

STATEMENTS

GAZETTED CADRE

ON

INDIAN RAILWAY

Unique Information



S.K.Bansal
Rtd. Chief Rolling Stock Engineer
Northern Railway

Kindly recall our meeting & discussion in your office, a few days back, wherein, while looking at the seniority lists & other books published by the undersigned. You found a few statements published therein and other unique very interesting apart from giving lot of important information.

As promised, I hereby enclose a compendium of such statements – each along with little explanation sheet. While these statements deal with present Gazetted restructuring share of Group 'A' direct recruits, stagnation level of Group 'A' officers for HAG,SAG & upto JA level. It also brings forth the stagnation level in Group 'B' for Group 'A' & for Sr.Scale (adhoc), their negligible career planning, irrational cadre structure delay in DPCs, injustices with them at all platforms, and other such important aspects for Group 'B' officers in general.

In fact, there being no satisfactory cadre management institution available for Gazetted cadre, no study / analysis / work is being done, hence, no solutions are expected, and in fact no discussions are taking place.

I am sure, this analysis of mine, in different styles / ways shall help the administration in undertaking the problem in real sense, which may induce them to solve the problem. I have no hesitation in assuring that I will feel honored, if I am asked to explain, formulate further details in this respect, for which I will be eagerly waiting.

With kind respect.

(S.K.Bansal)
Rtd. Chief Rolling Stock Engineer
Northern Railway

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Note: *Highlights of each statement (Page No. Indicated first) is on right side, where as its actual statement (Page No. indicated second) is on left side.*

Statement No.1

Gazetted Cadre as on 01.01.2005

Highlights

(i) Total cadre - 15995

(ii) Excluding Med & RPF - 13115

(Consists of 8709 (66.4%) regular posts
4406 (33.6%) w/charged post)

W / charged in Civil Engg. - 59.8%

Accounts - 41.1%

S&T - 53.2%

Elect. - 30.8%

Stores - 32.5%

(iii) HAG 1.0 SAG 7.3% JAG/SG 21.3% SS 22.7% JS/Gp. 'B' 47.3% of the total cadre ex Med. & RPF

(iv) Share of sanctioned strength
(Department Wise)

Civil	Tfc	Mech.	Elect.	S&T	Acct.	Store	Persnl.	Misc.	Gen,
23.8%	12.5%	13.3%	9.9%	9.6%	9.2%	6.8%	5.7%	5.2%	4.3%

Statement No.2

Effect of cadre restructuring of Gp.'A'

Highlights

- Cadre restructuring done from Sr.scale & above only - not for whole cadre i.e. including Junior scale
- Likely upgradation - 667 posts of Sr.Scale
Surrender - 279
Total to reduce - 946 posts of Sr.Scale
- Total existing Sr.scale posts - 3116
After cadre restructuring - 2170(3116-946)
- Jr. Scale base
Present - 6065

On upgradation to Gp.'B'+7765 (1700 posts of Gp.'C' likely to be upgraded

- Effect

	JS	SS	
Existing	6065	3116	51.4%
On upgradation (from JS)	4839	3116	64.4% (To reduce 1226 Jr. Scale)
On upgradation	7765	3116	47.7% (+ 1700 posts in Gp.B')

Statement No.3

Effect of cadre restructuring of Gp.'A'

Highlights

➤ Cadre restructuring done **from Sr.scale & above only** – not for whole cadre i.e. including Junior scale

➤ Likely upgradation - 667 posts of Sr.scale
Surrender - 279
Total to reduce - 946 posts of Sr. scale

➤ Total existing Sr.scale posts - 3116
After cadre restructuring - 2170 (3116 – 946)

➤ Jr. scale base

Present - 6065

On upgradation to Gp.'B' = 7765 (1700 posts of Gp.'C', likely to be upgraded)

➤ Effect

Existing	JS	SS	
	6065	3116	51.4% (Prospects)

On upgradation	6065	2170	35.8%	(Prospects) (946- Sr.scale posts)
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On upgradation	7765	2170	27.9%	(Prospects) (1700 Gp.'C' posts of to Gp.'B')
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➤ Federation's Proposal

- Cadre restructuring be done including Junior scale
- Surrender value from Junior scale only.

Effect

Existing	JS	SS	
	6065	3116	51.4%

On upgradation	4839	3116	64.4%	(To reduce 1226 Jr.scale)
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On upgradation	7765	3116	47.7%	(+ 1700 posts in Gp.'B')
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Statement No.4

Variation in promotions in gazetted cadre (all department - batch compared.)

