

**TRUTH OF CADRE RESTRUCTURING- A STUDY****PURPOSE OF STUDY:**

Is not to stall/oppose , up-gradation of posts, but, to bring forth the anomalies being created by the steps and to find ways and means .to make this exercise meaningful for all cadres.

**Up-gradation /Reductions Proposed:**

Up-Gradations- **APEX Level - +7 HAG+ - +15 HAG - +157 and SAG - +293**

Reduction - **JAG - (-) 107 , Senior Scale- (-) 1506**

**TRUTH :**

The cadre structure details of Gazetted cadre/IR are as under:-

|                    | <b>Sancd . cadre as<br/>on 01.01.2015</b> | <b>Cadre taken for<br/>review</b> | <b>Cadre-after<br/>review</b> | <b>Sancd . cadre<br/>as on 01.07.2018</b> |
|--------------------|-------------------------------------------|-----------------------------------|-------------------------------|-------------------------------------------|
| <b>APEX Level-</b> | 5+ 3*                                     | 1                                 | 8 (+7)                        | 5+3DG+2**                                 |
| <b>HAG+</b>        | 15                                        | 15                                | 30 (+15)                      | 15                                        |
| <b>HAG</b>         | 116+71wc                                  | 188                               | 345 (+157)                    | 127+71wc                                  |
| <b>SAG</b>         | 797+343wc                                 | 1039                              | 1332(+293)                    | 1036+342wc                                |
| <b>JAG/SG</b>      | 1558+1812wc                               | 3368                              | 3261(-107)                    | 1698+1880wc                               |
| <b>SS</b>          | 916 + 2371wc                              | 3284                              | 1778(-1506)                   | 1126+2463wc                               |

\* No, of DG posts in Apex level sancd in 2016.

\*\* Apex level 2 posts available in ex.cadre

**IMPORTANT DETAILS:**

**1.** In terms of cadre structuring , normally is done basically for SDP(Senior Duty Posts) which means from Sr,Scale to HAG only. The posts above these i.e. Apex level and HAG+ are never the part of cadre structuring exercise, and are always crated on the basis of worth of charge

only. That's why the posts of APEX, HAG+ have never been created as a part of this exercise. This is the reason that suggestive percentage of cadre review posts is given by "CADRE REVIEW DIVISION-MONOGRAPH (2010)' Section -5, Para (V) -Cadre Structure-has recommended , that it should be - HAG-3%,SAG-17%,JAG/SG-50% and SS -30%'.

But the present no. of posts from HAG to SS , are , - HAG-5%,SAG-20%, JAG/SG-48.6% and SS only 26.4 %.

2. As indicated above , the present cadre restructuring .has included the APEX and HAG+ posts also in this exercise, and have up-graded 8 no. of APEX level posts and 13 No.s (actually 15 No.s) HAG+ posts. by arranging their matching surrender from SS posts.

### **AN UN-EXPLANABLE FACT:**

In this reference, another un-explainable truth has surfaced. It is un-deniable fact is that in RAILWAYS , 7 No.s of Posts are existing/sanctioned of Members/APEX level from ages, and 3DG level (APEX) posts were created in 2016. It is mentioned in the cadre restructuring letter just issued even. Still 8 no.s posts of APEX level have been shown as upgraded w.e.f.

1.1.15,the total number of APEX posts still being 10 only. Surprising is matching surrender of SS posts have been provided for these posts.

### **3. EVEN MATHEMATICS IS WRONG :**

#### **PERHAPS INTENTIONALLY -**

In all cadre restructuring - after the figure of upgrading of posts is arrived at, the cost of upgrading is calculated. then the number of post's which are to be provided as matching surrender, is calculated. In this case there is something, hidden agenda. Intention seems to damage a cadre for ever . This is evident from the mathematics or calculations of value required for upgrading and value obtained from surrender , as under:

|                                                                                               | <u>No,of Posts to upgrade</u> | <u>Mean pay</u> | <u>Total Value</u> |
|-----------------------------------------------------------------------------------------------|-------------------------------|-----------------|--------------------|
| APEX -                                                                                        | 7                             | Rs. 2,50,000    | 1,750,000/-        |
| HAG+                                                                                          | 15                            | Rs. 2.25,000    | 3,375,000/-        |
| HAG                                                                                           | 157                           | Rs. 2,14,900/   | 33,739,300/        |
| SAG                                                                                           | 293                           | Rs. 1,81,200/-  | 53,091,600/-       |
| <b><u>Total Value Money req. for Upgradation - 91,955,900/- i.e.Rs.9.20 Crores/month.</u></b> |                               |                 |                    |

