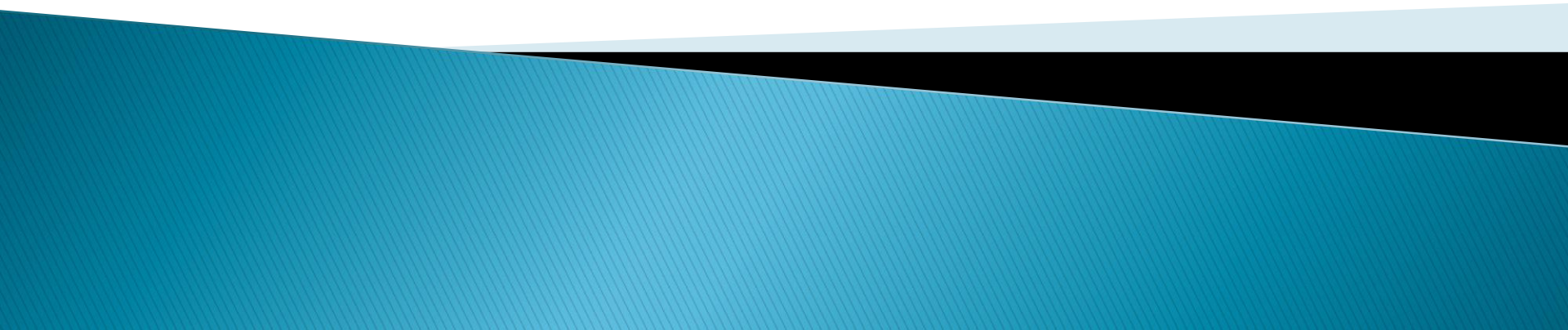


**Gr. 'B' / Promotee Officers
Related Issues to be Discussed
with
Honorable Minister of Railways**



Meeting held on 25.06.2022

1. Delay in DPC of Gr. 'B' Officers

- ▶ The DPC of year 2018 & 2019 for S&T, Civil & Mechanical are long pending with UPSC. Further the DPC of all 08 Organized services for year 2020, 2021 & 2022 are also due. The papers for only 03 departments i.e. personnel, traffic & store for year 2020 has been submitted. In last many years it is seen that the excessive delay in DPC of Gr. 'B' Officers for induction in Gr. 'A' are regular phenomenon.
- ▶ To get is regularized in time frame the necessary advice to UPSC may please be given from your level. Railway Board should also be instructed to take proactive action to minimize delay.

DPC status as on Date

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

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

Year	Civil	Accts	Pers.	Store	S&T	Elect	Mech	Traffic	Total
2005	133	--	--	--	--	--	--	--	133
2006	123	17	--	--	--	--	--	--	140
2007	88	52	27	16	--	--	--	--	183
2008	152	15	28	24	63	--	--	--	282
2009	81	35	35	18	72	--	--	--	241
2010	129	38	49	19	23	54	--	--	312
2011	78	28	30	15	39	28	--	--	218
2012	99	51	42	31	50	51	--	--	324
2013	37	51	53	25	49	37	--	--	252
2014	46	60	21	15	14	31	53	60	300
2015	26	57	36	21	6	17	42	37	242
2016	57	54	34	28	11	27	37	27	275
2017	77	39	28	20	35	52	71	47	369
2018	110	41	40	32	61	81	28	75	468
Total	1236	538	423	264	423	378	231	246	3739

2. Sr. Scale Promotion to Gr. 'B' Officers

- ▶ Sr. Scale adhoc promotion to Group 'B' officers which were being given since 1985 is stopped from 01.01.2020, resulting large No. of Group 'B' officers are still working/Retiring in Assistant Scale even after completing 10 to 15 years service. Normally Sr. Scale promotion was being given to Group 'B' officers after completing 4+ years service as per availability of Post. Group 'B' officers are frustrated due to stagnation & no promotion for long time. Further due to scarcity of Sr. Scale officers, Railway working may also be affected.