Highlights

- (i) First row - Indicates number of officers in SAG - waiting for HAG
- (ii) - Number of officers wkg. in SG-waiting for SAG (blue colour)
- Number of officers wkg. in JA grade - waiting for SG (Black colour)
- Black colour in Box SS waiting for JA grade.

Note : In all columns - figure in circle indicate superseded

- (iii) Batches in considerations - for promotion to:-

	HAG	SAG	SG	JA
Civil	1975	1984	1990	1993
Mech.	1970	1983	1990	1994
S&T	1973	1982	1988	1991
Elect.	1975	1982	1988	1991
Tfc.	1972	1983	1991	1991
Acct.	1972	1983	1990	1992
Store	1971	1983	1989	1994
Persnl.	1976	1983	1989	1994

Statement No.5

Cadre Structure of Gazetted Cadre on Indian Railways.

As on 01.07.05

Highlights

- (i) The sanctioned cadre - indicates all gazetted officer - excluding Medical, RPF and also misc cadres.
- (ii) Indicates total officers actually working cadre wise, DRec & Prom. wise.
- (iii) There are only 954 Gp.'B' officers in a total cadre strength of Gp.i A' (6587(upto SS)+ 1273(JS) = 7860) i.e. 12.2% only.
Where as the quota is 50%.
- (iv) Based on total working strength the DR: Prom. is 44.3 : 55.7%.
- (v) As many as 75% of Sr.Scale posts are manned by promotees (60.4% on adhoc).
- (vi) Out of total 1310 SAG + 110 HAG = 1420 officers wkg. in SAG+HAG, only 4 are from promotees cadre.

Statement No.6

Gp.'B' officers waiting for induction in Gp.'A'

As on 01.07.05

Highlights

(i) Total sanctioned cadre - Gp.'A'

(excl. Me3d. & RPF)	-	Sr.scale to HAG	-	6861
	-	Jr. scale	-	1273*
		(as per Rly. Board)		

* Should have been = 50% of Ass'tt. officers cadre
(5604) + 602 leave reserve = (2802 + 602) = i.e. **3404**

Actual time Taken Presently

12.5%

(ii) Eligibility for Gp.'B' officers.

-	3 yrs. regular service in Gp.'B'
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(iii) **Total eligible Gp.'B' officers waiting for Gp.'A'**

-	With more than 8 yrs. service in Gp.'B'	-	2259
			(1550 wkg. in Sr. Scale(adhoc))

-	Additional 3 to 8 yrs. service	-	1947
			(186 wkg. in Sr. Scale adhoc)

Total eligible Gp. 'B' officers (with more than 3 yrs. service in Gp.'B')	-	4236
		(1736 wkg. in Sr. Scale adhoc)

(iv) Yearly induction in Gp.'A'

-	180/yrs. now 255
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(v) No. of years likely to take for induction in Gp.'A' for all these

Statement No.7

Gp. 'B' officer waiting for Sr.scale adhoc

As on 01.07.05

Highlights:

(i) Total Sr.scale cadre -

Sanctioned	-	2982(-179 Misc) - 2803
Gp.'A' (DR)	-	685 (24.3%)
Gp.'A' (Prom)	-	402 (14.2%)
Sr.Scale (adhoc)	-	1737 (61.5%)
Total	-	2824

(ii) No. of eligible Gp. 'B' officers waiting for Sr.scale (adhoc)

		Already Wkg. in Sr.Scaie
With 8 yrs. or more service in Gp.'B'	-	739 1550
With 3 to 8 yrs. service in Gp.'B'	-	1760 187
		<u>2499 1737</u>

(iii) Eligibility - 3 yrs. regular service in Gp.'B'

Actual promotion - average 9 yrs. service in Gp.'B'

Statement No.8

Induction in Gp.'A' - notified and actual (all departments)

As on 01.07.05

Highlights:

1. D.P.Cs for the year 2003 & 2004 have not yet been finalised except for accounts & Electrical deptt. (not yet notified). As many as 143 (2003) and 255 (2004) are vacancies of Gp. 'A', yet to be filled.
2. For S&T DPC for 4 yrs. - 2001,2002,2003 & 2004 are over due.
3. For Engg. Deptt. 159 additional vacancies (one time exception) for 1990-91 are still due.
4. DPCs vacancies for S&T (for 1992, 93) and Electrical for 1993 are yet to be given.
5. More than 600 vacancies are due otherwise as shortfall.
6. This indicates delay in DPC of 2 to 3 year.

“v/kZ fojke”

A small stop over

This collection is not aimed at

to present the charter of demands of Gp. 'A'
or Promotees.

