

FUTURE VISION for IRPOF WORKING



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Democratic & Transparent working

- **Transparent Working**
- **Group Leadership**
- **Team work**
- **All policy decisions in democratic manner in ECM & AGM**
- **Targeted result oriented organization**



UNITY & SOLIDITARY

- **Mobilization of Group B Officers for active participation in Association activities in CEC/ ZEC/ DEC(at all levels)**
- **Yearly Awareness programme for newly inducted Grp B officers**
- **Publication of Telephone Directory comprising CEC, all Zonal & Divl units for effective & efficient communication , interactions, foster & strengthen brother hood among members**



Emphasis on Demands

- Model charter of demand duly approved by CEC/AGM
- Model memorandum of demands to be submitted by ZonalGS/Divl Secy as and when MR/CRB/Board Member visits in Zones/Divisions

Charter of Demands

- Initial GP 5400 to all Grp B officers in parity with Accounts officers
- Implementation of 50% Quota of 1647 cadre posts in Grp A induction from 2007
- Additional posts in Grp A induction to remove stagnation in Personnel, Civil Engg & accounts dept
- Rational Re-fixation of JTS cadre on actual cadre Strength(Revenue + LR+80% WC posts) as per DOPT guide lines.
- Ante-dating seniority in Grp A from vacancy year of DPC



Charter of Demands(Cont.)

- Equal treatment to Misc categories in parity with organized services
- Professional /NPA Allowance to Engineers, Accounts Officers , law officers etc in parity with doctors /Nursing staff
- No further Sr Scale surrender in cadre review 2012
- Min 3 Career progression /ACP on 5 ,10 & 15 Years service as Grp B
- Option in fixation on Adhoc Sr Scale Promotion
- Entertainments allowance to Jr/Sr Scale/ Grp B officers (presently up to JAG and above)



Modes & steps of action Plan

- Strongly put up issues in formal/informal meetings with Administration
- Repeated memorandums on demands
- Resolution in ECM/AGM/Zonal& Div AGMs for demands& submission to Board through GMs/DRMs
- Memorandums to MR forwarded by MPs
- Seminars on Role , problems& grievances of Gr. B officers
- Individual letters/post cards drives to MR/CRB
- Questions in parliaments through MPs
- Raising issues in print/electronic Media
- Gate meetings/ Demonstrations to put emphasis on demands.



PLANNED WORKING

- Annual Model calendar of AGM /EC Meetings date & venues
- Annual Model calendar of other activities like seminars/action plans etc
- Issues to be raised in Formal & PREM meeting duly approval in ECM/AGM
- Decision on Priority of Demands
- Confirmation & action taken note on AGM/EC Meetings in next meeting



Effective communication

- Regularly , timely publication & distribution of PROP
- Regular updating of IRPOF web site
- Uploading & updating of followings:-
 - seniority lists, Panels,DOITS
 - Important circulars /orders
 - Important posting orders
 - Deputation vacancy circulars etc.



Active Participation of office bearers

- Distribution of duties & responsibilities among office bearers
- Sub committees for Special assignments headed by EC members & assisted by Zonal office bearers



Democratic Functioning – De-centralized working

- **Constituting sub Committees**
- **1. Publication committee & Editorial Board**
 - To Publish & distribute PROP, Diary, calendar, Directory , Pumplets/posters/ Leaf lets



Sub-committees

- **2. IT Committee**
- To Maintain Website, email responses of members
- Uploading & Updating data on web site i.e seniority lists, circulars , panels etc
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Sub committees

- **3. Advisory committee**
- To Help members duly forwarded by GS/Presidents
- Advice in DAR/Vig/ Promotion & other service related matters
- Committee of willing retired /working office bearers/ outgoing Presidents/ Secy Genls.



Sub committees

- **4. Action Programme committee**
- To chalk out detail action plans / Programmes for approval of ECM/AGM
- Coordination , organize action plans / programmes & mobilization



Sub-committee

- *5. Persuasion committee*
- To persuade/ chase the issues with Board officials regularly
- To Coordinate Zonal committees for DPC & Other related matters



Sub committee

- **5. Audit committee**
 - To internal audit of account and report to ECM
 - Comprising of 4/5 General Secretaries
- **6. Grievance committee**
 - To resolve individuals serious problems & grievances of members at all levels(RB/ Zone/ Division)



Transparent Working

- All decisions in ECM/AGM only
- Approval of Budget for next one year in ECM/ AGM
- Financial Rules for Expenditure & approval of bills
- Schedule of powers/Limits of Expenditure of Executive committee/President/ Secretary General /Treasurer etc



Control over Expenditure

- Limit of Expenses in ECM/AGM /Other programmes
- Limits of Exp. On Gift items in ECM/AGM etc
- No Air travel on Federation/ Association account except in Extreme emergencies.
- (Note- Ist AC All India Card pass to President & Secretary Gen, IIInd AC All India Card pass to five other IRPOF office bearers is already available and also IIInd AC Zonal Card pass includes Delhi to Zonal President & GS)



communication

- Suggestions are most welcome for betterment of cadre.
- active Group B Officers are requested to come forward to take part in association activities at all levels to change present lethargic leadership. Thanks

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