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

Status of Group 'B' officers waiting for Sr. Scale promotion

Year	Civil	Accts	Pers.	Store	S&T	Elect	Mech	Traffic	Total
2007	88	0	0	0	0	0	0	0	88
2008	152	0	28	0	63	0	0	0	243
2009	81	0	35	18	72	79	0	0	285
2010	129	0	49	19	23	54	0	0	274
2011	78	0	30	15	39	28	0	0	190
2012	99	0	42	31	50	51	0	0	273
Total	627	0	184	83	247	212	0	0	1353
2013	37	51	53	25	49	37	57	54	363
2014	46	60	21	15	14	31	53	60	300
2015	26	57	36	21	6	17	42	37	242
2016	57	54	34	28	11	27	37	27	275
2017	77	39	28	20	35	52	71	47	369
2018	110	41	40	32	61	81	28	75	468
Total	353	302	212	141	176	245	288	300	2017
Grand Total	980	302	396	224	423	457	288	300	3370

Status of STS Post at Different Stages

No. of Posts	IRSE	IRAS	IRPS	IRTS	IRSS	IRSME	IRSEE	IRSSE	Grand Total
Posts before restructuring	916	425	195	335	239	390	363	421	3284
Posts after restructuring	382	247	110	233	118	271	186	231	1778
Proposed for Surrender	534	178	85	102	121	119	177	190	1506
%age surrender proposed	88	42	44	33	51	31	49	45	46 Average
Post after implementation of IRMS	1395 (Total reduction in STS post 3284-1395 = 1899) i.e. 57.83%								

The number of posts in different grades at different stages

Posts	Before Restructuring	After Restructuring	After Implementation of IRMS
Apex	1	8	7
HAG+	15	30	59
HAG	188	345	139
SAG	1039	1332	791
JAG	3368	3261	2325
STS	3284	1778	1395
JTS	Gr.A-1648+Gr.B-1573	Gr.A-1648+Gr.B-1573	Gr.A-450 IRMS Gr. 'B' not yet decided

Optional Arrangement in Lieu of Item No. 2

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

- ❑ If the reinstating adhoc Sr. Scale promotion is not possible the vertical-split with financial up-gradation upto Level- 14 should be allow for Group 'B' officers till induction in Group 'A' in as per following timeline till induction in Gr. 'A'.
 - L- 10 to L- 11 after completing 6 years continuous service in Gr. 'B'
 - L- 11 to L- 12 after completing 10 years continuous service in Gr. 'B'
 - L-12 to L- 13 after completing 14 years continuous service in Gr. 'B'
 - L- 13 to L- 14 after completing 17 years continuous service in Gr. 'B'

- ❑ **It is matter of fact that in case of Gr. 'A' when difference increases more than two years IAS of same batch N.F. up gradation is given. Similar provision to be done in case of Gr. 'B' Likewise in some State Govt. Civil Services.**

3. Stagnation of Group 'B' officers of Different Departments

- ▶ There is severe stagnation in some departments due to gross negligence/mistake done in 2006 while fixing no. of Junior Scale Posts as 1647. Addition of LR post for Civil Engg. & Accounts Deptt. (most stagnated Deptt.) were ignored resulting less No. of post allotted for induction in Group 'A' which resulted in severe stagnation.
- ▶ Compression of SDP/JTS Post of All 08 Organized Services.

	IRSE	IRAS	IRPS	IRSME	IRTS	IRSEE	IRSS	IRSSE	Total
Total SDP	1663	704	367	1012	835	854	542	777	6754
JTS	295	118	111	337	264	220	108	194	1647
%age	17.74	16.76	30.25	33.30	31.62	25.76	19.93	24.97	24.39

For removing stagnation following measures to be taken on top priority.