**This however is an honest effort to illustrate the fact
that there exists no institution on Indian Railways to
take care of management of gazetted cadre on Indian
RaUways, who may fulfill the aspirations of Gp.' A' and
Gp. 'B' cadres simultaneously, while catering the needs
of the organisation too.**

While large variations exist in HAG, SAG, SG & JAG among various departments (Statement Nos. 4, 10 & 15). The promotional prospects for HAG/SAG are diminishing day by day. Against 16 + yrs. stipulated - for SAG - the promotions 'are expected in 27-28 years (Statement No. 13) despite cadre restructuring.

The scenario for Gp. 'B' officer is more frustrating, as there is nothing to talk of their, pay scales, promotions, DPCs, Quota, Training and most importantly of Equality & Justice.

- *For more details, pl. see last
but most important page*

Statement No. 9

Important Statistics – Gazetted Cadre

As on 01.11.2008

1. Cadre Strength

(excluding Med. & RPF) + Misc.

	<u>Sanc.</u>	<u>Wkg.</u>	<u>Promotee</u> <u>Out of these</u>	<u>Clear</u> <u>Vac.in Gp.'A'</u>
Members	-	7	7	-
GMs/AMs	-	42	39	-
PHODs	-	173	182	-
SAGs	-	1007	1407	5
SG	}	2951	1613	161
JAG			652	190
JAO			580	218
SS	-	2783	986+1788(Adhoc)	332
JS	-	1273	522(JS)	5
Gp.'B'	-	4667	3976(Gp.'B')	3946+1788
Total	-	12844	9887+1788 (5941+3946)	911+1788+3946 (A) 6645
			<u>11675</u>	

(After implementation of
upgradation of Elect. & Mech. Deptt.)

2. Gp.'A' & Gp.'B' Sanctioned Posts

As per Rly. Bd.		As per Federation (IRPOF)
Sr. Scale above	—	6904
Jr. Scale	—	1273(only JS officer)
		3271 $\left[\frac{1}{2} \text{ (JS/Gp.'B' post-602)} + 602 \right]$ LR
<u>8177</u>		<u>10175</u>

3. Total Number of Gp.'B' officer in Gp.'A'. (50% quotes)

Should have been	-	5088	(50% pf 10175as above)
Actual as on 01/07/2004	-	911	(SAG-05,SG-161,JAG-190 JAO-218,SS-332,JS-5)

- (a) Percentage on actual strength of Gp.'A' working (5941) - 15.3%
- (b) Percentage of Total Gp.'A' posts (Strength)(8177) - 11.1% (9.7%)
- (c) Percentage of Sr.Scale & above (Strength) (6904) - 13.1% (on Fed's No.)

4. DPC Details

(i)	Average Age on promotion to Gp.'B'	-	40 yrs.
(ii)	Av. Length of service in Gp.'B', before induction in Gp.'A'	-	13 yrs.
(iii)	Av. Number of Gp.'B' officers retiring in SS scale (without promotion to JA grade)	-	51%
(iv)	Av. Length of left over service in Gp.'A';	-	7 yrs.
(v)	Officers to get JA grade	-	49%
(vi)	Av. Length of left over service in JA grade	-	4-5 yrs.

5. Promotional Prospects

Gp.'A'

<u>Status</u>	<u>Eligibility Period</u>	<u>Actual Period</u>
SAG	17 th yrs.	19 – 20 yrs. (except Personnel. – 21 Elect-21yrs.)
SG	13 th yrs.	12-13 yrs. (except Elect.,S&T -15 yrs.)
JA	9 th yrs.	9-10 yrs. (except Elect.-12 yrs & T&C, S&T Acct. – 11 yrs.)
SS	5 th yrs.	4 yrs. (100%, in some cases after 3 yrs. even

Gp.'B'

Sr. scale Adhoc	3 yrs.	Av. 10-11 yrs. (S&T, Store – 9 yrs)
Induction in Gp.'A'	3 yrs.	12-5-13.5 (Tfc.,Persnl.-14 yrs., S&T-15 yrs.)

