45, we arrive at the community-wise break-up of 220+3 =223 vacancies (to be filled through ESE-2018) as SCs, STs and OBCs, service-wise vacancies including carried forward vacancies based on DoP&T's post based roster and calculated as per DoP&T's OM dated 02.07.1997 is as follows:-

**Table D**

Service	Total no. of vacancies	Current + Carried Forward vacancies	SC	ST	OBC	UR
IRSE	61	61	7	0	19	35
IRSME	54	54+0	0	1	+0*	53
IRSEE	50	50	6	5	12	27
IRSS	38	37+1	3+1	5	10	19
IRSS	20	18+2	3+1	1	3+1	11
<b>Total</b>	<b>223</b>	<b>220+3</b>	<b>19+2</b>	<b>12</b>	<b>44+1*</b>	<b>145</b>

8. As per MoSJ&E Notification dated 15.06.2017<sup>8</sup> on RPwD Rules, 2016, PwD vacancies shall be computed @ 4% of total number of vacancies. A meeting of an expert committee nominated by the CCAs for identifying the category of disabilities for appointment to CSE and ESE held on 21.12.2017 has concluded and the relevant minutes are placed at S.No.43(including category of disability). The same has been approved by the Board. Rosters of PwD and its format have also been advised by DoP&T.

PwD vacancies to be reserved for CSE-2018 and ESE-2018 examination.

insured  
OBC  
in  
as  
availabi  
ready  
the  
required  
refers

refers

220+3	3+1	1	3+1	19
	19+2	12	44+1*	11
				145

8. As per MoSJ&E Notification dated 15.06.2017<sup>7</sup> on RPwD Rules, 2016, PwD vacancies shall be computed @ 4% of total number of vacancies. A meeting of an expert committee nominated by the CCAs for identifying the category of disabilities for appointment to CSE and ESE held on 21.12.2017 has concluded and the relevant minutes are placed at S.No.43 (including category of disability). The same has been approved by the Board. Rosters of PwD and its format have also been advised by DoP&T.

8.1 As regards the PwD vacancies to be reserved for CSE-2018 and ESE-2018 examination, the following are the details of points due to be covered in the same:-

Table E

S.No.	Service	No. of vacancies for exam year 2018	Points (1, 26, 51 & 76) covered in the 100 points PwD roster @4% under RPwD Act 2016	Category of Disability to be covered
1	IRSE	61+0=61	pt. no.1, 26 & 51 of cycle 1	03 (02 LD & 01 HI) (OA/OL & HH)
2	IRSME	54+0=54	pts. no. 1, 26 & 51 of cycle no.1	03 LD (OA/OL)
3	IRSEE	50+0=50	pts. no. 1 & 26 of cycle no. 1	02(01 LD & 01 HI) (OA/OL & HH)
4	IRSSE	37+1=38	pts. no. 1 & 26 of cycle no. 1	02 LD (OA/OL)
5	IRSS	18+2=20	pt. no. 1 of cycle no. 1	01 LD (OA/OL)
6	IRTS	62+9=71	pts. No. 1, 26 & 51 of cycle no.1	03 LD (OA/OL)
7	IRAS	30+4=34	pt. no. 1 & 26 of cycle no. 1	02 (01 LD & 01 HI) (OA/OL/OAL/BL & HH)
8	IRPS	27+1=28	pts. no. 1 & 26 of cycle no. 1	02(01 LD & 01 HI) (OA/OL & HH)
9	RPF	8	Exempted from the applicability of RPwD Act 2016	
	<b>Total</b>	<b>347+17=364</b>		18

+ indicates carried forward vacancy

Refer

Refer

KA

13. In view of the vacancies above, we may place a final indent of  $141+223=364$  (from Table-H & Table-I) for CSE-2018 & ESE-2018 with following category-wise break-up on carried forward vacancies:

Table K

Service	Vacancies	SC	ST	OBC	UR
IRSE	61	7	0	19	35
IRSME	54	0	1	0	53
IRSEE	50	6	5	12	27
IR SSE	37+1	3+1	5	10	19
IRSS	18+2	3+1	1+0	3+1	11
IRTS	62+0	7+2	5+2	14+5	36
IRAS	30+4	6+1	3+0	4+3	17
IRPS	27+1	4+1	0	8+0	15
RPF	8	1	0	2	5
Total	347+17 (364)	37+6	20+2	75+9	218

+ indicates carried forward vacancy

c:\users\b7912\_305\desktop\note - copy.docx

Contd... 62/-

2018) and 220 (to be filled through ESE 2018 computed separately on the  
vacancy based roster and post based roster is tabulated at F/Y for kind perusal.

