
EVERYTHING ON **CADRE**

Compiled by
S.K. Bansal

Published Jointly by

M.B.Dave

Alok Chaturvedi

on behalf of

W.Rly. Promotee
Officer's Association

N.Rly. Promotee
Officer's Association

MAY 2002

'EVERY THING ON CADRE'

-a Compendium

by
S.K. BANSAL

Published jointly by

ALOK CHATURVEDI	M.B. DAVE
General Secretary	General Secretary
N. Rly. Promotee Officers Association	W. Rly. Promotee Officers Association

on behalf of

N. RLY. & W. RLY. OFFICER'S ASSOCIATION

Printed by

SCOPE BUSINESS SERVICES
New Delhi-110055. Telefax : 011-3511560

AN INTRODUCTION

'Knowledge is key to struggle'. Waging a struggle successfully without deep knowledge of the subject is very difficult. That is also true for Gp.'B' officers of Indian Railways. **Cadre fixation** is a very vital subject for career progression/ career planning of any category, still most of the Gp.'B' officers are not in know few of the details/implications of this, in full.

The Federation of Promotee officers has been striving for very satisfactory career planning for Gp.'B' officers. The issue, therefore, is under deep discussion with Board since long with the other vital issue i.e. pay scale, but without any success till now.

The cadre fixation and all other issues involved about cadre are the core issues of career planning, career progression, satisfactory promotional policy, stagnation in the cadre etc. etc. The lack of in-depth knowledge of these issues is perhaps the basic reason for not being able to achieve the desired result.

Your Federation had submitted about 9-10 papers containing in-depth analysis during Oct. 2000 to Feb. 2001 after detailed discussions on all the issues namely cadre fixation, promotional prospects, stagnation in Gp.'B' for Sr.scale (ad hoc), and for induction in Gp.'A', career progression, career planning, vacancy calculation, DPC and its relevance to the overall aspirations of Gp.'B' officers in general. All these papers were based on statistical analysis of the issue involved. During this period some papers were also presented by OSD/MS and also by IRPOF. Both administration and IRPOF made presentations before the full Board. Both these presentations involved very deep studies on these subjects, and are much informative and thought provoking, and as such very educative.

The papers submitted by the undersigned as President/IRPOF and otherwise too, subsequently, the presentation made by both administration and by IRPOF, some papers earlier submitted by me (to V pay commission) and Secy. General/IRPOF, contained enormous information on these subjects but only confined to and seen by very few interested office bearers and important functionaries of the Federation. Sh. M.B. Dave General Secy. of W.Rly and Sh. Alok Chaturvedi General Secy. of N.Rly., however, thought that these papers/presentation were a treasure of information. They expressed the view that if this material could be made available to all Gp.'B' officers, it will go a long way in imparting adequate knowledge to them, of a subject, which otherwise is not very clear to Gp.'B' officers in general. This knowledge in turn may induce the Gp.'B' officers to wage right struggle for achieving their goal of satisfactory career progression. Not only this, they also offered to cooperate in publication of these papers, as a co-publishers.

Hence **'Every thing on cadre - 'A compendium'** is before you. How far, this proves to be educative, and knowledge spreading to Gp.'B' officers, can only be known through the reactions of readers, which are earnestly requested. Any appreciative, critical, and suggestive comments are most welcome and will be accepted with gretitudes because imparting adequate knowledge to enable the Gp.'B' officers to intensity their legitimate struggle is the objective.

(S.K.Bansal)

New Delhi.
21st June 2002

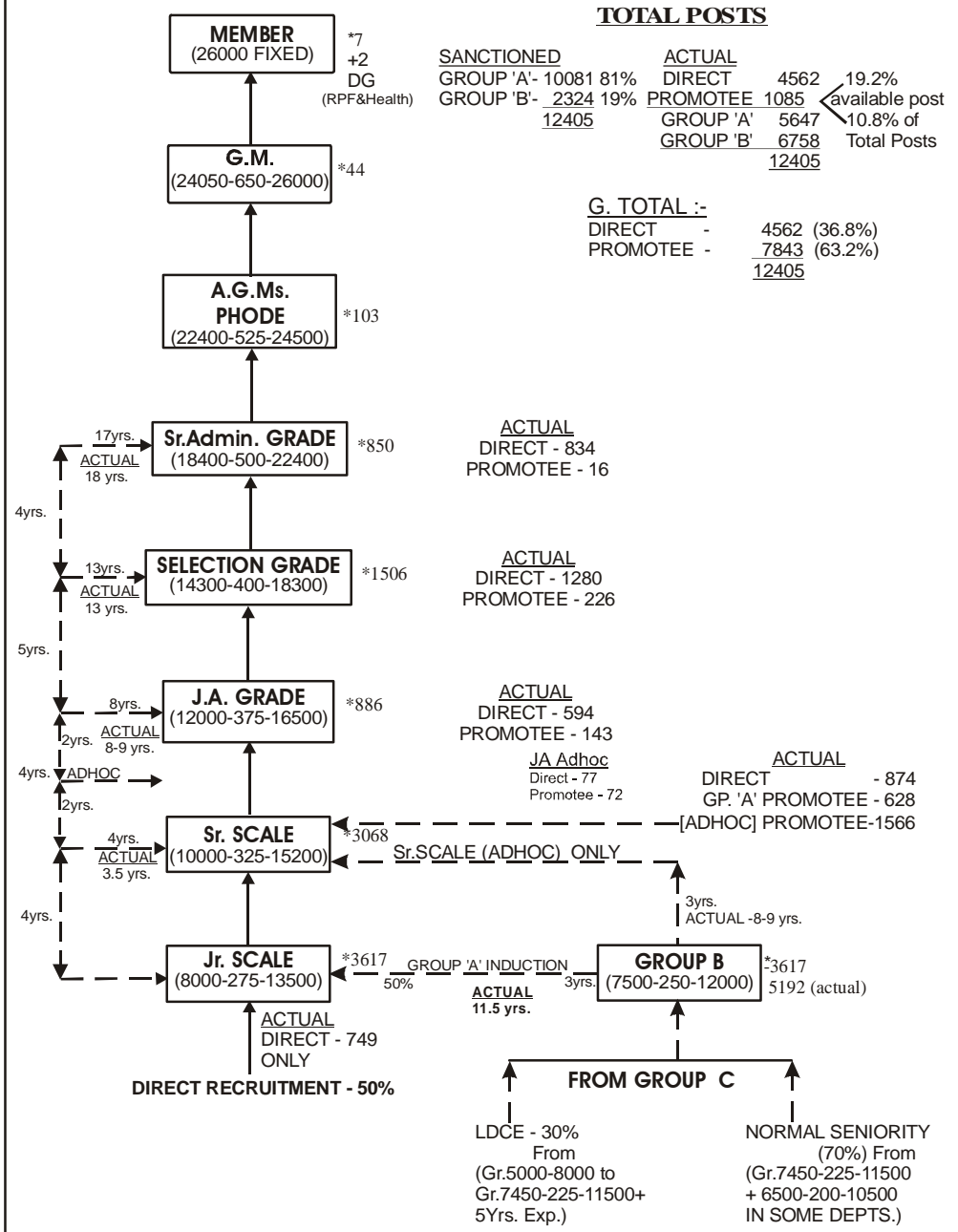
INDEX

	<i>Page No.</i>
• Cadre Structure - cum - Carrier Progression Chart	A
• Sanctioned Cadre in Gazetted as on 01.01.2002	B
1. Cadre fixation, Recruitment Policy, Career Planning for Gp.'B' officers — <i>A note by Sh. S.K. Bansal</i>	1
• Cadre fixation	5
• Recruitment Policy	8
2. Career development, Cadre fixation, recruitment & Stagnation in Gazetted Cadre — <i>A note by Sh.S.K. Bansal</i>	17-26
• Cadre fixation – Career development, Impact of lesser vacancies on Gp.'B' prospects, Cadre fixation in Junior scale, Career progression for Gp.'B' officers, Career advancement for Gp.'B' officers – DPC of S&T, Stagnation in Gp.'B', Large variation in promotion prospects for Gp.'A' induction, Promotion to Sr.scale (adhoc) – Stagnation there-off etc. etc.	
3. Summery of presentation by Rly. Bd. Regarding Recruitment Policy & Cadre fixation in Gazetted cadre — <i>by Sh. S.K. Bansal</i>	27-31
4. My suggestions – on Recruitment policies Cadre fixation, career development — <i>by Sh. S.K. Bansal</i>	32-37
1A. Recruitment policy and cadre fixation (Gazetted cadre) – base note — <i>by Sh. S.K. Bansal</i>	38-46
5. Fixation of cadre – Recruitment Rules — <i>by Sh. K. Hasan</i>	47
6. Presentation before Rly. Board by IRPOF On Recruitment Policy on 21.06.2001 — <i>by Sh. K. Hasan</i>	50-69
7. Presentation to Rly. Board by IRPOF on Recruitment Policy on 21.06.01 — <i>(In Slides)</i>	70-78
8. Presentation By Rly Board regarding Cadre Fixation/ Recruitment Policy — <i>A note by OSD (MS)</i>	79-81