6. Sr. Scale

		<u>No.</u>	<u>%</u>
(i)	Gp.'B' (an adhoc)	—	1788 — 64.5%
(ii)	Gp.'B' in Gp.'A'	—	332 — 12.0%
(iii)	Gp.'A' direct rect.	—	654 — 23.5%
Total		<u>2774</u>	

7. SAG/SG/JA/JAO

<u>Status</u>	<u>San.</u>	<u>Total Wkg.</u>	<u>Gp.'B' in Gp.'A'</u>	
SAG	1007	1407	5	0.35%
SG		1613	161	10.0%
JA	2921	652	190	29.1%
JAO		580	218	37.6%

8. No. of officers with more than 8 yrs. or more service waiting for Gp.'A' induction as on 01.09.2006.

<u>Mech.</u>	<u>Civil</u>	<u>T&C</u>	<u>Elect.</u>	<u>Acct.</u>	<u>Persnl.</u>	<u>Store</u>	<u>S&T</u>	=	<u>Total</u>
<u>268</u>	<u>642</u>	<u>340</u>	<u>203</u>	<u>380</u>	<u>293</u>	<u>159</u>	<u>245</u>		<u>2530</u>
<u>*</u>	<u>160</u>	<u>416</u>	<u>240</u>	<u>97</u>	<u>274</u>	<u>155</u>	<u>105</u>	<u>210</u>	<u><u>1657</u></u>

* already working in Sr.scale (adhoc)

9. Gp.'B' officers working in SS Adhoc vis-à-vis officers with more than 3 yrs. service in Gp.'B' (as on 01/07/2005)

No. of officers	<u>Mech.</u>	<u>Civil</u>	<u>T&C</u>	<u>Elect.</u>	<u>Acct.</u>	<u>Persnl.</u>	<u>Store</u>	<u>S&T</u>	<u>Total</u>
With more than 3 yrs. service	<u>513</u>	<u>1182</u>	<u>585</u>	<u>402</u>	<u>583</u>	<u>436</u>	<u>279</u>	<u>496</u>	<u><u>4477</u></u>
<i>(Note – the % of Sr.Scale has decreased in every case)</i>									
Officers working in SS (adhoc)	183	435	257	101	287	155	128	242	1788
% Today	35.7	36.8	43.9	25.1	49.2	35.6	45.9	48.8	39.9
% As on 01.07.05	36.5	36.3	44.6	26.7	51.3	48.8	47.4	52.9	42.0

10. Calculated average length of service in Gp.'B' before induction in Gp.'A'

with 250/ yrs. induction	-	11 yrs. 8 months
with 168/ yrs. induction	-	15 yrs. 2 months
with 181/ yrs. induction	-	13.5 yrs. (approx.)
with 300/ yrs. induction	-	12.5 yrs. (approx.) (Presently)

Statement No. 10

Differential Promotional Prospects All deptts. All cadre

As on 01.04.05

Highlights:

- Vast difference in promotional prospects in various deptts. in all cadres.
- This is despite cadre restructuring in 3 deptts. already implemented
(Mech.,
Elect., Stores.)

D.O. Promotion of the Jr. Most promoted to Grade

		<u>Top Deptt.</u>		<u>Lowest Deptt.</u>	
		<u>D.O.</u> <u>Entry</u>	<u>Batch</u>	<u>D.O.</u> <u>Entry</u>	<u>Batch</u>
HAG	Persnl.	06.78	1976	Mech.	02.72
	Civil/Elect.	12.76	1975		1970
Difference of 5 yrs.					
SAG	Civil Engg.	07.86	1984	Elect.	06.84
				S&T	1982
Difference of 2 yrs.					
SG	Tfc. Deptt.	02.9~	1991	S&T	01.90
				Elect.	1988
Difference of 3 yrs					
JA	Store Deptt.	04.96	1994	S&T	11.92
	Persnl., Mech.				1991
Difference of 3 yrs					

Statement No.11

Status of Regularisation of JA grade on Indian Railways (All Deptts.)

As on 01.07.05

Highlights:

(i) Total number of eligible officers available for - 437

(ii) No. of vacancies available

at least = (No. of officers working in - 584
JA adhoc) all deptts.

Vacancies are much more than officers to be regularised.

Only need - processing

Statement No.12

Officers waiting for SAG promotions on Indian Railways (effect of upgradation)

As on 01.07.05

Highlights:

(i) Total waiting upto 1985 batch
(1987 entry i.e. + 16 yrs. service) - 496

(ii) Deptt. wise difference in promotion
(presently batches under consideration)

<u>Mech.</u> 1983	<u>Civil</u> 1984	<u>Tfc</u> 1983	<u>Elect.</u> 1982	<u>S&T</u> 1982	<u>Acct.</u> 1984	<u>Store</u> 1984	<u>Persnl.</u> 1984
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(iii) Effect of upgradation

Shown in Black ●

No effect except upgradation of 1 batch only.

