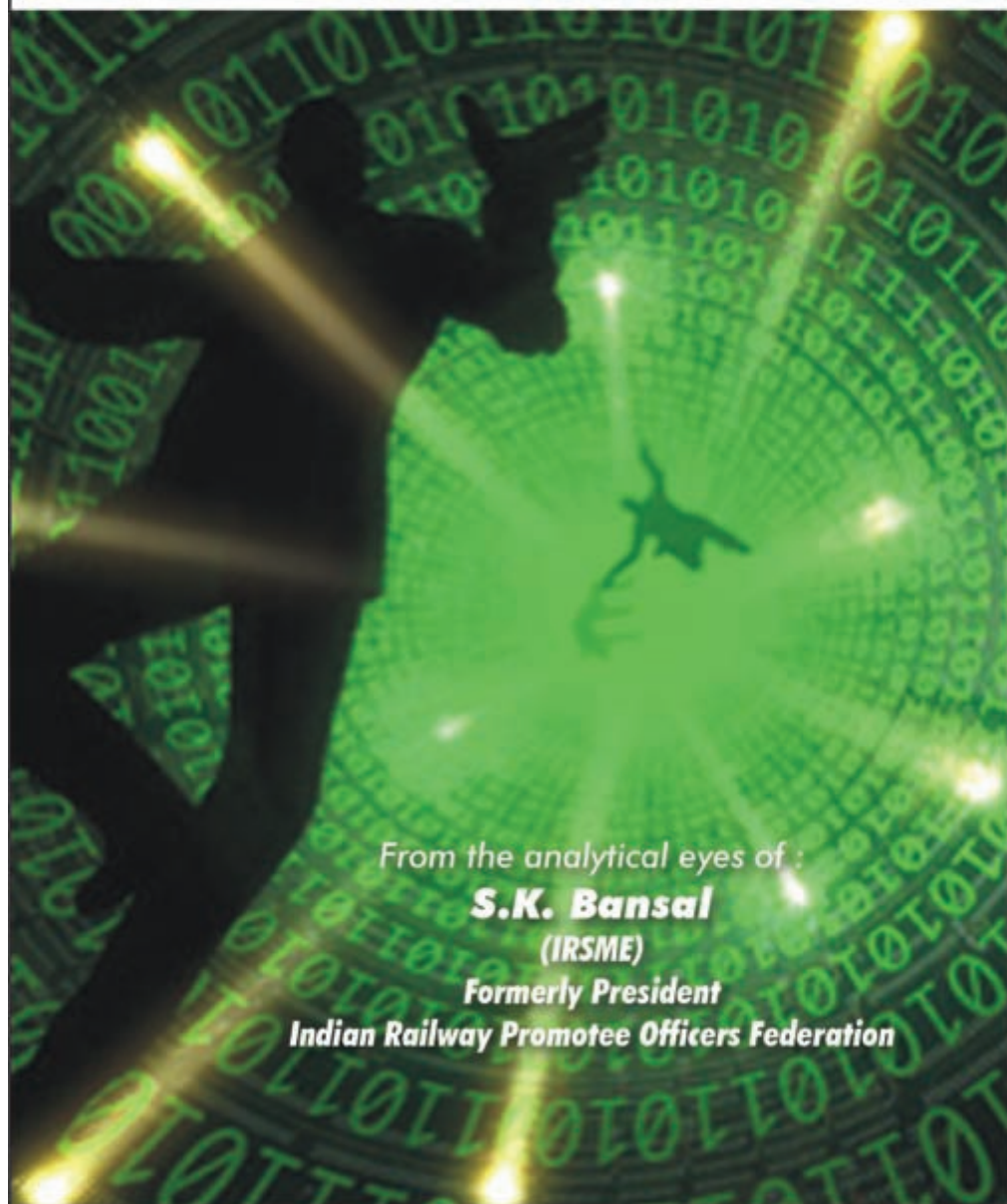


Genteel Genocide of Gp. 'B' Gazetted Cadre in the Railway

***The Testimony of the Travails of
Gp. 'B' officers of Railway***



From the analytical eyes of :

S.K. Bansal

(IRSME)

Formerly President

Indian Railway Promotee Officers Federation

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of Gp. 'B' Gazetted Cadre in the Railway
रेलवे के ग्रुप 'बी' राजपत्रित संवर्ग का सौम्य नरसंहार

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रेलवे के ग्रुप 'बी' अधिकारियों के कष्टों का साक्ष्य

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A FEW WORDS

Myself, author of this booklet remained involved intensively, ever since my induction as Gazetted cadre, in the struggle of Gp.'B'. officer against the injustice and discrimination being perpetuated by the administration, since decades, on account of apartheid policy being adopted by them, despite, the India as a country being the pioneer in removing this policy. It has been the firm belief of the author, that we can not fight against injustice, unless we have full knowledge of the issues. As such it had been my endeavour throughout my service life as gazetted officer, to ensure assimilation of knowledge to the maximum number of officers, through Statements, Articles, Seminars and addresses in meetings, for which I travelled all over India during my service span and meeting/addressing Gp.'B' officers.

Continuing this, even after my retirement in Oct. 2005, from the post of SAG and after a record railway service of 43.5 yrs., I wish to make my due contribution even now, as this has been my belief, that whatever I got, it is on account of the good wishes of a large number of Gp.'B' (and also Train Examiners Category, to which I belongs), and therefore I am indebted to this Category of Officers/staff.

Hence, this booklet is an humble contribution, which may prove much useful at this time of period, because of constitution of the VI Pay Commission. I am sure that this will prove its worth, at appropriate time.

I greatly acknowledge the contribution made by S/Sh. Ram Kishor, Sr. Accounts Officer/N.Rly., M.S. Meena, DCM-Ambala Division/N.Rly., R.N. Mahapatra, Sr. PRO/SE Rly., and specially Sh. Pawan Sharma, Sr. Technician, Baroda House/N.Rly. in bringing out this booklet.

S.K. Bansal

New Delhi

Dated : 10th November 2006

ABOUT THE BOOK

This booklet has born out of persistent and perennial pain in the heart of Sh. S.K. Bansal, the author, about the Gp. 'B' category to which he sincerely belonged. It had been his dream, vision and ambition that Gp. 'B' officer should find their respective respectable place in the bureaucratic hierarchy of Indian Railways, which they rightfully, deserve, not by the way of sheer recruitment but through their merit, not less than any directly recruited Gp. 'A' officers, in any manner, whether performance or qualification. The genesis of problem of Gp. 'B' lies in their recruitment and the total attitude towards them. The author had been fighting tooth and nail to bring due honour and place, when he worked as President of the apex body of Promotee Officers i.e. IRPOF or as a ordinary member. This book basically starts with tracing the origin of Gp. 'B' officers in British Empire and slowly moves ahead weaving together the thread of agony with hope to get a better life for promotee officers. The fine prints of history tells us how group 'B' officers are still being harassed mentally, emotionally & promotionally, in the free India.

This book is a testimony to the fact that, by following the apartheid policies for Gp.'B' Officers, whether in recruitments, or promotions or even in day to day working the administration is resorting to the **Genteel Genocide of Gp'B'** as a Cadre, by way of creating utter frustration in the mind of Gp.'B' officers. It reflects on our sufferings emanated from the apartheid policy of the white English and surreptitiously implemented by their sons and daughters of Indian origin who took the reign from them on 15th August to maintain the inherited distance not only in mind but also in their hearts. It is a **true testimony of travails of Gp.'B' officer's sufferings**, by way of injustice, discrimination against them and no consideration at any stage for them, at all stages right from recruitment, DPCs, DPC delays, calculation of vacancies, no promotions, acute stagnation, no career planning for Gp.'B' at all. The Gp. 'B' officer's are suffering all these, without knowing and in quite innocently, without resentments, because of no knowledge of designs and policies of the administration.

Sh. Bansal, has therefore, brought out a booklet, in a very cogent way, to tell Gp.'B'

officers about all this, but this book does not leave the readers (Promote officers) in the lurch, but tell us how we can change the course of our future. The best part of the books, being the style of Sh. S.K. Bansal, to speak through facts, data and analysis of data, it helps the reader to understand the subject in a most satisfying way. However, the data presented may make you disturbed and conscious too, as a Promotee officers, Sh. S.K. Bansal seems to be successful in his endeavour. Such a compilation would have not been possible by a person of status, less than Sh. S.K. Bansal, for which any praise on him would be insufficient. This book should be referred as a guide book for future and present Gp 'B' officers to trace their path of career advancement and honoured life. It also evokes our sense of gratitude towards Sh. S.K. Bansal for having torch in his hand, to lit our darkened mind and kindling the hope for better future.

This is a wonderful book to be kept handy by every Gp.'B' Officer to have an authentic knowledge of our past and present, sufferings and problems, extremely required for laying foundation of a better tomorrow.

The book of **“Genteel Genocide of Group ‘B’ Gazetted cadre in the Railways”** is really a treasure for those who love and embrace information for the betterment of their generation.

RAM KISHOR

Sr. Accounts Officer/N.Rly.

SYNOPSIS

This is the story of Historical injustice to Gp.'B' as a class. The cadre of Gp.'B' emanated from the policy of 'apartheid' of British Govt. in 1925, out of their compulsion, on account of political pressure by Indians by virtue of their freedom struggle, to grant them share in to rule in India. As usual, they were not prepared to grant equality to 'Kala Logs' of Indian origin with 'Gora Sahibs' of England, hence difference in pay scales, promotion opportunities and even status, though were supposed to perform same duties, with same responsibilities and same powers.

However, the folly was realised soon and they announced their intentions to do away with every discrimination w.e.f. 01.04.47. But due to decoration of independence, and the attitude of new bureaucrats though Indian, yet still 'Gora' by their head & heart and the discrimination still continuing despite Pay Commission recommendation (1st), Announcement in Parliament (1944), decision of Standing Finance Committee (July 1946), Standing Committee recommendation (1994) and assurance by every Railway Minister S/Sh. C.M.Poonacha, George Fernandes, Madhav Rao Sciendia, Ram Vilas Paswan and Nitish Kumar.

Every body accepts that there is **no difference in duties, powers, responsibilities and posts being interchangeable and not bifurcatable**, but still not agreeing to do away the class discrimination. It is accepted that **non-provision of Gp. 'B' in RPF can work**, but not in other deptts. **Flexible compliment scheme can function** in medical department but not in other departments. **Career planning is essential for direct recruits** but not needed for Gp. 'B', **delay in DPCs is there**, but no remedy is in sight. **Filling up the large number of vacancies is detrimental for Gp. 'A'** hence, lesser vacancies shall be given to Gp. 'B', even if **this stagnates them**. **Foreign assignments/training is not meant for Gp. 'B'**. Gp. 'B' may be at the receiving end but **Gp. 'A' and even Gp. 'C' should not be adversely affected**. It is accepted that **Gp. 'B' cadre is just like the spinal cord of the management**, but no effort is spared to weaken it. Yet, there is **no dearth of crocodiles tears**. Every top official right from CRB to down below, **feels discrimination in gazetted cadre is not warranted** and also that Gp. 'B' officers are **playing vital role in the efficient performance of railways**, but still no due consideration is for Gp. 'B'.

This is the compendium, therefore, of grievances, injustices with Gp.'B' officers, to tell Gp.'B' at large, how **"Genteel Genocide of Gp.'B' Gazetted Cadre in the Railways"** is being effected by the present day rulers.

To know about injustice is a sure way to struggle, hence this compendium.

S.K.Bansal

FOR ANY SUGGESTION
OR
ERROR CORRECTION
AND/OR
FOR ANY QUERY

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INTRODUCTION

I have witnessed over the years that we could not achieve what we deserve for is due to the chronic lackadaisical attitude of Railway administration over the year since pre/post independence era and lack of keen desire on our part to achieve what has not been provided, to some extent. It is because of the fact that I remained associated with the struggle of the Gp'B' officers and I have found that railway administration has never been so strong, to deny what is due to us, but it was we, who did not demonstrate the due urgency to solve the chronic problem. Despite all this, my hope has not dampened, even after retiring from railway service, that our united effort can only solve our problems and its path passes through rousing our collective wisdom for struggle and not certainly by handing over the reign of our fate in one or two hands, how sincere the strong those hands may be.

It is not only that we are being deprived from our legitimate share in Rly system, but every effort is being made to take away what we have been provided so far. This is another part of the policy of Rly administration that we should not focus on what is being denied by them, but on defending the already achieved. The Rly administration is not going to stop here. They will weaken our leadership by offering sops to them in various manners. You have to understand this fine print of new policy of the Rly Administration. The time ahead is really dangerous and alluring also. We have to tread the path carefully.

It is therefore, essential that one should know, that what are the issues, where injustice is actually being done to them, what are the dues which are not being extended to them, where discrimination is being inflicted upon them, where they are being treated step monthly, in what way they are being denied the benefits/facilities which otherwise should have been extended to them, so that struggle is continued.

For all this the author of this has made an honest attempt to present the full picture of all the plight and sufferings being experienced by the Gp. 'B' officers before the wannable strugglers, to ponder over the issue in depth and decide their future course of action.

I have also felt that most of us are not aware what are problems/issues that are concerning our well being and some who are aware are not in a position to present them in proper perspective before our brothers/sisters at number of times. This all compelled me to pen down all such problems/issues at one place for the benefit of all. It to not only aimed at highlighting the perpetual and slow annihilation of Gp 'B' gazetted cadre of the railways by the apartheid policies of Railway administration but also an attempt to suggest solutions to issues underlined.

This is an humble presentation to whip up the passion among the Gp 'B' to snatch away the what has been taken from them clandestinely in garbs of false pretensions. If this note is able to do that, it shall be highest & most expected remuneration to me for my long services for the cause, as President of IRPOF and dedicated soldier of the struggle over the years.

Can you take a little trouble to spare a few minutes to have a feel of your fate. If so, please do it immediately

2.0 DOWN TO MEMORY LANE

- Birth of the cadre – As a outcome of demand by Indian – during freedom struggle – for share in management of India, for Indian, in 1905 or so.
- Istington committee was set up (1912-15) and as per their recommendation – **Lower Gazetted Service “(LGS)”** was introduced in between ‘**Superior Gazetted Service (SGS)**’ and the Sr. subordinates on the plea that “ **where there is a large body of work of a less important character to be done, though of a kind which cannot be performed by a subordinate agency, it would be extravagant to recruit officers of higher class.**
- Lower Gazetted Service (LGS) scheme though introduced in 1925, but vide Rly. Bds. Letter No. 2520-E dtd. 02.03.1931 the same was formally created and the intention was **to reserve working posts of minor importance for the officers of LGS.**
- In company managed railways, this artificial division of LGS & SGS **did not exist and they all enjoyed the same status and scales of pay with no difference at all.**

- Within few years, government started realising that it is **difficult to distinguish between the jobs done and responsibilities shouldered by LGS & SGS.**
- Heart burning also started in LGS, as though they were **performing same duties, shouldering same responsibilities, and exercising same powers, but they were being distinguished from SGS in the matter of pay scale and promotions.**

Hence the quest for abolishing this **artificial classification started** from here itself, specially on the merger of company owned Railways where there was no distinction – and state Railways after world war – II.

Therefore the first problem and demand of promotee officers starts from here.

3.0 ABOLITION OF TWO FOLD CLASSIFICATION OF OFFICERS:

- Rly. Bds. Memorandum to the Standing Finance Committee (July 1942).
 - "While it has not been found possible to specify with any degree of precision, charges which can or cannot be held by promoted subordinates, the difference in the scale of pay between officers of SGS cannot obviously be justified....."
- 17th May 1943 and 31st July 1943 – Minutes of the Standing Committee – decided
 - **To abolish the LGS**
 - **To provide 35% of the posts of SGS for the advancement of subordinates.**
- Hon'ble – War and Transport Member (Today's Rly. Minister) in Budget session in Feb. 1944 (in Central Legislative Assembly) declared.

- "The government have had under discussions the question of abolition of the LGS, and propose to carry the measure through, at the appropriate time."
- Final proposal of standing finance committee – 17th – 18th July 1946.
 - (i) **The LGS shall be abolished.**
 - (ii) **The share of promotees at Junior scale, shall not exceed 35% of the total strength of the cadre.**
 - (iii) **The abolition will be made effective from 01.04.1947**
- Para 24 to 29 of Part II of 1st Pay Commission Report
 - "The class II officer..... **Hold charges not distinguishable from those held by Junior officers of Class I and discharge similar duties even while remaining in class II.**"
 - "..... Rly. Bd. and the **Govt. were committed to amalgamation proposal** because it was not possible in the railway administration to differentiate the duties to be allotted to the officers to the Junior scale of the SGS, from those to be assigned to member of LGS"
 - ".....where the differentiation between the two classes was not necessary or possible, either because of the mode of recruitment or because of the difficulty of distinguishing between the importance and responsibility of the duties respectively performed by Class-I and Class-II officers, **the two fold classification may be dispensed with and the two groups treated as one gazetted service**"
- **Chief Commissioner of Railways** (Today's CRB) – deposing before 1st Pay commission.

"Govt. is committed to abolish LGS and have only one class of officers"
- Administrative Reform Committee (1969) – Rec. No. 18 Page – 51.

“Class-II posts where incumbents perform duties similar to those of Class-I officers may be abolished.”

- Sh. C.M. Poonacha – Minister of Railways – on 14.09.68 at Gorakhpur in Ist convention of Class-II officers.

"..... It is time that we brought the pattern of working and also of the pattern of formulation of the various units of officer's classes into one common category and to be dealt with as such"

- Sh. George Fernandes – (as President AIRF) signed agreement with Gen. Secy. Indian Rly. Class-II officer's Federation on 23.11.1973.

“The demand of the Indian Railways Class-II officers for doing away the present classification by status and should be done away with”

- Prakash Tondon Committee on Railways – Report 1995.

“It is strongly recommended that this distinction be removed and all those once selected to become officers should compete on equal footings for further promotion and responsibilities”

- Railway convention Committee – VII Report – Laid in Parliament on 23.08.94

“The Committee strongly recommends that this two fold classification should be done away with”

4.0 EQUAL PAY FOR EQUAL WORK

- Sh. Madhav Rao Scindias' letter dtd. Oct – 89 to Finance Minister.

I fee that the degree of anomaly in the pay scale of the Gp.'B' officers of the Railways cannot be compared with the other departments or even other anomalies in the Railways itself created through implementation of IV Pay commission Recommendations. Hence it is incumbent on the Government to identify only those situations, where similar serious anomalies exist and consider them sympathetically instead

of making it applicable to all Ministries/Departments and all cases. By this method, it would also be possible to withstand the departments of general type for revision of scales of pay.

- Sh. L.K. Advani, addressing Indian Railways Promotee Officers Federation AGM at New Delhi on 9th June 1992.

I feel concerned, when I see the violation of uniformly accepted principal of “equal pay for equal work”.

- Parliament Question No. 7567 dt. 26.04.89 (Lok Sabha)

"Junior scale and Gp.'B' posts are operated interchangeably and not possible to segregate these in Gp.'A' & Gp.'B'."

- Rly. Bds' letter No. 91-E (GR)II/11/9 dt. 27.09.91

"Posts in assistant officers not possible to demarcate in Gp.'A' & Gp.'B'. It is Gp.'A' when held by direct recruit otherwise Gp.'B'."

- Rly. Bds' letter No. 94/E(GR)11/11/3 dt. 02.03.94

"Posts in Junior scale and Gp.'B' are operated interchangeably and they cannot be segregated. The posts are Gp.'B' if the incumbent is Gp.'B' officer and Gp.'A' if incumbent is direct recruit."

- Chairman Rly. Board's assurance before RCC-May 93

"Board to recommend same grade as Gp.'A' junior scale to promotee officers."

5.0 80% POSTS IN GRADE EQUIVALENT TO JUNIOR SCALE FOR GP.'B' (W.E.F. 01.01.96)

- 4th Pay Commission recommended scheme of 80:20 (equivalent grade to Jr. scale) to all Audit & Accounts departments for all ministries (Except Railways – as refused by them) w.e.f. 01.01.86.

Railway Bd.'s resolution dt. 22.10.1992

- Railway Board passed a resolution on 22.10.1992 to grant the grade of Rs. 2200-4000 (equivalent to JS) to the extent of 80% of the posts of Gp.'B' officers, but to all departments and not for Accounts only.

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

- Rly. Board's supplementary Recommendation to Vth Pay Commission.