9.	Presentation by OSD/MS, regarding Gazetted Cadre, Cadre fixation and Recruitment Policy for Gazetted cadre.	— (Slides)	82-96
	• Essential attributes of organised Gp.'A' services		82
	• Cadre fixation		82
	• Gp.'A' service, recruitment to Gp.'A' service		83
	• Induction of Gp.'B' in 'A', intake of Gp.'A'		84
	• Direct recruits indents		85
	• Aspiration of Gp.'B' officers, length of service in Gp.'B' for induction		86
	• Fixation of Junior scale cadres in organised services		88
	• Average annual intake		90
	• Points raised by IRPOF		92
	• Methodology for analysis & results		94
	• Gp.'A' empanelment & PQ slots.		95
10.	Presentation of OSD/MS to Rly. Board	— (in Slides)	97
	• Induction of Gp.'B' in Gp.'A' and Gp.'A' empanelment, Methodology proposed PQ slots		
11.	Defective promotion/recruitment policy	—a note by Sh. K. Hasan	101
12.	Promotion of Gp.'B' to Sr.scale (adhoc) – Stagnation thereoff	—by Sh. S.K. Bansal	103
13.	Large variation in promotional prospects in Gp.'A' induction	—Sh. S.K. Bansal	110
14.	Stagnation in Gp.'B' for Gp.'A' induction	—Sh. S.K. Bansal	117
15.	Career advancement of Gp.'B' officers. DPC analysis of S&T officers	—By Sh. S.K. Bansal	124
16.	Career Progression for Gp.'B' officers	—by Sh. S.K. Bansal	129

17.	Cadre fixation in Junior scale	—by <i>Sh. S.K. Bansal</i>	132
18.	Impact of lesser vacancies on Gp.'B' prospects	—by <i>Sh. S.K. Bansal</i>	138
19.	Cadre fixation – Career Development	—by <i>Sh. S.K. Bansal</i>	143
20.	Carer fixation – career development	—by <i>Sh. S.K. Bansal</i>	156
21.	Career Prospects for Gp.'B' officers	—by <i>Sh. S.K. Bansal</i>	161
22.	Career progression for Gp.'B' officers	—by <i>Sh. S.K. Bansal</i>	162
23.	Career progression for Gp.'B' Accounts deptt.	— <i>Sh. K. Hasan</i>	164
24.	Career progression for Gp.'B' officers Traffic Deptt.	— <i>Sh. K. Hasan</i>	165
25.	A note – under recruitment in Gp.'A'	— <i>Sh. K. Hasan</i>	167
26.	Vacancy calculations for Gp.'A' – An analytical study	— <i>Sh. S.K. Bansal</i>	170-190
27.	A note – Gazetted cadre – cadre fixing, to V th Pay Commission	— <i>Sh. S.K. Bansal</i>	191-197
28.	Rlys. Gazetted cadre – Cadre fixation – A note to V th Pay Commission	— <i>Sh. S.K. Bansal</i>	198-210
<i>Annexures</i>			
(i)	Career Planning of Gp.'A' officers-Size of annual indent		211-213
(ii)	Principles for fixing seniority		214

**CADRE STRUCTURE-CUM-CARRIER PROGRESSION CHART
(GAZETTED OFFICERS)
INDIAN RAILWAYS
As on 01.05.2001**



Indian Railways - Sanctioned Gazetted Cadre as on 01.01.02

Deptt.	Mem- bers	G/Ms	HAG		SAG		SG/JAG		SS		JS/Gp.'B'		Total	Grand Total				
			Reg.	WC	Total	Reg.	WC	Total	Reg.	WC	Total	Reg.			WC	Total		
Genl. %	2	18+3	20 4.7	1	21 4.0	155 36.8	1	79 18.8	23	102 19.7	47 11.2	23	70 13.5	100 23.7	46 28.2	146 18.7	421+97 18.7	518
Civil %	1	2	12 1.0	11	23 0.86	86 7.2	54	215 18.1	318	533 19.8	165 13.9	486	651 24.2	706 59.6	629 49.7	1335 55.8	1187+1498 55.8	2685
Traffic %	1	4	12 0.85	2	14 0.91	106 7.5	4	208 14.8	79	287 18.6	271 19.3	41	312 20.2	805 57.2	10	815 52.8	1407+136 8.8	1543
Mech. %	1	2	12 0.83	2	14 0.84	92 6.4	15	253 17.5	113	366 22	320 22.1	63	383 23.0	771 53.2	23	794 47.6	1451+216 13.0	1667
Elect. %	1	1	9 0.98	1	10 0.76	53 5.8	24	218 23.7	101	319 24.4	187 20.3	150	237 25.7	453 49.2	111	564 43.1	922+387 29.6	1309
S&T %	-	2	7 1.2	3	10 0.91	38 6.5	23	102 17.5	113	215 19.6	138 23.7	166	304 27.8	298 51.1	204	502 45.9	585+509 46.5	1094
Stores %	-	1	3 0.5	1	4 0.5	41 6.8	15	71 11.8	75	146 18.3	173 28.8	66	239 30.0	312 52.0	39	351 44.0	601+196 24.6	797
Accnts. %	1	2	5 0.7	3	8 0.73	38 5.4	35	92 13.1	91	183 16.9	135 19.3	142	277 25.7	430 61.4	105	535 49.6	703+376 34.8	1079
Persl. %	-	1	2 0.3	-	2 0.27	27 4.2	6	72 11.4	18	90 12.4	130 20.1	40	170 23.5	414 64.1	18	432 59.3	646+82 11.3	728
Misc. %	-	-	-	-	-	23 3.4	-	135 19.8	-	135 19.8	195 28.6	-	195 28.6	329 48.2	-	329 48.2	682 -	682
Total %	7	36 0.36	82 0.95	24	106 0.88	659 7.7	177	1455 16.9	931	2376 19.6	1661 19.3	1177	2838 23.5	4618 53.7	1214	5832 48.2	8605+3497 40	12102

Note: Second line indicate %s. % in the second last col. is G. Total : WC Under col. Regular % is this no. : Total regular posts.
In col. Total % is this no. : G. Total.

**COPY OF LETTER WRITTEN BY
SH. S.K. BANSAL, DT. 20-11-01
TO ALL OFFICE BEARERS
& IMPORTANT PERSONS OF FEDERATION.**

Dear Friends,

Sub : Cadre fixation, Recruitment Policy & Career Planing for Gp.'B' Officers.

The above are the subject matters for intensive discussion during last 3-4 months, and are very critical items for Gp.'B' officers. The federation of ours had some detailed discussions with the Board on these subject in the year 2000. Since Oct. 2000 and till March 2001, I, as president of the Federation had written many letters (with 16 annexures) in detail to the Board elaborating all aspects of these subject including **stagnation in Gp.'B' for promotion Sr.scale (adhoc), and for delay in Gp.'A' induction, cadre structure, cadre fixation etc.**, inviting detail discussions on these subject. The notes are much in detail consisting of more than 70 pages.

Meanwhile, however, Rly. Board made a presentation on **cadre fixation, and recruitment policy for Gazetted cadre**. Our Federation was also given a chance to present their view point, through a full fledged presentation. It seemed that the Rly Board did not give any consideration to the views expressed by the undersigned through various notes as above and also the presentation made by the Federation. They just stuck to their position indicated time to time by them, which in fact was to save guard the position of direct recruits, at any cost.

Discussions with many Gp.'B' officers, by the undersigned, at various forums informally, made it very clear that the Gp.'B' officers, as a whole, are not conversant with the implications of this subject. In fact, most of the officers are not knowing the full facts about all these. Rather the Gp.'B' cadre was not in the know of presentation by Board or by us, in sufficient details and perhaps except 2-3 officers on Indian Rly. are capable of understanding about these, what to say about presenting this in cohegent way.

Though the undersigned was not involved fully in these discussion recently, still, I felt it my duty to indulge my self on my own in these affairs personally. As such keeping in consideration all these aspect, I wrote to Member Staff, in my individual capacity, as a concerned person and known to him, two detailed letters

in the month of Oct. 2001. One letter contained the gist of all my letters on the subject – including all statement enclosed with the original letters and the other detailing my views on the two presentations by Board & Federation.

I feel, that these letters should be a public property, and should be gone through by all those who are concerned about Gp.'B' officer, as these are very informative, educative and knowledge increasing. In fact it would have been much better, if the copies of all my letters on the subject, the presentation by the Board and also by the Federation, including few other letters written by Secretary General could have also been made available to you all. If these could be published in a booklet form, it could prove as a treasure on the subject. This can be thought subsequently. Till, then, however, I felt, it will be of some value to make available these 2-3 notes, to you all, as a humble well - wisher of the cadre.

Hope to get your detailed views and suggestion too, if any.