Statement No. 13

**Projected year of promotion to SAG .
(Dept. wise)
(upto 1997 batch)**

As on 01.04.05

Highlights:

- Cadre restructuring in 3 deptts (Mech., Elect., Store) already implemented (taken care in calculations).
- Cadre restructuring (likely/proposed) also taken into account for other deptts.
- Procedure adopted
 - (i) Vacancies in the year including through Cadre restructuring calculated and the Number of officers of a particular batch-
Matched with the same
 - (ii) Persons on deputation etc at the present number only.
 - (iv) No. supersession taken into account
- Eligibility **17th year of Gp. 'A' service from year of entry in Gp. 'A'**
- Result Year to take for promotions to SAG for 1996 batch (from year of exam)
(Note: If no second cadre structuring comes in between)

Mech. -	26 yrs.	S&T - 31 yrs. (Highest)	Persnl. - 25 yrs.
Elect. -	29 yrs.	Tfc - 24 yrs. (Lowest)	Store - 26 yrs.
Civil -	25 yrs.	Accts. 25 yrs.	

Statement No. 14

Promotee officers
Prospects for getting SAG - Likely number

As on 01.07.05

Highlights:**A As per Rly. Bd.**

(i)	Likely number of promotee officers in SAG (if induction is 180/yr.)	-	350
(ii)	Likely number of promotee officers in SAG (if induction is increased to 300)	-	650

B Actual Status

(i)	With induction in Gp .'A' of 250/yr. from 1997 to 2000 and above 200 from 1991 & 1996.
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Today total Promotee wkg. in SAG - 4 only

(in 1468 total officers in SAG & above as on 01.07.2005)

(ii)	With the existing promotional prospects in SAG, the existing officers wkg. in Gp.'A' as on 01.01.2005.
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All Deptts

(i)	Total Gp.'B' officers wkg. in Gp.'A'	-	954
(ii)	Total having more than 18 yrs. service	-	283
(iii)	Likely to get SAG	-	62
(iv)	Highest number in anyone year	-	28 in 2008 24 in 2010

After 2020 - not more than 1 officers in each year

*(Gp. 'B' officers inducted today with not get SAG upto
2025 atleast)*

Statement No. 15

Variation in promotions to HAG (Department wise)

Highlights

(i)	Batch under promotion	-	Civil Engg.	-	1975
			Elect. Engg.		
			Mech. Engg.	-	1970

Difference - 5 yrs.
(Personnel batch 1976 - not taken into consideration)

(ii) **To bring all deptts. at par, the number of officers required to be promoted.**

	<u>Civil</u>	<u>S&T</u>	<u>Mech.</u>	<u>Elect.</u>	<u>Tfc</u>	<u>Acct.</u>	<u>Store</u>	<u>Persnl</u>
Officers	30	13	120	38	66	36	24	0
Waiting for Promotion								
Batch under Consideration	1974	1973	1973	1975	1972	1972	1971	1976
No. wkg. PHOD&abve	29+9	10+4	23+14	22+5	18+10	8+4	5+1	2+0

Statement No. 16

Stagnation in Gp."B' for induction in Gp.'A'

(Figures for more than 8 yrs. Service only given)

As on 01.04.05

Highlights:

(i)	Total officers waiting upto year 1996 entry in Gp:B'	-	1633
		(1309 wkg. in	
	Sr.scale adhoc)		
(ii)	Total vacancies due upto 25004 year vacancies	-	
466			
(iii)	Officers waiting		
	Of before year 1993 entry in Gp.'B'	- 185	(more than 12 yrs.)
		172	
	Of year 1993 entry in Gp.'B'	- 183	(12 yrs.)
		168	
	1994	- 333	(11 yrs.)
		298	
	1995	- 455	(10 yrs.)
		357	
	1996	- 501	(9 yrs.)
			312
	Total	- <u>1633</u>	
		1309	(Wkg. in Sr.scale Adhoc)
(iv)	Eligibility for Gp.'A'	-	3 yrs. regular service in Gp[.'B'
	Attained presently	-	12.5 yrs.
(v)	Average age on promotion to Gp.'B'	-	40 yrs.
	Average age on induction to Gp.'A'	-	52 yrs.
	Average left over service in JA grade	-	Less than 5 yrs.

Gp. 'B' Officers - Expect

- Equal & satisfactory consideration for career planning.
 - Senior scale (adhoc) & induction in Gp. 'A'
 - After due, 3 yrs. regular service in Gp. 'B'
- Equitable Junior scale sanctioned cadre and 50% share for promotees (SAG to Junior scale)
- Timely DPCs if delay than from DPC date due, and equitable vacancy calculation.
- 80:20 from 01.01.96, for all cadres
(Including - Misc cadres & RDSO)
- Restoration of earlier reduced senior scale posts - implementation of upgrading from Jr. scale/Asstt. scale.
- Mise cadres & RDSO - equality with all incl. satisfactory career planning
- Ensure satisfactory solution of RDSO problems - pay scales, 80:20, DPCs recruitment rules & equal opportunities.
- Implementation of S&T judgment for Electrical & Civil Engg. deptts. too (including one time addle vacancies, shortfalls in DPC vacancies)
- A little change in attitude towards problems solving - positive attitude brings positive energy that give strength to the system.