“Denial of 80% posts by the Vth pay Commission to all departments on Railways not acceptable to Railway Ministry. To maintain parity to all Gp. 'B' officers of all departments be given grade of Junior Scale”

- Based on the grant of this grade to 80% of officers, Accounts officers of Railway were also granted the same w.e.f. 01.01.96.
- Though initially the grant of this grade to accounts was not accepted by Railways, but subsequently – on intervention of IRPOF - it was accepted for Accounts deptt. By the administration. However the Rly. Bd. asked for this scheme for all the departments, as this has created anomaly on Railways.
- On regular chasing and persuasion by IRPOF and by Railways – on the intervention of Railways Minister Sh. Nitish Kumar - this was accepted for all other departments too and approved as such by Cabinet on 19.02.03 and the gazette notification issued on 25.04.2003 for grant of this scheme.
- The date of effect was maintained from 25.04.2003.
- Further this was **granted to only organized cadres**, and all Misc. cadres were deprived of the benefit of this scheme.
- All this despite the fact that the issue was fought on the basis of creation of anomaly, and therefore this should have been made applicable from 01.01.96 only.

- On the same day - 19.02.2003, when this case was approved by Cabinet, another case of non-gazetted cadre – Account depts. was also approved by Cabinet. This was approved w.e.f. 01.01.96 – treating this as a case of anomaly.
- **Now all central secretarial staff as also Rly. Bd. secretarial staff have been given the pay scale of 8000 – 13500, to all officers after 4 yrs. (not to 80% after 3 yrs. As in the case of organized cadres,) thus creating another anomaly.**

6.0 GRANT OF 80:20 SCHEME TO MISC. CADRES.

- From ages, the Pay scales of organized or non organized cadres (Misc. Cadres) have all along been identical.
- The recommendation/demand of the Railway Board was to grant this scheme for Gp.'B' officers and was not the department specific.
- All departments which were equal to Accounts Deptt. – earlier to 01.01.96 were to be granted this scale.
- In Misc. Cadres, a serious anomaly has been created where in the **grade Rs. 8000 – 12000 has been introduced in the cadres of Private Secretaries (PSs), all Medical Gp.'B' Cadres, etc., but the same is not granted to other Misc. Cadres.**
- Earlier, RDSO was treated as equal to Misc. Cadres for Pay scales/ promotions etc. while RDSO has also been now granted 80:20, but not the Misc. Cadres.
- **All Secretarial Staff - Central Secretarial or even Rly. Board secretarial Staff – whom all were identical to Misc. categories for all promotions etc. – have been granted the grade Rs. 8000 – 13500, to all - after 4 yrs. service (not to 80% after 3 yrs.) – where as the Misc. Cadres have been denied this scheme.**
- **Grant of this scheme and that also w.e.f. 01.01.96 is required to be implemented as a natural justice case.**

7.0 GAZETTED CADRE STRUCTURE ON INDIAN RAILWAYS

- In order to understand the gazetted cadre on Indian Railways, let us first know the same in detail, for this 3 statements are enclosed herewith on **Statements No. - 1,2,3**. The highlights of these Statements are.
 - (i) The total number of gazetted posts on Indian Railways as on 01.01.06 are 16346 including Med. & RPF. If these are excluded (2520 Med. & 295 RPF) the balance comes as 13531 (in fact the number of posts (404 approx.) belonging to Misc. cadre of Medical group & PSs, Librarians, etc. should have been included in this by the administration).
 - (ii) The share of regular post: work charged posts is 8643: 4888 i.e. 63.9:36.1%. In some cadres viz. viz. Civil, S&T, Elect, Acct, etc. the percentage of work charged posts is much higher (Civil-61.7%, Elect.-32.6%, S&T-58.7% Accts.-42.9%)
 - (iii) Despite the quota of Gp.'B' officers being 50% in Gp. 'A', the actual availability is only 11.1% (of sanctioned posts and 15.3 (of working cadre)

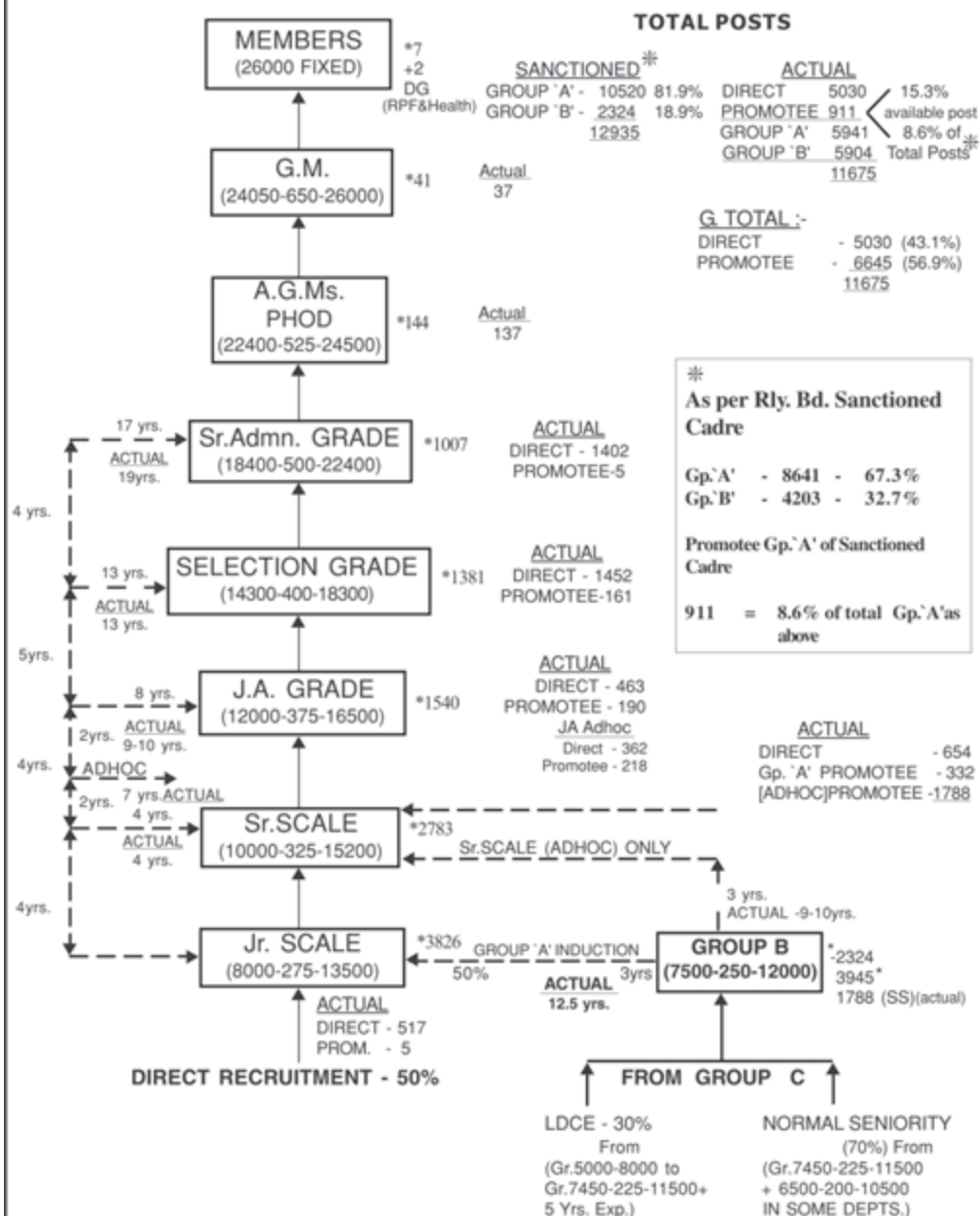
8.0 FIXATION OF JUNIOR SCALE CADRE.

- Gp.'B' cadre, has all along been demanding, **fixation of cadre in Junior scale and Gp.'B'**
- **Establishment Code (para 111)**

“ Principles of Cadre fixing – The cadres of the services and departments included in Railway Services Gp. `A' & B (other than Medical Department and specialists) posts on Indian Railways shall be fixed in accordance with the principles stated below”:

- (a) The General working posts, that is posts required for general purposes of the Railway which may be filled by gazetted railway officers of any service may be determined and divided in the same manner.

RECRUITMENT STRENGTH & CAREER PROGRESSION CHART
(GAZETTED OFFICERS)
INDIAN RAILWAYS
As on 01.08.2006



NUMBER OF GAZETTED POSTS AS ON 01.01.2006
NUMBER OF POSTS

JS/GR`B`

DEPTT.		26000	24050-26000	22400-24500	SAG	JAG	SS	WP	Leave Reserve	TOTAL
GENERAL	R	2	25	12	157	80	47	70	30	423
	WC	0	3	0	2	63	43	57	0	168
	Total	2	28	12	159	143	90	127	30	591
CIVIL	R	1	2	18	128	251	53	642	110	1205
	WC	0	0	15	75	438	657	760	0	1945
	TOT	1	2	33	203	689	710	1402	110	3150
TRAFFIC	R	1	4	12	106	230	272	706	100	1431
	WC	0	0	2	7	137	81	21	0	248
	TOT	1	4	14	113	367	353	727	100	1679
MECH	R	1	2	24	124	300	228	680	143	1502
	WC	0	0	3	16	142	91	29	0	281
	TOT	1	2	27	140	442	319	709	143	1783
ELECT	R	1	1	20	92	249	90	415	45	913
	WC	0	0	1	17	108	177	138	0	441
	TOT	1	1	21	109	357	267	553	45	1354
S&T	R	0	2	7	69	149	32	259	41	559
	WC	0	0	4	37	183	280	292	0	796
	TOT	0	2	11	106	332	312	551	41	1355
STORES	R	0	1	7	48	128	83	285	27	579
	WC	0	0	2	23	120	110	83	0	338
	TOT	0	1	9	71	248	193	368	27	917
ACCT	R	1	2	5	38	92	136	362	68	704
	WC	0	0	10	39	131	205	144	0	529
	TOT	1	2	15	77	223	341	506	68	1233
PERSNL	R	0	0	2	22	72	130	376	38	640
	WC	0	0	0	7	48	68	19	0	142
	TOT	0	0	2	29	120	198	395	38	782
MISC	R	0	0	0	19	144	179	345	0	687
	WC	0	0	0	0	0	0	0	0	0
	TOT	0	0	0	19	144	179	345	0	687
TOTAL	R	7	39	107	803	1695	1250	4140	602	8643
	WC	0	3	37	223	1370	1712	1543	0	4888
G.TOTAL		7	42	144	1026	3065	2962	5683	602	13531

MEDICAL	R	1	0	12	152	803	1284	0	254	2506
	WC	0	0	0	0	2	12	0	0	14
	Total	1	0	12	152	805	1296	0	254	2520
RPF	R	1	0	1	7	63	64	146	13	295
	WC	0	0	0	0	0	0	0	0	0
	Total	1	0	1	7	63	64	146	13	295
TOTAL	R	2	0	13	159	866	1348	146	267	2801
	WC	0	0	0	0	2	12	0	0	14

G.TOTAL	R	9	39	120	962	2561	2598	4286	869	11444
	WC	0	3	37	223	1372	1724	1543	0	4902
	Total	9	42	157	1185	3933	4322	5829	869	16346

To include.	9	Asstt. Health Educations Officers
200+PSs	110	Asstt. Nursing Officers
5 Librarians	43	Asstt. Health Officers
	2+4	Asstt. Phisyo Therapist Officers
	23	Asstt. Pharmacy Officers
	2	Asstt. Dieticial Officers
Total	404	

Gazetted Cadre on Indian Railways - (Gp.`A' & Gp.`B')

As on 01.09.2006

Gp.`A'

Deptts.	Tfc	Mech.	Persnl.	Store	Elect.	Acct.	Civil	S&T	Total
Members	3	1	-	-	1	1	1	-	7
GMs	4	8	-	1	4	2	3	2	24
AMs	2	4	-	1	1	1	2	2	13
PHOD	23	26	2	7	21	14	37	7	137
SAG	242 1	247 -	51 1	98 1	179 1	141 -	308 1	141 -	1407 5
SG	229 28	269 32	88 18	148 17	219 17	134 11	362 7	164 31	1613 161
JA	48 23	108 41	34 19	76 31	86 7	65 28	151 24	84 17	652 190
JAO	108 52	51 11	39 13	9 4	101 28	88 34	128 49	56 27	580 218
SS	115 43	108 44	47 23	87 35	168 62	69 28	250 82	142 15	986 332
JS	52 -	101 2	15 -	42 3	82 -	25 -	149 -	56 -	522 5
Total	826 147	923 130	276 74	469 91	862 115	540 101	1391 159	654 90	5941 911

Gp.`B'

Sr.Scale (Adhoc)	257	183	155	128	101	287	435	242	1788
Gp.`B'	514	510	379	296	466	407	1024	350	3946
Total	771	693	534	424	567	694	1459	592	5734
G.Total	1597	1616	810	893	1429	1234	2850	1246	11675

Note:

Figure given at side indicate number of Gp.`B' officers wkg. in the grade, out of the total number

Statement 3

(b) 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.

(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'

- The Railway Board, however constantly been refusing to fix the cadre of Junior scale and Gp.'B' separately, as under.
- **Answer to Parliament Unstarred Question No. 7567 Dated 28/04/1989 in Lok Sabha.**

“.....In Civil Engg., Mech. Engg., Traffic, Electrical, S&T, Stores, Accounts and Personnel Deptts. of Railways, **Junior scale posts and Gp.'B' posts are operated. Interchangeably and therefore, it is not possible to segregate Junior scale posts from Gp.'B' posts in these Deptts.....**”

- **Railway Board's letter No. 91E(GR)II/11/9 dt. 27/09/91 addressed to Gen. Secy./IRPOF**

“ The post of the Asstt. Officers in the lowest rung of gazetted cadre on the Indian Railways is combined Junior scale/Gp.'B' except for IRMS and RPF and it is **not possible** to clearly demarcate the **Junior scale posts and Gp.'B' posts in an organization like the Indian Railways. The post is considered as Gp.'A' Jr.scale when it is manned by Jr. scale Gp.'A' officers', otherwise it is a Gp.'B' post.**”

- **Para 1.3 of Memorandum of the Board IRPOF dated 23.02.93**

“Post in Jr.scale and Gp. `B’ are operated interchangeably and they cannot be segregated. The post is Gp. `B’ if the incumbent is Gp. `B’ officers and it is in Jr.scale if the incumbent is Junior scale officer”.

- **Ref. Rly. Bd.’s letter No. 94/E(GR)11/11/3 dt. 02.03.94**

“A Jr.Scale Gp. `B’ post is treated as a Junior scale post when it is occupied by a junior scale officers and when it is occupied by a Gp. `B’ officer it is treated as Gp. `B’ post”.

- Evidently the Rly. Bd. had been denying the fixation of cadres, as above, on the arguments which are totally untenable / and illogical. In addition this stand of Railway Board is totally in **violation of codal provisions of fixation of cadre** (para 111 of Indian Railway Establishment Code)
- This is also not true, as the Rly. Administration had been taking into account the Junior scale posts (though notionally) as under:
 - (i) In eighties the Rly. Bd. had been taking into account, a total of **2842 posts in Junior scale – calling it notional posts, for all calculation of vacancies.**
 - (ii) In all the gazetted classified lists published before 1990 edition, used to contain the number of sanctioned posts of Junior scale for all units. The total of these come to 2209.
 - (iii) In 1992, the then Advisor M.S – Sh. S.P.Singha – while reading his paper, in international seminar in Delhi, indicated the **number of Gp. `B’ posts – only 2189 meaning** thereby the **number of Junior scale posts to be higher than 3500.**
 - (iv) In a noting by the then JDE/GP (No. E (GP)76/1/87) dt. 13.04.89, clearly stated that **more than 2000 Jr. scale post are being manned by Gp. `B’ officers** (as per study made in June 1988). This means the number of Jr.scale must be more than this, i.e. nearly 3000.
 - (v) Other wise also, in a cadre of more than 6000 numbers (assistant officers), where the quota laid down is 50% of Gp. `A’ for Gp. `B’,

the **Jr.scale posts cannot be less than the 50% of the total assistant officers**, hence this also indicates a cadre of more than 3000 for Jr. scale.

- (vi) Govt. cadre structure is as such that it should be pyramidal. Accordingly the number of Sr.scale being in the range of 3000, the Jr. scale posts should be in range of 4000-4500 only.
- Status of Jr. scale posts is enclosed herewith on **statement No. 4**
 - All these above clearly brings out that the cadre of Jr.scale has to be fixed in a rational way, at least 3000-4000 and in fact the administration, has all along been working within this range only.
 - Administration started refuting this fact when the Gp.'B' officers pointed out defects in vacancy calculations, which were being calculated in very less number in order to keep the intake of Gp.'A' direct recruits at a low number because of the fear of acute stagnation in the cadre of direct recruits, if larger number are recruited.
 - This is the reason, when the administration was compelled to fix a Junior scale cadre – **on being legislated to give quota in posts and not in vacancies** – at 720 number only in a cadre of assistant officers of above 6000 at any time.
 - The cadre of 720 is just ridiculous in a cadre of above 6000, specially when the accepted number of Leave Reserve posts is at least 602 (fixed in eighties, and ought to have been more in present context, the sanctioned strength being more than 80s to day) still, this means the number of regular posts being only 118.
 - All this have two basic reasons, that they don't **want to increase the intake of direct recruits** – for fear of stagnation among them – and also **they refused to delink the intake of Gp.'A' direct recruits from the induction of Gp.'B' in Gp.'A'**, despite this policy being disastrous for the administration.
 - This led to frequent modifications in the formula of vacancy calculations i.e. formula before 80s, during 85-90, 90-94, and ultimately no formula between 1996-2001, and now again modifying in 2001 and again in 2005 resulting in confusions and lot of heart

Status of Junior Scale Posts.

Deptt.	As per Adv. MS Nov. 1990			No. of Junior Scale Posts					
	CL-I	CL-II	Total	As per Notional No.	As per classified list before 1990	Only LR	RBs Distribution	As per Cadre Earlier	As per New
Civil	2270	532	2802	788	602	110	172	304	400
Traffic	1150	281	1431	421	312	100	100	177	264
Mech.	1384	227	1611	453	363	143	108	191	337
Elect.	1079	180	1259	360	167	45	100	177	220
S&T	889	147	1036	293	139	41	80	141	194
Store	537	149	686	147	129	27	52	92	108
Accts.	704	283	987	188	152	68	68	113	194
Persnl	480	192	672	192	74 + 48 Misc + 23 Gen.	38 +30 Gen.	40 +30	78 +30	111 +30
Total	8493	1991 [@]	10484	2842	2209	602	720 750*	1273 1303*	1828 1858*

[@] JS posts - 6000-1991 Gp. `B'(as above)
= 4000+

* Includ. JS Gen. Cadre - 30 posts

Statement 4

burning both in direct recruits and promotees, and satisfying no body i.e. DR, promotee or even administration.

- This resulted in **formulation of an experts committee of 7 high level**, and concerned officers of Rly. Bd., leading to presentation of their report, which suggested a **cadre of 1680 – 840 for direct recruits and 840 for Gp.'B' promotees**, but not implementing it them selves, and suggesting a total irrational cadre of 720 temporarily.
- The perusal of the figures of total strength, vis-à-vis Junior scale posts, LR's etc, (**Statement-1&2**), it is evident that the **distribution of JS, LR etc. is neither based on the cadre strength nor has any ratio either in JS or in LR**. For the benefit of all a **statement on the subject is enclosed (No. 5)**, which is self explanatory while Mech. Has 13.1 share in total posts, it has only 3.1% of JS and 9.2% of LR posts allotted to it.
- The Rly. Administration – while fixing the cadre of 720 for consumption of Gp.'B' officers in their memorandum to DOP/finance ministry – in order to get higher upgradation for Gp.'A' – gave in writing a **figure of 1273 Jr.scale posts existing in the department** (in proposal in the year 2001). As per the same proposal in the year 2003, this number is 1858. This can surely be taken as clear cheating, if not more.
- The administration apart from fixing the cadre at 720, had in other way discriminated the Gp.'B' officers, as though the quota for Gp.'B' in Gp.'A' is fixed at 50% still the share of Gp.'B' officers in 720 was fixed in the ratio of 3:1 i.e. 25 % only for Gp.'B' i.e. 180 **where as they should have been allotted atleast 360** but that was not to be.
- Lately in 2005, while agreeing to fix the cadre at 1273, in order to restrict the induction of Gp.'B' in larger numbers, the **share of Gp.'B' in 1273 has been fixed at 255 i.e. 20% (4:1) only**, without any logic/rational behind the same. The intention was to reduce the intake of Gp.'B' officers in Gp.'A' at any cost, may be with no logic. The vacancies are therefore being calculated on this basis only presently. Now again changed to 25% i.e. 3:1 – in fact the 20% was never implemented, this was decision on file only, and in the meanwhile again modified to 25% (3:1) i.e. 318 number vacancies.
- The number of Junior scale posts. 720, 1273 and 1858 are tabulated in

Structure of Gp. 'A' and leave reserve (Gp. 'A') posts.