Extracts of roster registers pertaining to various services under CSE and ESE, duly  
are placed at S.No.21-29. EDE(Res.) is requested to please vet the community-wise  
Table-K and PwD component at Tables E & G respectively. Although, the tentative  
SE and ESE 2018 has already been approved by Board (MS) at NS-21, approval of  
is again solicited on account of shift from vacancy based roster to post based roster for  
indent at Para 13 at prepage so that final indent of  $347+17=364$  vacancies along with  
to be filled on the basis of CSE-2018 and ESE-2018 following adoption of post based  
placed on UPSC. After approval of Board(MS), vetting of PwD element will be sought

med please.

(Marked - Most Urgent)

*[Handwritten Signature]*  
19/11/18

SO-11/E(GR)1

⊕ Tables H&I  
(para 11)

2018  
21st] holidays

19/11/18

ee.  
21/11/18

to maintain the tentative indents placed on UPSC prior to adoption of post based  
functioned strength of various services under CSE and ESE has been inflated, wherever  
warding to the indent figures approved by CCAs concerned. For the sake of clear  
variation of community-wise break-up (SC, ST & OBC) of 127 vacancies (to be filled  
& 2018) and 220 vacancies (to be filled through ESE 2018 computed separately on the  
ncy based roster and post based roster is tabulated at F/Y for kind perusal.

want extracts of roster registers pertaining to various services under CSE and ESE, duly  
are placed at S.No.21-29. EDE(Res.) is requested to please vet the community-wise  
Table-K and PwD component at Tables E & G respectively. Although, the tentative  
SE and ESE 2018 has already been approved by Board (MS) at NS-21, approval of  
is again solicited on account of shift from vacancy based roster to post based roster for  
indent at Para 13 at prepage so that final indent of  $347+17=364$  vacancies along with  
to be filled on the basis of CSE-2018 and ESE-2018 following adoption of post based  
placed on UPSC. After approval of Board(MS), vetting of PwD element will be sought

mitted please.

(Marked - Most Urgent)

*[Signature]*  
19/11/18  
SO-II/E(GR)I

④ Tables H&I  
(para 11)

2018] holidays.  
21/11/18

19/11/18

see.  
21/11/18

26. How is the method of recruitment or percentage of vacancies to be filled by various methods of recruitment decided?

Ans. The percentage of vacancies to be filled by each method that may be prescribed for a particular post or Service depend on a judicious blending of several considerations, e.g.,

- (i) the nature of duties, qualifications and experience required;
- (ii) the availability of suitable personnel possessing, qualifications and experience within a cadre.

the requisite ✓

...6/-

- 6 -

iii) The need for ensuring that suitable incentives exist for the maintenance of an adequate standard of efficiency in the cadre;

iv) Consideration of the question whether, having regard to the role to be performed by a specified cadre or Service, it is necessary to provide for direct intake of officers at an appropriate level with a view to injecting fresh knowledge and experience that may not be normally available in a particular Service or Department etc.

v) The proper mix of the six methods of recruitment i.e. (a) promotion (b) direct recruitment (c) deputation (d) absorption (e) re-employment (f) short-term contract (mentioned at (a) to (f) above).

of functional posts are found. Members of the Service are often deputed to ex-cadre posts in the same functional area. It is desirable that all ex-cadre posts be merged into appropriate Service as far as possible.

(iii) **Deficient cadre structure-** A well constituted cadre is one that fulfills both the functional objectives of the Service and legitimate career aspiration of its members. It, however, depends on how the cadre has been structured at the time of the constitution of the Service and the manner in which it has been maintained. The cadre controlling authorities are sometimes compelled to resort to ad-hoc measures because functional requirements of the Organization concerned are not accurately anticipated or there are abrupt bottlenecks in promotions. Obviously, in a structure which is too wide at the bottom or even at the middle

level tapering off to a very narrow top, promotional avenues for its members are severely restricted causing frustration among them and reducing the effectiveness of the Service.

(iv) **Poor provision of reserves:** Another serious lacuna of some organised cadres is the lack of provision for one or other types of reserves giving rise to cadre management bottlenecks.

(v) **Absence of recruitment rules:** Finally, there are some services which do not have proper and updated recruitment rules.