**COPY OF LETTER DT. 26-09-01 WRITTEN BY SH. S.K. BANSAL
TO SH. K. HASAN, SECRETARY GENERAL, IRPOF.**

Sub : **Presentation – By management services and IRPOF on Cadre
fixation, recruitment policy in Gp.'A'**

Dear Hasan,

I have gone through the two presentations made by Adv. MS and IRPOF, recently on the above subject. As you know I had submitted few detailed study papers on these and few other related subjects from Oct. 2000 to March 2001, while working as President of Federation to Sh. K. Balakesari, Member Staff, Rly. Board. It may prove of some use, if this dialogue is continued further. Hence, I have prepared this paper in depth, on the above mentioned subject.

You, if so liked and approved, may send this paper, by forwarding the letter through Federation. If however, Federation does not feel it of its worth, or do not wish to send from Federation's side, it is requested that paper may be submitted to Member Staff from my side – as an individual.

with best wishes

COPY OF LETTER WRITTEN BY SH. S.K. BANSAL DT. 26.9.01 TO SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI

Sub : Presentation – By management services and IRPOF on Cadre fixation, recruitment policy in Gp.'A'

Sir,

I as president of IRPOF had submitted about 9-10 papers on the subjects – **cadre fixation, carer development in gazetted cadre, recruitment in Gp.'A', stagnation in Gp.'B' officers etc.** etc. from Oct. 2000 to March 2001 giving there in a good number of results of analytical studies made by the undersigned and other details in adequate depth, requesting the Railway administration to deal with these important issues expeditiously.

Lately, however, two presentations were made before Rly. Board, one by management services directorate and the other by IRPOF. I happen to go through both of these presentations in depth. On going through these, and analysing the whole issue in depth. I have come to conclusion that the management directorate has not taken into consideration any of my paper submitted earlier on the subject.

This has motivated me to write this paper of mine, again, with a hope, that a person like you having highly right attitude and open mind regarding the problems – being at the helm of affairs, atleast for the time being, may **help this ever neglected mostly dejected cadre of Gp.'B' officers** before laying off your office.

I am also clear in my mind, that the time left, before you to lay off your office, is not sufficient to solve this problem, but I am sure that you would be able to atleast entrust a man/committee with the task of evaluating the whole issue in proper perspective, so that, atleast, the issues raised and suggestions given are studied and considered with positive approach and attitude, for which we the Gp.'B' officers are craving for ever.

May I request you to do your best for this frustrated lot of gazetted officers, before departing. Should I atleast expect acknowledgement of this effort of mine please.

With regards

Annexure-I

Recruitment Policy and Cadre Fixation (Gazetted Cadre)

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

- 1.0 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 in depth, through this paper of mine. It is worth mentioning here that I, through 9-10 papers submitted between Oct.-2000 - Feb.-2001 had discussed the issues thread breath on cadre fixation as also career development for Gp.'B' officers. 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 though many of these facts are incorrect, 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 Board's paper, the maximum number of direct recruits, which can be recruited in a year was 168, where as, as per the 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**.

CADRE FIXATION

- 1.0 In their presentation to Board, Management Directorate has stated that the number of posts in **junior scale should be 720** (540 for direct recruits and 180 for promotees). This number of 720 has been fixed on the premise that the total number of direct recruits which can be recruited in a year should not be more than 172 say 180. This number 172 is based on the calculations made by administration, **to ensure very satisfactory career progression for direct recruits**, that being the only criteria for consideration.
- 2.0 In the considered opinion of this Federation, the decision of the Board to fix only **720 as the junior scale cadre is not correct**, as the same is not based on any practical logic. It is against all norms, systems, logics, and in fact, is most biased. Federation through many papers submitted on the subject, have brought out many facts. According to these, the so called decision of the Board, is **totally contrary to all norms on the subject**.

2.1 Leave reserve Posts

Since 1980 or even before, there are 602 posts of leave reserve sanctioned on Indian Rlys. (excluding medical and RPF). With the increase in cadre strength of officers since then, the number of leave reserve should have also increased. Never – the - less, the **number of cadre posts comes out to 118** (720 now decided - 602 LR) which is ridiculous, by any standards.

2.2 Pyramidal structure of cadre

The number of SAG+HAG being 1000, JAG+SG – 2254, Sr.scale - approx 3000, the number of Junior scale should be in the range of 4000 near about, to maintain the **pyramidal structure of cadre**, which is **universally acceptable structure specially in Government Organisations**. The number 720 shall be violating this violently.

2.3 Various norms for cadre fixation

This Federation on earlier occasions, through many papers on the subject, has brought to the notice of administration, that based on many rational factors, as indicated there in, the cadre fixation in Junior scale should be in the range of 50% of the total cadre of assistant officers. Various historical factors brought to the notice were as under:-

- (i) The number of junior scale posts taken into consideration for all calculations – **called as notional posts** – were 2842 even upto 1990.

- (ii) The number of sanctioned **junior scale posts shown in classified Gazetted cadre** booklet upto 1985 were above 2050.
- (iii) Even the Jt. Director (Gazetted Promotions) in his note in June 1988 indicated that more than **2000 Gp.'B' officers are working against Junior scale posts.**
- (iv) The then Advisor – Management service – Sh. Singha in his **paper submitted in international seminar**, submitted the number of **Junior scale posts to be in the range of 4000.**
- (v) Total posts in Assistant officers being above 6000, the number of **Jr. scale logically should be not less than 4000** (60% of 6000 + 602 LR).

In view of the above, it is totally illogical and actually malafide to fix the number of Junior scale posts at 720 only in the total cadre of 6000 Assistant officers.

3.0 CADRE FIXATION AS A TOOL FOR CAREER DEVELOPMENT

One of most shocking, as also regrettable, aspect of all this exercise is that **cadre fixation is being used for the career development of cadres**, though both are distinct for all purposes. The cadre fixation and recruitment should be totally distinct from each other.

If, only for a second the career progression of Gp.'A' direct recruits is forgotten, while deciding the cadre strength, then the number considered logical for **Junior scale cadre fixation, will always be near about 4000 Nos.** and that should be so. But **the cadre fixation – is being made as a tool for career progression of direct recruits Gp.'A'.** At the same time with **no such consideration for Gp.'B' promotee officers.**

May, we categorically say, that since there is only **one grade for Gp.'B' officers**, there is **no system of career progression for them except increasing the number of induction in Gp.'A' for them.**

4.0 BIFURCATION OF CADRE

Further, the Railway administration is contemplating to **bifurcate the cadre of Junior scale – 540 for direct recruits and 180 for Gp.'B' promotees.** Under what system, rules, regulations only the assistant officers cadre can be bifurcated, has not been indicated. Gp.'B' officer's Federation, however has no objection in bifurcation of cadre, provided off-course, **it is bifurcated upto the top at least upto SAG grade, right from Junior scale cadre.** In our opinion, it is not legal and logical to bifurcate the cadre only in Junior scale.

5.0 CONCLUSION

It can therefore safely be said that the **fixation of cadre, to 720 numbers is not based on any argument, logic or facts except the blind consideration of providing adequate/satisfactory career progression for Gp.'A' direct recruits and that also at the cost of Gp.'B' promotee officer's, fate and career prospects.** For a model employer Government organisations like railways, equal consideration for all cadres is expected, which is shockingly not being observed in all these deliberations, of career fixation.

Logically, therefore, on cadre fixation, the number of Junior scale posts can be in the range of 4000 or so and nothing less.

□ □ □

*Annexure - II***RECRUITMENT POLICY**

1.0 As per Management directorate's presentation – for ensuring satisfactory career progression – **for Gp.'A' direct recruits - the maximum permissible recruitment for them every year can not be more than 172 (say 180).** For this only a cadre of 720 in junior scale (540 for DR+180 for promotees) has been recommended based on the assumption that this shall mean 180 vacancies for both cadres separately every year. By this system, the implementation of DOPT's instructions for quota in posts instead of vacancies shall be ensured. **The number of vacancies being restricted to 180 shall mean satisfactory career progression for Gp.'A' direct recruits.**

2.0 NO CONSIDERATION FOR GP.'B'

This Federation has submitted a detailed analysis earlier, about the adverse effect of reduced induction to Gp.'A' i.e. with 250 vacancies per year, or 168 or 181.

The main features of these studies are as under: -

- (i) Average length of service to be spent in Gp.'B' (before induction to Gp.'A') shall **increase from the present 11 yrs. 8 month to 14 yrs. 3 months.**
- (ii) The promotee officer's period in Gp.'B' service who retire without getting Gp.'A', - shall be **10 yrs. 11 months** instead of 7 yrs – 10 months earlier.
- (iii) Only 50% of the total Gp.'B' officers are likely to be inducted in Gp.'A' with only 6 yrs. 2 months left over service in Gp.'A'.

Gp.'B' officers are resentful, that while all calculation for satisfactory career progression for Gp.'A' are being made and taken into count, **no such consideration is being given to Gp.'B' officer's need of satisfactory career progression.** As indicated there in, **reduced recruitment will result in acute stagnation in Gp.'B' officer's cadre,** while the same may ensure satisfactory career development for direct recruits.