As on 01.10.2005

Deptt.	Total Posts (Share in total %)			75% WC posts	Total Reg + 75% of W/C posts	JS		LR Total	Share of JS posts (Gp. 'A') %		Share of LR posts (%)		Share of total Gp. 'A' + JS posts (%)	
	Reg.	W/C	Total			1	2		With Total	With Reg.	With total	With Reg.	With total	With Reg.
Genl. Cadre	390	156	546	117	507		30	30			5.5	7.7	5.5	7.7
	53	35	4.6		5.0		5.0	11			5.9	7.7	5.9	
Civil	935	1844	2779	1383	2318	194	110	304	7	20.7	3.9	11.8	10.9	32.5
	12.6	41.9	23.5		22.9		18.1	33.3		8.4		4.7		13.1
Elect.	719	398	1117	299	1018	132	45	177	11.8	18.4	4.0	6.2	15.8	24.6
	9.7	9.0	9.6		10.0		5.4	13.6		13		4.4		17.4
Mach.	1311	241	1552	120	1491	48	143	191	3.1	3.7	9.2	10.9	12.3	14.6
	17.7	5.5	13.1		14.7		18.7	14.7		3.2		10		12.8
Tfc	1254	213	1467	159	1413	77	100	177	5.2	5.1	6.8	8.0	12.1	14.1
	15.9	4.8	12.4		14.0		10.6	13.6		5.4		7.1		12.5
S&T	447	608	1115	501	948	103	41	141	9.0	22.4	3.7	9.2	12.6	31.5
	5.0	15.2	9.6		9.4		6.8	15.8		10.5		4.3		14.9
Store	510	290	800	219	729	65	27	92	8.1	12.7	2.4	5.3	11.5	18.0
	5.9	6.5	6.8		7.2		1.5	7.1		8.9		3.7		12.6
Acct.	591	492	1083	369	960	45	68	113	4.2	7.6	6.3	11.5	10.4	19.1
	8.0	11.2	9.2		9.5		11.3	8.7		4.7		7.1		11.8
Personl.	562	104	666	78	640	40	38	78	6.0	7.1	5.7	6.8	11.7	13.9
	7.8	2.4	5.6		6.3		6.3	6.0		6.3		5.9		12.2
Misc	587		687											
	9.3		5.8				1.5	1.5						
Total	7406	4403	11809	3305	10711	701	602	1303	5.9	9.5	5.1	8.1	11.0	17.6
(Excl. Misc. Post)	6819	3305	10124										12.2	

(A) Figure given below is the share of deptt. in the total

Note: Figure below is % in respect with total of Reg + 75% W/C posts

Statement 5

a statement form, as also the calculated vacancies for induction in Gp.'A'. The same is placed here as **Statement No. 6**

- **Conclusions:**

In earlier stages the administration refused to fix the junior scale cadre.

- **In later years, the cadre was fixed at 720 (despite there being 602 LR/JS posts) with a 3:1 (25% share for promotees) and despite expert committee's (of 7EDs of Rly. Bd.) recommendation for 1680 posts with 840 share to Gp.'B'.**
- **The Rly. Bd., while proposing restructuring of Gp.'A' told DOP, the existence of 1273 JS posts (through Gp.'B' were being told 720 post only simultaneously).**
- **On protests by IRPOE, the administration modified the 720 number to 1273, but with reduced share to Gp.'B' – 20% instead of 25%, with no logic. (Now again modified to 25% i.e. 318 Nos.)**
- **The number 1273 is based on the number of Junior scale posts as notified to DOP/Min. of Fin., while sending the proposal of cadre restructuring in 1991-1992.**
- *In fact **this number is 1858** – as per Rly. Bd's. Information to DOP/Min. of Fin. while sending the cadre – restructuring proposals for all deptt. – Gp.'A' in the year 2003*
- **What is required to be done**
 - (i) Though the number of JS posts should be (as was earlier) near about 4000 (as per advisor) or should have been 50% of the Asstt. Officers (3100), and was taken as 2842 in Eighties (notional posts), **the number was not fixed at 1680 even (with 50% share to Gp.'B' (as recommended by the experts group) i.e. 840 share to each-direct recruits & promotees. This would have ensured the intake of $840/3 = 280$ of Gp.'A'/direct recruits if so desired, or can be reduced further at the discretion of the administration – as they are empowered to reduce the intake as per their requirements.**

**Department - wise Junior Scale Posts & Vacancies
(excluding RPF, Medical, Misc Cadres and even General Cadre Posts)**

As on 01.05.2006

Deptts.	No. of Leave Reserve Posts	With 720 cadre strength (with 25% share for Gp. 'B' - 180 posts implemented from exam year 2001 to 2003)			With 1273 cadre (20% share-255 posts never implemented)			With 1273 Cadre (25% share-318 post now proposed)	With 1828 cadre (25% share-456 what should be)			Remarks
		Reg. Posts	Total JS posts (Incl. LR)	Vacancies @ 25%	Reg. Posts	Total JS posts (incl. LR)	Vacancies @ 20%		Reg. Posts	Total JS posts (incl. LR)	Vacancie @ 25%	
Civil	110	62	172	43	194	304	61	76	290	400	100	
Mech.	143	-35	108	27	48	191	38	48	194	337	84	
Tfc.	100	0	100	25	77	177	36	44	164	264	66	
Elect.	45	55	100	25	132	177	35	44	175	220	54	
S&T	41	39	80	20	100	141	28	35	153	194	49	
Accts.	68	0	68	17	45	113	25	28	126	194	48	
Stores	27	25	52	13	65	92	18	23	79	108	27	
Persnl.	38	2	40	10	40	78	16	20	73	111	28	
Total	572	148	720	180	701	1273	255	318	1256	1828	456	
Gen. Cadre	30	Not Aval.							+30 LR			

Statement 6

- (ii) Since the Rly. Bd. has advised DOP/Min. of Fin. – while sending the proposal for cadre – restructuring of Gp. 'A' – in the year 2003 – that the number of Jr. scale posts is equivalent to 1858 (with cadre strength taken as Reg.+only 75% of worked charge posts – if taken with 100% worked charge posts, it could be more) without taking consideration of regular posts of Junior scale, which could be available in General posts and also in Misc. posts.

As such as per their own formula, the number of posts for Gp. 'B's induction shall be $1858 \times 25\% = 465$ only. In fact it should be 50% of 1858 *i.e.* 929 only.

As mentioned above, the recruitment of direct recruits can be reduced as per the need of their Career Planning.

- (iii) The higher intake of Gp. 'B' officer will take place only for few yrs., only as this is based on post wise and not on the vacancy. In later years, when Gp. 'B' start remaining in Jr. scale posts, presently they are directly inducted in Sr. scale, as are already working in Sr. scale (adhoc), the number of induction shall automatically get reduced.

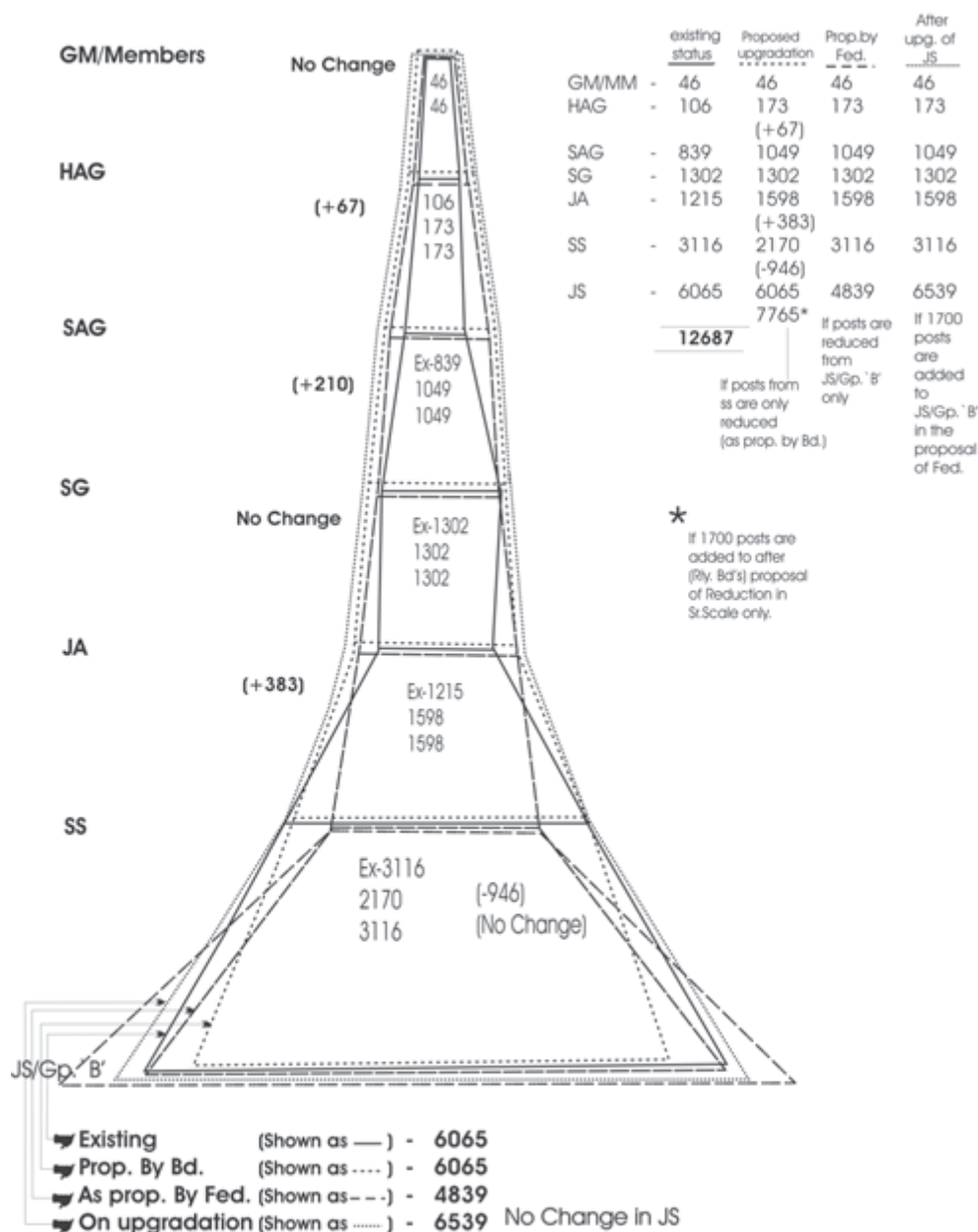
9.0 REDUCTION IN SR.SCALE POSTS

- In the near past, Rly. Bd., while granting cadre-restructuring of Gp. 'A' posts on Indian Railway – in order to improve promotional prospects for Gp. 'A' – upgraded a larger number of posts of Sr. scale to JA grade upto HAG. Further to provide matching funds – for effecting this upgradation - a large number of Sr. Scale posts have also been surrendered, thus **resulting in large scale reduction in Sr. scale posts**. Out of approx. 3000 Sr. scale posts – approx. 900 – 1000 Sr. scale posts *i.e.* 30-33% have either been upgraded (600-700) or surrendered (200-300) (not done in Personnel Deptt. only, by now.)
- The upgradation is being effected in Sr. scale and above posts, with no consideration for Jr. scale / Gp. 'B' cadres which are the feeder cadres, unlike all other ministries / deptts. Or Gp. 'C' & 'D' on Railways even, where upgradation was done **from feeder cadre only**.
- Intentions of the Railways Board were indicated in the year 2000-2001 itself, while presenting the presentation on '**Recruitment Policy in Gazetted Cadre**'. In order to reply to the demand of Gp. 'B' officers

for reducing the adhocism from Sr.scale (for Gp.'B' officers, by regularizing the Gp.'B' officers in larger number), the Board's officials found a unique way of reducing adhocism and while submitting the presentation, indicated surrender of 900 Sr.scale and 1500 posts of Assistants Officers. (Less posts means less adhocism).

- While surrender of 1500 assistant officers posts could not be effected due to unions interventions, 900 Sr.scale posts have been/are being reduced. Which is badly hurting the Gp.'B' officers, as 90% of the Gp.'B' officers rise upto and retire from this cadre of Sr.scale only.
- **Earlier two upgradations effected in 1973 and 1983, were done from Junior scale only.** The number of Sr.scale posts created were more than the Sr.scale posts upgraded to higher grades and thus the number Sr.scale posts was actually increased, which should rightly be as such (there was no element of surrender infact)
- This has not only **damaged the pyramidal structure which is the normal norm in government service**, but has effected adversely the government's day to day working as availability of adequate number of Sr.scale posts is essential for tenders, and other such govt. works. (chart enclosed **statement No. 7**).
- It was suggested that the **upgradation should be done from the feeder cadre i.e. JS/ Gp.'B'** – as has been done in Gp.'C' & Gp.'D' cadres and in other ministries also. For this purpose, if the equivalent to the number of posts of Sr.scale upgraded and surrendered posts only are taken into account, it will need the reduction in Junior scale Gp.'B' of approx. 1200-1300 posts.
- It was further mentioned that since upgradation of 1700-1800 posts from Gp.'C' to Gp.'B' is being contemplated already, it will offset the loss of gazetted posts and cadre structure of gazetted shall be kept intact with no adverse affect to any Cadre.
- In order to assuage the feelings of Gp.'B', the administration promised to provide additional posts in work charge elements, to the extent of almost 100% reductions in Sr.scale.
- After about a exercise for 8-9 months, the **work charged posts creation norms were modified** to some extent in 3 deptts. only i.e.

EFFECT OF UPGRADATION IN Gp. 'A'



No Change in JS

(-1226 Posts)

(+1700 Posts)

If instead of Sr. scale, posts are reduced from JS/Gp. 'B'

AS proposed by Fed

Posts from JS/Gp. 'B' are reduced, 1700 posts from Gp. 'C' are added

Compiled by:
(S.K. Bansal)

Black - 7765 - if Sr. Scale posts are reduced (-946) & JS/Gp. 'B' posts (1700) are added from Gp. 'C'

Statement 7

Civil Enggs. Electrical & S&T. No changes were effected in Account and Store. There is no worth - while worked charge element in Mech. Traffic and Personnel Deptts.

- Hence there was no modification in 5 deptts. And in the 3 deptts where modification was done, meant as under:

Civil Enggs.	-	+101 Sr.Scale posts
S&T	-	+42
Elect.	-	-21

i.e. 122 addl. Sr.scale posts only,

which is nothing against the reduction of approx. 950-1000 posts.

- This is another example, of making the Gp.'B' officers, fool enough.

Solution:

The only solution, therefore, lies in upgradation from feeder cadre. For which the number of assistant officer's posts equivalent to the cost of Sr.scale post upgraded and surrendered be reduced. At the same time, the long awaited upgradation promised to Gp.'C' to Gp.'B' be also implemented.

10.0 DPCS AND ALLIED MATTERS

10.1 DPC delay/date of effect

- DPC are required to be conducted every year in advance, so that shadow panel for those, who retire during the year, are also formed. However, **this has never been done in advance**, thus causing irreparable loss to Gp.'B' officers.
- Sh. Lal Bahadur Shastri said as under :-

"I had mentioned last year that steps were being taken to grant promotions from Class-II to Class-I service upto full quota"

- 19th Feb. 1954

- “No delays in DPCs in fulfillment of quota promised”

- Feb. 1952-53

- DOPs OM/No. 22011/2/91/Estc(D) dt. 13.05.91

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

- Sh. Jaffer Sharief, Minister’s order in Board's files – March 95

“Arrange DPC panels in advance and fill up these vacancies through these panels”

- The delay in DPCs is a matter which has all along remained alive in all discussions, and is a matter of concern for Gp. ‘B’ officers. This is evident from the fact that the delay in DPC formed one issue of Sh. Lal Bahadur Shastri budget speech as Railway Minister 1952-53, & 54 also, leave aside the notes/ nothings in later minister of Railway.
- This is pre-nien agenda item of Gp. ‘B’ officers federation from the first ever formal meeting with the Board in 1980 and till now since then.
- The perusal of the date of conduction of DPC. Statement (enclosed herewith **statement-8**) makes it evident, that on **average delay of 2-3 yrs. has become a rule**, despite very clear instructions on the subject from DOP and even Prime Ministers office, on the subject.
- D.O.P.Ts O.M. No. 23036/77-Estb. (D) dated 07.10.77

“The Prime Minister has noted that in a number of cases appointment **are made adhoc either** because Recruitment Rules have not been finalised or **there has been delay in** the filling up of the posts in a regular manner. The Prime Minister has, therefore, desired that Ministries/Departments should **take action to fill up the posts** in good time before **vacancies actually occur in order**

to avoid adhoc appointment. In case where there is unjustifiable delay, **responsibility for the delay should be assigned** and those responsible should be suitably dealt with it.”

- Delay in DPCs not only delays the induction of Gp.‘B’ officers in Gp.‘A’ but also affects adversely their promotional prospects, and some times it results into total blockage of further promotion even in view of limited period of left over service available with Gp.‘B’ officers. No compensation of this delay is given to Gp.‘B’ officers. The delay, which is **always on account of administration only**, is some times totally damaging for Gp.‘B’ officers

10.2 Date of effect

The date of effect of any DPCs, is the date of signing of the minutes of DPC meeting, by all members, when ever such meeting takes place. The papers for the meeting, collected and submitted the Railway administration, takes much longer time and it is further delayed on account of numerous queries, which are raised by UPSC. After that sufficient time is taken by UPSC, in scrutiny, nomination of DPC member and then fixing the date for DPC. Some times months are taken in allotment of date, due to them busy anywhere else. **All these delays – for which the cadre is not responsible** – attributes to the finalisation of DPCs and thus delaying the DPC, affecting adversely the cadre concerned.