## SECTION 5

### Objectives of a Cadre Review

1. The main objective of a cadre review has traditionally been to strike a healthy balance between the functional requirements and career progression. It need not be emphasized that a satisfied workforce leads to its enhanced efficiency and sense of belongingness and thereby benefits the organization immensely. Generally speaking, the objectives of a cadre review are to:

- a) estimate future manpower requirements on a scientific basis for a period of 5 years at a time;
- b) plan recruitment in such a way as to avoid future promotional blocks and at the same time prevent gaps from building up;
- c) restructure the cadre so as to harmonize the functional needs with the legitimate career expectations of its members; and
- d) enhance the effectiveness of the service.

While financial upgradation and improved social standing are important, higher responsibilities and job satisfaction are probably no less important for motivation of members of a service. Improved social standing is generally associated with designation. Unlike in private sector where an expansion in the business leads to more openings at the top of the ladder, in the government any expansion would increase the strength in terms of functional hierarchy. Ideally, after assessment of functional requirements, the duties and responsibilities attached to various posts may be realigned with a view to optimizing the use of human resource and at the same to ensuring smooth career progression.

(ii) **Span of control**- The number of subordinates that a superior officer supervises should

stage.

(ii) **Capacity Building-** A scientific plan for the development and deployment of officers in a cadre should be devised. This plan should spell out in detail the requirement in terms of skills/specialties, desirable experience etc. for different positions, and the various training programmes required for the attainment of this objective.

The placement of officers, in and outside the cadre, should be in line with the skills/experience acquired by them. It should, therefore, be done after a careful screening of eligible personnel in relation to the type of posts to be filled up.

(iii) **Promotional Avenues-** A diligent assessment of promotional avenues (threshold analysis) both before and after the cadre review should be reflected in the proposal. It should also be ensured that the feeder grades, if any, are not impacted adversely.

## Year wise retirement detail of Promotee/ Gr. 'A' Officers (Civil) and Requirement/ Induction detail.

Year	No. of Promotee Officer Retire	No. of Gr. 'A' Officer Retire	Vacancy Year	Indent for Recruitment in Gr. 'A'	Induction of Gr. 'B' Officer to Gr. 'A'	Remarks
2016	58	31	2016-17	48	27	
2017	45	29	2017-18	48	34	
2018	63	25	2018	48		
2019	72	29	2019	61		
2020	62	30	2020	74		
2021	80	26	2021	-		
2022	77	36	2022	-		
Aver.	61	28				

## RECRUITMENT TO ORGANISED RECRUITMENT TO ORGANISED GROUP 'A' RAILWAY SERVICES

### Introduction

1. Board had constituted a committee consisting of EDE (GC), ED (T&MPP), EDE (E&R), EDPC-I and JS (G) to recommend the level of recruitment to be made in various Group 'A' organized Railway services. The Committee had submitted its report on 13.08.1998. However, at about the same time it was found to be necessary, for implementation of post based reservation roster, to consider certain amendments to the relevant recruitment rules in line with DOP&T's OM No. AB-14017/2/97-Estt.(RB) dated 25.5.1998, and this required identification of the Junior scale cadre for the Group 'A' organized services of the Railways. This matter was also referred to the Committee consequently and EDE (Res) was also nominated as Member of the Committee.

Thus, the Committee has considered the following as its terms of reference:

- (i) Fixing Junior Scale cadre for Group 'A' organized 'Railway services.
- (ii) Recommending the level of recruitment to be made in various Group 'A' organized Railway services.
- (iii) Other related issues and the recommendations of the Committee thereon.

## Identification of Juniorscale cadre for Group 'A' organized services of the Railways

2. Presently, the Junior Scale posts of organized Group 'A' Railway services are not separately identified or quantified. When an Assistant Officer's post is manned by a Group 'A' officer, the post is operated as Group 'A' and when it is manned by a Group 'B' officer it is deemed to be and operated in Group 'B'. Accordingly, in the recruitment rules, the quotas to be filled up by direct recruitment and by promotion to Junior Scale (which at present is 50-50), were related to the vacancies. As a follow up of the Supreme Court judgement on reservation for SC / STs etc., DOP&T have issued guidelines which stipulate that wherever the quotas have been provided in terms of vacancies, they should now be converted into post based quotas. In the recruitment rules, therefore, now the quotas for direct recruitment and promotion to Junior Scale, have to be in terms of posts. The identification of the Junior Scale cadre now becomes necessary, as 50% of the Junior Scale cadre posts shall have to be for promote officers and 50% for directly recruited officers. The reservations in each category shall then be worked out accordingly, based on the number of posts and their occupancy.

four years as per administrative requirements.