3.0 PARAMETERS OF CAREER PROGRESSION

Minimum **eligibility periods laid down** for SAG, SG, JAG, & S. Scale in Gp.'A' are 17th, 14th, 9th & 5th service of Gp.'A' respectively. The concept of

satisfactory career progression for them is that **Gp.'A' direct recruits do get promoted as such**. To achieve this the number of recruitment has been calculated as 172 year so that **all these eligibility periods are converted into promotion periods**.

In actual terms, the IRPOF has no objection to this concept, and has never put any hindrance/obstacle in achieving this objective at only stage. However the only submission of them has been that this should not be **at the cost of career prospects of Gp.'B' officers** and secondly the **same consideration be given to Gp.'B' officers too**. Alas, both of these are not to be for Gp.'B' officers.

4.0 IMPACT OF REDUCED INTAKE OF GP.'B' OFFICERS

The IRPOF has already submitted detailed study reports on the subject, which clearly bring out that if the **number of inductions is reduced from 250 to 180** – as proposed – the length of service in Gp.'B' before induction is likely to be increased considerably i.e. **from 11 yrs. 8 month (with 250 vacancies) to an average of 14 yrs. 3 month** (with 181 vacancies) and in later years, in some cadres to 16-17 yrs. even.

Any measure taken to **ensure reduced periods promotion for direct recruits at the cost of much increase in length of service for induction for Gp.'B' officers, is not only unethical but frustrating also and indicative of step motherly treatment**.

5.0 MOST DISTURBING ASPECTS

Though this presentation is regarding **cadre fixation and recruitment policy** but the management directorate has also commented upon the other demands of Gp.'B' viz **equal pay for equal work, 80% of assistant officers posts in Jr. scale, transportation allowance, or existence of stagnation in the cadre of Gp.'B' officers and improved promotion prospects**. It can not be denied that this presentation was not the right forum for giving comments on these aspect (except last two) as these are not related to the subject being discussed.

This in fact, is a most disturbing aspect, and is **indicative of the totally viased bent of mind of the administration**. They do not feel shy of putting issues even though not related to the subject being discussed. What is more shocking is that – as per them **there is no substance what – so – ever, in any of the demands put up by the Federation**. In other works, they do not accept the existence of cadre/Federation at all.

All these grievances have been rejected on one plea or the other, **by quoting wrong reasons, logic and even statistics**. All these go to prove that all the grievances of Gp.'B' officers are nonsense. As per them, **administration is giving**

much more to Gp.'B' officers, as compared to what they were getting earlier, or what ever is due to them.

Is any argument, than this, is needed to prove negative attitude of theirs. Is there can be any thing away from truth than this? This therefore, is most frustrating and most disturbing factor for all Gp.'B' officers.

6.0 WHAT IS THE FACT

What ever the presentation of management directorate may say, but the following facts cannot be negated :

- (i) That the, number of Gp.'B' posts out of the total about 6000 posts in Assistant officer's post was **1997 only as indicated by Adv. M.S. in 1990 - the balance 4000 being Gp.'A' posts only.**
- (ii) That the number of Gp.'B' officers working in Gp.'A' is **approx 10-11% of the total Gp.'A' posts** and about 18% of the total Gp.'A' working.
- (iii) That the share of Gp.'B' in Gp.'A' is **much less than 50% of the quota** laid down for Gp.'B'.
- (iv) That the Gp.'B' is experiencing extreme stagnation in all cases, whether **promotion to Sr.scale (adhoc) – Av. 11-12yrs. – or induction to Gp.'A' – Appox. 12 yrs.** – where in the eligibility for both of these is 3 yrs. and these periods are likely to be increased considerably if, as proposed, the number of Sr.scale posts are reduced (16-17 yrs. for Sr. Scale adhoc) or the number of vacancies/year for induction are decreased to 180/yr. (from 250/yr. now) (14-15 yrs for induction in Gp 'A').

7.0 FACTS, ACCEPTED BY MANAGEMENT DIRECTORATE

The presentation made by the administration accepts by and large that

- (i) **The promotion periods to Sr. scale (adhoc) – which was 3 to 6 years has increased to 3 to 9 years.**

Despite this statement, it is claimed that, average period has not increased. The facts is that in no deptt., no railway, promotions are being made in 3 yrs. In most of the deptts., promotion periods are 8-12 yrs. of Gp.'B' service, (in some Railways and some deptts. few promotions are being made in 6 to 7 years).

- (ii) **One time exception has helped the Gp.'B' officers marginally.**

Because one time exception was not granted with open mind except

in Personnel & Traffic. In Civil, S&T & Elect., it was reverted back. In other deptts. not granted.

(iii) Adhocism in Sr.scale could not be decreased (rather increased) despite 250 vacancies.

Proves their recruitment policy is irrational & wrong.

(iv) Aspiration of Gp.'B' officers are: -

- Their promotional prospects are not affected adversely.
- To get inducted in Gp.'A' as early as possible.
- Ensure promotion to Sr. scale after a reasonable period of service in Gp.'B' i.e. 3 to 6 years.
- Step motherly treatment to them is avoided.

8.0 ATTITUDE ABOUT THEIR DEMANDS

Despite knowing the aspirations of the Gp.'B' officers – to some extent correctly, the solution suggested are nowhere near to truth or reality. Even, the age-old benefits given to Gp.'B' – viz, **weightage in seniority, promotion to Sr. scale (adhoc)** have been commented upon in a very negative way, as if these are burden on the administration.

In fact, many of the reasonable demands of Gp.'B' officers, have been commented upon in a negative way and that also based on wrong statistics and facts. These aspects do not inspire any confidence in Gp.'B' officers in respect with fair play, reasonableness and equal treatment, which every body expects from a model employer – Government of India – atleast. The **negative comments, distorting of statistics for proving their negative point, expression of negative feelings, creating bad environment indicating step motherly treatment to one cadre only, are not serving any useful purpose**, and do not create a right atmosphere. It rather creates deep suspicion in the mind of members of Gp.'B' cadre as a whole.

9.0 DEMANDS OF GP.'B'

In respect with cadre fixation/recruitment policy.

(a) Cadre fixation

The cadre should be near about 3500-4000 (without linking it to career progression – of Gp.'A' direct recruits) and to ensure pyramidal structure.

(b) Recruitment Policy

- Induction of Gp.'B' officers in Gp.'A' be increased satisfactorily.
- To ensure satisfactory career progression.
- To avoid stagnation in Gp.'B' cadre.
- To ensure early promotion to Sr. scale (ad hoc).
- To ensure early & timely induction of Gp.'B' officers in Gp.'A'.
- To avoid step motherly treatment.
- To avoid delay in DPCs.
- To ensure factual calculation of vacancies.

In addition to main general demand viz:-

- Grant of equal pay for equal work.
- Till then grant of junior scale grade (to 80% of Asstt. Officer's posts).
- Rationalisation of transport allowance.

10.0 WHAT DOES PRESENTATIONS ASSURE TO GP.'B'**(i) Induction of 180 Nos. of Gp.'B' officers every year.**

(Against 250/year at present, and requirement of about 500/year).

(ii) Zone of consideration – 9-10 yrs. Gp.'B' service for all deptts.

(Against the existing 7-8 yrs. in Personnel, Account, Store deptt. and 9 yrs. in others. Against the requirement of atleast 6-7 years)

(iii) Induction after 11.5-12.5 years Gp.'B' service

(Against the requirement of 8 years max.) and against 9-10 years in 1990s of all deptts. and 6-7 years in Accts, Personnel, Store deptts.).

(iv) Jr.scale cadre of 720 only

(Against above 2800 notional Jr.scale posts before 1990, above 2800 posts as per management service, 4000 by Adv. MS, and about 4000 as per cadre structure, and against more than 6000 posts in Sr. scale & above)

(v) No promotions to Sr. scale (adhoc)

- More than 8 years in any case (as in Misc. cadres) and no promotions to Sr. scale (adhoc) at all after some time.

(Despite more than 50% posts of Sr.scale (above 1500) being filled by Gp.'B' at present).

(vi) Weightage be reviewed

(Despite being declared legal by courts and in existence from time immemorial).

(vii) To reduce Sr. scale posts and Gp.'B' posts

- To meet the objection of Gp.'B' of excessive adhocism in Sr. scale, reduction in Sr. scale posts by 1300 Nos.

(Almost equal to adhoc working in Sr.scale) and 200 posts of Gp.'B' suggested.

In view of the detailed discussions, on the above subject, there is no need of giving further comments except to say that all these bring out the bent of mind of the administration, **to snatch even the things which are available with Gp.'B' officers**, and instead of improving their promotional prospects, reduce them drastically. On the top of every thing, all this to ensure satisfactory career progression for Gp.'A' direct recruits and **convert their eligibility periods in promotion periods, and that also at the cost of Gp.'B' officer's fate.**

11.0 ADVERSE COMMENTS OF ADMINISTRATION

- (i) **Equal pay for equal work** - As per Admn. not logical and not possible in view of many courts judgements and pay commissions rejecting it.
- (ii) Demands of Gp.'B', regarding **bifurcation in DR quota (introduction of LDCE scheme in Gp.'A', bifurcation of the gazetted cadre upto SAG posts, increase in promotee quota (75%)-** not possible because of either DOPT not accepting or these being as per existing rules.
- (iii) The claim of Gp.'B' that the **length of service in Gp.'B' before promotion to Sr.scale (adhoc) has increased** is not correct. As per the Rly. Admn. this has actually decreased and situation improved (**contention is totally incorrect**).
- (iv) The claim of Gp.'B' that the **period for induction in Gp.'A' has increased**, is also not correct (**contention is not correct**).
- (v) Delay in DPC – is due to model calendar.
Efforts are on to make it update.