- After the date of effect is fixed, and weightage is calculated, thus the date of increment on time scale (DOITS) is decided, and their inter-seniority is fixed, the **whole batch is put below a full batch of direct recruits based on the lowest DOITS** of any one officers in the batch. Thus if in a batch one officers DOITS is 20.01.01 – though all other may be Nov. 01 & even 02, they will all be senior to the Gp.‘B’ officers having DOITS 21.01.01.
- Thus on one side the delay of 2-3 years has made them junior to 2-3 batches, by this system of fixing seniority, they will further be made junior by one complete year again affecting the Gp.‘B’ officers only, adversely.
- Despite promises since fifties, by even ministers and in all forums, no improvement is being observed and delay is explained on one reason

D.P.C. Finalisation Dates - Deptt. Wise/Year wise

Year	Mech.	C.Engg.	Elect.	S&T	Tfc	Accts.	Persnl.	Store
1980	16/12/83	12/03/82	15/12/82	09/11/82	17/11/82	24/07/82	27/08/82	19/08/82
1981	16/12/83	21/10/82	31/05/83	13/07/83	19/07/83	23/03/83	04/03/83	04/05/83
1982	13/01/85	19/07/83	10/03/84	24/02/84	07/08/85	15/02/84	15/02/84	07/03/84
1983	06/06/86	14/10/85	18/11/85	01/08/85	28/10/86	09/06/85	24/11/85	17/02/86
1984	07/04/88	26/09/86	24/08/87	26/12/86	10/05/89	26/12/96	18/05/87	20/08/90
1985	07/04/88	25/03/88	26/04/89	31/10/88	16/05/89	13/03/89	18/11/87	20/08/90
1986	23/03/90	27/11/89	01/12/89	26/09/89	21/08/90	26/02/90	18/09/89	20/08/90
1987	23/03/90	27/11/89	01/12/89	26/09/89	21/08/90	26/02/90	18/09/89	20/08/90
1988	18/09/91	10/04/91	21/08/90	11/06/91	10/04/91	12/02/91	10/04/91	13/02/91
1989	18/09/91	24/12/90	03/03/92	23/07/92	01/06/92	01/06/92	23/07/92	03/06/92
1990	15/10/92	24/12/92	03/03/92	23/07/92	01/06/92	01/06/92	23/07/92	03/06/92
1991	15/10/92	24/12/92	03/03/92	23/07/92	10/12/93	15/11/93	25/11/93	19/01/94
1992	24/05/92	24/12/92	18/11/92	21/06/93	10/12/93	15/11/93	25/11/93	19/01/94
1993	13/03/96	21/06/93	-	07/10/94	23/02/96	31/05/95	06/05/96	17/04/96
1994	13/01/97	07/10/97	24/05/94	22/08/95	28/07/97	22/05/96	06/05/96	22/11/96
1995	13/01/97	19/10/95	-	23/08/96	28/07/97	17/01/97	11/04/97	22/11/96
1996	06/11/97	10/01/97	16/03/98	08/08/97	15/07/99	24/09/97	20/07/97	21/11/97
1997	23/04/99	21/05/99	24/06/99	04/01/00	22/12/99	15/06/99	13/08/99	30/06/99
1998	11/04/00	03/08/00	28/07/00	29/11/00	30/08/00	16/08/00	19/09/00	16/08/00
1999	01/06/01	13/09/02	27/07/01	15/03/02	27/07/01	05/03/02	09/04/02	01/07/92
2000	01/06/01	13/09/02	27/07/01	15/03/02	27/01/01	05/03/02	09/04/02	01/07/92
2001	14/06/04	14/01/05	01/03/04	-	08/07/04	31/07/03	14/06/04	15/10/03
2002	14/10/04	17/02/05	01/03/04	-	08/07/04	20/11/03	14/06/04	15/10/03
2003	12/02/06	14/09/06	08/06/05	-	29/11/05	02/11/04	13/12/05	21/03/05

Statement 8

or the other. But explanations/excuses do not serve any purpose. The fact remains that the **Gp.'B' officers are suffering a lot on this account, for no fault of them.**

- The only system, which can improve the position, is that the **DPC – date of effect should be the date of DPC actually due** and nothing else. What ever steps are needed for this have to be taken by the administration.

10.3 Vacancy calculation for induction in Gp.'A'

- The vacancies allotment for Gp.'A' induction since 1981, department – wise, is enclosed herewith **statement – 9**. This clearly brings out that the calculation of vacancies is not based on any rules/policies, but on whims and that also favouring the direct recruits. This is the reason that there are wide fluctuations in number of vacancies during the period, right from 100 number in 1995 & 96 to 276 in 1998 & 99 It is a fact that the vacancy calculations for induction in Gp.'A' has no scientific or rational/logical, consistent approach.
- The other very important issue, which has been a bone of contention is the vacancy calculation for induction in Gp.'A'. the administration, has no consideration for the well being of the Gp.'B' in their thinking. What-ever decisions are taken, are all for the sake of betterment of Gp.'A' direct recruits, and what ever left is given to Gp.'B', whether it is good or bad for them.
- There had been numerous modifications in the formula for vacancy calculations, specially during two decodes, but none of these was for Gp.'B' officers.
- In 80s, the vacancies were being counted on the basis of 4% of cadre upto Jr.scale & 1% of the total cadre including officers on deputation for growth. Subsequently it was modified to 5% of the total cadre. Again this was modified to another way of calculations in 1989-90 and then again in 1991-92
- In 1996, it was decided to give vacancies on adhoc basis – with no formula – at **the rate of 250 per year for 5 yrs.** (to wipe out the number of 1250 officers on Sr. scale (adhoc).

Induction in Gp. 'A' notified and actually done

As on : 01.09.06

Deptt.	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	Total upto 2003
Mech.	33+6	28	25+1	25	19	14	14	24+1	40	40	39	37	30	27	26	47	429
	39	28	26	23	23	18	14	13	38	37	39	34	27	27	24		412
TTC	28	25+48	23	23	23	30	16	19	36	34	35	32+1	27	25	25+5*	44	453
	28	25+45	23	23	23	30	16	18	28	32	32	33	18	19	26		395
Persnl.	10	15+49	15	15	7	6	6	12	17	17	15	13	14	11	16	20	268
	10	14+49	15	13	7	6	6	11	15	17	13	13	9	7	13		221
Acct.	17	14+1	13	13	16	8+1	8	18	27+2	30	27	24	23	16	15+1*	29	309
	17	15	13	12	13	9	8	15	27	26	16	21	21	16	15		244
Store	20	11	16	16	18	7	7	11	17	17	23	19	14	13+1	13+1*	24	250
	20	5	12	12+6	15	7	6	11	13	15	18	16	14	14	10		203
Elect.	23	21+52	26+10	26+9	19	14	14	34	31+2	40	39	35	31	25	24+4*	43	486
	-	-	65	48	0	14	14	32	33	35	34	35	23	21	28		409
S&T	25	28+76	24	24	18	14	14	23	22	35	32	28	20*	20*	20	35	383
	25	28+67	23	0	0	26	20	23	19	32	25	24					312
Civil	47	57+79	40+79	38+80	32	22	21	34	63	63	66	61	66	43	43+30*	76	614+238
	47	40	35	31	31	18	19	32	59	48	46	49	47	33	65		500
Total	209	200+304	193+79	189+80	159	102	100	176	257	276	276	250	205	181	182+41*	318	3144+238
	186	155+161	212	168	114	110	102	167	232	242	223	225	150	134	194	0	2783

Note: (i) * For S&T, 2001, 2002 & 2003 are still due.

(ii) For 2004 & 2005 vacancies revised to 318 (from 180). Now DPC for 2006 is also due (318 Vac.)

Statement 9

- The administration did not continue the same for 5 yrs. – as promised, and in 5th year changed to 180/year, with a promise of 246 for the fifth year, but even this was not fulfilled. Rather Gp.'B' lost 2-3 years on this account as DPCs were delayed because those who promised, were not there, and others did not pursue.
- Govt. steadfastly refused to adhere to giving **quota in posts**, and therefore refused to fix the cadre of Jr. scale, when ultimately the orders were issued by DOP, they again framed the systems in a way that did not reflect the clear intentions of the government.
- Though the quota was 50:50, but the Rly. Administration – **though fixed the cadre of Jr.scale at 720 – did not give 50:50**. Instead they allowed 75:25 – on the plea of giving equal number of vacancies to both direct recruits and promotees, though the actual vacancies arising was much higher than 360 (180 each from DR+Prom. every year).
- Lately when the government gave instructions for giving quota in posts not in vacancies, they made surprising and irrational systems, and still did not want any consideration to Gp.'B' officers.
- **While government was telling the Jr.scale cadre – as 720 to Gp.'B', the same authority - in order to get higher benefits for Gp.'A'/direct recruits – were telling DOP & Finance Ministry that the number of Junior scale posts is 1273.**
- On being pointed out this fact to the administration, though they accepted the Jr.scale cadre – as 1273, **but for calculation of Jr.scale vacancies they reduced the quota of Gp.'B' from laid down 50:50, and exercised at 75:25 to 80:20 for Gp.'B'**. Thus instead of **quota of Gp.'B' of 50% of 1273, the Gp.'B' is being allowed only 20% of 1273 i.e. 255 numbers only.** (Now again modified to 25% i.e. 318.)
- Apart from defects/deficiencies in vacancy calculations. It has also been observed, that the actual DPCs finalized in number, are less than the number required - on account of many reasons - and due to this full number of officers are not inducted in Gp.'A', which also result into lesser intake. Even if such vacancies are carried forward, the loss of seniority and thereby the promotional prospects, are not attended to, suitably.

- Despite a detailed report submitted by 7 experts of high level concerned officers – of the Board, recommending fixation of at least **1680 as Jr.scale cadre with 840:840 quota for DR:Promotees**, what ultimately given was **720 – with 540:180 for DR+Promo. quota**, which as usual – has no logic and was without any scientific rational reasons.
- Even this is not correct. The sanctioned posts in Junior scale cadre – as per Rly. Bd's. notification to DOP/Min. of Fin. for cadre – restructure of Gp.'A' in the year 2003, the **number of Junior scale posts are 1858 according to their own rules the number of vacancies for induction of Gp.'B' in Gp.'A' should be 25% of 1858, i.e. 465** – (in fact should be 50% of 1858 i.e. 929).

10.4 Short - fall in quota

- As per this statement – no. 9, (given at page no. 29 against para 10.3 above) indicating the vacancies for DPCs due and actually done upto the year 2003, which clearly brings out that over last about 15-16 yrs. Out of the total 3144+238 vacancy allotted for Gp.'B' officers induction, only 2783 Officers were actually inducted, thus resulting in big shortfall. 60 vacancies for 3 yrs. for S&T deptt. (2001 to 2003) and 954 (318/year – 2004, 05 & 06) are over due & due for filling.
- On one side, as already brought out above, lot of efforts are made by the administration to keep the number of vacancies to the minimum possible, on the other side, a large number of vacancies are not filled even, resulting in short fall in vacancies and thus putting the Gp.'B' officers at a great loss.
- In the year 1988, a detailed study was conducted by the Rly. Bd. which brought out that :-
 - (i) **Nearly 2000 Gp. 'B' officers are working against Jr.scale Gp.'A' posts.**
 - (ii) About 1700 are officiating in Sr. scale on ad-hoc basis and.
 - (iii) **Only 195 were working in Sr.scale on regular basis which comes to only 7.7% of the cadre strength.**
- **Consequently, it was proposed:-**

“After the Board approve, a reference will be made to UPSC. Simultaneously, information regarding eligible officers, CRs. ICs etc. will be obtained from Rlys./Production Units. DE (GC) may also kindly see regarding the position brought out in Paras 3 & 4.”

- Ultimately with the consent of UPSC, it was decided to provide for 463, additional posts, on one time exception basis, for induction of Gp. 'B' officers in Gp. 'A' over and above their normal quota, as under:-

S&T	-	76
Civil Enggs.	-	238
Elect.	-	52
Persnl.	-	49
Traffic	-	48
Total	-	463

- While 48 posts for Traffic and 49 for personnel deptt. were implemented and given, the posts meant for other 3 deptts. – i.e. S&T, Elect. & Civil Enggs. Though were given fully (partially for Civil Enggs.) but on account of court cases filed by direct recruits – (fully backed up by higher officials in the Bd./Zones) of 3 deptts., the filling up of these addl. vacancies were thwarted and after DPC, the addl. posts were adjusted against the vacancies of subsequent years.

• S&T – Case

- In Sept. 2002, on appeal filed by IRPOF in S&T deptt. case. Honb'le Supreme Court reversed the judgment of the court, and gave clear directions, that the additional vacancies given were not illegal, and should be given to Gp. 'B'
- As such though the additional vacancies, which were adjusted against the vacancies of subsequent years, were again resorted back to the original position (1990), the vacancies of the year – which were denied, - have not yet been given even after more than 3 years after the judgment of supreme court.
- As many as 76 vacancies are supposed to be given to Gp. 'B' officers as a result of this.

- Instead of granting these additional vacancies, Rly. Board has even delayed the latest vacancies since exam year 2001 to 2005, resulting in excessive delay – more than 5 yrs.
- Rly. Administration is taking a stand, that the additional vacancies be given to Gp.'B' officers, where as the UPSC is insisting on doing review of the vacancies for the year 1993 to 1995 since no papers are available with the Railway administration for review, neither review is being done nor additional vacancies are being given. In addition the DPCs for the year 2001 to 2005 are not being conducted. Thus Gp.'B' officers are being put to loss on both the account.
- **Requirement is that the vacancies for the exam year 2001 to 2005 be filled at once. In addition 76 addl. vacancies be also filled. After this these officers and the officers of who were cleared in 1996 to 2000, be reviewed and adjusted against the earlier year after review.**
- **Civil Enggs. & Electrical Deptt. addl. vacancies.**
 - As already mentioned above, the additional vacancies allotted to Civil Engg. Deptt. (238) and Elect. Deptt. (52) were given through DPCs for the year 1990, Enggs. Deptt. (79 vacancies as partial fulfillment and Elect Deptt. (52 vacancies), but on account of court cases and similar judgments in the case of S&T deptt., these vacancies were adjusted in subsequent years saying that giving additional vacancies was illegal.
 - With the judgment given by the Hon'ble Supreme Court now, clarifying that giving additional vacancies was perfectly legal, the norms of S&T judgment be implemented for Civil Enggs. and elect. Deptt. too.
 - **Therefore, the additional vacancies for Civil Enggs. (238) and Elect. Deptt. (52) be given to these department too, at the earliest possible.**
 - In addition to all what has been stated above, it is further requested that **Gp.'B' officers be given their due quota i.e. 50% of the actual posts/vacancies and not 25% or 20% of the total Junior scale posts, as is presently being given.**

10.5 Post Script

(Junior scale cadre, vacancies in Gp.'A', Share in Gp.'A', short fall in quota etc.)

- Subsequent to the study made and brought out earlier, mercifully the Railway Board – has recently – in May 2006 – revised its earlier decision on Junior scale cadre fixation where in.
 - (a) A cadre of 1273 has been accepted for Junior scale (a figure which is claimed to have been indicated by the Railway administration, while sending the Gp.'A' cadre – restructuring proposals to DOP.
 - (b) The quota of Gp.'B' for Gp.'A' which was earlier reduced to 20%, has again been restored to 25%.
 - (c) Consequently the total number of vacancies for induction of Gp.'A' have now been fixed at 318 (25% of 1273, instead of 255 – 20% of 1273).
 - (d) While the Gp.'B' cadre is appreciable of this acceptance of 318 posts for induction in replacement of 180 posts upto the exam year of 2003, and also because the Railway Board has finally accepted the principle:
 - (i) The number of Junior scale posts shall be what has been notified to DOP while submitting the cadre restructuring proposal for Gp.'A'.
 - (ii) The number of posts for induction to Gp.'A' for Gp.'B' shall be 25% of the total Junior scale cadre.
- **Another cheating, however**
- Despite, having accepted the above principles for Junior scale cadre fixation, and the calculation of vacancies for induction to Gp.'A' (for Gp.'B') Railway Board had not been honest in the whole issue of this.
- On close scruting, it is revealed that the number of Junior scale posts – as notified/informed to DOP is **not 1273 but it is in fact is 1828** (+30 LR for general cadre,) actual number should be higher, if regular posts of general cadre are also added). In fact the number ought to be even more because while sending the proposal for DOP the cadre

strength has been taken as regular strength + 75% of the work charged posts. Hence in the event of 100% work charged posts the number of Junior scale posts has to increase further.

- The number 1273 is the number of Junior scale post, as indicated in the cadre – restructuring proposal sent to DOP in the year 2001 or even earlier.
- **Telling DOP that the junior scale cadre strength is 1828 + 30 general cadre (1273+30 as per earlier proposal) and telling Gp.'B' that the Junior scale cadre strength is 720 only is not ethical for any organisation and this amounts to the total clear cut cheating, with an intention of denying the Gp.'B' their just right only.**
- A comparative statement of Junior scale cadre vacancies allotted as per 720, 1273/20%, 1273/25% and with 1828/58 is placed para as a **Statement No. 10**, which itself is revealing that how the Gp.'B' officers have been cheated during last few years.

Highlights

- (i) In the cadre of 720, the leave reserve is 572 meaning thereby only 148 regular posts. Surprising is, in **Traffic & Accounts Deptt. there were nil regular posts** and only 2 in personnel. In Mechanical deptt. there are 143 posts of LR, where as total posts are only 108, which is just not possible.

Both LR strength as also regular post strength was irrational. There being (-35) in Mech. against 39 in S&T, and 55 in Elect. (NIL in Tfc & Accts.)

- (ii) For both 1273 and also for 1858, leave reserve strength has been taken as old. This leave reserve strength was fixed in Eighties, and there is no revision since then, though number of regular cadre posts has been increased considerably.
- (iii) General cadre leave reserve number has not been taken into account where as there is no direct recruitment in Junior scale in general cadre. Regular cadre of general cadre has also not been taken into account share of Junior scale of general cadre should also be distributed in departmental cadre posts.

Status of vacancies in Gp. `A' & Junior scale and share and shortfall of Gp. `B' in Gp. `A'/JS

Deptt.	Vacancies in Gp. `A'					Vacancies in JS * (Included in Total Vac. in Gp. `A' previous column)			Share of Gp. `B' in Gp. `A' Cadre (excl. Member & GM/AM)				Share in Junior Scale (Included in Total Gp. `A' Cadre - previous column)			
	Sanc.	Available	Vacancies	On Dep.	Total Vacancies	Sanc.	Available	Vac.	Sanc.	Share 50%	Available (Gp. `B')	Short Fall	Total Sanc.	Share of Gp. `B'	Available	Short fall in Quota
Accts.	818	552	266	67	333	194	46	148	815	408	97	311	194	97	0	97
Persnl	419	287	132	39	171	111	23	88	419	209	72	137	111	55	0	55
Store	603	469	134	21	155	108	43	65	602	301	97	204	108	54	3	51
Mech.	1285	919	366	53	419	337	107	230	1282	641	122	519	337	168	2	166
Tfc	1051	845	206	195	401	264	53	211	1046	523	164	359	264	132	0	132
Civil	1932	1411	521	104	625	400	147	253	1929	964	175	789	400	200	0	200
Elect.	939	879	60	61	121	220	88	132	937	469	130	339	220	110	0	110
S&T	882	653	229	74	303	194	65	129	880	440	96	344	194	97	0	97
Total	7929	6015	1914	614	2528	1828	572	1256	7910	3955	953	3002	1828	913	5	908

Note:

1. This excludes the posts in General cadre, Misc Cadre, RB and also Medical & RPF depts. inclusion of these depts. shall increase the cadre, vacancies, and shortfall in share for Gp. `B'
2. Sanctioned cadre in Junior scale has been taken from the number - of JS/LR indicated in the cadre restructuring sent to D.O.P

- (iv) The 1828 number is in respect with old LR cadre and with only Regular + 75% of work charge posts. With 100% work charged posts, it shall be still higher.
- With this much Junior scale cadre, the strength of Gp.'A' posts shall further increase. The total analysis of cadre strength, Junior scale cadre, etc. the number of vacancies in Gp.'A' and the number of vacancies in Junior scale etc. has also been calculated and is enclosed herewith as **statement No. 11.**

Highlights

- (i) The statement is excluding posts in General Cadre, Misc. Cadre, Rly. Board, Medical & RPF deptts. By including these, the number of vacancies shall rise further.
- (ii) With 8177 sanctioned posts in Gp.'A', and only 5941 (including on deputation – 539) working against, **there are clear 3360 vacancies in Gp.'A', out of these 1388 vacancies are in Junior scale only.**
- **Share of Gp.'B'**

Out of the total posts 8177 (upto HAG level only, i.e. working posts, Jr. scale 1273 only) the share of Gp.'B' should be 4088 where as availability is only 911. **This means the shortfall in the share for Gp.'B' is as high as 3177 No.**

Even in Junior scale out of 1828 + 30 (General Cadre) posts the share of Gp.'B' should be 929, where as on date only 5 Gp.'B' officers are working in this cadre thereby leaving a gap of 924.

Conclusion

- Rationalise the strength of Junior scale posts, as per the cadre strength.
- Increase the number of leave reserve posts rationally department wise, as per their latest cadre strength.
- **The quota of vacancies for Junior scale should be 50% and not 25% of the Junior scale cadre strength.**

Cadre Summary of cadres (Gazetted) on Indian Railways (Excl. Mech, RPF & Misc. cadres)

As on 01-09-06

Cadre	Sanctioned as on 01.01.06	Wkg. as on 01.11.05	No. of officers on dep. etc.	Balance Wkg.	Vacancies	Note
SAG & Above	1200	1588	243	1345	+145	The posts sanctioned in cadre restricting in SAG/HAG not been taken into account yet fully
JAGs	2921	2845	270	2575	376	-do-
SS	2783	986	24	962	1821	
JS	1273	522	2	520	753	
Total	8177	5941	539	5402	2775	
		(72.7%)	(6.6%)	(66.1%)	(33.9%)	

As per the latest figure conveyed to DOP/Min. of Fin., while sending the proposal for cadre restructuring of GP. 'A' the number of Junior scale posts is 1858. In that way, the raised becomes as :

JS	1858	522	2	520	1388
Total	8762	5941	539	5402	3360
		67.8%	6.1%	61.7%	38.3%

Statement 11

- The number of Junior scale posts should be minimum 50% of the total assistant officers posts.
- There has to be some regular posts of Junior scale in general cadre too. Identify these also and both regular and LR general cadre JS posts be distributed among the other departments, as postings in general cadre is done from various department only.
- Increase the intake of Gp.'B' officers in Gp.'A' for few years initially, so that the share of Gp.'B' in Gp.'A' is improved. If all the vacancies presently available in Gp.'A' cadre is filled by Gp.'B' only, it shall still not be sufficient for fulfilling the share of Gp.'B' in Gp.'A' (vacancies in Gp.'A' 3125, shortfall in Gp.'A' for Gp.'B' – 3177).
- There should be no shortfall of Gp.'B' quota in Junior scale atleast.

