

Recruitment Policy and Cadre Fixation (Gazetted Cadre)

Ref: **Presentations by Board (OSD-MS) & IRPOF**

Two presentations have recently been made before full Board one by Management Service Directorate (OSD-MS) and the other by Indian Railway Promotee Officers Federation (IRPOF) highlighting their respective view points on the above subject. Both presentations indicate totally diversant views and very few meeting points, just like perhaps Indo-Pak, summit-presenting their respective positions on Kashmir and meeting nowhere. Still decision has to be taken, to fix the cadre atleast and also evolving a suitable/logical recruitment policy for Gazetted cadre.

2.0 It is therefore proposed to discuss this issue in detail and depth, through this paper of mine. It is worth mentioning here that I, through 7-8 papers submitted between Oct.-2000-Feb.-2001- have discussed the issues thread breath cadre fixation as also career development for Gp.'B' officers-in much detail. The presentation made by OSD-MS makes it very clear that the Board has not given any consideration to the views expressed there in through these papers-submitted by the President of a recognised Federation of Gp.'B' officers. Again, despite a presentation made by the IRPOF, where in several facts have been revealed/pointed out, the Board wants to persist with the details given by the Board, through their presentation through many of these facts in are correct, and indicate already set up mind/attitude.

3.0 The perusal of both presentations brings-forth one point very clearly that the **stand taken by few officials, as back as 1996-97**, based on certain pre-determined notions, **has been presented in year 2001 again** with old argument but in a new form only. In 1996-97, as per M,P,P directorate of Boards paper, the maximum number of direct recruits, which can be recruited in a year was 168, where as per present presentation this is 172 (in the year 2001). Despite many meetings, submission of numerous papers, lot of discussions having taken place in between, the **Board is struck up with the same figure preciously 172 even today**, without taking into account any argument, any paper, any submission made by IRPOF in-between.

4.0 It is very important to mention here once again, that in a meeting held on 07.04.2000 in the chamber of Member Staff, when the figure of 181/year for recruitment was given to the Federation, many discrepancies were pointed out there in, by us,. It was accepted that in light of these, the figure many be 203-204, Board promised to come up with revised details shortly.

5.0 In order to clear the issue let us present our view point once again, keeping in consideration the present presentation made by the Board on the subject. There are two issues mainly i.e. **Cadre fixation and Recruitment Policy** first thing first, i.e. **Cadre fixation**.