And on top of all

- equal & justified treatment to Gp. 'B' -

Charter of Demand - Issues to be taken up

- A brief account

1. Cadre fixation in Gp:A'

- Based on quota 50%
- Or Total strength of Asstt. Officer
- As per notional number in eighties
- As per advisor M.S. address in international seminar in 1990
- As recommended by committee of Est - 1680

2. Sr.Scale posts reduction

- More than 900 Sr.scale (out of total 3000 posts) likely to be upgraded.
- Surrendered cadre restructuring should be from feeder cadre.
- Implement it by surrendering JS/Gp.'B' posts both for upgradation & matching surrender.

3. D.P.Cs

- Delay in DPC, approx. 3 yrs. average
- DPC to be in advance
- DPCs of S&T - 2001 to 2005
 - CE - 2003, 04,05 (Also ME)
 - Elect. - 2004,05 (Also Tfc, Store,Accts, Persnl.)

Gp.' A' - after about more than 13 yrs. against 3 yrs. eligibility

4. Share in Gp.'A'

- Presently 12.2% only, in sanctioned posts & 15.8% in working posts. All these against laid down quota of 50% in total.
- Shortfall for Gp.'B' 2967 As on 01.01.06
- Shortfall for Gp.'B' 2967 As on 01.01.06
- Only 3 Gp.'A' in SAG against total working 1484 (SAG + Above)
- In SG 9.6%, JAG 28.0 % JA (adhoc) 36.0%. Total JA/SAG - 19.8% of the total working in JA/SG.

- In JS out of 1273 Gp.'A' posts, against 50% for quota i.e. 637, only **5** are from Gp.'B' are working.

5. **Vacancies in Gp.'A'**

- vacancies existing in Gp.'A' as on 01.01.06 - 1830+
Deputation 539 wkg. on = 2369
- All can be given to Gp.'B' - short fall in Gp.'A'. being 2967 for (50%).
- Full vacancies in Gp.'A' induction not filled every year and many officers retire after induction.

6. **Stagnation in Gp. 'B'**

(i) **For Gp.'A'**

- 2238 Gp.'B' officers with more than 8 yrs. service (1589 wkg. In Sr.scale) waiting for Gp.'A' induction.
- In addition 1957 more officers - eligible (3 to 8 yrs.) - 257 wkg. in Sr.scale, are also waiting for induction.
- Total 4995 eligible officers (1846 in Sr.scale) are thus waiting
- Average length of service on induction to Gp.'A' is more than 13 yrs. against eligibility of 3 yrs.
- To ensure to bring all officers with 8 yrs. or so in zone of consideration- in the first year - a total of 888 posts are required.
- After that 562 posts/vacancies every year for 6.7 yrs.

(ii) **In Gp.'A'**

- 84 eligible (with more than 17 yrs.) waiting for SAG promotion
- 104 eligible (with more than 13 yrs.) waiting for SG promotion
- 463 eligible (with more than 8 yrs.) waiting for JA promotion
- 198 eligible (with more than 6 yrs.) waiting for JA (Adhoc) promotion

(iii) **In Gp. 'B' (for Sr.scale adhoc):**

3149 eligible officers (with 3 yrs. or more service) 649 with more than 8 yrs. services are waiting for Sr.scale adhoc as on 01.10.2005.

7. **Vacancy calculation**

- As stated above a total of 888 posts for the first year and 562 posts/year are required to ensure that officers with 8 yrs. or more service are atleast brought in zone of consideration.
- Give share of 840 (50% of 1680 cadre suggested by ED's Committee atleast till share is improved.
- Presently only 180 posts are given, 255 for one year for 2004

8. **Satisfactory career planning**

- No delay in DPC
- Satisfactory vacancy allotment
- Adequate Junior scale cadre fixation
- Suitable increase in leave reserves (JS)
- Ensure promotion to Sr.scale (adhoc) and also induction in Gp.'A' after 3 yrs. regular service.

