

Cadre Fixation

In their presentation to Board, Management Directorate has stated that the number of posts in **junior scale should be 720** (540 for direct recruits and 180 for promotees). This number of 720 has been fixed on the premise that the total number of direct recruits which can be recruited in a year should not be more than 172 say 180. This number 172 is based on the calculations made by administration, **to ensure very satisfactory career progression for direct recruits** that being the only criteria for consideration.

2.0 In the considered opinion of this Federation, the decision of the Board to fix only **720 as the junior scale cadre is not correct**, as the same is not based an only practical logic. It is against all norms, systems, logics, and in fact, most biased. Federation through many papers submitted on the subject, have brought out many facts. According to these, the so called decision of the Board, is **totally contrary to all norms on the subject**.

2.1 Leave reserve Posts

Since 1980 or even before, there are 602 posts of leave reserve sanctioned on Indian Rlys. (excluding medical and RPF). With the increase in cadre strength of officers since then, the number of leave reserve should have also increased. Never – the - less, the **number of cadre posts comes out to 118** (720 now decided - 602 LR) which is ridiculous, by any standards.

2.2 Pyramidal structure of cadre

The number of SAG+HAG being 1000, JAG+SG – 2254, Sr.scale - approx 3000, the number of Junior scale should be in the range of 4000 near about, to maintain the **pyramidal structure of cadre**, which is **universally acceptable structure specially in Government Organisations**. The number 720 shall be violating this violently.

2.3 Various norms for cadre fixation

This Federation on earlier occasions, through many papers on the subject, has brought to the notice of administration, that based on many rational factors, as indicated there in, the cadre fixation in Junior scale should be in the range of 50% of the total cadre of assistant officers. Various historical factors brought to the notice were as under:-

- (i) The number of junior scale posts taken into consideration for all calculations – **called as notional posts** – were 2842 even upto 1990.
- (ii) The number of sanctioned **junior scale posts shown in classified Gazetted cadre** booklet upto 1985 were above 2050.
- (iii) Even the Jt. Director (Gazetted Promotions) in his note in June 1988 indicated that more than **2000 Gp.'B' officers are working against Junior scale posts**.

- (iv) The then Advisor – Management service – Sh. Singla in his **paper submitted in international senior**, submitted the number of **Junior scale posts to be in the range of 4000**.
- (v) Total posts in Assistant officers being above 6000, the number of **Jr.scale logically should be not less than 4000** (60% of 6000 + 602 LR).

In view of the above, it is totally illogical and actually malafide to fix the number of Junior scale posts at 720 only in the total cadre of 6000 Assistant officers.

3.0 **Cadre fixation as tool for career development**

One of most shocking as also regrettable aspect of all this exercise is that **cadre fixation is being used for he career development of cadres**, though both are distinct for all purposes. The cadre fixation and recruitment should be totally distinct from each other.

If, only for a second the career progression of Gp.'A' direct recruits is forgotten, while deciding the cadre strength, then the number considered logical for **Junior scale cadre fixation, will always be near about 4000 Nos.** and that should be so. But the **cadre fixation – is being made tool for career progression of direct recruits Gp.'A'**. At the same time with **no such consideration for Gp.'B' promotee officers**.

May, we categorically say, that since there is only **one grade for Gp.'B' officers**, there is **no system of career progression for them except increasing the number of induction in Gp.'A' for them**.

4.0 **Bifurcations of cadre**

Further, the Railway administration is contemplating to **bifurcate the cadre of Junior scale** – 540 for direct recruits and 180 for Gp.'B' promotees. Under what system, rules, regulations only the assistant officers cadre can be bifurcated has not been indicated. Gp.'B' officer's Federation, however has no objection in bifurcation of cadre, provided off-course, **it is bifurcated upto the top at least upto SAG grade, right from Junior scale cadre**. In our opinion, it is not legal and logical to bifurcate the cadre only in Junior scale.