( 3)

**TOTAL SURRENDER VALUE:**

JAG POSTS      107      Rs. 1,44,000/-      Rs. 15,408,000/-

SS POSTS      1506      Rs. 1,37,700/-      Rs. 207,376,200/

**TOTAL SURRENDER VALUE**      **Rs. 22, 2784,200/-** i.e. Rs. 22.29.Crore/month

**This does not require any comment perhaps.**

**FINANCIAL NEUTRALITY:**

Some important extracts from CADRE REVIEW GUIDELINES ISSUED By CADRE REVIEW DIVISION:

(i) " **Section -5- Para-2(IV)- Stagnation not adequate ground for Cadre review-** . The stagnation is a relevant but not the sole ground for creation of posts at higher level. ....**The problem of stagnation stands somewhat mitigated after introduction of Non-functional up-gradation (NFU) and it needs to be taken into account while assessing the impact of Stagnation....."**

" **Para 5-2(VI) .....With the introduction of Non Functional Up-gradation(NFU), demand for competitive mobility may subside,** as it will ensure uniformity ,at least in terms of financial up-gradation across the board.".....

" **Para 2-(XI) -BUDGET NEUTRALITY** - the requirement of budget neutrality has to be understood in the correct prospective . While discouraging any liberal creation of posts, it seeks to ensure that **any increase in the net expenditure has to be in correspondence with increase in output or horizontal expansion of activities.**

-Note- This clearly indicates that budget neutrality does not always mean matching funds, and increase in expenditure can also be explained by increase in out- put or horizontal expansion of activities - which is well proved in railways. and finally,

" **File No.11011/3/2013- Note for Secy.s Para-3- FINANCIAL NEUTRALITY** -The calculation sheet is annexed (**While calculating Financial Implications, the NFSG**

**and NFU may also be taken into account. As far as possible "NIL" financial implications may be shown.....** If some posts are required to be created, which result in financial implications, the same may be neutralized by showing matching savings by curtailing a few posts from some other grade. **Hence, as far as possible budget neutrality may be shown,"** (comment- the word , 'as far as possible' is worth noting.)

In view of all above , the word - BUDGET NEUTRALITY -

- does not necessarily mean providing matching surrender. It can be definitely be defined by expansion of activities, increase in work load and worth of charge, and,

- while taking into account the NFSG and NFU grades, their financial aspects are not be calculated.

**PRESENT CONTEXT :**

1, As on 01.01.2019, the total number of officers working in HAG (NF) was 332 and in SAG(NF) -570. Where-as, the total number proposed to be upgrade is only 157 in HAG and 203 in SAG cadre. i.e. much less than the numbers of NF grade persons available both in HAG & SAG.

2. Hence **in view of the above instructions/guidelines of Cadre Review, no match surrenders are required. for up-gradation of 157 posts to HAG and 293 posts to SAG.**

3. As already indicated above increase in number of posts in HAG+ and APEX level is not the part of cadre restructuring, as creation of such posts is always on worth of charge basis by fully justifying the requirement. for each post.

4. In addition , there is no proof is required to be submitted to say that **7 posts of members are existing in Railway since its inception, from ages , and three posts of DG have already been created/sanctioned.**

**In view of above, no match surrender is required to for provision/up-gradation of HAG+ and APEX level posts, and also for Up-gradation of 157 HAG and 293 SAG posts, there being enough officers already working in Non-function grade. Hence this up-gradation can be effected to without any match surrender, at all.**

**5. Up-gradation & surrender of Posts- irrational :**

As per the procedure in existence, Not a single post can be created without following the very stringent procedure, including finance at many stages, giving various justifications, workload ,and sanctions sometimes from the Board, even to create a post of Jr. Engineer. Now ,while we are giving justifications for creation of higher grade posts, we are just deciding how many posts of JAG/SS shall be surrendered. No justification for reduction of a particular post is ever given. It is one of very illogical, irrational and illegal system. Is it not strange that we have just decided to reduce about 2000 posts from back date. Does it prove that we were carrying, or had created so many posts without there being enough workload for these posts. Is it not criminal.?.