9. **RDSO issues**

- (i) Implementation of zonal status of RDSO
- (ii) Withdrawal of court case from High Court
- (iii) Grant of 80:20 scheme w.e.f. 25.4.2003
- (iv) DPCs in all cadres with due dates on old scheme upto 2003
- (v) DPCs in all cadre after 2003
- (vi) Fixation of cadre in all depts are also attachment with other Railway (NER) for DPC of smaller cadres.
- (vii) Calculation of vacancies of larger cadres.
- (viii) Introduction of selection grade
- (ix) No separate R&P rules required

10. **Grant of 80:20 - w.e.f. 01.01.06**

- (i) 80:20 has been granted to all organised services as to avoid anomaly in respect with Accounts deptt. Hence be given w.e.f. 01.01.96 on given to Accounts. Deptt.
- (ii) This should also be given to all mise cadres too

11. Misc cadres:

- (i) Equalities in promotions, grades etc. with organised cadre
- (ii) Grant of 80:20 scheme, w.e.f. 01.01.1996
- (iii) Merger of smaller cadres in larger organised cadres and restructuring of larger cadres of misc. deptts.
- (iv) Updated DPCs immediately
- (v) Rational vacancy calculation
- (vi) R&P rules at the earliest where not provided.
- (vii) Stoppage of posting of other deptts. officers in higher grades of mise cadres - viz PROs, Law etc. etc.

A. Law officers

- Implementation of report on law deptt. cadre restructuring
- Only 3 officers given Gp.'A' by now.

B. PROs

- Only 2-3 officers given Gp.'A', increase number.
- Creation of 7 posts in Sr. scale, increase this number to atleast 16 if not 21 (including production units).
- DPCs to be rationalised
- Merger in Comml. Deptt. for higher promotions & Gp.'A' induction.

C. Head Masters/Principals

- No DPC ever done, immediate intervention
- Give promotional prospects in higher grades
- Merger with RRBs upto JA grade, for promotion to JA grade.

D. Merger of P&S, Statistical officers, Assistant Chief Cashiers, Chemists & Metallurgists in Store, Accounts & Mechanical Deptt. respectively.

E. Librarians to be given grade Rs. 7500 - 12000

- Only 5 Librarians in Railways
- Always had same grade as Gp.'B'

F. 80:20 in all misc. cadres, as already granted in many new mise cadres viz. PSs, Medical Gp.'B' etc.

G. Recruitment & promotions rules for all new Medical Gp.'B' cadres EDPMs, PSs, etc. etc.

H. Promotions and induction in EDPM cadre, rationalisation of cadre.

12. **Fixation of Gp. 'B' cadre**

- (i) Notification issued on 22.10.2005 fixing the Gp.'B' cadre, Federation not consulted before issuing the instruction.

- (ii) Cadre of percentage fixed upto two decimal figures viz. 77.08% or so cadres are not fixed like this.
- (iii) It is harmful to Gp.'C' for vacancy calculation.
- (iv) Not clear whether the cadre will be zone base or all Indian Railway based. In both cases, not implementable.
- (v) According to the existing statistics, the number of Gp.'A' should be more than 1440 whereas only 1273 are being given.
- (vi) Not based on scientific/rational analysis .

13. S&T case - Supreme Court judgment

- Judgment given on 13.09.2002 not yet implemented
- DPC - for the year 2001 to 2005 delayed and still pending
- Vacancies distributed in subsequent years be given to Gp.' B' in nutshell - 76 vacancies.
- Review after that, give effect from the date due of DPCs
- Date of effect of vacancies be also from the DPC due date, delay being on account of court case.
- How administration, is calculating only 26 addl. posts, is not clear.

14. Civil Engg. Case

- Addl. vacancies 79 & 80 Nos. granted for 1990,91,92
- Due to court case DPC conducted for 79 - adjusted in subsequent years and the balance 79 & 80 not given.
- In view of Supreme Court judgment, all these 79 (adjusted in subsequent years) 79 for 1991 and 80 for 1992, should now be given immediately.
- Review be done then to given them the date of effect, from the date due

15. Electrical Deptt. Case

- Case decided similarly as S&T case
- 52 addl. vacancies adjusted in subsequent years.
- Due to court judgement different system of calculation adopted.
- All these 52 vacancies be given now
- Also vacancies calculated less due to different system being adopted should be restored to Gp.'B' vacancies for the year 95 be also given.
- Review then be conducted to adjust the addl. officers, against the DPCs due date

16. **Fixation of pay**

- (i) Since the promotion to Sr.scale (adhoc) is normal is all aspects the benefit of option for date must be extended to them, as full DPC and other system of promotions are adopted Adhoc - is due to non Gp.'A' at that time.
- (ii) Gp.' A' is given, on induction. At that time, fixation benefit of option must be permitted. Moreover the period of adhoc working & increments earned must be allowed for fixation in the Sr.scale pay.
- (iii) Else concordance system of pay fixation be permitted.