5.0 **Conclusion**

It can therefore safely be said that the **fixation of cadre, to 720 numbers is not based on any argument, logic or facts except the blind consideration of providing adequate/satisfactory career progression for Gp.'A' direct recruits and that also at the cost of Gp.'B' promotee officer's fate and career prospects**. For a model employer Government organisations like railways, equal consideration for all cadres is expected, which is shockingly not being observed in all these deliberations, of career fixation.

Logically, therefore, on cadre fixation, the number of Junior scale posts can be in the range of 4000 or so and nothing less.

Recruitment Policy

1.0 As per Management directorate's presentation – for ensuring satisfactory career progression – **for Gp.'A' direct recruits** - the maximum permissible recruitment **for them every year can not be more than 172 (say 180)**. For this only a cadre of 720 in junior scale (540 for DR+180 for promotees) has been recommended based on the assumption that this shall mean 180 vacancies for both cadres separately every year. By this system, the implementation of DOPT's instructions for quota in posts instead of vacancies shall be ensured. The **number of vacancies being restricted to 180 shall mean satisfactory career progression for Gp.'A' direct recruits**.

2.0 **No. Consideration for Gp.'B'**

This Federation has submitted a detailed analysis earlier, about the adverse effect of reduced induction to Gp.'A' i.e. with 250 vacancies per year, 168 or 181.

The main features of these studies are as under: -

- (i) Average length of service to be spent in Gp.'B' (before induction to Gp.'A') shall **increase from the present 11 yrs. 8 month to 14 yrs. 3 months**.
- (ii) The promotee officer's period in Gp.'B' service who retire without getting Gp.'A', - shall be **10 yrs. 11 months** instead of 7 yrs – 10 months earlier.
- (iii) Only 50% of the total Gp.'B' officers are likely to be inducted in Gp.'A' with only 6 yrs. 2 months left over service in Gp.'A'.

Gp.'B' officers are resentful, that while all calculation for satisfactory career progression for Gp.'A' are being made and taken into count, **no such consideration is being given to Gp.'B' officers need of satisfactory career progression**. As indicated there in, **reduced recruitment will result in acute stagnation in Gp.'B' officer's cadre**, while the same may ensure satisfactory career development for direct recruits.

3.0 **Parameters of career Progression**

Minimum **eligibility periods laid down** for SAG, SG,JAG, & S.scale in Gp.'A' are 17th, 14th, 9th & 5th service of Gp.'A'. The concept of satisfactory career progression for them is that **Gp.'A' direct recruits do get promoted as such**. To achieve this the number of recruitment 172 has been calculated so that **all these eligibility periods are converted into promotion periods**.

In actual terms, the IRPOF has no objections to this concept, and has never put any hindrance/obstacle in achieving this objective at any stage. However the only submission of them has been that this should not be **at the cost of career prospects of Gp.'B' officers** and secondly the **same consideration be given to Gp.'B' officers too**. Alas, both of these are not to be for Gp.'B' officers.

4.0 **Impact of reduced intake of Gp.'B' officers**

The IRPOF has already submitted detailed study reports on the subject, which clearly bring out that if the **number of inductions is reduced from 250 to 180** – as proposed – the length of service in Gp.'B' before inductions is likely to be increased considerably i.e. **from 11 yrs. 8 month (with 250 vacancies) to on average 14 yrs. 3 month** (with 181 vacancies) and in later years, in some cadres to 16-17 yrs. even.

Any measure taken to **ensure reduced periods promotion for direct recruits at the cost of much increase in length of service for induction for Gp.'B' officers, is not only unethical but frustrating also and indicative of step motherly treatment.**

5.0 **Most disturbing aspects**

Though this presentation is regarding **cadre fixation and recruitment policy** but the management directorate has also commented upon the other demands of Gp.'B' viz **equal pay for equal work, 80% of assistant officers posts in Jr.scale, transportation allowance, or existence of stagnation in the cadre of Gp.'B' officers and improved promotion prospects.** It can not be denied that this presentation was not the right forum for giving comments on these aspect (except last two) as these are not related to the subject being discussed.