1. Pro-rata distribution of JTS posts in all eight organized services to be done on the basis of SDP.
2. Addition of 110 & 68 LR posts with the cadre posts of Civil & Accounts were wrongly not considered at the time of refixation of JTS cadre in 2006. After adding LR post to Civil & Account (which were not taken into account while JTS posts were increased from 1273 to 1647 by adding 573 LR posts which actually should have been 1845) Hence pro-rata distribution of eight organized service to be done with retro-respective effect considering total JTS post as 1845 instead of 1647.
Further one time special DPC for clearing backlog of total 560 posts for Civil & 266 posts for Account which couldn't be filled due to non-accountal of LR posts during last 14 years i.e. since 2006.
3. Further distribution of 56 General Administration posts in three most stagnant departments i.e. Civil, Account & Personnel be done for next three years and further may be continued for stagnated departments.
4. As per last cadre restructuring, 5% deputation reserve posts to be added to existing allotted posts of JTS, accordingly DPC allotment to be increased.
5. Anti-dating should be allowed upto 8 years to minimize the inter-departmental disparity in allotment year which is reaching approx. 9-10 years.

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

Year	Civil	Accts	Pers.	Store	S&T	Elect	Mech	Traffic	Total
2005	133	--	--	--	--	--	--	--	133
2006	123	17	--	--	--	--	--	--	140
2007	88	52	27	16	--	--	--	--	183
2008	152	15	28	24	63	--	--	--	282
2009	81	35	35	18	72	--	--	--	241
2010	129	38	49	19	23	54	--	--	312
2011	78	28	30	15	39	28	--	--	218
2012	99	51	42	31	50	51	--	--	324
2013	37	51	53	25	49	37	--	--	252
2014	46	60	21	15	14	31	53	60	300
2015	26	57	36	21	6	17	42	37	242
2016	57	54	34	28	11	27	37	27	275
2017	77	39	28	20	35	52	71	47	369
2018	110	41	40	32	61	81	28	75	468
Total	1236	538	423	264	423	378	231	246	3739

4. Effect of Implementation of IRMS to the Promotional Prospect of Gr. 'B' Officers

- ▶ After Gazette notification for IRMS, Railway Board is planning further reduction of Post for induction of Gr. 'B' officer to Gr. 'A', previously it was 411, now it is planned to reduce it to 150 i.e. equal to indent placed for IRMS officers in UPSC.

The selection of Gr. 'B' officer is done on basis of previous sanction & requirement & presently 3500 Gr. 'B' officers are waiting for induction in Gr. 'A' hence, the promotion of the Gr. 'B' officer selected before 15.02.2022 i.e. date of Gazette notification of IRMS to Gr. 'A' to be dealt in old pattern till induction of all Gr. 'B' officer selected before 15.02.2022 is completed. IRMS effect should be restricted to new incumbents selected in Gr. 'B' after 15.02.2022, Otherwise 90% Gr. 'B' officer who are eligible for Gr. 'A' induction after completion of 3 years service will retire in Assistant Scale without getting Gr. 'A' even after completing 15 to 20 years of their service in Gr. 'B' only.

5. Issues related to Gr. 'B' Officers of Misc. Cadre

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

The above issues require your personal intervention and immediate redressal to avoid further frustration in large number of Group 'B' Officers, which will certainly affect their working as well as overall efficiency of Railways if not addressed timely. **DPC of misc. cadre of officers is required to be taken upon priority.**

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

Item No. 6: Grant of 100% financial up gradation in L- 10 to all Gr. 'B' Officer of Misc. Cadre. At par with all eight organized service on completion of 4 year service.

Item No. 7: Revision of pay structure of Gr. 'B' Gazetted posts of official Language department of Zonal Railway/PU's from L- 8 to L- 10.

Item No. 8: Entry level of all Gr. 'B' Officers including miscellaneous cadre direct in L- 10 like in Account department.

Item No. 9: Restructuring of Gr. 'B' cadre.

Item No. 10: Law officers issue of granting adhoc JAG.