(Efforts are inadequate. Only 3 deptt's DPC could be completed by now in 2001 upto April 2002).

- (vi) **Percentage of Promotee quota - vis-à-vis total posts – reduced as claimed by IRPOF – is not correct as per admn.**

(Not based on facts)

- (vii) **As per Rly. Admn. – the number in Gp.'B' is to be reduced substantially. To reduce adhocism in Sr. scale (adhoc) – as demanded by IRPOF, shall be solved by reducing the number of Sr. scale posts (not by regularising more men). Rly. Admn. also says, not to promote to Sr. scale (adhoc) if not given Gp.'A'.**

12.0 GP.'B's SUGGESTIONS

The Federation of promotee officers, to solve the problem of cadre fixation and recruitment policy, has given the following suggestions.

- (i) **Bifurcate the gazetted cadre upto the level of SAG officers. In 50:50.**
- (ii) **Delink the intake of direct recruits and induction of Gp.'B' in Gp.'A'**
- (iii) **Increase recruitment quota for Gp.'B' to 75:25 (Prom:DR).**
- (iv) **Introduce LDCE scheme in Gp.'A' also.**
50:25:25 (Prom:DR:LDCE quota for Gp.'B')
- (v) **Introduce JA grade promotion to Gp.'B' (without Gp.'A') after 10 yrs. of service in Gp.'B'.**
- (vi) **Assured induction in Gp.'A'; after 8 years service in Gp.'B (to ensure Gp.'A' after 3 years with 5 years weightage in consideration).**
- (vii) **No delay in DPC. If delay, give benefit from 1st Jan. of the year for which it is due, irrespective of its actual date.**

All the above suggestions have been rejected out-rightly by the administration on one plea or the other. It has been the experience of this Federation that when ever any suggestion is given to solve any problem, the administration's endeavour becomes to find out the arguments to reject the same, rather to find out the ways to solve the situation. This is regrettable.

13.0 POWER TO RELAX

The IRPOF has been demanding that there being no other mean/way of avoiding stagnation in the cadre of Gp.'B' officers or to provide them adequate career progression (there being only one grade for Gp.'B' officers), there is only one alternative, i.e. **to increase the number of inductions in Gp.'A'**. Even this Rly administration is not ready to accept, because they insist that any increase in the number of inductions for Gp.'B', the recruitment of direct recruit will also have to be increased, equally. This is considered detrimental to the career progression of direct recruits.

- 13.1 It is therefore being **told**, that while the number of recruitment may be fixed (at 180), Govt. can approach the UPSC for enhancement of quota of promotees under **power to relax**. However as per them, the exercise of this power is limited, as general relaxation can not be asked for. It shall have to be only, every year and not for every department. More over as per them, the UPSC has said that it can be only to the maximum extent of 1.5 to 1.6 times of the direct recruitment quota of any particular department for a particular year. In their view, if more than this is accepted, it shall mar the promotional prospects of DRs hence not acceptable. **The promotional chances means adhering to the eligibility periods for promotion laid down.**
- 13.2 It is not surprising that even here, is the **consideration for ensuring satisfactory career progression for direct recruits. No body seems to worry about the adverse effect of lesser induction**, on Gp.'B'. It is further regrettable that even the management service directorate has proposed to implement it very mechanically and do not feel existence of stagnation in Gp.'B' if zone of consideration is **brought to 9-10 years**. Which, in fact, means length of service in Gp.'B' for induction to Gp.'A' increasing to **more than 12 years**. Hence they have proposed to introduce this **power to relax, in a limited way** and i.e. for 5 deptt. for 2001 (CE,ME,Elect,TS,PS) bringing the total induction to 246, and only for 3 deptts (CE,TS,PS) for 2002 & 2003. This brings the number of vacancies to 216 & 201 respectively. This will bring the zone of consideration to 9-10 yrs. (even in store where it was less earlier). If the **desired zone of consideration is taken as 8 yrs.** then the **Government can seek relaxation in all deptts. for atleast 3-4 yrs.** there - by increasing the recruitment to near about 250 or so, which is otherwise being requested by promotee officers.

But we are sorry, this is not being considered by the administration.

13.3 Our suggestion in this

- (i) Seek power of relaxation in all departments where zone of consideration is more than 8 yrs. service.

- (ii) Increase the maximum permissible limit of 1.5 to 1.6 times suitably for this purpose, even if it may mean a delay of 1-2 yrs. of promotions to direct recruits.

Change the system of or calculation of vacancies which should not be direct recruitment wise but promotee wise i.e. first decide that how many promotee officers be inducted and then use power to relax to reduce the number of recruitment for direct recruits. UPSC shall have no objection to the extent of use of this relaxation, as any reduction in direct recruitment shall not affect adversely the Gp.'B'.

This, however, require **will to do good to promotee officers** without having adverse affect on direct recruits or promotees in any way. The requirement is only bold decision and treating the Gp.'B' also as there own. **Use of power to relax options, has proved beyond doubt, that government has power to de-link the induction of Gp.'B' from recruitment number of direct recruits.** The Claim of administration that de-linking is not possible therefore is not correct.

14.0 CONCLUSION

In the end, keeping what has been stated above, in consideration, it will not be asking the sky, if the Gp.'B' officers demand that:-

- (i) **Keeping the weightage of 5 years in consideration the Gp.'B' officers be atleast cleared for Gp.'A' immediately after 8 years of their service in Gp.'B'. Make rules, what ever suitable to ensure this. Fix any cadre whatever you like. This is of no consequences to Gp.'B'. This however should be ensured.**

(This is already in existence for RBSS/Misc, cadre).

It is requested that systems, rules, regulations, procedure be evolved with positive attitude to achieve this, at the earliest possible to avoid frustration among Gp.'B' cadre.

□ □ □

**COPY OF LETTER WRITTEN BY SH. S.K. BANSAL DT. 3.10.01 TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI**

**Sub : Career development, cadre fixation recruitment & stagnation in
gazetted cadre.**

The undersigned had submitted 9 study papers with 16 annexure/ statements – on the above subjects from Oct. 2000 to March 2001 – as the President IRPOF, containing analytical information details on these subjects and consequential suggestions to improve the situation.

It however seems – on going through the presentation made by the admn. that these papers have not been given any consideration, what-so-ever while taking decision/action on these. This is perhaps the basic reason that the recruitment mooted in 1996-168, by then is being propagated even in 2001 i.e. 172 only.

The attitude of the administration – to present deaf ear and blind eye – to all these details submitted and argument given by recognised Federation is not conducive to the industrial relations and creating right atmosphere in any organisation. This truth evidently has been ignored by the administration.

Keeping still faith in you sir, I once again submit the summary of all the above 9 papers submitted by the undersigned alongwith 16 statements enclosed with original papers. I still have hope, that justice shall be granted to the cadre of Gp.'B' on Indian Rlys., then why not through your benevolent hands pls.

With regards.

(DA-9 notes in summary form & 16 statements.)

Annexure-A

1. CADRE FIXATION – CAREER DEVELOPMENT

No. ROF/Meeting/SKB/2k/7 dt. 30.10.2000)

Statement-1

(Detailed note at page no. 156)

Brief details – The Federation in a meeting with Board was asked to submit analysis of previous year's DPCs to indicate that the period spent in few deptts was 6-7 yrs/7-8 yrs. only and in most of the deptts it was 9-10 yrs (except Civil Engg.). (For DPCs held between 1989-93).

The point of contention was that atleast minimum period out of these may be taken as limiting figure and that should be achieved in future, if not less.

On the contrary, the plan made by the administration is that the period is likely to be in the range of 11.5-12 years, as the zone of consideration is likely to be 9-10 yrs service meaning there by the period to be spent in Gp.'B' before induction is likely to be much higher (12-12.5 yrs.). The claim of the administration that this period is likely to reduce for most of the departments (except 1-2 deptts) is evidently not based on facts.

2. CADRE FIXATION-CAREER DEVELOPMENT

*ROF/Meeting/SKB/2k/8 dt. 2.11.2000,
Statement No. – 2,3,4,5*

Brief Details

Based on our discussions with the Board on 7.10.2000, where in, it was indicated that the maximum intake of Gp.'B' officers can be 181 year only and the cadre in JS to be fixed may be 720 (540 DR, 180 Gp.'B').

The view point of the Federation was that **all calculation made by the Railway administration pertains to achieve satisfactory career progression for direct recruits only**, may be at the cost of Gp.'B' officers career development, which is not acceptable.

As per IRPOF, the **cadre fixation should be in the ratio of recruitment quota i.e. 50 : 50**. Therefore, out of the 6000 posts of Assistant officers, there can not be less than 3000 JS posts. This will ensure pyramidal cadre structure too, which is a universally accepted cadre structure all over, specially in government organisation.

