

dated 15.11.2007

**The Financial Commissioner/Railways**

Ministry of Railway,  
Railway Board,  
Rail Bhawan,  
New Delhi.

**Sub:** Acute stagnation and inadequate career progression in Group 'B' Gazetted Cadre of Accounts Department of Indian Railways vis-à-vis need of the railway in the time to come.

**Ref :** Your Message dt.13.8.07 to all officers and staff of Finance and Accounts Department of Indian Railways on your taking over as FC (Railways).

*Respected Madam,*

Group 'B' officers are elated to see your following nice words in the above referred message and convey their sincere thanks to you for showing concern for the betterment of Accounts family of Indian Railways.

*"As the head of the family, it is my duty to take care of all of you. You can feel free to send me any suggestion for improvement in the cadre and in the department. These suggestions could be in respect of any issues: promotional prospects, training, career planning, professional advancement or any other issue. A separate item has been posted on the message Board of IRAS Times on the subject; I would especially welcome a quick response on suggestions to improve promotional prospects."*

Madam , therefore, taking the liberty from the above , I would like to highlight the multiple problems/grievances of Group 'B' officers of Accounts Department of the Railway like acute stagnation for induction in Group 'A'/ IRAS as they are not getting the same even after more than 13 years of service in Group 'B' against the stipulated three year service in Group 'B' only in terms of Para-111 of Est. Code due to the following reasons, and intensely seek their redressal from a noble self like you . Madam due to the precarious condition of the promotional avenues for Group 'B' Accounts Officers in Railways and inadequate career progression, as evident from the following, the frustration is brewing in the minds of Group 'B' Officers, which is directly/indirectly affecting

the quality of the service rendered by them in the most demanding area of Finance and Accounts.

1. The junior scale cadre of IRAS is just 118 (**including 50 Regular and 68 Leave Reserve**) which is very small in comparison with other Organized service of Indian Railway (**Annexure-A**). There seems a serious mismatch in the distribution between regular and leave posts also. It is pointed out that 627 Gp. B Accounts Officers are still waiting for induction in IRAS on date despite having rendered 3-13 years of service in Group 'B' (Annexure- B) and it will take next 22 years for their induction in IRAS at the present rate of 29 no. ( 25% of 118 ) per annum , even if DPC is held on time every year.

2. There is general delay in holding the DPC for induction in IRAS, which is evident from the fact that the list of Officers to be inducted in IRAS for the year 2007-08 against quota meant for Gp. B , which should have been available on 1.4..2007, DPC for the same has not been processed as yet. Delay also result in loss of seniority. Recently, the delay has deprived 2 recommended officers by DPC for empanelment based on their eligibility on crucial date, from induction in IRAS, as they retired /resigned in the meantime.

3. There is provision for 50% quota for Group 'B' officers in Group 'A' since 1997 as per DOPT Guidelines (Annexure-C) , but the same has never been filled up and only 25 % against 50% quota in IRAS from Group 'B' is being given by railway ministry since 1.1.1997.

4. There has always been a shortfall/loss of vacancies in induction in Group 'A' as the number of vacancies earmarked for Group 'B' Accounts Officers meant for induction in Group 'A' (IRAS) through DPC are not completely filled up since 1992 to 2007 and there is always a shortfall. Such shortfall is to the extent of 39 vacancies out of the quota meant for Group 'B' Promotee officers from 1992-2007. (**Annexure-D**)

5. The Sr. Scale posts have been reduced due to cadre restructuring of Group 'A'. It has resulted lesser avenues for Group 'B' officers for promotion in Sr. Scale.

Madam, the following suggestions are being submitted for your kind consideration, so that the prevailing stagnation and frustration amongst the Group 'B' Accounts Officers could be minimized:

## About Promotions :

Jr. Scale cadre of IRAS may be reviewed and fixed rationally . It should be fixed at least 600 no, so that all the 627 Group B Accounts officer of all Indian Railways having more than 3 years service could be inducted in Gp.A in next 3-4 years.

Railway Board in consultation with UPSC has sanctioned **463 additional posts** in 1990 to reduce the stagnation of Group B officers in Civil , Personnel, Elect. , Traffic & S&T Deptts. over and above their normal quota as per following details.

IRSE = 238

IRTS = 48

IRSSE = 76

IRPS = 49

IRSEE = 52

**Total = 463**

Similar benefit could also be given to Group 'B' Accounts Officers and all Group 'B' Accounts Officers with 8 years of service may be inducted in Group 'A' as a one time measure.

There is provision for 50% quota for Group 'B' officers in Group 'A' cadre since 1997 , but the same has never been filled up and only 25 % against 50% quota in IRAS from Group 'B' is being given by railway ministry. Thus, there is a backlog of 251 vacancies since 1997. The quota in Group A posts @50% meant for Gp. B Accounts Officers may be given with immediate effect and the backlog may cleared by inducting 251 more Gp. B Accounts Officers along with current year's DPC.

The shortfall of 39 vacancies in Group 'A' due to less induction from Gp.B may be filled up with the vacancies for the year 2007-08. It would clear the all the Accounts Officers having more than 13 years service in Gp.B in one go and the benefit of the same should be given from the date it is due.

The Sr. Scale posts lost due to cadre restructuring of IRAS may be restored.

DPC for induction in Group 'A' from Group 'B' should be held on time and in case of delay, the benefit should be given from the date it is due .

The DPC for the year 2007 (due on 1.4.07) and 2008 (due on 1.4.08) should be held simultaneously and be completed before 31.3.2008 to avoid loss of seniority.