This in fact, is a most disturbing aspect, and is **indicative of the totally viased bent of mind of the administration.** They do not feel shy of putting issues even through not related to the subject being discussed. What is more shocking is that – as per them **there is no substance what – so – ever, in any of the demands put up by the Federation.** In other works, they do not accept the existence of cadre/Federation at all.

All these grievances have been rejected on one plea or the other, **by quoting wrong reasons, logic and even statistics.** All these go to prove that all the grievances of Gp.'B' officers are nonsense. As per them, **administration is giving much more to Gp.'B' officers, as compared to what they were getting earlier, or what ever is due to them.**

Is any argument, than this, is needed to prove negative attitude of theirs. Is there can be any thing a way from truth than this? This therefore, is most frustrating and most disturbing factor for all Gp.'B' officers.

6.0 **What is the fact**

What ever the presentation of management directorate may say, but the following facts cannot be negated: -

- (i) That the, number of CL-II (Gp.'B') posts out of the total about 6000 posts in Assistant officer's post was **1997 only as indicated by Adv. M.S. in 1990 - the balance 4000 being Gp.'A' posts only.**
- (ii) That the number of Gp.'B' officers working in Gp.'A' is **approx 10-11% of the total Gp.'A' posts** and about 18% of the total Gp.'A' working.
- (iii) That the share of Gp.'B' in Gp.'A' is **much less than 50% of the quota** laid down for Gp.'B'.

(iv) That the Gp.'B' is experiencing extreme stagnation in all cases, whether **promotion to Sr.scale (adhoc) – Av. 11-12 yrs. – or induction to Gp.'A' – Appox. 12 yrs.** – where in the eligibility for both of these periods are likely to be increased considerably if, as proposed, the number of Sr.scale posts are reduced (16-17 yrs.) or the number of vacancies/year for induction are decreased to 180/yr. (from 250/yr. now) (14-15 yrs.).

7.0 **Facts, accepted by management directorate**

The presentation made by the administration accepts by and large that

(i) **The promotion periods to Sr.scale (adhoc) – which was 3 to 6 years has increased to 3 to 9 years.**

(despots this statement it is claimed that, average period has not increased. The facts is that in no deptt., no railway promotions are being made in 3 yrs. In most of the deptt. promotion periods are 8-12 yrs. of Gp.'B' service, where as in some Railways and some deptts. few promotins are being made in 6 to 7 years).

(ii) **One time exception has helped the Gp.'B' officers marginally.**

(Because one time exception was not granted with open mind except in Personnel & Traffic. In Civil, S&T & Elect., it was reverted back. In other deptt. not granted).

(iii) **Adhocism in Sr.scale could not be decreased (rather increased) despite 250 vacancies.**

(Proves their recruitment policy is irrational & wrong)

(iv) **Aspiration of Gp.'B' officers are: -**

- Their promotional prospects are not affected adversely.
- To get inducted in Gp.'A' as early as possible.
- Ensure promotion to Sr.scale after a reasonable period of service in Gp.'B' i.e. 3 to 6 years.
- Step motherly treatment to them is avoided.

8.0 **Attitude about their demands**

Despite knowing the aspirations of the Gp.'B' officers – to some extent correctly, the solution suggested are nowhere near to truth or reality. Even, the age-old benefits given to Gp.'B' – viz weightage in seniority, promotion to Sr.scale (adhoc) have been commented upon in a very negative way, as if these are burden on the administration.

In fact, many of the reasonable demands of Gp.'B' officers, have been commented upon in a negative way and that also based on wrong statistics and facts. These aspects do not inspire any confidence in Gp.'B' officers in respect with the fair play, reasonableness and equal treatment, which every body expects from a model employer – Government of India – atleast. The **negative comments, distorting of statistics for proving their negative point, expression of negative feelings, creating bad environment indicating step motherly treatment to one cadre only, are not serving any useful purpose**, and do not create a right atmosphere. It rather creates deep suspicion in the mind of members of Gp.'B' cadre as a whole.

9.0 Demands of Gp.'B'

In respect with cadre fixation/recruitment policy.