IRPOF pointed out that while **all the eligibility periods laid down for Gp.'A'** for SAG, SG, JAG, SS (17th, 14th, 9th & 5th of service) are either **being already met, or proposed to be met**, the two eligibilities laid down for Gp. `B' i.e. Sr. scale (adhoc) and induction in Gp.'A', which are 3 years in both the cases, are not being met. Presently, Sr. scale (adhoc) promotions are being made after an average 9-10 yrs and Gp.`A' induction in - 11.5-12 yrs. These are deteriorating by every passing year. Only few years back i.e. in 1990, these periods were 5-6 yrs and 9-10 yrs respectively.

Statement No. 2, 3 (Summary and detailed position of DPCs during last 14-15 yrs indicate that : *(Detailed note given at page no. 143 & 156)*

- (i) 53% of the officers inducted in Gp.'A' retire without getting any benefit of their induction (i.e. JA grade).
- (ii) The average length of service spent in Gp.'B' before induction was 10 yrs 4 months. 7 yrs 5 months for Accounts and 7 yrs 11 months for Stores). The minimum being 6 yrs 4 months for Store in 1994, 7 yrs 2 months for Accounts in 1994, 8 yrs 7 months for Personnel in 1997, 8 yrs 9 months for S&T in 1994, 9 yrs 3 months for Traffic in 1991, 8 yrs 11 months for S&T in 1985, 11 yrs 5 months for Civil in 92/93 and 9 yrs 1 month for Mech. in 1984-85.

Statement No. 4 & 5

(Detailed note given at page no. 143)

Indicate that in order to bring all Gp.'B' officers with 8 yrs. service in Gp.'B' in **Zone of consideration only**, on an average **594 posts/year shall have to be provided** for Gp.'B' induction in Gp.'A'.

It will be pertinent to point out that even after providing these much posts, the Zone of consideration will be 8 yrs. only. Otherwise the average service to be spent in Gp.'B' before induction in Gp.'A' will still be in the range of 11 yrs.

This is the extent of acute stagnation in the case of Gp.'B' officers since it is not possible to provide as many posts, it has been suggested that the **remedy lies in de-linking of recruitment of direct recruits from induction of Gp.'B' in Gp.'A'**.

It was further stated that any proposal which take into account the **career development of only Gp.'A' cadre, ignoring the Gp.'B' for such consideration** is not acceptable to Gp.'B' officers.

3. IMPACT OF LESSER VACANCIES ON GP.'B' PROSPECTS

ROF/Meeting/SKB/2k/9 dt. 14.11.2000

Statement No. 6, 7

(Detailed note given at page no. 138)

Through this note and two statements, IRPOF discussed the impact of lesser vacancies 181 (as proposed by the Board) on the Career progression of Gp.'B' officers. The details are as under:

- (i) The percentage of Gp.'B' officers retiring without getting Gp.'A', shall increase from 45.4% (with 250 vacancies) to 50% (with 181 vacancies).
- (ii) Further 37.4% of those from inducted in Gp.'A' shall be retiring without getting any benefit (JA grade).

- (iii) Gp.'B' officers retiring without Gp.'A' shall be serving for average 10 yrs 11 months (against only 7 yrs 10 M with 250 vac). In fact, in Civil, Engg., Accounts & Personnel departments average **service in Gp.'B' without getting Gp.'A'** would increase to 18-20 yrs., Elect.& Mech. 13-14 yrs 14-16 yrs in Traffic, 15-17 yrs S&T.
- (iv) The period spent in Gp.'B' before induction to Gp.'B' average **will increase to 14 yrs 3 M (with 180 vacancies) as compared to 11 yrs 8 M (with 250 vac)**. In later years, this period was likely to increase to 18 to 22 yrs in many departments.

This solution of problem was therefore not acceptable to Gp.'B' officers. The following therefore was suggested:

- (i) **De-link the intake of direct recruits and induction of Gp.'B' officers.**
- (ii) **Reduce the quota percentage of direct recruits.**
- (iii) **Introduce L.D.C.E. in Gp.'A' also. The ratio should be 50% for Gp.'B', 25% for DRs & 25% for LDCE.**

4. CADRE FIXATION IN JUNIOR SCALE

No. ROF/MS/2000 dt. 1.12.2000

(Detailed note given at page no. 132)

The proposal of administration to fix the **cadre of junior scale at 720 (540 for DR 180 for Gp.'B') is not rational**. The factors to be considered are:

- (i) **In 1990, the then Adviser MS, in an International Seminar submitted that the number of junior scale posts is near about 3800.**
- (ii) **As per pyramidal cadre structure- universally accepted for Govt. Organisation—the number should be near about 3600.**
- (iii) **The notional number of J.S. posts, being taken into consideration for calculations before 1990 was 2842.**
- (iv) **The number of junior scale posts for leave reserve only, are 602 since eighties.**
- (v) **Out of 10937 total posts- in 1990- as per gazetted classified list the number of junior scale posts were 2209.**

It was pointed out that the number 720 for junior scale is being done only with **one consideration i.e. satisfactory level of career progression for direct recruits** and that also **at the cost of career progression of Gp.'B'**. This is not acceptable to Gp.'B'.

5. CAREER PROGRESSION FOR GP.'B' OFFICERS

No. ROF/MS/2000 dt. 5.12.2000

Statement No. 8

(Detailed note given at page no. 129)

A study of career progression for Gp.'B' officers for the DPCs of 1999 & 2000 on the basis of 250 vacancies/year has been made. The results are:

- (i) About 49.5% officers of those inducted shall be retiring without any benefit (JA grade).
- (ii) The average period spent in Gp.'B' before induction in Gp.'A' shall be **11 yrs 2 months**.

This much career progression **against 3 yrs eligibility period is frustrating for Gp.'B' officers** and needs to be looked into to ensure satisfactory career progression for Gp.'B' also.

6. CAREER ADVANCEMENT FOR GP.'B' OFFICERS-DPC ANALYSIS OF S&T DEPTT.

No. ROF/SKB/Cadre/01/01 dt. 17.01.01

Statement No. 9

(Detailed note given at page no. 124)

The DPC issued for S & T deptt. on 8.1.2001, has been analysed. The following are the results:

- (i) The average period spent in Gp.'B' before induction is 11 yrs 11 months (against 3 yrs eligibility period).
- (ii) A total of 11 officers (out of 32) i.e. 34.4% officers in zone of consideration for Gp.'A' induction shall be retiring without any benefit (JA grade).

It has further been brought out that only to bring all officers in zone of consideration for Gp.'A' induction with 8 yrs or above service in Gp.'B', in S&T deptt. the following number of vacancies shall be needed:

1999 – 50	2002 – 23	2005 – 57
2000 – 29	2003 – 29	2006 – 55
2001 – 25	2004 – 29	

Despite these many vacancies every year, the average period in Gp.'B' before their induction is likely to be more than 11 yrs (against 3 yrs eligibility period laid down).

7. STAGNATION IN GP.'B'

No. ROF/Meeting/SKB/01/02 dt. 15.2.2001

Statement No.10

(Detailed note given at page no. 117)

7.1 Through this paper, IRPOF submitted the number of **Gp.'B' officers waiting for Gp.'A' induction**, department-wise, year-wise. No. of officers working in Sr. scale (ad hoc), summary is as under:

- (i) **744 officers with more than 10 yrs service in Gp.'B'** are still waiting for their induction in Gp.'A'. With more than 8 yrs service this number is more than 1400. About 4000 officers with more than 3 yrs service (eligibility period) are waiting.
- (ii) The number of officers waiting in Sr. scale (ad hoc) is more than 1314 (as per admn. it is 1570 as on Sept. 2000).

7.2 **Stagnation in Gp.'B'** was further discussed which indicates that the **situation is deteriorating with every passing year:**

- (i) The Sr. scale (ad hoc) which used to be given in 3 yrs or so, upto 1985, the average period is now 9-10 yrs.
- (ii) The induction to Gp.'A' which used to be in the range of 6-9 yrs earlier, increased to 9-10 yrs in 1990s and is now 11.5-12.5 yrs average (though the eligibility period is 3 yrs service in Gp.'B')

7.3 SOLUTIONS

- (i) **If due to any reason Gp.'B' officers can not be given Gp.'A' (despite duties being same, responsibility same and power being same) then at least Gp.'A' be ensured after 3 yrs service (this being the eligibility period).**
- (ii) **Since the number of direct recruits to be recruited can not be abnormally large (due to their career progression), and the number should not be low for Gp.'B's induction, both these shall have to be de-linked.**
- (iii) **The quota of recruitment should be 75: 25 (Prom:Direct). If so needed change the definition of organised services.**
- (iv) **Introduce LDCE scheme in Gp.'A' too - 50:25:25 (Prom:Direct: Intermediate). Take bold decision to change rule.**

8. LARGE VARIATION IN PROMOTION PROSPECTS FOR GP.'A' INDUCTION

No. ROF/Meeting/SKB/05/01 dt. March 2001

Statement No.11,12,13

(Detailed note given at page no. 110)

- 8.1 While **all eligibility periods have been converted into promotion periods** for Gp.'A' direct recruits, nothing has been done for Gp.'B' officers, who's eligibility period for induction in Gp.'A' is only 3 yrs.
- 8.2 The length of Gp.'B' service spent before induction to Gp.'A' based on analysis of DPC for the year 1998, indicates that the minimum is 9 yrs. 9 months for Accounts and maximum 12 yrs 5 months for Electrical & Civil. **The average being 11 yrs 6 months for all departments** (statement No. 13).
- 8.3 Average delay in finalising the DPCs is more than 2 yrs. No benefit of this delay is given to Gp.'B' officers, though instructions exist to fix responsibility for delay.
- 8.4 **Statement No. 11** : Indicates the date of entry in Gp.'B' of the junior most officers inducted in Gp.'A', along with the number of such officers waiting with more than 8 yrs service in Gp.'B'.