**Level of recruitment to be made each year to various Group 'A' organized Railway services**

4. The extent of recruitment is closely related to career planning of officers. The level of recruitment, therefore, has to be commensurate with reasonable promotion / career prospects for officers. This concept makes it necessary to relate the placement of requisition with career planning of officers in mind and not with the actual number of vacancies which may theoretically be worked out in each of the cadres (Promote quota and Direct Recruitment quota). For working out the vacancies accordingly, the criterion are to be decided.
5. In the past, the components which used to be reckoned for working out the vacancies have been:
  - (i) Normal wastage in the form of retirements etc. in the total cadre (Senior Scale and above).
  - (ii) Shortfall in materialization.
  - (iii) Progressive reduction in the quantum of ad-hoc appointments to Senior Scale of Group 'A'.

**Normal Wastage**

Group 'A' officers, at the time of their entry into service has been taken as 26 years leaving them 34 years of service before superannuating at the age of 60 years. Of these 34 years the directly recruited Group 'A' officers would spend about 30 years in senior scale and higher posts. On the other hand, the officers inducted from Group 'B' into Group 'A' are presently reaching that stage at the average age of about 52 years. In the coming years, i.e. in near future, this is expected to come down to about 48 - 50 years due to:

- Increase in the percentage of induction from Group 'B' to Group 'A' from 40% to 50 %
- Planned reduction / elimination of ad-hoc manning of Senior Scale posts.

9. These officers on induction to Group 'A' straight away get Senior Scale due to credit of the Group 'B' service given to them while fixing their seniority in Junior Scale Group 'A'. Thus their total service in senior scale and higher posts would be about 10 years before they superannuate at the age of 60 years. Therefore the average period spent in senior scale and higher posts by the total population of Group 'A' officers would be  $(30+10) / 2 = 20$  years (as the proportion from the two streams is equal - 50% from each). In this background. The percentage of the cadre to be inducted in Group 'A' each year works out to  $100 / 20 = 5\%$ .

10. The Committee, therefore, recommends 5% of the total Senior Scale and higher cadre (including work charged posts) to be taken on account of normal wastage like retirements etc.

25. Though the cadre is split into 50% for promote officers and 50% for directly recruited officers, it is open to the administration to fill up a certain number and not all the posts in any cadre. Thus, the vacancies should be filled up in equal number from both the categories. In the event of any demands for filling up larger number of vacancies in the Junior Scale cadre belonging to promotion quota, the administration can consider changing the system of ante-dated seniority accorded to promote officers as that would enable the entire promotion quota cadre of Junior Scale being filled up in a span of four years. The rule of ante-dated seniority to Group 'B' officers on their induction in Group 'A' is peculiar to the Railways only and is not the practice in other Government Department.
26. Having regard to the above considerations, while fixing the Junior Scale cadre, there should also be a clause that the Junior Scale posts that may remain vacant shall be operated in Group 'B' on administrative considerations and manned by Group 'B' officers.

### **Recommendations**

## Recommendations

The Committee, therefore, recommends that:

- (i) The Junior Scale cadre should be identified as of 1680 with 840 posts belonging to direct recruitment quota and, 840 belonging to promote quota as per service wise distribution given below:

<u>SERVICE</u>	<u>Cadre for DR</u>	<u>Cadre for Promotion</u>
IRSE	215	215
IRSME	130	130
IRSEE	110	110
IRSSE	80	80
IRSS	65	65
IRTS	110	110
IRAS	80	80
IRPS	50	50

840

840

(ii) Vacancies to be worked out on the basis of the following criteria:

- a) 5% of the total cadre may be taken as normal wastage on account of retirement etc.
- b) The backlog of the previous years of direct recruitment and promote quota may be carried forward to the next recruitment cycle.
- c) For reduction of ad-hoc arrangements in senior scale, an element may be added as has been done in Annexure IV and IV (a).

(iii) Having regard to the above, requisition for a total of 168 direct recruits may be placed and promote officers in equal number may be induced into Junior Scale Group 'A' for the next four to five years, after which the position can be reviewed.

(N.P. Singh)

(R.K. Kashyap)

(A.C. Bakshi)

ED/E&R

ED/PC I

JS/G

(Ram Prakash)

(T.N. Vijh)

(Niraj Kumar)

ED/(Res)

ED/E(GC)

ED/T&MPP

N.B. Kindly also see my note placed at 21/A to 23/A at File No. 07 5/00/15/15

(ii) Vacancies to be worked out on the basis of the following criteria:

- a) 5% of the total cadre may be taken as normal wastage on account of retirement etc.
- b) The backlog of the previous years of direct recruitment and promote quota may be carried forward to the next recruitment cycle.
- c) For reduction of ad-hoc arrangements in senior scale, an element may be added as has been done in Annexure IV and IV (a).