## **B. About Career Planning :**

Madam, Indian Railways is entering in to an era of Public Private Partnership . 11<sup>th</sup> Five Plan envisages Plan Expenditure to the extent of Rs.2,51,000 crore and out of this Rs.90000 crore will be generated from internal resources, traditional/non-traditional.. Therefore, railways also requires additional posts at all level including a force of Finance officers having skill to handle such a huge expenditure and monitor the internal resource generation. In present scenario, the position is going to deteriorate further due to shortage of eligible officers and it will be difficult to manage the affairs with the exiting level of manpower.

Madam, this gap can be filled by upgrading the skills of Group 'B' Accounts Officers and giving them better career planning. Though, there are various schemes for the career planning of directly recruited Group-A Accounts officers, yet nothing has been thought of the career planning of Group 'B' officers. It is now a administrative necessity also in view of the fact that large number is promoted to Group B from Group-C having left 20 to 30 years service in Gazetted cadre. Moreover, it would entail benefit to both the Administration as well as Group B Accounts Officer and that too, with a meager cost. The following is suggested for the career planning of Group-B officers of the Railways, as it would be in overall administrative interest, so that there should be no mismatch between **task and talent**.

All Senior Scale Group 'B' Accounts Officers with 10 years' service may be considered for promotion to JAG (adhoc).

All Group 'A' Senior Scale Accounts Officers with 5 years' service may be considered for promotion to JAG (adhoc).

For Group-B Accounts officers, Special Module of Training may be devised and Special Capsule Courses on Financial Management, Commercial Accounting and IT (SAP) may be conducted from time to time in collaboration with management institutions of repute like IIM, IIPM, IBS etc. to hone their skill and enhance their technical and managerial capabilities.

All Group-B Accounts officers should be given international exposure on the contemporary issues for which special seminars, workshops and trainings in foreign countries be organised.

All Group-B Accounts officers should be given Library Allowance for maintaining the personal library by them to update their knowledge.

There should be mandatory five years' working tenure in PSUs and Private Companies for all Group-B Accounts officers either on deputation or otherwise so that they have may the feel of the working of Private and Public Sector to meet the challenges of the time to come for the benefit of railway.

There should be a proper career planning for Group 'B' Accounts Officers of Indian Railways , for which the time has come.

### **C. About Designations:**

1. The present designations of Accounts officers and Sr. Accounts Officers i.e. AFA & Sr.AFA may be changed and be made more attractive like AFM and Sr.FM , otherwise the earlier designations may be restored.

Madam, we are very much optimistic that that under your able leadership, the woos of Gp. B Accounts Officers of Railways will be vanished once for all.

DA : As above

With highest regards,


**(RAM KISHORE)**

Sr.AFA/C,

N.Rly , K.Gate ,Delhi-06.

&

**President/NRPOA**

								Annexure-A		
	Cadre Structure of all services vis-  -vis IRAS									
S.N.	Cadre	IRSE	IRSEE	IRSME	IRSSE	IRTS	IRSS	IRPS	IRAS	Total
1	Member	1	1	1		1			1	5
2	AM /GM	2	1	2		4			2	11
3	PHOD/AGM	32	21	25	12	24	9	2	15	140
4	SAG	198	116	139	91	124	64	51	94	877
5	SG/JAG	650	353	413	268	328	203	122	227	2564
6	Sr.Time Scale	621	244	257	221	269	149	159	276	2196
7	Jr.Time Scale	185	175	194	153	164	81	73	50	1075
8	Jr.Time Scale (Leave Reserve)	110	45	143	41	100	27	38	68	572
9	Total	1799	956	1174	786	1014	533	445	733	7440
10	% age of Jr. Time Scale in	16.4	23.01	28.71	24.68	26.04	20.26	24.94	16.1	22.14

	<b>the cadre</b>									
11	<b>25% share of Jr.Time Scale</b>									
	<b>earmarked for Gp.B</b>									
	<b>for induction in Gp.A</b>	74	55	84	48	66	27	28	29	411
12	<b>%age of yearly induction of</b>									
	<b>Total Cadre strength</b>	4.11	5.75	7.16	6.11	6.51	5.07	6.29	3.96	5.52

		Annexure-B
	<b>Position of Group 'B' Accounts Officers awaiting induction in Gp.A</b>	
	over Indian Railways as on 31.10.2007.	
	<b>Category</b>	<b>No. of Officers</b>

1	No of officers having	
	service more than 13yrs.	38
2	No of officers having	
	service more than 10yrs.	247
3	No of officers having	
	service more than 8yrs.but	
	less than 10years	87
4	No of officers having	
	service more than 3yrs. But	
	less than 8 years	255
	<b>Total</b>	<b>627</b>

				<b>Annexure-D</b>	
<b>Shortfall /loss of vacancies</b>					



<b>earmarked for induction of Gp.B Accounts Officers in Gp.A /IRAS</b>					
<b>S.N.</b>	<b>Year</b>	<b>Notified</b>	<b>Actually done</b>	<b>Shortfall / loss of vacancies</b>	<b>Loss due to not inducting @50% of the cadre since 1997</b>
1	1992	13	12	1	
2	1993	16	13	3	
3	1994	9	9	0	
4	1995	8	8	0	
5	1996	18	15	3	
6	1997	29	27	2	29
7	1998	30	26	4	30
8	1999	27	16	11	27
9	2000	24	21	3	24
10	2001	23	21	2	23
11	2002	16	16	0	16
12	2003	16	15	1	16
13	2004	28	25	3	28
14	2005	29	26	3	29
15	2006	29	26	3	29
	<b>Total</b>	<b>315</b>	<b>276</b>	<b>39</b>	<b>251</b>