(a) Cadre fixation

The cadre should be near about 3500-4000 (without linking it to career progression – of Gp.'A' direct recruits) and to ensure pyramidal structure.

(b) Recruitment Policy

- Induction of Gp.'B' officers in Gp.'A' be increased satisfactorily.
- To ensure satisfactory career progression.
- To avoid stagnation in Gp.'B' cadre.
- To ensure early promotion to Sr.scale (adhoc).
- To ensure early & timely induction of Gp.'B' officers in Gp.'A'.
- To avoid step motherly treatment.
- To avoid delay in DPCs.
- To avoid factual calculation of vacancies.

In addition to main general demand viz:-

- Grant of equal pay for equal work.
- Till then grant of junior scale grade (to 80% of Asstt. Officer's posts).
- Rationalisation of transport allowance.

10.0 What does presentation assure to Gp.'B'

- (i) **Induction of 180 Nos.** of Gp.'B' officers every year.
 - (Against 250/year at present, and requirement of about 500/year).
- (ii) **Zone of consideration** – 9-10 yrs. Gp.'B' service for all deptts.
 - (Against the existing 7-8 in Personnel, Account, Store deptt. and 9 yrs. in others. Against the requirement of atleast 6-7 years)
- (iii) **Induction after 11.5-12.5 years Gp.'B' service**
 - (Against the requirement of 8 years max.) and against 9-10 years in 1990s of all deptts. and 6-7 years in Accts, Personnel, Store deptts.).
- (iv) **Jr.scale cadre of 720 only**
 - (Against above 2800 notional Jr.scale posts before 1990, above 2800 posts as per management service, 4000 by Adv. MS, and about 4000 as per cadre structure, and against more than 6000 posts in Sr.scale & above)
- (v) **No promotions to Sr.scale (adhoc) promotions**
 - More tan 8 years in any case (as in Misc. cadres) and no promotions to Sr.scale (adhoc) at all after some time.
 - (Despite more than 50% posts of Sr.scale (above 1500) being filled by Gp.'B' at present).
- (vi) **Weightage be reviewed**
 - (Despite being declared legal by courts and in existence from time immemorial).
- (vii) **To reduce Sr.scale posts and Gp.'B' posts**
 - To meet the objection of Gp.'B' of excessive adhocism in Sr.scale reduction in Sr.scale posts by 1300 Nos.
 - (Almost equal to adhoc working in Sr.scale) and 200 posts of Gp.'B' suggested.

In view of the detailed discussions, on the above subject, there is no need of giving further comments except to say that all these brings out the bent of mind of the administration, **to snatch even the things which are available with Gp.'B' officers**, and instead of improving their promotional prospects, reduce them drastically. On the top of every thing, all this to ensure satisfactory career progression for Gp.'A' direct recruits and **convert their eligibility periods in promotion periods, and that also at the cost of Gp.'B' officer's fate.**

11.0 Adverse comments of Administration

- (i) **Equal pay for equal work** - As per Admn. not logical and not possible in view of many court judgements and pay commissions rejecting it.
- (ii) Demands of Gp.'B', regarding **bifurcation in DR quota (introduction of LDCE scheme in Gp.'A', bifurcation of the gazetted cadre upto SAG posts, increase in promotee quota (75%)-** not possible because of either DOPT, not accepting or these being as per existing rules.
- (iii) The claim of Gp.'B' that the **length of service in Gp.'B' before promotion to Sr.scale (adhoc) has increased** is not correct. As per the Rly. Admn. this has actually decreased and situation improved (**contention is totally not correct**).
- (iv) The claim of Gp.'B' that the **period for induction in Gp.'A' has increased**, is also not correct (**contention is not correct**).
- (v) Delay in DPC – is due to model calendar.
Efforts are on to make it update.
(Efforts are inadequate only 3 deptt's DPC could be completed by now).
- (vi) **Percentage of Promotee quota** - vis-à-vis total posts – reduced as claimed by IRPOF – is not correct as per admn.
(Not based on facts)
- (vii) As per Rly. Admn. – the number in Gp.'B' is to be reduced substantially. To reduce adhocism in Sr.scale (adhoc) – as demanded by IRPOF, shall be solved by reducing the number of Sr.scale posts (not by regularising more men). Rly. Admn. also says, not to promote to Sr.scale (adhoc) if not given Gp.'A'.