**Further Data wise Detail in
Connection with Item No. 3**

**(Stagnation of Group 'B' Officers
of Different Departments)**



Main Reason of Stagnation in Civil Engineering and Account Departments

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

Table- A

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

Sl. No.	Department	Sanctioned Strength as in old restruct.	No. of JTS posts(1273)	Distribution of 318 post	%	Remarks
1.	Account	615	113	28	4.55	Distribution of post for induction in Gr. 'A' are almost in accordance with number of sanctioned posts.
2.	Civil	1504	304	76	5.05	
3.	Electrical	736	177	44	5.98	
4.	Personnel	282	78	20	7.09	
5.	Mechanical	837	191	48	5.73	
6.	S & T	592	141	35	5.91	
7.	Store	425	92	23	5.41	
8.	Traffic	750	177	44	5.87	

Table- B

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

Sl. No.	Department	Sanctioned Strength as in old restruct.	Distribution of 411 post	%	Remarks
1.	Account	615	29	4.72	Distribution of post for induction in Gr. 'A' are done casually without considering the sanctioned strength as well as due to faulty distribution of JTS posts for different departments.
2.	Civil	1504	74	4.92	
3.	Electrical	736	55	7.47	
4.	Personnel	282	28	9.93	
5.	Mechanical	837	84	10.04	
6.	S & T	592	48	8.11	
7.	Store	425	27	6.35	
8.	Traffic	750	66	8.8	

Continued....

Table- C

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

Sl. No.	Department	Sanctioned Strength as in new restruct.	Distribution of 411 post	%	Remarks
1.	Account	704	29	4.12	Again it can be seen that distribution of post for induction in Gr. 'A' are kept as it is.
2.	Civil	1663	74	4.45	
3.	Electrical	854	55	6.44	
4.	Personnel	367	28	7.63	
5.	Mechanical	1012	84	8.30	
6.	S & T	777	48	6.18	
7.	Store	542	27	4.98	
8.	Traffic	835	66	7.90	

Table- D

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

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

Table- E

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

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

Table- F

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

Sl. No.	Deptt.	Distribution of induction posts for 720 JTS cadre 180	Distribution of induction posts for 1273 JTS cadre (4:1) 255	Distribution of induction posts for 1273 JTS cadre (3:1) 318	Distribution of induction posts for 1647 JTS cadre 411	Distribution of induction posts for 1845 JTS cadre
1.	Account	17	23	28	29	48
2.	Civil	43	61	76	74	114
3.	Electrical	25	35	44	55	58
4.	Personnel	10	16	20	28	25
5.	Mechanical	27	38	48	84	69
6.	S & T	20	28	35	48	53
7.	Store	13	19	23	27	37
8.	Traffic	25	35	44	66	57

Continued....

Table- G

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

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

Proposed Solution

Table- I (Instant relief)

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

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

Proposed Solution

Continued...

Table- II (Short-term relief)

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

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

Proposed Solution

Continued...

Table- III (Additional quick relief)

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

Sl. No.	Department	Sanctioned Strength as in new restruct..	% of SDP post	Distribution confirming % of post + deputation posts 546/2183	Actual post provided + deputation posts 496/1985	Remarks
1.	Account	704	10.42	48 +09 =57	29 +09 =38	Distribution of 2183 posts to be done and operated from next DPC in pro-rata of department wise SDP posts.
2.	Civil	1663	24.62	114 + 21 =135	74 + 21 = 95	
3.	Electrical	854	12.64	58 + 11 =69	55 + 11 = 66	
4.	Personnel	367	5.43	25 +05 =30	28 + 5 = 33	
5.	Mechanical	1012	14.98	69 + 12 = 81	84 + 12 = 96	
6.	S & T	777	11.50	53 + 10 = 63	58 + 10 = 68	
7.	Store	542	8.02	37 + 07 = 44	27 + 7 = 34	
8.	Traffic	835	12.36	57 + 10 = 67	66 + 10 = 76	

Respected Sir,

On behalf of Indian Railway Promotee Officers I would like to thank with deep regards for providing your valuable time for discussion of Gr. 'B' / Promotee Officers burning issues.

Further on behalf of Indian Railway Promotee Officers I assure that we will work with best possible effort, dedication, sincerity to improve overall efficiency, safety as well as production to achieve the targets fixed time to time.

With regards

**Harish Chandra Yadav
Secretary General IRPOF**