As many as 1474 Gp.'B' officers with 8 yrs service or more are waiting for induction in Gp.'A'. Even with **250 induction/year, it will take more than 6 years to cover these officers**, meaning average 13-14 year service in Gp.'B' before their induction.

- 8.5 **Statement No. 12** : There is vast difference in promotional proposals between railway and railway and even deptt. to deptt., as much as 11 yrs between Electrical and Personnel departments of N.F. Rly. and N.E. Rly. which is excessive by any standard.

Though, the difference has been reduced considerably by allotting 50% vacancies on stagnation basis but still the promotion differential is too vast.

Conclusion

Large scale variation in promotional prospects in one department - in railway to railway - and on Railways - deptt. to deptt. - **need immediate solution, as it creates a sense of frustration among officers. All this need a detailed study of all aspects of career progression for Gp.'B' officers also at the earliest.**

9.0 PROMOTION TO SR. SCALE (ADHOC) – STAGNATION THERE OFF

No. ROF/Meeting/SKB/04-10-1

Statement No.14,15,16

(Detailed note given at page no. 103)

- 9.1 This paper deals with actual stagnation in the cadre of Gp.'B' officers for promotion to Sr. scale (adhoc), and variations from one railway to other railway and one department to other department.

It reveals that even in the matter of their promotion to Sr. scale (adhoc) there has been extreme deterioration during last few years.

There are two aspects of career progression for **Gp.'B' i.e. promotion to Sr. scale (adhoc) and induction to Gp.'A'**. **Both of these are deteriorating during last few years.**

- 9.2 There being only one grade (7500-12000) for Gp.'B' officers, there is no worth while career development scheme for them except **to induct maximum number of Gp.'B' officers to Gp.'A'**. The details are as under:

- (i) Upto 1985-86, Gp.'B' officers used to be promoted to Sr. scale (adhoc) with 3 yrs regular service in Gp.'B'. However, this is deteriorating year by year and presently a large number of officers are waiting for promotion to Sr. scale (adhoc), even with more than 10 yrs. service in Gp.'B'.

Statement No. 14

Indicates the date of entry in Gp.'B' of the Sr. most officers waiting for Sr. scale promotion. The number of officers with 8 yrs or more service in Gp.'B' and still waiting for promotion to Gp.'B' is also indicated therein.

As many as 3316 officers with 4 yrs or more service in Gp.'B' are waiting for promotion to Sr. scale (adhoc), out of these more than 1200 officers are waiting with 8 yrs or more service in Gp.'B'.

- (ii) All these statement also indicate drastic differential in promotion in one department from one railway to another and also in one railway from one department to another.
- 9.3 On one side the **promotional prospects are being improved in Gp.'A' direct recruits, the same are deteriorating for Gp.'B'**, both in Sr. scale (adhoc) and also in Gp.'A' induction.

- 9.4 Proposal is on the anvil to increase the number of higher grade posts above sr. scale which will ensure more promotional prospects for Gp.'A' direct recruits. On the other hand, the number of vacancies for recruitment for direct recruits are going to be reduced from existing 250 to 180/year.

Both of these measures are **likely to convert the eligibility periods for SAG, SG, JAG & SS, into promotional periods, this will mean extreme deterioration in the promotional periods for Gp.'B' officers, due to reduction in Sr. Scale posts and also due to reduction in induction posts/year in Gp.'A'.**

Conclusion

Treat Gp.'B' officers too, equally and find out way & means to grant equitable promotional prospects to them also.

□ □ □

*Annexure***STATEMENTS GIVEN IN ARTICLE ARE AVAILABLE AT**

Statement No. :	Statement available at Page No.
1. Comparative analysis of DPCs notified for the year 1990-93	157
2. Detailed, Comparative analysis of DPCs conducted during last 15 yrs.	152-155
3. Summery of Analysis of DPCs conducted during last 15 yrs.	151
4. Number of Posts to bring in zone of consideration, the Gp 'B' officers with 8 yrs service, for induction in Gp 'A' as on 1.10.2000.	159
5. No. of officers waiting for induction with 8 yrs or more service in Gp 'B' (Gp 'B' officers joining upto 92) and the posts required for, atleast to bring them under zone of consideration (Railwaywise, deptt-wise)	160
6. Gp 'B' induction in Gp.'A'- an analysis (on N. Rly) as on 1.11.00	141
7. Other details of this study (Contd.)	142
8. Analysis of DPCs (likely) for the year 1999, 2000 as on 1.11.2000	131
9. Analysis of DPC of S&T Deptt., Gp 'B' officer's induction into Gp 'A' (Date of effect 29.11.2000)	127
10. Gp 'B' officers waiting for induction in Gp 'A' (yearwise, Rly wise) as on 1.3.2001.	123
11. Stagnation in Gp 'B' for induction in Gp 'A' - A comparative chart (as on 1.3.2001)	115
12. Variation in induction of Gp 'B' officers in Gp 'A' (Department wise/Rly wise)	116
13. Analysis of DPCs for the vacancy year 1998.	114
14. Comparative chart for promotion to Sr. Scale (Adhoc) Rly wise/ Department wise (as on 01.03.2001)	107
15. Variation - one Rly one department to other Department Gp 'B' officers waiting for promotion to Sr. Scale.	108
16. One department - variation from one Rly. to another (Gp 'B' officers waiting for promotion to Sr. Scale adhoc)	109

**RECRUITMENT POLICY & CADRE FIXATION
IN GAZETTED CADRE
AS PER RAILWAY BOARD.**

1. Maximum No. of officers which can be recruited in a year.

- 340 170 Direct
- 170 Promotee

(Based on age of entry in Gp.'A' - 31 yrs. for directs & 11 yrs. for Gp.'B' - i.e. Av. $31 + 11/2 = 21$ yrs.).

- To ensure adequate/satisfactory career progression for direct recruits. Any addition will create stagnation.
- Cadre strength taken as 6000 (Sr.scale & above)
- To build DRs to hold top Admn. Posts.
- DRs expected to spend short periods in lower segment.

For Adequate/Satisfactory Career Progression

- Ensure all eligibility periods as promotional periods. (for direct recruits only)
- (4 yrs. — Sr. Scale, next 4 yrs. - JA grade, next 4 yrs. - SG grade & next 5 yrs. SAG).

2. To Ensure this

- Junior Scale segment can be only 3:1 (DR+Promotee)
- Residency of DR-2½ yrs. Promotee - nil or less than 1 yrs. .
- Say - 540 : 180 = 3 : 1**
(DR : Promotee)
- This will ensure annual intake of DR+PQ - as 180:180 i.e. 50%:50%

3. Aspirations of Gp.'B'

- Induction to Gp.'A' as early as possible
- Rule 209(B)R-1 - eligibility 3 yrs-service in Gp.'B' for Gp.'A' induction.
- Eligibility 3 yrs. + weightage 5 yrs.
- The service at entry in Gp..'A' to be 8 yrs (as in Misc Cadres)

For this

Ensure induction in Sr. Scale with 8-10 yrs. Gp.'B' service.