17. De - classification of two groups

British Govt. had decided and announced on the floor of the then parliament, for merger of both the groups w.e.f 01.04.47. Even first Pay Commission also recommended this Chairman Rly. Bd. during evidence, indicated their commitment.

In view of the duties, responsibility & power being same, no logic III continuing two groups.

18. **Equal pay for equal work:**

No difference in duties, responsibilities & powers in Gp.'A' & Gp.'B' Assistant officers cadre, hence no logic in two pay scales.

19. **Transportation Allowance:**

All allowances on pay basis. Only this on pay scale hold no logic and is not rational

20. **Bonus for all:**

All officers & staff responsible for better productivity. Hence bonus - this being productivity linked bonus - be paid to all.

21. **Change of designations**

- Gp.'B' are demanding modification in designations specially after the change in designation of Engg. services Gp.'C' supervisors.
- Change in designation demanded for restoring the pride in the post.
- Changes notified in few deptts. other have not yet been done
- Many defects pointed out in Accounts deptt. designation. Promised modification, not yet done.
- Main theme of Gp.'B' officers demand IS to avoid usmg the word "Assistant" from the designations.

- Federation is not being consulted for changes being made federation view not being taken into account.

22. **Annual confidential reports**

- Adverse remarks must be conveyed, otherwise the ACRs should not affect adversely (if not conveyed).
- Even ACRs down graded (as compared to last year's ACR) or those which are below the bench - mark for promotion need to be conveyed.
- Adverse remarks when expunged, should also be reflected in over all grading.

23. **Service records/leave records - delay in settlement dues**

- Service records/leave records are not updated timely.
- For check of service records, instruction exists for verification upto 24 months backward only, where as the administration is looking even 40 yrs. behind, for verification.
- All this results in delay of settlement hence be avoided.

24. **Training abroad**

- Due share of slots of training/assignment abroad to Gp.'B' is not being given.
- Officers not concerning with the subject of training are being nominated and after training officers are not being used based on training given.

25. **Transfer of office bearer**

No office bearer of unions can be transferred without their consent. Even SC/ST or OBC Associations are being consulted/informed before transferring their office bearers. At least the system being adopted for SC/ST & OBC Associations be adopted for Gp.'B' also.

26. **Attending - AGMs/ECMs/Meetings of constitute units - grant of Spl. CL**

Two special cheque passes have been granted for attending AGMs/ ECMs/ Other meetings of constitute unite for two office - bearers/ representative of Federation/Zonal Association, Spl. CL should also be granted for the same.

27. **Class of pass to Zonal PREM Members**

- Only IA class of pass is given to the zonal PREM members (to Apex level PREM members I" AC pass is given).
- If 1st AC pass not desired, at least they should be allowed the pass of the class, they are otherwise entitled on duty.

Important Statistics – Gazetted Cadre

As on 01.11.2008

2. Cadre Strength

(excluding Med. & RPF & Misc. Cadre)

	<u>Sanc.</u> As on 01.01.07	<u>Wkg.</u> As on 01.01.08	<u>Promotee</u> Out of these	<u>Clear</u> <u>Vac. in Gp'A'</u>
Members	-	7	7	-
GMs/AMs	-	42	39	3
PHODs	-	173	182	9
SAGs	-	1103	1586	21 (1.3%)
SG	}	1744	282 (15.7%)	49
JAG				
JAO	-	3157	1052	332 (30.2%)
			312	123 (41.4%) Total JA-23%
SS	-	3100	980+1946(Adhoc)	594 2120
JS	-	1677	482(JS)	4 1194
Gp.'B'	-	4549	4552(Gp.'B')	4452+1946 (66.6%)
Total	-	13808	10996+1946 (6385+4552)	1356+1946+4552 7852
		12883	+1946	

3. Gp.'A' & Gp.'B' Sanctioned Posts

As per Rly. Bd.

Sr. Scale above — 7582

Jr. Scale — 1677 (only JS officer)

9259

As per Federation (IRPOF)

7582

3414 (50%(JS+Gp'B'Posts)+602LR)

10996

4. Total Number of Gp.'B' officer in Gp.'A'. (50% quotes)

Should have been - 5488 (50% pf 10996as above)

Actual as on 01/07/2004 - 1356 (SAG-21,SG-282,JAG-332
JAO-123,SS-594,JS-4)

- (a) Percentage on actual strength of Gp.'A' working (6385) - 21.2%
- (b) Percentage of Total Gp.'A' posts (Strength)(9259) - 14.6% (11.5%)
- (c) Percentage of Sr.Scale & above (Strength) (7582) - 17.8% (on Fed's No.)