10.6 Share in cadre

- The quota laid down for Gp.'B' officers in Gp.'A' is as under.
 - (i) Increased from 25% to 33.3% in Feb. 53 vide Sh. Lal Bahadur Shastri's declaration in Parliament – during budget speech.
 - (ii) From 33.3% to 40% vide Rly. Bds. Letter NO. E(GP)76/1/87 dt. 25.02.78.
 - (iii) From 40% to 50% vide Rly. Bds. Notification No. 79/E(GR)I/15/2(E) GC dt. 31.07.97
- This quota, was however, in vacancies and not in posts. Still the administration modified this **quota in posts – not in vacancies vide** D.O.P's O.M. No. AB-14017/2/97-Estb. (RR) dated 25.05.1998.
- It is worth mentioning that even before independence, the then British Govt. had recommended provision of **quota in posts and not in vacancies**, as under:

Extracts of Standing Finance Committee meeting 17th & 18th 1946

- (i) The **promotion of subordinates** shall be so arranged in future that the total number in the junior scale never exceeds **35% of the total strength of that cadre.**

- (ii) Rly. Bds. File No. E(NA)89-1 – note of Director Estb. (GC) dt. 14.08.89

“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 recruited Gp.`A` officers.** “

- (iii) Sh. Lal Bahadur Shastri – (the then Railway Minister) in his speech in Parliament during budget on 18.02.53.

“I shall consider here two important matters which are exercising the minds of class II officers. One of them is that the quota for promotion to class I service viz, **25 percent of vacancies has not been fully implemented.** I have made enquiries and I find that there is substance in this complaint. Steps are now being taken to grant promotion **to the full quota** and this should, in fact be completed in the near future. I have also **decided** that the existing quota of promotion should be increased from **25 percent to 33.3% of vacancies in order to facilitate promotions** for a larger number. “

- (iv) Para 190 of **Railway convention Committee** (1991) VII Report

“The committee note that though the Gp.`B` officers are physically available and working in Jr.scale/Sr.scale of Gp.`A` posts, they are **not being inducted into Gp.`A` as per their own quota** of 40% (now 50%) at the appropriate time i.e., after 3 years as laid down in the rule No. 209 (b) of Indian Railways Establishment Code. Further, an inordinate delay of 3 to 4 years takes place in the induction of Gp.`B` officers into Gp.`A`. The **Committee are of the opinion that if the Gp.`B` officers are inducted into Gp.`A` based on the cadre and not on the vacancies,** the legitimate representation of Gp.`B` in Gp.`A` will be ensured that the **grievances of Gp.`B` officers regarding low percentage in Gp.`A` will be mitigated.** In this connection, the Committee learn that even the Fourth Pay Commission had recommended on similar lines”.

(v) 4th Pay Commission Report

“Quota of Gp.‘B’ officers in Gp.‘A’ should be on percentage of posts only & not on vacancies”

(vi) D.O.P(S) D.O. No. AB-14017/2/2002-Estb. (RR) dated 28.05.2002.

“The post – based roster has the advantage that it ensures representation of various categories as per the percentage laid down in the recruitment rules/service rules”

- Though, the government had been stating that adequate efforts are made to fulfill the quota, but the fact is that nothing concrete is made. Even the Railways Bd. vide Director Estb. (GS) vide his nothing – as back as 14.08.89, has accepted that if the quota is filled properly the **number of Gp.‘B’ officers should have been 40% or slightly less (in 1989)**. But the fact is totally opposite to it.
- At any time, the share of Gp.‘B’ officers in the total Gp.‘A’ posts, has been ranging between 9 to 15% only. At no time, it increased more than this. The present status of the share of Gp.‘B’ officers in Gp.‘A’ is placed as two **Statements – 12 and also Statement No. 13**.
- The perusal of the statement makes it abundantly clear, that out of the total 8177 Gp.‘A’ posts (9969 as per federation), **there should have been 4088 Gp.‘B’ officers in Gp.‘A’**. **Instead there are only 911 Gp.‘B’ officers in Gp.‘A’** as on 01.09.06 – a shortfall of 3177.
- This means **Gp.‘B’ has a total share of 11.1% only against the stipulated 50% quota**.
- Even, the share of Gp.‘B’ officers in Gp.‘A’ in total working officers is totally inadequate. In 5941 total Gp.‘A’ officers working as on 01.09.06, the **number of Gp.‘B’ 911 only 15.3%**.
- Out of total 1200 posts sanctioned for SAG & above and working strength of 1588, only **5 officers are from Gp.‘B’ category**.
- In Senior scale – **the present working strength share of Gp.‘B’ is only 332 (11.9%)** in a total of 2783 sanctioned cadre and as many as 64.4% more officers are working on adhoc basis.

Cadre Structure of Gazetted Cadre, all Deptt. (Indian Rlys.) (Excluding Medical, RPF & Misc. Cadres)

As on 01.09.2006

Status	Sanctioned Cadre	Working			Remarks
		Total	DR	P	
Members	7	7	7	-	-
GMs/Ams	42	37	37	-	-
PHODs/HAG	144	137	137	-	-
SAGs	1007	1407	1402	5	Balance Working on Deputation on Trg./on leave
SGs	2921	1613	1452	161	(10.0%)
JAGs		652	462	190	(29.1%)
JA (Officiating)		580	362	218	(37.6%)
Total		2845	2276	569	(20.0%)
SS	2783	986	654 (66.3%) (23.6%)	332 (23.7%) (12.0%)	+1788 Sr.Scale adhoc (64.4%) Total Prom. - 76.4%
Total	6904	5419		906	
JS	1273 671JS + 602LR	522	517	5	-
Gp.`B'	4667	3946 ⁺	-	-	-
Total	12844	5941+3946 ⁺	5030	911 (15.3%)	+ 1788 Sr.Adhoc + 3946 Gp.`B'

Sanctioned (as per Rly. Bd.)	
SS+above	6904
JS	1273
Total	8177
Available	5941
Vacancies	2236

Note:

G.Total - 2850 vac.

Total posts sanctioned - 16346-2815 (Med. & RPF) - 687 misc cadre
= 12844

(50.9%)	5941	5734 Gp.`B'	(49.1%)
	11675		
5030 DR (43.1%)	+	6645 Prom.	56.9%

Statement 12

GAZETTED CADRE WORKING STRENGTH

Excluding Gen. Cadre Misc. Cadre, RPF & Medical Cadre

As on 01.09.2006

Deptt.	Mech.	Tfc	Civil	Elect.	S&T	Acct.	Store	Persnl.	Total
Member	1	3	1	1	-	1	-	-	7
GM/Ams	8+4	4+2	3+2	4+1	2+2	2+1	1+1	-	24+13
PHOD/AGM	26	23	37	21	7	14	7	2	137
SAG	247	242	308	179	141	141	98	51	1407
		1	1	1	-	-	1	1	5
SG	269	229	362	219	164	134	148	88	1613
	32	28	7	17	31	11	17	18	161
JA	108	48	151	86	84	65	76	34	652
	41	23	24	7	17	28	31	19	190
JAO	51	108	128	101	56	88	9	39	580
	11	53	49	28	27	34	4	13	218
TOTAL	428	385	641	406	304	287	233	161	2845
	84	104	80	58	75	73	53	50	569
SS	108+183*	115+257*	250+435*	168+101*	142+242*	69+287*	87+128*	47+155*	986+1788*
	44	43	82	62	15	28	35	15	332
JS	108	52	149	82	56	25	42	15	522
	2						3		5
Gp.`B'	510	514	1024	466	350	407	296	379	3946
Gp.`A'+Gp.`B'	923 +	826 +	1391 +	862 +	654 +	540 +	469 +	276 +	5941 +
'P' Sr.	693	771	1459	567	592	694	424	534	5734
in Scale	@	@	@	@	@	@	@	@	@
'A' (adhoc)	130 183	147 257	159 435	115 101	90 242	101 287	91 128	74 155	911 1788

* Gp.`B' wkg. in Sr. Scale adhoc

@ Including officers wkg. in Sr.scale

Summary

Gp.`A' - 5941	50.9%	Dirct. Rects. - 5030	43.1%
Gp.`B' - 5734	49.1%	Promotees - 6645	56.9%
11675		11675	

Total Promotees

Promotees Gp.`A' - 911
Sr. Scale Adhoc - 1788
Gp.`B' - 3946
6645

Strength Gp.`A' & Share of Gp.`B' in Gp.`A'

	Total wkg.	Prom.	%
SAG & above	1588	5	0.3
JAG/SG/JAO	2845	569	20.0
SS	986	332+1788	33.7
JS	522	5	0.96%
Total	5941	911	15.3%

Gp.`A'

Vacancies	Including Gen. Posts
Sanc.Str.	8177
wkg.	5941
vac.	2236
on dep.	614
Total vac.	2850
	8177+464 = 8641
	5941
	2700
	614
Total vac.	3314

Statement 13

- Even in Junior scale, against a sanctioned cadre of 1273, **only 5 are from Gp.'B'** i.e. 0.4% of the sanctioned posts and 0.9% of the working strength (522).
- The total cadre and vacancy position in summary form is given at Statement No. 11 (page 38) herewith. (Also as per the revised number of Jr.scale posts) an other – **Statement**

It is clear that the number of Gp.'B' officers in Gp.'A' is abysmal minimum. The total number of vacancies existing in Gp.'A' i.e. even if are filled by Gp.'B' officers, is not going to fulfill the share due for Gp.'B' for full extent.

- **The requirement is that Gp.'B' officers be given a larger share in induction for long periods, so that the share of Gp.'B' officers in increased considerably and Gp.'B' officers are brought up to respectable percentage of share of Gp.'A' cadre.**

11.0 VARIATIONS IN PROMOTIONAL PROSPECTS

- 11.1 Due to defective policies of recruitment and promotions, vacancy calculations and delay in DPC etc. etc. A large scale variations exist in the cadre of Gp. 'B' officers both for Sr. Scale (ad hoc) promotion and Gp. 'A' inductions. This is existing within one cadre on zone to zone basis and in one cadre to other cadre. This has created great frustrations among Gp. 'B' officers.

The extent of variations for Sr.scale (ad hoc) promotions, and for Gp.'A' inductions is indicated in **statements No. 14 & 15** enclosed herewith.

- 11.2 In order to remove the variation in Gp.'A' induction, scheme of allotting 50% vacancies as per quota balance & 50% as per stagnation was introduced in nineties. This has given good results, but still the gap is enormous.

It is suggested that the 50% stagnation part should be modified slightly where instead of giving it on the proportionate ratio of stagnated persons, it should be allotted on senior most stagnated officers basis, will help in easing the position.

Variations in Induction in Gp.-A' Department wise/Railway wise

RAILWAY	CIVIL	MFCII	ELECT	SAT	YFC	ACCEN	PRESEN	STORT	Total
CR	1092	39	30	11	19	12	22	19	195
ER	192	42	12	5	11	20	27	17	186
NR	1093	74	16	18	28	40	30	12	274
NE	892	31	2	0	11	25	21	5	120
NI	492	30	3	10	29	27	23	10	193
SR	1190	60	16	20	34	47	18	22	241
SC	692	40	12	28	31	31	28	5	186
SE	492	39	25	22	32	20	17	7	183
WR	1093	45	8	10	32	21	20	8	175
EC	1290	17	4	7	12	10	10	1	84
ECOR	492	42	11	4	8	11	9	2	97
NC	192	24	9	10	21	10	6	3	95
NW	1093	32	2	7	17	23	19	3	119
SEC	192	29	7	6	16	3	1	0	50
SWR	1190	14	2	2	5	7	5	6	49
WCR	1092	22	8	6	12	5	1	3	35
RDSO	896	13	1	2	0	0	0	0	21
CLW	1292	1	1	0	0	11	1	5	27
DLW	399	1	0	0	0	7	0	3	15
DWR	090	0	0	0	0	4	2	1	18
ICF	692	1	1	0	0	9	8	5	35
RCT	492	2	1	0	0	14	1	1	17
RWP	196	3	3	0	0	7	2	5	18
Total	632	15	181	203	333	373	280	157	2441
Less DPC for the year	12.02.05	12.02.05	08.06.05	15.03.02	29.11.05	30.11.04	30.08.05	21.03.05	-
	2002	2003	2003	2000	2003	2003	2003	2003	

Note: 1. Last figure is the date of promotion to Gp. D of the senior most officer working for Gp. A' indicated. 2. Second figure is officers working for Gp. A' induction to Gp. A' with 6 yrs. of their service, and all other and higher induction, of Gp. A' with 10 yrs. of their induction.

Comparative chart for Promotion to Sr.Scale (adhoc) Rly wise/Department wise

As on 01.08.2006															
Rly	CIVIL	MECH.	ELECT.	S&T	TFC	ACCT	PERSNL	STORE	TOTAL						
CR	10.97 9 20 18	4.98 11 4	04.97 12 0 10	12.99 0 10 14	06.97 7 8 6	05.97 10 2 12	08.96 15 0 1	11.97 5 5	69 49 72						
ER	07.97 19 8 29	2.97 13 0 18	03.95 7 5 34	05.98 10 3 6	03.99 0 4 26	01.97 12 13 5	07.95 13 2 9	10.96 11 2 8	85 37 135						
NR	11.96 32 19 6	10.97 14 4 17	12.99 0 4 21	05.97 1 8 4	04.97 15 10 7	01.99 0 21 20	06.08 14 2 5	01.00 1 2 3	77 70 83						
NE	02.96 17 9 6	9.97 5 2 14	05.97 2 2 0	05.01 0 0 16	06.01 0 1 18	07.96 13 8 3	04.97 6 1 10	04.98 2 1 4	45 24 71						
NF	09.97 32 14 49	10.96 9 6 8	05.97 9 6 4	04.97 9 3 6	12.96 9 0 21	07.97 6 2 14	01.96 14 1 10	07.97 7 1 1	95 33 113						
SR	05.98 20 14 37	12.97 4 0 13	3.97 4 7 16	05.00 2 2 29	04.02 4 1 11	01.97 21 2 13	07.95 7 0 18	02.97 12 4 8	74 30 145						
SC	06.97 12 15 46	5.97 6 3 11	12.92 13 2 6	01.99 1 8 12	06.96 14 9 12	02.96 17 3 7	04.95 8 8 8	07.03 0 0 8	71 48 110						
SE	05.98 18 4 16	9.99 1 11 17	04.97 16 5 11	11.97 7 4 13	05.99 1 4 20	05.02 0 0 17	01.96 7 3 4	09.00 0 1 8	50 32 106						
WR	12.96 8 40 38	8.96 11 3 12	03.97 4 14 4	05.00 0 1 15	07.96 15 4 11	07.95 7 6 8	05.94 10 9 8	06.02 0 1 8	55 78 104						
EC	6.97 9 6 2	5.01 1 0 4	05.97 1 0 7	10.99 2 1 3	12.96 6 3 7	06.02 1 0 1	09.95 9 3 3	04.98 1 1 0	30 14 27						
ECOR	8.96 20 5 20	9.99 0 1 3	06.97 7 1 6	02.01 0 0 10	06.00 0 1 12	01.00 1 1 5	09.95 4 3 2	02.02 0 0 1	32 12 59						
NC	1.99 2 2 5	4.98 4 3 3	08.96 6 2 4	12.98 1 7 5	12.98 5 4 1	03.03 0 0 1	10.96 3 2 2	10.04 0 0 0	21 20 21						
NW	4.99 0 16 9	8.96 9 4 6	02.97 2 0 3	08.01 0 0 2	11.94 9 8 2	07.95 8 5 2	04.94 12 2 4	11.00 0 1 2	40 36 30						
SEC	08.96 5 5 9	10.00 0 2 6	04.97 4 3 1	09.99 0 1 6	06.02 1 0 2	06.01 0 0 10	02.02 6 0 2	06.3 0 0 2	16 11 38						
SWR	08.97 1 2 9	12.96 6 0 3	03.97 1 0 1	09.00 0 2 1	05.01 0 0 1	02.01 0 0 3	05.95 3 2 3	06.95 3 0 3	14 6 24						
WCR	7.98 2 13 8	8.96 5 3 2	10.97 2 1 6	12.99 0 2 4	12.96 6 2 1	06.04 0 0 0	02.98 3 1 4	08.00 0 4 3	18 26 28						
RDSO	04.97 8 7 11	9.99 1 5 7	09.00 1 1 3	02.00 0 3 7	05.96 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	10 16 28						
CLW	1 0 0 0	6.01 0 0 3	06.01 0 0 2	0 0 0 1	0 0 0 0	05.96 6 0 2	12.03 0 0 4	09.98 4 0 0	11 0 12						
DLW	1 0 0 0	8.99 0 1 11	06.02 0 0 2	0 0 0 0	0 0 0 0	02.98 3 0 5	06.02 0 0 3	08.02 0 0 2	3 2 23						
DNW	0 0 0 0	11.00 0 3 3	12.00 0 1 0	0 0 0 0	0 0 0 0	06.98 4 0 0	06.96 2 0 0	04.01 1 0 4	7 4 4						
ICF	2 0 0 0	7.99 0 1 11	09.01 0 1 4	0 0 0 0	0 0 0 0	01.97 4 0 1	12.96 3 2 1	02.98 1 0 0	8 6 17						
RCF	11.97 0 2 2	11.03 0 0 11	11.98 1 2 0	0 0 0 0	0 0 0 0	10.97 3 0 0	12.99 0 1 0	02.97 3 4 0	7 7 13						
RWF	3.96 2 0 1	10.02 1 0 2	02.98 2 0 0	0 0 0 0	0 0 0 0	03.01 0 0 2	10.95 1 0 1	05.95 4 1 0	10 1 8						
Total	217 202 321	101 56 186	94 57 147	33 55 164	92 59 158	116 63 131	140 42 102	55 28 72	641 562 1271						

Note : Indicates, Date of Promotion to Gp. 'B' of the Sr.Most Officer waiting for Sr.scale (Adhoc) other three figures indicate No. of officers waiting for 8 yrs. Or more, officers of 5 to 8 yrs. Service and officers 3 to 6 yrs. Service waiting for promotion to S.Scale.

- 11.3 As regards, Sr.scale (adhoc), delay in formulating the panels for promotions, delay in promotions, waiting for Gp.'A' officers to complete 4 yrs. and promoting Gp.'A' officers before 4 yrs. even if eligible Gp.'B' officers (6 yrs. service) are available, should be avoided by streamlining the systems. Vacancy calculations for formation of panels for adhoc promotion be liberalised and large panels be formed, say panel of whole year of Gp.'B' officers be formatted (as in done in SAG officers case) irrespective of number of vacancies.

12.0 CAREER PLANNING FOR GP.'B' OFFICERS

- (i) The term Career Planning has apply been explained by an **Indira Gandhi open University paper on Career Planning**

“ Mapping of career of employees in the organization according to their ability and skill, better use of human resources, increased utilization of managerial resources improvement in morale and motivation of employees.....”

- **“By human nature every employee has aspirations to advance and grow in his organization and also desires to achieve a sense of fulfillment. Unless these aspirations and desires of the employee are taken care of, the organization can not be taken to higher levels.....”**
- **In very simple words, on employee should know where be will be in the organization after a reasonable period (five to 10 yrs.) or what is his future.**

- (ii) Fourth Pay Commission also said (Part I, vol. I, chapter 7 – page 88)

“7.46There should be well defined career prospects and employees feel reassured that can look forward to promotions”

- (iii) All these well defined principles for career planning are not meant for Gp.'B' officers as per the answer given in parliament unstirred question No. 3022 dt. 02.12.88.