12.0 Gp.'B' suggestions

The Federation of promotee officers, to solve the problem of cadre fixation and recruitment policy, has given the following suggestions.

- (i) **Bifurcate the gazetted cadre upto the level of SAG officers. In 50:50.**
- (ii) **Delink the intake of direct recruits and induction of Gp.'B' in Gp.'A'**
- (iii) **Increase recruitment quota for Gp.'B' to 75:25 (Prom:DR).**
- (iv) **Introduce LDCE scheme in Gp.'A' also.**
50:25:25 (Prom:DR-LDCE quota for Gp.'B')
- (v) **Introduce JA grade promotion to Gp.'B' (without Gp.'A') after 10 yrs. of service in Gp.'B'.**
- (vi) **Assured induction in Gp.'A'; after 8 years service in Gp.'B' (to ensure Gp.'A' after 3 years with 5 years weightage in consideration).**
- (vii) **No delay in DPC. If delay, give benefit from 1st Jan. of the year for which it is due, irrespective of its actual date.**

All the above suggestions have been rejected out rightly by the administration on one plea or the other. It has been the experience of this Federation that when over any suggestion is given to solve any problem, the administration's endeavour becomes to find out the arguments to reject the same, rather to find out the ways to solve the situation. This is regrettable.

13.0 Power to relax

The IRPOF has bee demanding that there being no other mean/way of avoiding stagnation in the cadre of Gp.'B' officers or to provide them adequate career progression (there being only one grade for Gp.'B' officers), there is only one alternative, i.e. **to increase the umber of inductions in Gp.'A'**. Even this the Rly administration is not ready to accept, because they insist that any increase in the number of inductions for Gp.'B' the recruitment of direct recruit will also have to be increased, equally. This is considered detrimental to the career progression of direct recruits.

- 13.1 It is therefore being total, that while the number of recruitment may be fixed (at 180), Govt. can approach the UPSE for enhancement of quota of promotees under **power to relax**. However as per them, this exercise of power is limited, as general relaxation can not be asked for. It shall have to be only, every year and not for every department. More over as per them, the UPSE has said that it can be only to the maximum extent of 1.5 to 1.6 times, of the direct recruitment quota of any particular department for a particular year. In their view, if more than this is accepted, it shall mar the promotional prospects of DRs hance not acceptable. The promotional chances means adhering to the eligibility periods for promotion laid down.

13.2 It is not surprising that even here, is the **consideration for ensuring satisfactory career progression for direct recruits. No body seems to worry about the adverse effect of lesser induction on Gp.'B'**. It is further regrettable that even the management service directorate has proposed implement it very mechanically and do not feel existence of stagnation in Gp.'B' if zone of consideration is **brought to 9-10 years**. Which, in fact, means length of service in Gp.'B' for induction to Gp.'A' increasing to **more than 12 years**. Hence they have proposed to introduction of this **power to relax, in a limited way** i.e. for 5 deptt. for 2001 (CE,ME,Elect,TS,PS) bringing the total induction to 246, only for 3 deptts (CE,TS,PS) for 2002 & 2003. This brings the number of vacancies to 216 & 201 respectively. This will bring the zone of consideration to 9-10 yrs. (even in store where it was less earlier). If the **desired zone of consideration is taken as 8 yrs.** then the **Government can seek relaxation in all deptts. for atleast 3-4 yrs.** there - by increasing the recruitment to near about 250 or so, which is otherwise being requested by promotee officers.

But we are sorry, this is not being considered by the administration.

13.3 Our suggestion in this

- (i) Seek power of relaxation in all departments where zone of consideration is more than 8 yrs. service.
- (ii) Increase the maximum permissible limit of 1.5 to 1.6 times suitably for this purpose, even if it may mean a delay of 1-2 yrs. of promotions to direct recruits.