**6. Adverse Impact on feeder cadres to be avoided:**

\_Another important guideline by Cadre review Division, issued for cadre review has been violated by the cadre restructuring of GP.A on Railways . This is extracted below:

**" Sec-6-Para -2(III)-Promotion Avenues-** A diligent assessment of promotion avenue (threshold analysis) both before and after the cadre review should be reflected in the proposal. **It should also be ensured that the feeder grades, if any are not impacted adversely.**

The fact is that the present cadre restructuring is nothing but having only adverse , impact on feeder cadre, the only consideration being how to hurt Gp. B by all means.

**SOME ADDITIONAL ISSUES-being IMPORTANT:**

**(1) Very Important :**

Reference is invited to Para-2 of Cadre Restructure letter dtd.10.03.2019, which says :-

**" 2. The cadre review of 8 organized Group A service is subject to the following conditions approved by the cabinet."**

Out of the total 12 conditions mentioned there in Two conditions are very important-

(6)

**"(Vi) Deputation Reserve at 5% of SDP will be created in each of services. This will be in addition to the strength indicated in the above in table....."**

and

**" (Xii) The cadre Review of Group 'B' and Group 'C' will be expedited."**

Accordingly, the sanction of cadre review being ' Subject to' , **no surrender or up-gradation should be initiate, unless action on the above two specifically.** and all the other 10 conditions is taken.

ii) Attention is drawn to the fact , that despite very **clear instructions** by the Central Govt. as far back as **1978**, '**that cadre review of all the cadres - i.e.Gp. A,B,C and D**, be undertaken every 10 yrs (later on 5 yrs) , according to which the cadre restructuring exercise is undertaken for Gp.'A', **No such exercise has ever been done for Gp. 'B' only.** (Rest ,A,C.D are being benefited.). For Railway Gp. A this is perhaps 4th such exercise.

Now , by this very specific condition being mentioned, it proves beyond doubt, **that not doing the cadre restructuring of Gp. B' ,during earlier yrs was highly discriminatory.** Therefore it will be in the interest of justice that Gp.'B' be compensated for this illogical loss to them.

**Implementing the cadre restructuring of Gp.A, therefore, without doing the complementary cadre restructuring, for Gp. B, simultaneously, may create many anomalies in the cadre.**

**(iii) Un-imaginative/irrational Reduction in Sr. Scale cadre:**

The extent of reduction in the cadre strength of Sr. scale, is not only impractical, irrational, un-imaginative , but it has perhaps decided without any analysis or scientific study, but only to provide the matching surrender funds to enable the administration. Status of SS is as under:

Total Sancd. SS posts- 3458 - Wkg. 1367 regular (1001 DR+ 366 Prom)+ 1750 Ad-hoc.Vac-341.DPC due for 4 yrs-1462 posts.(likely 1000 in SS+430 in JS but with

4 yrs service), DRs available in this yr.-320 with 4 yrs. Likely to be promoted to JA grade-300. **status shall be 1367-300 JA+ 1000 SS +430 IN JS but with due SS i.e. total availability- 2827 no.s+750 ad-hoc working for yrs. Total posts have been reduced to 1778 only. As such more than 1100 officers with more than 4 yrs service shall have to stagnate.** No further comments are needed.

**(IV) STATUS OF CIVIL Engg. DEPTT. Further Difficult:**

Present sancd. Strength in SS- 916 - Reduced to NOW 382.

Present Status- 368 ( 290 DR +78 P) already working on regular basis + 475 (P)on Ad-hoc basis. DPC of 4 yrs due. Likely No. 209.seniority of all these will be up to 2014, i.e with 5 yrs seniority.

Almost 190 of 209 P to be inducted shall be from SS, ad-hoc and the balance 20.in JS cadre but with 5 yrs service. 25 No. DRs shall also be available for regular SS. Balance (475-209) i.e 266 P shall be in SS ad-hoc.

**Accordingly the No. of Officers available in SS shall be - 368(290 DR+78 P)+ 190P (To be regularized after DPC) + 25 DRs due+ 20 P = Total 603 regular+ 266 ad-hoc i.e. TOTAL-availability will be 869 in SS against the reduced No. of posts - 382. Proves that to adjust in revised strength- you have only 14 posts. Balance 210 regular prom officer with more than 5 yrs service and 25 DR with 4 yrs service will not find their posting SS , .In these circumstance the fate of 222 Ad-hoc working now for yrs. need not be predicted.**

Note- two statements showing Cadre Structure of all deptts. and the other for Civil Engg. Deptt. are enclosed.

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