“..... Gp.'B' officers appointed to Junior scale Gp.'A' are at par with the Gp.'A' in view

of this, the **question of separate proposal to improve the promotion prospects of Gp.`B` officers does not arise.**

- (iv) Rly. Bds. Letter No. 89/E(GR)II/11/15 dt. 17.10.89 to Gen. Secy. IRCTOF

“..... to say that the principle of a separate career planning for Gp.`B` cadre, as suggested in your letter dt. 10.02.1988 is not a concept that exists in the government and cannot be looked into by Railway.....”

- (v) Rly. Bds. Letter dt. 90E(GR) 11/11/02 dt. Feb. 90.

“.....The principles of a separate career planning for Gp.`A` cadres in not feasible.....”

- (vi) The Railway Board, despite several recommendations of various high level committees and Pay Commission etc, **refuse to accept the fact that there should be career planning for Gp.`B`** also. Schemes are being made to look into the career planning of all cadres, except ofcourse the Gp.`B` officers. No promotional prospect improvement schemes are being charted for Gp.`B`. No thought is given to remove stagnation from this cadre of officers.

- (vii) There are many obstacles in the path for career progression of Gp.`B` officers viz.

- **Availability of one grade and no channel for promotion**
- There being the only one cadre-
- **Something different have to be thought for this category.**

- (viii) Govt. is of the view that since Gp.`B` entrees in Gp.`A` at Junior scale level and after that they follow their career graph, separate career planning is not required.

- (ix) Presently two avenues are available for Gp.`B` i.e. their promotions to Sr.scale – adhoc, and their induction in Gp.`A` (recently one welcome scheme has been introduced after a long period i.e. 80:20 scheme).

- (x) The requirement is that obstacles in providing these promotions, satisfactorily, should be removed immediately. For both of these, 3 yrs. regular service is the eligibility.
- (xi) While thinking about the career progression for Gp.'A' direct recruits, - their promotions as near as possible of their eligibility periods, is the main criteria for consideration. Schemes therefore are charted out to see that promotions – on their eligibility periods – are ensured. For this to ensure, cadre – restructuring schemes are implemented time to time as has been done recently too.
- (xii) While submitting the proposal for cadre – restructuring, this is stated objective always, and all calculations/proposals are formed to achieve this only. But this is not the case for Gp.'B' officers.
- (xiii) This has resulted into better promotional prospects for Gp.'A' officers. A statement indicating the **materialisation of promotions in each cadre of Gp.'A'** officers alongwith their targets – say eligibilities - is placed herewith (**Statement-16 enclosed**).
- (xiv) It is evident that the promotions are being achieved on their eligibility periods or very near to this, almost in all the cadres. This is likely to be farther improved on implementation of cadre restructuring proposals in C.Engg., Traffic, Account & Personnel deptts. Shortly.
- (xv) On the other hand, the **materialisation of due promotions for Gp.'B'** is deteriorating day by day and periods are rather increasing day by day.
- (xvi) The periods of promotions – as indicated there in are increasing with the years adding instead of improving. It can be safely said that these cadre – restructuring schemes are being implemented – to improve the promotional prospects of Gp.'A' at the cost of Gp.'B' cadre. While their promotional periods have reduced, the promotional periods for Gp.'B' have increased considerably after the implementation of this scheme.
- (xvii) The statement, showing the **Gp.'B' officers waiting for Gp.'A' induction** – with 8 yrs. Service and the total eligible officers – and also the **Gp.'B' officers waiting (total eligible) for Sr.scale adhoc** is given herewith (**Statements No. 17 & 18 attached**).

Meterelisation of Promotions vis-a-vis due

As on 01-09-06

Cadre	HAG	SAG	SG	JA	JAO	SS	Promotees	
							Gp. 'A' induction	Sr. Scale Adhoc
Eligibility/ Target No. of years for promotions	25	17	12	8+	6	4	3	3
Department	Present Av. Actual promotion periods							
C.Engg.	29	19	14	10	7	5	13	11
Mech	32	20	12	9	6	4	13	11
Elects	29	22	15	12	7	4	12	10
Traffic	32	19	12	11	7	4	14	10
S&T	32	20	15	11	7	4	15	9
Stores	31	19	14	9	7	4	12	9
Accts	32	20	14	11	6	4	13	10
Personnel	27	21	14	10	6	4	14	10

Statement 16

As on 01.08.2006

Depts.	No. waiting for Gp. 'A' Induction			No. waiting for Sr.Scale(adhoc)				Total wkg in Sr. Scale adhoc	Total wkg. in Sr. scale regular (Gp. 'A.')
	with 10 yrs. or more 8 to 9 yrs. service in Gp. 'B'		wkg. in Sr. scale (out of these)	wkg. with 3 to 8 yrs. service in Gp. 'B'	wkg. in Sr. scale out of these	with 8 yrs. service or more	with 6 to 8 yrs. service in Gp. 'B'	with 3 to 6 yrs. service in Gp. 'B'	Total
	10+	8-9 yrs.							
Store	76	83	105	120	23	54	27	70	151
Personl.	205	88	155	143	0	138	42	101	281
S&T	128	117	210	251	32	35	55	164	254
Accts.	266	114	274	204	13	106	58	133	297
Tk.	211	129	240	245	17	100	51	167	328
Elect.	87	115	97	199	4	106	44	151	301
Mech.	138	130	160	245	23	108	53	169	330
Civil	404	238	416	540	19	226	197	324	747
Total	1515	1015	1657	1947	131	873	537	1279	2689

Summary:

Waiting for Gp. 'A' Induction				Total Gp. 'B' Officers			
		In Gp. 'B'	In Sr. Scale	Total			Total
with 8 yrs service or more	873	1657	2530	Total	In Gp. 'B'	In SS(Adhoc)	
with 3 to 8 yrs. service	1316	131	1947		373	1657	2530
Total	2689	1688	4477		537	107	644
						1279	1303
						1257	1257
						3946	5734

Statement 17

Statement showing Gp. 'B' officers waiting for Sr.Scale (Adhoc)

As on 01.08.2006

Deptt.	Year of entry in Gp. 'B'																				Total
	90	91	92	93	94	95	96	97	98	Total	99	00	Total	01	02	03	Total	04	05	Total	
Elect.	-	-	3	3	12	22	35	11	11	97	3	1	4	-	-	-	-	-	-	101	
	-	-	2	-	1	1	2	46	45	106	20	24	44	55	44	53	151	116	43	165	
T/c	-	-	17	30	45	67	28	24	29	240	7	6	13	4	-	-	4	-	-	257	
	-	-	1	-	-	5	4	14	43	33	106	35	25	81	52	75	55	167	50	514	
Mech.	-	-	7	14	30	35	27	30	17	160	17	4	21	1	1	-	2	-	-	183	
	-	-	2	1	2	3	11	48	35	108	17	35	53	51	48	75	109	97	83	510	
Civil	8	-	22	43	77	83	119	46	18	416	3	10	13	5	1	-	6	-	-	435	
	-	-	1	2	3	3	42	94	89	228	87	110	187	51	164	139	324	178	99	1024	
Acct.	-	-	-	17	81	69	50	38	9	274	3	8	11	2	-	-	2	-	-	287	
	-	-	-	-	-	2	8	36	29	106	33	25	58	38	43	52	132	82	53	407	
Personl.	-	-	18	31	33	40	15	11	7	155	-	-	-	-	-	-	-	-	-	155	
	-	-	1	2	9	21	25	21	42	138	23	19	42	27	36	33	101	80	18	379	
Store	-	-	-	4	7	25	29	35	6	105	11	4	15	8	-	-	8	-	-	128	
	-	-	-	-	-	2	4	5	15	27	54	10	17	27	16	17	37	70	55	296	
S&T	8	10	14	20	11	27	32	52	36	210	19	11	30	2	-	-	2	-	-	242	
	-	-	1	2	-	-	2	12	17	35	42	13	55	56	31	75	154	43	50	350	
Total	16	10	81	162	286	368	345	247	132	1657	63	44	107	22	2	-	24	-	-	1788	
	2	-	8	7	24	50	146	321	315	973	287	270	537	358	472	489	1279	828	429	3946	

Summary:

Total Gp. 'B' Officers		wkg. in Gp. 'B'	wkg. in SS(Adhoc)	Total
with 5 yrs. exp. more service	873	1657		2530
with 5 to 8 yrs. service	537	107		644
with 3 to 6 yrs. service	1279	24		1303
with upto 3 yrs. service	1257	0		1257
Total	3046	1788		5734

Note:

Top line in each column, indicates
Officers working in Sr. scale (Adhoc)
and bottom line officers working in
Gp. 'B' (assistant grade) in addition

Statement 18

- (xviii) The pyramidal chart of the organization will show that what is the percentage of officers **due for promotion**

	Cadre	No. (Sanc. Strength)	Higher grade posts available	%age
Gp.'A'	GMs	42	7	16.7
	PHODs	144	42	29.2
	SAGs	1007	144*	14.3
	JA/SGs	2921	1007*	34.5
	SS	2783	2921*	105.0
	JS	(Now 1273)	2783 ^(A)	218.6
Gp.'B'	Gp.'B'	5012	Gp.'A' 180 (Now 318)	6.3
	for Sr. scale (adhoc)	2689 (eligible)	Sr.scale posts left over by Gp.'A' direct recruits (No. unknown)	

- * Likely to increase considerably with the implementation of cadre – restructuring schemes.

^(A) Likely to decrease by about 30%

- (xix) In fact, instead of improving the things the prospects are being reduced.

While the stipulated quota for Gp.'B' is 50% in Gp.'A' the cadre fixed in JS was only 720, with only 180 (25%) **share for Gp.'B' (not 360). This has recently been improved to 1273 but the share was reduced even from 25% to 20% i.e. 255 numbers. (now restored again to 25% i.e. 318)** The share has thus been reduced instead of increasing it as per requirement.

(xx) Today's status of share is as under:
(excl. Med. RPF & Misc. cadre)

	Sanctioned	Working	Promotees (Wkg.)	Percentage of same	Promotees (of Wkg.)
SAG & above	1200	1588	5	0.4	0.3
JA & SG	2921	2845	569	19.5	20.0
SS	2783	986	332	11.9	33.7
JS	1273*	522	5	0.4	0.96
TOTAL	8177 or 8762*	5241	911	11.1	15.3

* or 1858

(As on 01.09.2006)

Evidently the quota in all the cadres which should have been 50% (in total) is very less in all cadres (even negligible in SAG & JS). A detailed statement is enclosed for ready reference.

- (xxi) To ensure the satisfactory promotional prospects for Gp.'A', approx. 960 posts (approx. 30%) of the Sr.scale cadre) are likely to be reduced either by upgrading these to JA & above and approx. 250 by surrendering
- (xxii) Thus the posts – which were available for the Gp.'B' officers for Sr.scale (ad hoc) are likely to be reduced considerably thus increasing their promotional periods for Sr.scale (ad hoc). The reduction in Sr.scale posts is also likely to reduce the vacancies for Gp.'A' induction. All this to provide better promotional prospects for Gp.'A', and all at the cost of Gp.'B' officers.
- (xxiii) Need is to give a deep thought to the aspect of satisfactory promotional prospects for Gp.'B' officers also and that also at the earliest. What is required is an in-depth analysis and scientific and unbiased approach to the problem.
- (xxiv) **For the time being, a few things are suggested, as under:**
 - (A) **Restoration of the reduced Sr.scale posts (if required by**

reducing the Jr.scale/Gp.'B' posts) i.e. implement the cadre structuring scheme from JS/Gp.'B' – the feeder cadre (instead of Sr.scale) - as has been done in all the ministries and even in Gp.'C' & 'D' restructuring on Railway also.

In fact, the number of Sr.scale posts be increased.

- (B) Better proposition will be to implement **flexible complement scheme** – where in posts are automatically operated in Sr.scale on an individual becoming available for promotion to till he is promoted in the normal course, or he is retired or leaves the posts, when this post is again operated in Jr.scale/Gp.'B'.
- (C) **Increase the number of JS. Scale cadre (posts)** – to atleast 50% of the total assistant officers post sanctioned in the cadre and given the 50% of these as the share of Gp.'B' officers for induction in Gp.'A' the **cadre should have been fixed at 1680 with a quota of 840 for Gp.'B'** (as recommended by the expert committee set up by the Rly. Bd.).
- (D) Since as per Rly. Bd. – while sending the proposal for cadre – restructuring to DOP/Min. of Fin., the number of Jr. scale is 1858 - **the quota of Gp.'B' officers should be 50% of 1858 i.e. atleast 929 if not more.**
- (E) It should immediately be ensured that **all officers having – atleast 8 yrs. regular service in Gp.'B'** – are called for selection. For this purpose, for the first year 888 posts for Gp.'A' induction shall have to be provided and for subsequent few year, average 562 posts every year. **Reference Statement No. 19 & 20.** Both these numbers are otherwise within there quota for Gp.'B' officers in Gp.'A' as recommended above i.e. 840/929.
- (F) A detailed/indepth study be made in all perspectives of career planning for both Gp.'A' and Gp.'B' simultaneously.
- (G) It should be ensured that **all DPCs are finalized in advance**, so that panels are available for promotions when vacancies become available.
- (H) **The DPC, if delayed, should be effective from the date it is due.**
- (I) **Similar rules be made applicable to RDSO also, since it has already been given zonal Railway status.**

**No. of officers waiting for induction with 8 yrs. or more service in Gp. B
(as on 01.10.2005) and the posts/vacancies required for,
at least to bring them under zone of consideration**

As on 01.01.2006

Rly	CIVIL		MECH		ELECT		S&T		TFC		ACCTS		PERSNL		STORE		TOTAL	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Rly	42	19	15	6	19	8	14	5	21	8	29	13	26	11	16	6	182	76
	45	20	24	10	8	2	12	4	22	9	28	12	22	9	14	5	175	71
NR	80	38	36	16	17	6	37	16	45	20	40	18	26	11	12	4	283	129
NE	24	10	17	6	3	1	11	3	10	3	25	10	21	8	4	1	115	42
NF	58	27	12	4	7	2	15	6	25	10	18	7	22	9	5	1	162	66
SR	42	19	26	11	13	4	12	4	27	12	36	16	19	7	18	7	193	80
SC	46	21	16	6	16	6	22	9	34	15	27	11	13	4	5	1	179	73
SE	22	9	9	3	23	10	29	12	24	10	20	8	23	10	7	2	157	64
WR	46	21	25	10	11	4	15	6	31	14	22	9	13	5	7	2	170	71
EC	19	8	3	1	3	1	3	1	11	4	10	3	13	5	-	-	73	23
ECOR	25	10	-	-	8	2	3	1	8	2	11	3	10	3	2	1	67	22
NC	21	8	9	3	10	3	10	3	15	6	10	3	7	2	7	2	89	30
NW	33	15	14	5	2	1	7	2	17	7	22	9	17	6	3	1	115	46
SEC	17	6	2	1	6	2	7	2	6	2	6	2	3	1	-	-	47	16
SWR	17	6	9	3	2	1	1	-	5	1	6	2	6	2	6	2	52	17
WCR	22	9	5	1	6	2	4	1	10	3	4	1	7	2	2	1	60	20
RDSO	14	9	4	1	1	-	2	1	-	-	-	-	-	-	-	-	17	9
CLW	-	-	3	1	2	1	-	-	-	-	7	2	2	1	6	2	20	7
DLW	-	-	3	1	-	-	-	-	-	-	3	1	1	-	3	1	10	3
DMW	-	-	8	2	1	1	-	-	-	-	-	-	2	1	2	1	14	5
ICF	-	-	13	4	2	1	-	-	-	-	8	2	3	1	3	1	29	9
RCF	-	-	4	1	-	-	-	-	-	-	5	1	1	-	3	1	13	3
RWF	-	-	3	1	1	1	-	-	-	-	2	1	2	1	5	1	13	5
Total	573	253	261	97	162	59	205	76	311	126	339	135	257	99	130	43	2238	888

Note:

A:- Indicate: No. of officers waiting for induction with 8 years service or more. (Joining upto 1997)

B:- Indicate: No. of posts required to bring these at least under zonal consideration (Posts - 4)

Statement 19

No. of posts required to bring in zone of consideration the Gp.`B' officers with 8 yrs. service for induction in Gp.`A'

Year	Elect.	Tfc	Mech.	Civil	Accts.	Persnl.	Store	S&T	Total
upto 1997	162	311	261	573	339	257	130	205	2238
	59	126	97	253	135	99	43	76	888
1998	155	245	226	414	242	217	121	184	1804
	75	120	111	205	119	106	58	90	884
1999	105	167	153	305	170	135	86	157	1278
	50	81	75	150	83	65	41	76	621
2000	83	118	119	276	120	89	67	106	978
	40	57	58	136	58	42	31	51	473
2001	100	130	115	194	103	74	60	115	891
	48	63	55	95	50	35	28	55	429
2002	93	116	112	269	96	73	50	91	900
	45	56	54	132	46	35	23	43	434
2003	97	118	147	247	102	79	68	124	982
	46	57	71	121	49	37	32	60	473
2004	163	200	171	273	142	122	130	121	1322
	80	98	88	134	69	59	63	58	649
2005	117	147	157	212	101	68	100	125	1027
	56	71	76	104	48	32	48	60	495
Total excl. 1997	913	1241	1200	2190	1076	857	682	1023	9182
	440	603	588	1077	522	411	324	493	4458
Av./year	114	155	150	275	134	107	85	129	1149
	55	79	74	135	65	51	41	62	562

Procedure adopted

upto 1997 - Total officers waiting upto 1997 Rly. wise and calculated the posts on $2x + 4$ i.e. with the formula $(\text{Posts}-4)^{1/2}$

Subsequently - Total officers working in 97 - the post required as calculated above + the officers promoted to Gp.`B' in 98 and then - 4 and half of these, same formula adopted for each subsequent years.

13.0 CAREER PLANNING FOR MISC. CADRES.

- (i) Presently different norms are being adopted for the promotions of the officers belonging to Misc. cadres. Even among Misc. cadres also, vast differences exist from one cadre to the other.
- (ii) While in organized cadres, the Sr.scale (adhoc) promotion eligibility is 3 yrs. regular service in Gp.'B', the same is minimum 8 yrs. only. Similarly the principles of DPCs and fixation of seniority and promotions to JAG etc. are also different.

It is suggested that for these purposes, there should be no differentiation between organized and Misc. cadres.

- (iii) Presently the DPCs are very irregular, vacancy calculations are very different. All these be put on sound footings.
- (iv) Proposal of merger of few categories in major cadres viz. P&S in Store, Asstt. Chief Cashier & Statistics in Accounts, PROs in commercial, C&M in Mech. Etc. be implemented.
- (v) In larger Misc. cadres – cadre restructuring be done, after deep studies to ensure better promotional prospects.
- (v) For educational officers, RRBs posts be thought for giving them opportunity for JA grade & above.
- (vii) Law Committee report be implemented for Law officers.
- (viii) Till the merger is decided, JA grade posts of CPROs and similarly in the cadre of EDPMs be reserved only for PROs/programmers /EDPMs, abolishing the present system of posting officers on deputation from others cadres.

14.0 CADRE FIXATION OF GP.'B'

- (i) Recently on 22.11.2005 Board issued a notification fixing the cadre of Gp.'B' officers.
- (ii) It is surprising that while fixing the cadre of Gp.'B', percentage such as 77.08 or 80.29 etc. has been laid down, which is rather ridiculous for fixing any cadre.
- (iii) The total exercise is without any objectives and very ambiguous and not rational.

Fixation of Gp.`B' Cadre
Rly. Bds. Letter Dt. 22.11.05

Deptt.	Total JS/Gp.`B' posts			% of Gp.`B' posts	No. of Gp.`B' posts (Fixed)	Balance No. of Gp.`A' posts
	Reg.	WC	Total			
Gen.	100	60	160	-	160	30
Civil	752	767	1519	78.42	1191	328
Tfc	806	17	823	75.52	622	201
Mech.	823	21	844	72.75	614	230
Elect.	453	122	575	66.60	383	192
S&T	299	270	569	73.30	417	152
Store	313	61	374	73.49	275	99
Accts.	430	131	561	77.08	432	129
Persnl.	414	22	436	80.40	351	85
Misc	345	-	345	-	345	-
Total	4735	1471	6206		4760	1446

Statement 21

- (iv) This is likely to affect adversely the Gp.'C' promotions to Gp.'B' as this will have large bearing on vacancy calculation for Gp.'B' selection.
- (v) If this is taken as base, the number of Gp.'A' posts should be more than 1440.
- (vi) While exercising all this, Gp.'B' federation has not been taken into confidence.
- (vii) There is no indication, whether this has to be maintained zone wise or Indian Rly. wise, in both the cases this is not implementable **(Statement No 21 is enclosed)**

15.0 MISC. CADRES – PROBLEMS THEREOF

As already mentioned above, the major problem of the Misc. cadres, is about equality with organized cadres in all respect while problem in respect with career planning of Misc. cadres has already been discussed as above, it will be important if other problems of all the Misc. cadres are discussed in detail.