(iii) Having regard to the above, requisition for a total of 168 direct recruits may be placed and promote officers in equal number may be induced into Junior Scale Group 'A' for the next four to five years, after which the position can be reviewed.

(N.P. Singh)

(R.K. Kashyap)

(A.C. Bakshi)

ED/E&R

ED/PC I

JS/G

(Ram Prakash)

(T.N. Vijh)

(Niraj Kumar)

ED/(Res)

ED/E(GC)

ED/T&MPP

N.B. Kindly also see my note placed at 21/N to 22/N + File No. 07 5/2014/15

**No. I-11011/1/2009-CRD**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel and Training**

**3<sup>rd</sup> Floor, Lok Nayak Bhawan,  
New Delhi-110003**

**December 14, 2010**

**Office Memorandum**

**Subject: Consolidated guidelines on cadre review of Central Group 'A' Services.**

The undersigned is directed to say that provisions governing the process of cadre review of Central Group 'A' Services are contained in various Office Memoranda issued by the Department of Personnel and Training and the Department of Expenditure. As a part of this Department's endeavour to keep the personnel policies relevant to current and future needs, these provisions have been reviewed in consultation with various stakeholders and it has been decided to issue a consolidated and revised set of guidelines on cadre review. The revised guidelines are given below. Besides, the broad issues concerning cadre review have been elaborated in the revised Monograph on Cadre Review of Central Group 'A' Services enclosed herewith. The list of existing Central Group 'A' Services is at Annex-I.

**2. Formulation of Proposal**

## 2. Formulation of Proposal

- (i) The proposal would be formulated, to the extent possible, in consultation with the representatives of service association (s). While drafting the proposal, all issues like expected changes in the Organization's activities, automation, amendment in the business processes, recruitment planning, plugging the skill gaps, cadre structure, career progression, financial implications etc. must be analyzed and made part of the proposal. These issues and their impact on cadre structure have been discussed in Section-5 and Section-6 of the Monograph.
- (ii) Full functional justification for each creation of post/upgradation should be given. A job evaluation exercise may be undertaken for each category of posts so as to ensure that different grades are assigned corresponding level of functions and responsibilities.
- (iii) It may be ensured that the cadre review would not have an adverse impact on the feeder grade.

7. **Restriction on direct recruitment**-There is a restriction on direct recruitment to the extent that it should not exceed 3% of the total cadre strength. The authority to relax the condition rests with DoPT. It has now been decided to do away with this restriction. The Cadre Controlling Authorities are, however, advised not to resort to any bulk recruitment as it would create a bulge in the structure leading to stagnation at later stage. This may be kept in view while projecting recruitment planning.

Sd/-

(Pratima Tyagi)

Deputy Secretary to the Government of India

Tel:24622461

To

All the cadre controlling authorities

2015

Sub: Indent for ESE, CBE-2015 for 8 organized services and  
alongwith Reservation for PH vacancies

50  
51

Annexure-I

For the examination year 2015, MR had directed that a decision on 'right sizing' the recruitment be taken. Accordingly, vide n/s 7, MS has approved Direct Recruitment to the eight Organized Services for examination year 2015 as follows:-

S. No.	Service	Indent
1.	IRSE	48
2.	IRSME	76 (38 + 38 SCRA)
3.	IRSEE	45
4.	IRSSE	34
5.	IRSS	21
6.	IRTS	66
7.	IRAS	30
8.	IRPS	24
	<b>Total</b>	<b>344</b>

of PPF for four consecutive examination years from 2012 to

# **Thank You**

**H.C. Yadav**

**SG/IRPOF**

# Reduction of post during restructuring 2019

Grade	Strength before cadre review			Strength after CR (% calculated on 100% revenue + 75% work charged	If average % would have been applied on revenue only	Reduction in Total Post after Restructuring	Percentage Reduction
	Revenue	Work charged	Total				
Apex	1	0	1	8	8	-7	-700
HAG+	15	0	15	30	30	-15	-200
HAG	117	71	188	345	147	-157	-83.51
SAG	696	343	1039	1332	644	-293	-28.20
JAG	1558	1810	3368	3261	1549	107	3.18
STS	916	2368	3284	1778	926	1506	45.86
SDP	3303	4592	7895	6754	3303	1141	14.45
JTS	1647	0	1647	1647	1647	0	0
<b>Total</b>	<b>4950</b>	<b>4592</b>	<b>9542</b>	<b>8401</b>	<b>4950</b>	<b>2282</b>	<b>11.96</b>