Change the system of or calculation of vacancies which should not be direct recruitment wise but promotee wise i.e. first decide that how many promotee officers be inducted and then use power to relax to reduce the number of recruitment for direct recruits. UPSE shall have no objection to the extent of use of tis relaxation, as any reduction in direct recruitment shall not affect adversely the Gp.'B'.

This however, require **will to do good to promotee officers** without having adverse affect on direct recruits or promotees in any way. The requirement is only bold decision and treating the Gp.'B' also as there own. **Use of power to relax options, has proved beyond doubt, that government has power to de-link the induction of Gp. 'B' from recruitment number of direct recruits.** The Claim of administration that de-linking is not possible therefore is not correct.

14.0 Conclusion:

In the end, keeping what has been stated above, in consideration, it will not be asking the sky, if the Gp.'B' officers demand that:-

- (i) **Keeping the weightage of 5 years in consideration the Gp.'B' officers be atleast cleared for Gp.'A' immediately after 8 years of their service in Gp.'B'. Make rules, what ever suitable to ensure this. Fix any cadre whatever you like. This is of no consequences to Gp.'B'. This however should be ensure.**

(This is already in existence for RBSS/Misc, cadre).

It is requested that systems, rules, regulations, procedure be evolved with positive attitude to achieve this, at the earliest possible to avoid frustration among the Gp.'B' cadre.

**Sh. K.Balakesari
Member Staff,
Railway Board,
Rail Bhawan,
New Delhi.**

Sub: Presentation – By management service and IRPOF on Cadre fixation, recruitment policy in Gp.'A'

Sir,

I as president of IRPOF had submitted about 9-10 papers on the subjects – cadre fixation, career development in gazetted cadre, recruitment in Gp.'A', stagnation in Gp.'B' officers etc. etc. from Oct. 200 to March 2001 giving a good number in results of analytical studies made by the undersigned and other details of adequate depth, requesting the Railway administration to deal with these important issues expeditiously.

Lately, however, two presentations were made before Rly. Board one by management services directorate and the other by IRPOF. I happen to undergo both of these presentations in depth. On going through these, and analysing the whole issue in depth. I have come to conclusion that the management directorate has not taken into consideration any of my paper submitted on the subject.

This has motivated me to write this paper of mine, again, with a hope, that a person like you having highly right attitude and open mind regarding the problems – being at the helm of affairs, atleast for the time being, may **help this ever neglected mostly dejected cadre of Gp.'B' officers**, before laying your office.

I am also clear in my mind, that the time left, before you lay your office, is not sufficient, to solve this problem, but I am sure that you would be able to atleast entrust a man/committee with the task of evaluating the whole issue in proper perspective, so that atleast the issues raised and suggestions given are studied and considered with positive approach and aptitude, for which we the Gp.'B' officers are craving for ever.

May I request you to do your best for this frustrated lot of gazetted officers, before departing. Should I atleast expect acknowledgement of effort of mine please.

With kind regards.

Yours sincerely

(S.K.Bansal)

Dy.CME/Fr.N.Rly

Sh. K.Hasan
Secretary General,
IRPOF.

Sub: Presentation – By management service and IRPOF on Cadre fixation, recruitment policy in Gp.'A'

Dear Hasan,

I have gone through the two presentation made by Adv. MS and IRPOF, recently on the above subject. As you know I had submitted few detailed study papers on these and few other related subjects from Oct. 2000 to March 2001, while working as President of your Federation, - to Sh. K.Balakesri Member Staff/ Rly. Board, I thought it may prove of some use if this dialoge is continued further. Hence, I have prepared this paper in depth, on the above mentioned subject.

You, if so liked and approved, may send this paper, by forwarding the letter through Federation. If however, Federation does not feel it of its worth, or do not wish to send from Federation side, it is requested that paper may be submitted to Member Staff from my side – as an individual.

With best wishes.

Yours sincerely

(S.K.Bansal)
(Dy.CME/Fr.)