(i) Common problems – of Misc. cadres.

One of the most common problem of all Misc. cadres is non existence of adequate/satisfactory promotional prospects, totally irregular DPCs, delay in DPCs, defective vacancy calculations, filling up of higher grade posts by deputation/other department officers, differentiation in Sr.scale promotions vis-à-vis organized cadres, inadequate attention to the day to day problems of the officers of Misc. cadres, non availability of satisfactory promotional avenues, due to non availability of higher grade posts in some categories extensive mobility due to very less number of posts available in the cadre, no opportunities outside, extremely poor working conditions/systems non availability of motivational schemes and adequate incentives and what not.

In addition to all above, total non availability of recruitment rules or very old outdated rules resulting in controversies at times, and extreme delay in finalisation of there rules, are few other problems being faced by these categories.

Let us now discuss the individual cadres problems separately.

15.1 Public relation officers (PROs)

- Adequate recruitment rules do not exist even today.
- Cadre is not specified adequately railway wise.
- Few of the posts of PROs – were transferred under commercial deptt. – designated as Commercial Public relations a few years back. These posts are not specific, and no separate qualification is needed. Any officer of commercial department is posted on these posts. There is no fixed tenure also.
- In general, PRO cadre, there are presently only 2 posts of Sr.scale sanctioned. Persons with long left over years of service are posted against these, and therefore the first DPC vacancy will be available in the year 2011 only – when one of these 2 persons retire. There is no promotion also for these as all the JA grade posts are filled by officers from other department, with no specific qualification.
- A proposal for creation of 7 additional Sr.scale posts was mooted about 3-4 yrs. Back. (one Sr.scale post for each zone) though with the creation of 7 more zones, this number should have been at least 16, but even the earlier asked 7 posts are not being sanctioned and are hanging in balance done to various rules/DOPT/finance Ministry and on the top of all this, in our own deptt.
- If the intentions are clear, then it would not take 4-5 years for sanction of posts.
- As per the gazetted cadre section, the number of Sr.scale posts is perhaps 6 (though 15 officers are working in Sr.scale adhoc) but the gazetted promotion and gazetted cadre sections are not able to solve this problem hence no DPCs.
- Principally, it was decided **to merge the cadre with the commercial deptt.** – at least for promotions, unfortunately even this decision is hanging still for the last 1 ½ and no solution is in sight.
- **Solutions, in nut-shell :-**
 - (i) **Immediate decision to conduct the DPCs against 5-6 posts existing as per Gazetted cadre section.**

- (ii) Stop immediately the manning of JA/SG posts of CPROs by other departments.
- (iii) Treating the JA grade posts as part of the cadre. Since these are not filled by P.R. section officers DPC against these posts be also immediately conducted.
- (iv) Arrange sanction of 7 posts as already mooted, immediately.
- (v) Arrange sanction of another 7 posts, due to creation of 7 additional zones.
- (vi) Arrange adequate/specific recruitment rules.
- (vii) Decide about the merger – as principally decided or take out the commercial PROs posts also and attach with PR section. Make PR deptt. larger one, and ensure their satisfactorily Cadre – Structuring.

15.2 Law officers

- Almost same problems at above. No DPCs on Indian Railways. Only 3 officers with DPCs, available on Indian Railway (1 in JA & 2 in Sr.scale) whereas there are large number of officers working in JA grade (5 posts), but almost all being manned by officers from other deptts. Though there are 7 posts of Sr.scale but adequate officers with DPC, not available. Larger number of posts requiring law back ground are designated as general posts, thus officers of other deptts. are working against these posts. There is no career planning for the department.
- A High level Committee was constituted for taking a view about law deptt. A comprehensive report has already been submitted 3-4 years back, which has been accepted by the Railway Board too. But implementation of this report is still hanging for the last 2-3 yrs.
- **Solutions in nut shell**
- **Immediate finalization of DPCs against JA grade posts and Sr.scale sanctioned posts (5 & 7).**

- **Immediate implementation of report on restructuring of law deptt. – which has already been accepted by the Board.**

15.3 Chemists & Metallurgists

- Though C&M deptt. has all the qualification for being treated as organized service – except availability of posts in Jr.scale, it is being treated as misc. cadre still. **By providing the posts in Junior scale, it should be converted into organized service.** All its problems therefore will be solved automatically (it has a cadre strength of 99 posts)
- **Problem of inadequate promotional prospects, delay in DPCs, defect in vacancy calculations and all attended/related problems of Misc. cadres do exist in this cadre too.**
- A large number of officers are working on adhoc basis in the cadre despite the availability of 9 posts in JA grade and 23 posts in Sr.scale, and still no DPCs or in inadequate numbers.
- Since direct recruitment is not being resorted to, in Sr.scale DPCs are not being conducted for Gp.'B' officers and as such large number of officers are working in Sr.scale (adhoc).
- **Fixation of certain educational qualification for Gp.'A', has rendered many Gp.'B' officers to stagnate in Gp.'B', and retire from Gp.'B' only. In fact, there should be no promotions from Gp.'C' to Gp.'B', if the persons do not have that required qualification, so that they may not stagnate in Gp.'B'.**
- For all present officers, there should be no ban for promotion to Gp.'A' on this account.
- Merger of this category with the mechanical deptt., as far as promotions are concerned, was accepted principally. Implementation of this be ensured at the earliest possible.

15.4 Assistant Chief Cashiers

- Though the total cadre strength of the cadre is 22 (6 JA, 3 Sr.scale & 13 Gp.'B') but none of the officers is working in Sr.scale/JA grade after DPC. Though 2 officers are working in Sr.scale (adhoc)

- No DPc has been held for long years, and perhaps none is expected shortly. No person from Gp.'B' category has manned the JA grade posts, due to these biased and defective regulations.
- There was a proposal to merge this category with accounts deptt. This was principally accepted also. But still no progress has been made in the case.
- In – fact, even today only 4–5 officers specially selected as ACC are actually working on Railway. Rest of the posts are already being manned by normal account officers. There should therefore, be no hitch in accepting and implementing the merger. But still it is being delayed for no logical reasons.

15.5 Statistical & Traffic costing officers

- As many as, 30 officers cadre (5 JA, 17 Sr.scale and 8 Gp.'B' officers) exists on Indian Railway. Still only about 8-9 officers of the cadre are presently working in Sr.scale/Jr.scale two of these on Sr.scale adhoc. No DPc has ever been conducted for the officers and due to this reason, all the JA grade posts are manned by officers from other deptts., and other Sr.scale/Jr.scale posts too. When 17 Sr.scale posts are available, why DPCs are not being conducted is not clear.
- It should be ensured that no posts is manned by other than the department officers.
- It should be further ensured that DPCs be conducted at the earliest.
- Many of these posts including of JA grade are already manned by accounts officers. It was about a year back decided that this cadre be merged with accounts deptt. Though this has principally been accepted but nothing concrete has been heard on the subject. An immediate is expected, to avoid the frustration prevailing in the cadre.
- It is further expected that DPCs of all presently available officers is conducted immediately.

15.6 Supdt. Printing & Stationary

- The cadre of P&Ss consists of total 22 officers (2 SG, 2 JA, 7 SS and 11 Asstt./Gp.'B' officers). In view of the limited promotional prospects available for this category, and acute stagnation existing, it was principally accepted that this **cadre be merged with the larger cadre i.e. stores deptt.** Due to some reasons, perhaps, this is being delayed or obstacles are being put to avoid this merger. This is required to be perused again with more determination.
- The DPCs are much irregular as availability of Sr.scale posts is also not regular. It shall be advisable, that when ever an officer completes eligibility, his DPC be conducted, specially when he is already occupying a Sr.scale post.

15.7 E.D.P.Ms

- Though posts in all grades are available and cadre is also fairly big (2 SAG, 66 JAG, 35 SS & 33 Asstt. Officer) but still DPCs has not been conducted even once. The reasons are known to administration only.
- A larger number of posts are filled on adhoc basis even in Assistant officer cadre. Posts in the higher grade are all filled up by the officers from other deptt.
- **Conduction of DPC is the immediate requirement for the cadre.**
- **In should be ensured that no post of higher grade is manned by any other departmental officers except of EDP deptt.**
- The posts in SAG and in all other grades are available. Therefore the cadre be constituted as organized cadre, instead of Misc. cadre, as this can meet all the requirements of organized cadre, or small obstacles if any, can be removed easily. This cadre has the highest strength cadre among all Misc. cadres.

15.8 Hindi Officers (Rajbhasha Adhikari)

- The cadre consists of as 9 JAG, 30 Sr.scale, 71 assistant officers. The importance of Hindi – Rashtra Bhasha deptt. need not be over

emphasized. It is however regretted that the department does not have a SAG posts, not even in Rly. Bd. This aspect is required to be addressed, at the earliest. However this post should be filled from departmental officers only.

- DPCs in the cadre be conducted regularly, with suitable vacancy calculations.

15.9 Education officers (Principals/Head Masters /Head Mistresses)

- For the last 25 years or more, or it can safely be said, since inception, no DPC has ever been conducted in the deptt. Though the cadre is fairly large (1JA, 46 SS & 45 Gp.'B').
- The status today is 100% of the officers working in Sr.scale are on adhoc basis and 100s have already retired as such or even in assistant officers cadre.
- It is surprising that SE Rly. And some others have informed that no CRs are maintained there.
- Despite repeated pressures though persuasion, during last 2-3 years by IRPOF, for DPCs, enough could not be done even today and we are no where nearer to satisfactory solution of this problem.
- Immediate action to finalise the DPCs is required to be taken by the administration, or there should be some system of avoiding the cumbersome procedure to be adopted for finalization of the DPC. **Why not confirm the persons working on adhoc basis, on one time exception basis.**
- Meanwhile action be taken by the administration, stream line the systems/procedures so that such difficulties are not experienced in future.
- It is also observed that for such a larger cadre, of 92 posts, there is only one posts of JA grade, which is considered too inadequate. Since the work of education officers is conducting exams, it should be thought – in - depth, if the RRBs department can be merged with this deptt., if not at SAG level, **atleast upto JA level.**

15.10 Railway Recruitment Boards (RRB)

- RRB have the total cadre of 53 (16 SAGs, 19 JAs and 18 Gp.'B') but it has no independent cadre. Officers are drafted from other cadres viz Gp.'B', mostly from personnel deptts. and JAG & SAG from all deptts.
- While it is OK for assistant officers cadre, it is worthwhile to consider, whether JAG level posts can be given to Education officers cadre, keeping the SAG posts for all departments, as at present.

15.11 Librarians

- Presently there are only 5 posts sanctioned in the cadre of librarians, in the assistant officers cadre. Unfortunately the **grade Rs. 7500 – 12000 has also not been granted to this category**. There is no other avenue of promotion available with the cadre.
- Since the librarians have all along been considered equal to all Gp.'B' officers for the pay scale, it is an issue which has been hanging without any logical reasons. Moreover the question is of only 5 posts. Once all these posts are also given the pay scale 7500 – 12000, all Gp.'B' can be taken to have this grade. This is required to be given immediate consideration.
- In addition, it is further felt, that one of the post be given in the grade Rs. 8000 – 13500 and one in Sr.scale to provide this cadre some promotional avenues.

15.12 Private Secretaries (PSs)

- **The recruitment rules for the cadre have not yet been framed.** Hence all promotions to the cadre are just adhoc. The main harm of this situation is that it want be possible for the administration to provide promotions to the next highest grade i.e. 8000 – 13500 which is based on the minimum length of service in the grade Rs. 7500 – 12000.
- Arrangements to finalise and issue recruitment rules be made at the earliest.

- Mean while, decision be taken that the period spent as PS (adhoc), shall be taken into account for promotion to Sr.PS till RCC rules are issued.

15.13 Gp.'B' Medical Cadre – Posts

- There are the following cadres. **Sancd. Cadre**

(i) Asstt. Health Education Officer.	-	9
(ii) Asstt. Nursing Officers	-	110
(iii) Asstt. Physiotherapy Officers	-	2+7
(iv) Asstt. Health Officers	-	43
(v) Asstt. Pharmacy Officers	-	23
(vi) Asstt. Dietician Officers	-	2
- In few of there cadres, grade 8000 – 13500 posts have also been sanctioned, where as in others not. This is discriminatory and posts of 8000 – 13500 are required to be provided in all cadres.
- Recruitment rules have not yet been finalised resulting in promotions to all these categories as adhoc only. Which will be detrimental for future promotions. A decision be taken that till the R&P rules are finalised, the ad-hoc period spent shall be counted for the promotions to the next grade.
- Promotions in all cadres have been done but not yet in dieticians.

16.0 RDSO

- (i) RDSO has recently been declared as zonal Railway (w.e.f. 01.01.03 vide gazette notification No. 2002/ER/3400/16 dt. 11.10.2002). Consequently, all the benefits/rules prevailing for zonal Railway officers & Staff are now applicable to RDSO, and should have been extended as such by now.
- (ii) Unfortunately nothing has been done in this respect and the Gp.'B' officers of RDSO are still waiting for any benefit of their new status. In fact it can be said that are presently experiencing the minus side of the same, viz.

- No DPC of any department has been conducted for the last 6-7 yrs.
 - Promotions to Sr.scale and JA grade have either been delayed considerably or deferred.
 - The posts of section officers (personnel) which were to be converted into APOs have been reduced considerably.
 - The posts of PSs have been abolished from SAG posts, and are only provided with HAGs & GMs only, thus reducing the number considerably.
 - Selections from Gp.'C' to Gp.'B' are affected adversely or rather not taking place. Posts in section officers (APOs) and in PSs cadre are not being filled.
- (iii) All these are affected adversely, because the administration has failed to finalise the recruitment rules for Gp.'B' cadre, resulting in stand still status in all related categories.
- (iv) In fact, with the declaration of zonal status, there was no need of any new recruitment rules as the same are existing for all departments and should have been made applicable to RDSO also in to. It is on account of rigid attitude of administration, as they still want to fix the rule of educational qualification (Engg. Degree) for promotions to Sr.scale which is contradictory to the rules prevailing on zonal Railways. With the introduction of this rule – if approved – merger of RDSO cadre with zonal Railways will not be possible, specially for Gp.'A' induction. This will happen like this, because the DPC is for Junior scale and the seniority of Assistant officers cadre is the basic cadre for induction in Gp.'A'. Whether in RDSO, those who are having Sr.scale shall be considered for Gp.'A' induction.
- (v) **Due to non decision, neither the old system of having DPCs for RDSO alone, nor the new system of DPC with Indian Railways, is being implemented resulting in no DPC for RDSO officers for the last 6-7 yrs.**
- (vi) Despite the notification granting zonal status, the administration is not inclined to take back the appeal filed in Delhi Court, by the RDSO administration against the decision of CAT – **declaring the RDSO also – a Railway**, thereby granting the grade of Rs. 7500 – 12000 to RDSO also with effect from 03.07.93 – when

Railways were granted this grade. There is no logic with the administration to continue with the case because with declaration of RDSO as zonal Railway, there is no point left in the appeal. **Does the administration feels – even today that RDSO is not railway and has only ‘attached office’ status.**

- (vii) With the reduction in the number of posts of APOs & PSs, no decision is being taken regarding the fate of those, who are in excess in their cadre. No selections are being conducted from the lower cadre, no promotions are being made in higher cadres. Their merger for the sake of advancement – with any zonal railway is also not being considered.
- (viii) **Thus all the old rules/regulations have been stopped for implementation. New rules have not been implemented. Therefore the total department – RDSO – is stand still. Officers not knowing about their future and thus waiting for the decision, which is not coming.**

17.0 IMPLEMENTATION OF HON'BLE SUPREME COURT'S JUDGMENT IN S&T CASE

- (i) In the year 1989 – 90, in order to reduce stagnation for Gp.'A' induction in Gp.'B', and also to reduce the extent of adhocism from Sr.scale cadre to improve the share of Gp.'B' in Gp.'A' and to give them justice and sense of equality, the **Railway administration took a decision to increase the number of vacancies in respect with deptts. where stagnations extent was higher, by 463 posts (Civil 238, S&T 76, Elect. 52, Tfc. 49 & Personnel 48), on one time exception basis.**
- (ii) This decision of increase in vacancies was taken with the full consent of UPSC, the vacancies of S&T, Elect., Tfc. & Personnel were added to the normal vacancies of 1990 for these departments, however the vacancies being more in Civil Engineering deptt., these were distributed for DPC for the year 1990, 91 & 92 (79,79,80 each) and DPC for the year 1990 with 79 additional vacancies was duly conducted.
- (iii) The Gp.'A' directly recruited officers of all these deptts except Personnel, challenged this increase in various CATs of India viz. TFC. In Madras CAT, S&T in New Delhi, Civil in Jabalpur and Elect. in Hyderabad & Bombay.

- (iv) While Traffic case went in favor of promotees - finding no fault in grant of addition vacancies the CATs of New Delhi (S&T) & Jabalpur (Civil) went against them **with the declaration that additional vacancies over and above the normal quota cannot be given.** Bombay CAT followed the judgment of New Delhi Principal Bench for Electrical deptt. Thus the additional vacancies given to these departments were adjusted in future years of DPCs and thus DPC for those years were either not conducted or matching vacancies reduced from subsequent years.
- (v) Hon'ble Supreme Court - where the Promotee Officers Federation went in appeal - **gave their final ruling on 13.09.2002 - in the case of S&T officers, that govt. is definitely empowered to enhance the quota of promotees, and additional vacancies granted were perfectly in order and legal, specially in view of Madras CAT judgment in Traffic deptt. Case.**
- (vi) Consequently, the additional vacancies which were distributed in subsequent years, were rolled back and given from their respective DPC dates, **the vacancies of the years in which these were adjusted, became vacant and ought to be given for additional DPCs.**
- (vii) **However, making the issue, whether these vacancies be given by reviewing all the old DPCs year wise since 1992, or the DPCs be conducted by carry forwarding these vacancies now, this has not yet been decided.** Due to this reason, neither review has taken place nor additional vacancies have been carried forward for DPC. In addition the DPCs of exam year 2001, 2002, 2003, 2004, 2005 & 2006 are also being held up. The whole issue is stand still. In other words, the S&T Gp.'B' officers, though have won the case in supreme court of law but have lost heavily in the court of Administration - this may be Rly. Board or UPSC, it does not matter to them. Every day of delay is causing loss to the whole cadre, of their pay scale, promotion and status and many of them - who would have otherwise - without winning the case - would have been benefited/inducted in Gp.'A' in the normal course, are being denied their due with no fault of theirs. **There case winning has become a curse for them instead of proving a boon.**

- (viii) Even today after more than 3 yrs. of the verdict given by the supreme court of India, no justice is insight, even their due benefits/DPCs etc. have lost and nothing is insight very shortly.

17.1 Engineering & Elect. Deptt.-Effect of Supreme Court Judgement

- (i) Once a principle has been decided by the Hon'ble Supreme Court of India, - **that additional vacancies were perfectly legal** – the issue has been decided for Engineering and Electrical Deptt. also, which were also decided on the lines of S&T case.
- (ii) Hence the additional vacancies – which were given and subsequently adjusted in the future years, were also ought to have been rolled back, and the additional vacancies which were not implemented (Civil 159 vacancies) should have been given for DPCs in these two departments now.
- (iii) However, the administration is blankly refusing to implement the judgment for Elect. & Civil Engg. Deptts – saying it is in S&T case only. But it is not understood that once the Supreme Court has decided the principle, **that additional vacancies were quite legal, how the officers of these two deptts. can be denied their right.**
- (iv) It is therefore urged that :
 - (A) The benefit of effective date be given from the date these DPCs were due, as the delay has taken place due to court case.
 - (B) The review of the total vacancies then be done from the dates their vacancies were actually done after all this.
 - (C) The DPCs of additional vacancies in S&T 76 numbers, 238 in Civil and 52 for Electrical deptt. in addition to the DPC not conducted for 1994 and 95 in case of S&T & Elect. Deptts. (or vacancies reduced due to different vacancy calculation system suggested by CAT), be reviewed immediately and DPC conducted.
 - (D) DPCs for the year 2001 to 2006 in S&T case, 2004, 05, 06 in Civil Enggs. and 2004, 2005 and 2006 for all other departments be conducted immediately.

18.0 BONUS FOR ALL

- The difference in pay scale of senior subordinates (Gp.'C') and the pay scales of Gp.'B' officers is of Rs. 50/= only i.e. Rs. 7450 – 11500 and Rs. 7500 – 12000 respectively. But while the senior subordinates (Gp.'C') is entitled for bonus, the Gp.'B' is not.
- Since the bonus – being paid to Railwaymen is known as '**Productivity linked Bonus**' and is based on improvements made in productivity during the year, it is not logical to treat this as achievement of Gp. 'C' & Gp.'D' only. Rather improvement in productivity is just not possible without the contribution of Gp.'B' and even Gp.'A'.
- Moreover the total sanctioned strength of Railwaymen being approximately 14.5 lakh and the number of officers being only 1% of the total strength (0.7% Gp.'A' and 0.3% Gp.'B'), bonus is being paid to 99% of the total strength of staff and 1% of the total strength i.e. officers are being denied this legitimate right of theirs.
- **Payment of bonus, therefore, to all including gazetted officers is quite logical and justified.** If this can not be paid due to any logic, then atleast it should be compensated in some other form, say exgratia payment or so.

19.0 OTHER MISC. PROBLEMS

19.1 Seniority fixation in Gp.'A'

- When Gp 'B' officers are inducted in Gp 'A' they are granted DOITS (date of Increment on Times scale) based on the weight-age of seniority granted in each case, which is calculated on the principles laid down presently, subject to the maximum of 5 years. (Half of the regular service spent in Gp'B' or the length of years connoted by their pay in junior scale).
- After the fixation of DOITS, they are placed below a complete batch of direct recruits whose DOITS is higher than this DOITS. So for this is, as such, it is Ok, But the problem is that even if one officer of the

batch has higher DOITS – even if all other officers have DOITS- lower than that may be one year or many months – all of them are declared senior to the whole batch of Gp'B' officers.

- This generally puts the Gp 'B' officers at great dis-advantage, and some times one year is eaten away by this rule. This is mainly putting at harm in traffic account, personal Deptts. Where some times officers after joining earlier and then going for UPSC's batch for improving their position and come back and join the next batch, after failure. But the members of next batch are given the benefit of date of joining of such people being earlier and they get the benefit of seniority over Gp'B' officers though they have lower DOITS than the Gp 'B' officers.
- This rule is required to rationalized suitably at the earliest possible.

19.2 Pay fixation on Induction to Gp.'A'

- Most of the Gp.'B' officers rather 99.9% of them get inducted in Gp.'A', when they are already working in Sr.scale.
- On induction to Gp.'A', the present rule of fixation of pay is that they are first fixed in Junior scale – based on their pay in Gp.'B' which they would have got, if not promoted to Sr.scale, with the rule FR 22(C) A. Since they are already working in Sr.scale, they are again given one more fixation on the same date again with FR 22 (C)A rule.
- It has been observed that by this system of fixation of pay, in very seldom cases, one gets the benefit of higher fixation in Sr.scale. In fact in most of the cases their pay is fixed at the lower stage and then they – mercifully – due to a rule that existing pay drawn should not be reduced, are brought equal to the existing pay stage. In nut shell, if they do not get negative fixation, but atleast, in very few cases only, benefit of promotion is not reflected in the fixation of their pay.
- This needs to be rationalized suitably. Earlier, the pay on promotion to Sr.scale used to be fixed through **Concordance table**, which took care of period spent in assistant officer's grade and length of service spent in Sr.scale. this scheme of pay fixation however was modified after IV Pay Commissions Report, though no such direct recommendation – for abolishing concordance Table – was ever made by it.

- It is urged that the rule of pay fixation to Sr.scale, on their induction be suitably modified immediately **one such system can be to grant the benefit of the years/period spent in Sr.scale (ad hoc) by granting equivalent number of increments in Sr.scale.**
- It is worthwhile to mention that if some persons get absented or due to any reason do not serve for some period, then for that much period, their increments are back dated.
- If the increasements are/can be back dated, then why not the date of increasements can be fore - dated equivalent to the period spent in Sr.scale.

19.3 Transport Allowance

- In terms of fifth Pay Commission's report, transport allowance has been sanctioned to all central govt employees, w.e.f. 01.01.96.
- All the allowances, till today are allowed on the basis of pay and not pay scales, but **this is perhaps the only allowance which is granted on the basis of pay scale.**
- As such Gp.'B' officers grades Rs. 7500-12000 have been given a lower stage (in class-A city) i.e. Rs. 400 and the Gp.'A' grade Rs. 8000 – 13500, Rs. 800 this has created acute anomaly, where in a Gp.'B' officers having many years of service and drawing the pay of Rs. 10000 or even above, and commuting between two same office/home; get lower TA (Rs. 400) where as a Gp.'A' officers of yesterday, drawing Rs. 8000/- only as pay is entitled for Rs. 800/- as TA.
- This is totally anomalous and modification is solicited at the earliest. The payments of transport allowance should also be based on pay and not on pay scales.

19.4 Annual Confidential Report Writing:

- There are numerous judgments on the subject, that the promotions should not be adversely affected on the basis of adverse comments in the ACRs, if not communicated.

- In fact, a detailed system to deal with the ACRs and its writing were laid down in Estb code para 1610 or so where it was laid down that while making adverse report, full transparency should be adopted and that should be done only after showing the comments to the officer concerned and after obtaining his version & remarks. A detailed system of the total procedure to be adopted was mentioned therein.
- The administration, first did not print the codal provisions as mentioned above, and subsequently issued some instructions through a broacher wherein all codal provisions were circumspectly, modified.
- **It is a fact that codal provisions can not be modified by executive instructions, but in this case this has been done.**
- All the codal provisions, which were safeguarding the interest of staff/officers, which were in existence from decades, were removed from codes (para 1610 to 1616), without any logical reasons and rational thinking. Justice delivery has been made most difficult. All rules in favour of employees, have been modified/fractured against them only. It has also resulted in stress over performance and encouraged sycophancy instead of efficiency.
- What is happening today is, that no information regarding adverse comments is conveyed to the officer concerned. He comes to know about this only when he is denied his due promotions, or some other benefit. No chance is given to him for representing against adverse entry in his CR. If at all a chance is given, no importance is given to his pleas/arguments.
- One more very irrational/illogical/unjustified rule is there, and there is no one ready to correct it (because it suits to them to harm the promotees only) i.e. if some adverse remarks are given in some body's CR, and based on this, he is given adverse CR or low level CR and on his appeal, the adverse remarks are expunged, even then there is no system of altering/modifying that adverse CR and the overall grading writing. The CR has become subjective, instead of objective. This is surely ridiculous.
- As already stated above, despite many Court Judgments on the subject, that in case the adverse remarks are not communicated, that report cannot be used to deny the promotion/benefit to him. But

unfortunately this is not being made as the part of rules. Therefore, everybody, individually has to knock the door of the Court which is just not possible for everyone and therefore 99% of the persons suffer on this count.

- There are judgments and also otherwise logical that, even if the ACR is not adverse, but it is lowered in comparison to the last years CR and secondly, it is not adverse but lower than the grading required for next promotion/benefit, even then the ACRs are required to be communicated, to the officer concerned. It has been observed that in case of promotions to SAG, where **very good** is the minimum level of CR, many officers are not found fit for promotions because they were not given the very good CR, but no ACR is communicated to the officers as the CR otherwise is not adverse/bad. This is also required to be reviewed.

- **In nut shell:**

- i) **Advise the officers with adverse remarks or even if not adverse, but not fit for promotion/benefit, or the level has been reduced in comparison to the earlier year, as it is otherwise adverse in its nature being not fit for promotion/benefit.**

If the same is not communicated, then the concerned CR should not be taken into account for anything adverse, or should be taken as fit for promotion.

- ii) **When the adverse remarks are expunged, the final grading should also be modified accordingly.**
- iii) **Non printed paras of Estb. code, 1610 to 1616 should immediately be restored back.**
- iv) **Various Court judgments issued on the subject of ACRs be incorporated in the codal provisions.**

19.5 Change of designations :

- The Federation has regularly been impressing upon, to change the designations of officers, as very untenable situations are observed, after the change in designations of supervisors from earlier designations to Sr. Section Engineers, and Section Engineers.

- For this reason, the word Assistant in the cadre of officers has become derogatory and non-prestigious. It does not carry the right impressions of status of officers, and in fact has down graded their status severely.
- The major thrust of the demand of Gp. 'B' officers had been that the pride of the post may not be restored back unless the word **"Assistant"** is removed from the designation of officers. For reasons unknown, though the administration has modified designations in many departments but unfortunately they are reluctant to abolish the word **'Assistant'** from the designations of officers.
- It may be appreciated that any designation starting by the word **'Assistant'** say **Assistant Divisional** or Assistant Executive (or senior Assistant/Asstt. Financial Adviser in case of A/cs) does not stand anywhere before the 'Sr. Section Engineer' or even Section Engineer or Section officer/Sr. Section officer.
- Even the modified designations given to Accounts department officers, have created further dissatisfaction.
- It is therefore urged that suitable modifications specially removing the word 'Assistant' in the designation of officers be made, in order to restore dignity of Gazetted cadre suitability.

19.6 Career Advancement: Nomination for Training abroad and other places:

- It has been observed that nomination for training abroad have become the source of patronage, favoritism and benefits granted to some body's kith & kin or pals, instead of this being the requirement of the administration.
- In view of the same, the persons who are least connected with the subject of the training are nominated for the same. The utility of the officers based on the present postings and their utilization after the training, is never taken into account.
- It has been observed that, for example, in Mechanical deptt., officers working in wagon Maintenance, for ever, are nominated for training in coaching maintenance. Even after training they are never posted in the area, where they have under gone training. Officers, who are sent for training in any particular machine, are never posted on the same after the training.

- The officers who are not even remotely connected with the subject of training are sent for training whereas those who are dealing with it, are not sent for such training.
- And finally, the share of Gp. 'B' officers in such nomination is minimal. In nineties, in an answer to Parliament question out of 152 officers sent for training abroad – during a period of 4-5 yrs. only 6 belonged to Gp. 'B' officers.
- Promotee/Gp. 'B' officers are never sent for attending the leadership programme and even such courses have been designed to keep in the better shape for higher performance.
- A rational view is required to be taken for such nominations

19.7 Check of Service Records/leave records – Delay in settlements:

- It has been observed that service records/leave records are not updated and a large number of discrepancies continue to exist in these for years, resulting in difficulties in final settlement causing unwanted delays.
- In addition, it has also been observed, though clear instructions exist that **scrutiny of records be resorted to 24 months before the settlements**, but still discrepancies are being found in the pay fixation and other records of 30-40 years behind, this not only cause severe delay in settlements, but it is causing anguish, in the mind of retiring officers, on account of non knowledge of rules of 40 years back, or he can not produce enough proof against the defects noticed and therefore have to suffer on this account.
- It is a fact that the administration is empowered to find deficiencies/ defects in the service record/fixation etc. at any time, with no time limits, but why this at the time of settlement- causing delay and anguish - specifically when instructions exist not to scrutinize for more than 24 months behind.
- Foreign contribution and regular 'non availability of service card of Gp. 'C' etc. are few problems, which are the source of delay in the settlements, which very well can not be the fault of the officer concerned and can easily be avoided, if these are seen in time.

- Instructions exist on the subject, that copy of operative portions of service records be given to all officers periodically, this is seldom implemented resulting in problems of shorts.

19.8 Transfer of office bearers of Federation/Association:

- It has been observed that the office bearers, even important ones, are transferred from their head quarters some time very frequently and no consideration is given to the aspect that they are duly elected office bearers of a recognized organization..
- It is note-worthy that there are clear instructions that no office bearer of Unions – even upto branch level can be transferred without the consent of the Unit/Organisation.
- Even in the case of SC/ST and OBC Associations, instructions have been issued by the administration to consult their organisation, before their office bearer are transferred out of their headquarters.
- No such considerations have, however, been given to this Federation/ Association, and it is observed that transfers are effected, even of important office bearers of the Association/Federation without any information, even, what to say consultation or consent.
- This, some times becomes very embarrassing and creates difficulties in managing the organisation, as they do not get sufficient time even, for arranging the alternate office bearers/arrangements before he is transferred.
- It is logical and justified, if, at least the benefit extended to SC/ST or OBC associations are extended to the office bearers of this organisation also, and at the earliest.

19.9 Same class of pass (as on duty) to PREM members on zones

- The PREM members at apex level are given Ist AC pass for travel over Indian Railway, irrespective of their status in service – i.e. whether they are entitled to travel in Ist AC or not.

- The PREM members at zonal Railway are however, given only Ist A pass – over zonal Railway, even if they may be entitled to travel in Ist AC on duty.
- This is discriminatory. Normal under standing is that the PREM members at apex level are provided facilities as above PHOD level, and at zonal Railway of PHOD level. As such, the PREM members at zonal railway level, should also be given Ist AC passes. If this is not possible due to any reason, atleast, those officers who are entitled to travel in Ist AC on duty, be permitted to travel in Ist AC on PREM duty also.

19.10 Grant of Spl. CL for attending AGMs of zones, for Federation representative, and same for zonal representatives for divisional meetings.

- IRPOF has been requesting that facilities in terms of spl. Passes and special casual leave etc. be provided to 2 office bearers / 2 representative of federation to enable them to attend AGM/ECM etc. of zones and similarly to zonal office bearers/representatives for divisional meetings. While the board has been gracious enough to allow issuance of 2 cheque passes when so nominated, by federation/ association to 2 office bearers/representatives of the federation/ association, the facility of granting special casual leaves for such meetings has not yet been granted which is requested.

And finally

20.0 NON FULFILLING THE ASSURANCES

- (i) War & Transport Minister (British) declaration on the floor of Parliament – in Feb., 1944 to do away with the two told classification with effect from 01.07.1946.
- (ii) Standing finance committee's recommendation for the same on 17th & 18th July 1946.
- (iii) 1st Pay Commission Report para 29-Pt. II, to dispense away with the **two fold classification**.

- (iv) Chief Commissioner of Railway's (now CRB) evidence before Ist Pay Commission, regarding commitment of administration to do away with **two fold classification**.
- (v) Administrative Reform Committee (1969) recommendation No. 18. page-51, for **abolition of class II posts**.
- (vi) Sh. C.M. Poonocha – the then Rly. Minister's speech on 14.09.68, at Gorakhpur in Gp.'B' conference, regarding **merging of two cadre of officers**.
- (vii) Sh. George Fernande's written agreement with General Secy. IRCTOF on 23.11.1973 for doing away **this two fold classification**.
- (viii) Prakash Tondon Committees Report 1995, regarding this.
- (ix) Rly. Convention Committee – VII Report – laid in Parliament on 23.08.01 for the same.
- (x) Sh. Madav Rao Sciendia's letter dt. Oct. 89 to Finance Minister for **giving same grade to Gp.'B' officers of Railways**.
- (xi) L.K. Adwani's declaration in AGM of Gp.'B' officers on 09.06.1992, for **equal pay for equal work**.
- (xii) Chairman Rly. Bd's. assurance before R.C.C. – May 93, for recommending the same pay scale, as of Junior scale.
- (xiii) Committee of 7 EDs report for 1680 Junior scale posts with 840 quota for Gp.'B'.
- (xiv) Rly. Bd's. Assurance for 250 vacancies/year from 1997 to 2001 (given only for 4 yrs.)
- (xv) Rly. administration's assurance since inception of cadre, for **no delay in DPCs**. Not fulfilled even to day.
- (xvi) Assurance to **compensate the loss of Sr.scale posts** – for upgradation of Gp.'A' cadre – in all the cadres by work charged posts or otherwise (2005).
- (xvii) Non implementation of **addl. posts for induction**, granted in the year 1990 for Electrical, S&T and Civil Enggs. Deptts. (48,76 & 238 Nos.)
- (xviii) Sh. Jaffer Sharief, the then Rly. Ministers note, regarding **ensuring DPC in advance**, through note dated 29.03.1995, to Rly. Bd.

- (xix) Sh. Nitish Kumar, the then Railway Minister's address in Parliament, **to do away with the anomaly in grant of 80:20** scheme for Gp.'B' officers.
- (xx) Rly. Minister and then Rly. administration to bring RDSO, at the level of Gp.'B' officers of zones, (then fixing the qualification of degree for promotion to Sr. scale) and also for DPCs, selections etc. etc. not fulfilled yet.
- (xxi) Board's assurance to see the **merger of PROs, ACMTs, ACCs, Stat. Officers & P&Ss** etc in major categories and sanction of addl. 7 posts for PROs.
- (xxii) Implementation of Report on Law Officers.
- (xiii) Assurance regarding change of designations, nomination for training aboard and transfer of office bearers of Federation/ Association & not the least.
- (xxiv) **Assurance in Parliament vide answer to Parliament question No. 482 Dt. 06.09.1996 by Sh. Ramvilas Paswan:**
 - I will ensure that DPCs for induction of Gp.'B' in Gp.'A' are held in time.
 - I will work in the direction to get the assurance/directions of previous ministers of Railways implemented.
 - I will get the time limit fixed for abolishing adhocism (from the cadre of officers – Sr.scale/Jr.scale).

21.0 STRUGGLE BECKONS YOU

- Even a very casual perusal of this humble attempt should bring the fact, that the Gp. 'B' cadre as a whole is just being treated stepmotherly by the administration. It is highly frustrating that the issues which were accepted by the British government - the creator of this cadre, out of their racial discriminations - very clearly had **announced to do away with this monumental injustice i.e. removal of the discrimination on account of Gora & Kala**. But unfortunately our own political system which fought against the racial discrimination, did not relish the idea of doing away this frustration and are continuing even today. Thanks to our Azadi.

- It is also evident, that even today all rules, regulations and facilities/ benefits are tilted towards Gp. 'A' direct recruit only. All issues, whether it is abolition of the two fold classification or equal pay for equal work or even DPCs conduction or say vacancy calculation, career planning, and other minor benefits are being denied, since independence, on one pretext or the other, without any logic/ arguments. All things are just considered for Gp. 'A' direct recruit and what is balance is given to Gp. 'B'. All these issues are being discussed since independence, but no intention has been shown to find solutions. Strange are the ways, where in it is openly accepted about the demands being justified, still these are stubbornly refused with no arguments, off course.
- Every body accepts that there is **no difference in duties, powers, responsibilities and posts being interchangeable and not bifurcatble**, but still not agreeing to do away the class discrimination. It is accepted that **non-provision of Gp. 'B' in RPF can work**, but not in other deptts. **Flexible compliment scheme** can function in medical department but not in other departments. **Career planning is essential for direct recruits** but not needed for Gp. 'B'. **Delay in DPCs** is there, but no remedy is in sight. Filling up the **large number of vacancies detrimental for Gp. 'A'** hence, lesser vacancies shall be given to Gp. 'B', even if this stagnates them. **Foreign assignments/ training** is not meant for Gp. 'B'. Gp. 'B' may be at the **receiving end** but **Gp. 'A' and even Gp. 'C' should not be adversely affected**. It is accepted that **Gp. 'B' cadre is just like the spinal cord** of the management, but no effort is spared **to weaken it**, Yet there is no dearth of crocodiles tears. Every top official right from CRB to down below, **feels discrimination in gazetted cadre is not warranted** and also that **Gp. 'B' officers are playing vital role in the efficient performance of railways**, but still no due consideration is for Gp. 'B'.
- Now, the time has come, that all Gp. 'B' officers, therefore, should awake, rise and tell every body, that the limit of tolerance of Gp. 'B' is now over and they are not ready to accept such humiliation for ever. Also that they are ready to make any sacrifice for getting their pride, and what is due to them. Tell administration that injustice can not be accepted for ever. **It is a clarion call.**
- **A word of caution** – It is very easy to say, but difficult to act. you should therefore be ready to sacrifice everything, for getting justice. This may not be possible, unless you are united and true to your cause. **Help will certainly come from Almighty God.**