4. Gp.'B' Demands/Suggestions/Complaints Rly. Board Says

- | | |
|---|---|
| (i) Increase Promotee Quota% | Not-possible due to definition of organised cadres. |
| (ii) Bifurcate DR quota | Proposal not acceptable to DOP+T. |
| <ul style="list-style-type: none"> • 25% from open market • 25% from LDCE of Gp.'B' | |
| (iii) Delay in DPCs | <ul style="list-style-type: none"> • It is due to model calendar • Efforts to make it update, will be made • To ensure DPC in-time beyond 2001 |
| (iv) Promise to IRPOF
- 1250 in Five years | <ul style="list-style-type: none"> • 1023 already done (Note: It is including backlog vacancies also) • Only 227 more needed. |
| (v) Increased period for promotion to SS (Adhoc) | Not Correct
SS (Adhoc) • Earlier 3 to 9 yrs. <ul style="list-style-type: none"> • Now 6 yrs. to 9 yrs. intact (Av. - 6 yrs. remains intact) |

- | | |
|---|--|
| (vi) Increased period for induction to Gp.'A'
(now approx. 12 yrs.) | Not Correct
in 98-99-as compared to 1980
• Improvement in IRSE, IRSS etc.
Deterioration In IRSEE only
(Though IRSE-12.5 yrs.,
Elect.+S&T. 11.5 yrs.
All others 10.5 yrs. or less.) |
| (vii) Intake to be delinked | <ul style="list-style-type: none"> • 3:1 is to delink only • UPSC does not agree • 'Power to relax', can not be used every time • Max. may be 1.5/1.6 times only. <p>That also not every year, and for all deptts.</p> |
| (viii) Equal Pay for Equal Work | <ul style="list-style-type: none"> • Not Acceptable As rejected by pay commissions & Courts. |
| (ix) 80% posts to be in Jr. Scale grade. | <ul style="list-style-type: none"> • Already under consideration |
| (x) Transportation Allowance | <ul style="list-style-type: none"> • Under Consideration |

'B' RLY. BOARD ALSO SAYS (FURTHER)

- | | |
|--|--|
| (i) Recruitment in Gp.'A'
(Direct recruits) | <ul style="list-style-type: none"> • Always in much excess than ideal, since 1980 • 1980 done 311 against ideal
125, 1990-298-183, 1995
161-195,97-2000-250-180 Ideal Now- 170. |
| (ii) Length of Service in Gp.'B'
on induction to Gp.'A' | <ul style="list-style-type: none"> • Has Improved except in Elect.+Mech. |
| (iii) Percentage of Promotee Quota vis-a-vis total posts. | <ul style="list-style-type: none"> • Improved since 1975 • 1975 — 1.25%% |

-
- 2000 — 3.8
 - 2004 — 3.6 (After reducing 1300 SS adhoc + 200 Gp.'B' posts)
 - (iv) **One time Exception in 1990**
 - Has helped Gp.'B' marginally
 - But affected Gp.'A' severely
 - (v) **Number in Gp.'B' to be reduced substantially.**
 - By reducing Sr. scale posts
 - By reduction in Gp.'B' posts
 - (vi) **Recruitment in Gp.'B' wide fluctuations**
 - Hence comprehensive cadre management not possible.
 - (vii) **Most of Gp.'A' services in other ministries-**
 - Do not give weightage or only of 2 yrs.
 - **In Rlys. it is 5yrs.**
 - (viii) **It is DOP&Ts Instructions**
 - To fix ratio in posts in Jr. scale only.
 - (ix) **Power to Relax recruitment quota**
 - **Can be max. 1.5 -1.6 times** as per DOP&Ts (To ensure no stagnation in JA/SG for direct recruits)
 - **Can be used sparingly only** (not every year)
 - (x) **To reduce adhocism in Sr.Scale.**
 - Strictly adhere to statutory provision.
 - **i.e. Do not promote to Sr. Scale without Gp.'A'.**
 - Reduce number of Sr.Scale posts & Gp.'B' posts.
 - (xi) **To avoid impression of step motherly treatment to Gp.'B'**
 - Closer analysis of scheme
 - Consider their aspiration
 - Find out possibilities

- Not to affect their promotional prospects.
- (xii) Aspirations of Gp.'B'
 - To get inducted in Gp.'A' as early as possible
 - The eligibility being 3 yrs. & weightage 5 yrs. the date of entry to Gp.'B' to be 8 yrs. (atleast same as Misc categories)
 - Ensure inductions in Sr.Scale after 8-10 yrs.)

'C' ACTUAL PROPOSALS MADE

- (i) To reduce Sr.Scale posts by 1300 nos. & Gp.'B' by 200 nos.
 - To reduce adhocism from Sr.Scale
 - To show that Rly.. Bd. is doing much for Gp.'B' officers
- (ii) To induct Gp.'B' officers to Gp.'A'
 - 2001 - 246
 - 2002 - 216
 - 2003 - 201

(By using power to relax only for few deptts. and that also not for all the years)
- (iii) This ensures that the Gp.'B' with length of service in Gp.'B' of 9 to 10 yrs are brought in zone of consideration.
 - 9-10 yrs in zone of consideration means 12-13 yrs. service in Gp.'B'' of those inducted.
 - Even in deptt. whose zone of consideration were having less yrs. is brought to 9-10 yrs. thus deterioration
 - Power to relax : not being used for bringing them to at least zone of consideration to 8 yrs.

□ □ □

Copy of note given to IRPOF as suggestions by Sh. S.K. Bansal, before presentation to Rly. Bd. by Federation on Recruitment Policy.

**RECRUITMENT POLICIES,
CADRE FIXATION,
CAREER DEVELOPMENT**

- My Suggestions

1. MAIN THEME – OF ARGUMENTS

- 1.1 **Cadre fixation cannot be a tool for career developments.** If it is so, while taking into consideration the satisfactory career progression of direct recruits, same consideration should be given to Gp.'B' also. After all we are acknowledged as the backbone of the management. **Why to weaken it?**
- 1.2 If reduction in the **promotional periods** for Gp.'A' is the aim, the same should be considered for Gp.'B' too.
- 1.3 If eligibility periods are proposed to be converted in **promotional periods**, the same should be for Gp.'B' too.
- 1.4 If Gp.'B' is not being thought/given **additional benefits** – at least **do not reduce/snatch the facilities/career developments/ promotional prospects already available** for any cadre/category of Gp.'B'. Make that as minimum for all cadre/categories of Gp.'B'.
- 1.5 Do not make Gp.'B' feel atleast, of step motherly treatment. Treat them also as gazetted officer. Keep their pride intact. **Make them to feel their importance.**
- 1.6 **Most important arguments**
If Gp.'B' officers are treated shabbily, not given their due, are not provided with satisfactory career progression, it shall have a very **damaging/dangerous effect on Gp.'C' as a whole – specially the Sr. subordinates, thus damaging the whole structure of railway management to un-repairable stage.**
- 1.7 **Remember (ultimately)**
No solution is possible whatever one suggests, unless de-linking

of vacancies for Gp.'A' and Gp.'B' is done. Give enough importance to this at every forum.

2.0 CADRE FIXATION

Anywhere in any Organisation, **cadre is fixed first** and then the **career development**. In this case, **career development is being considered as basis for cadre fixation** that is why the problem.

While fixing the cadre, **study the systems existing in other Gp.'A' cadre also first**. In all cadres Gp.'B' & Gp.'A' exist including in IAS, IPS etc. This information be shared with this Federation too.

3.0 CADRE STRENGTH

Railway Board is proposing to fix cadre of assistant officers as 720(540 for DR and 180 for Gp.'B'). **Under what rule/regulations the posts/cadre can be bifurcated/earmarked for direct recruits and promotees** for deciding the future intake, is not clear. In our opinion, there is **no rule/system, by which only J.S. cadre can be bifurcated, in two distinctive cadres of DR and Promotee.**

- 4.0 It has been observed that while deciding the cadre, main objective is to **ensure adequate career progression for Gp.'A' direct recruits**. Give some **consideration to Gp.'B' also**. If the reduced intake for Gp.'A', is the answer study atleast its adverse or otherwise impact on Gp.'B'.
- 5.0 While asking Gp.'B' officers Federation to bring forth implementable suggestions, atleast indicate the parameters/objectives to be achieved. While deciding (172) Nos. of posts for recruitment of direct recruits, the **criteria/parameters objectives which were under the consideration** of the administration have not been made clear.
- 6.0 We have though mentioned, about various recommendations at various/different places–still **discuss non-implementation of recommendations/assurances/decisions – at one place somewhere viz:**
 - (i) **Decision to abolish Gp.'B' (declassification) – Parliament in 1946 and First Pay Commission.**
 - (ii) **Gp.'B' share was to be 35% of the posts – in 1946 scheme itself. Which remained 25% upto 1953,33.3% upto 1978 and 40% up 1997 and that too in vacancies only till today.**
 - (iii) **Tondon Committee recommendations. 4th Pay Commission's recommendation – quota to the posts.**

- (iv) R.C.C. recommendations.
- (v) MRs – noting for advance DPCs.
- (vi) Railway Board's internal note regarding 2000 JS posts.
- (vii) Assurance in Parliament (Parliament question in Rajya Sabha & Shri Paswan's assurances).
- (viii) Commitments by Chairman Rly. Board in 1946, and 1994 to grant Gp.'B' officers, the grade equivalent to Gp.'A'.
- (ix) Resolution of Rly. Board in 1992, to grant grade equivalent to Gp.'A' to the extent of 80%.
- (x) Assurances of justice by all Rly. Ministers, and various dignitaries.

6.1 The quota being 50:50, the cadre can be only as such. Moreover even then earmarking cannot be there.

6.2 Most important is that if the Govt. has powers to bifurcate cadre in junior scale between DR+Prom, then why not do it in the whole cadre upto SAG. This shall solve the whole problem.

7.0 Emphasis more on **R.C.C. recommendations, MR's assurance in Rajya Sabha and MR's note (advance DPCs).**

8.0 While mentioning solutions, we should explain these in details. Enough arguments/explanation/pros-cons of both negative/positive rejections/suggestions should be given.

9.0 LDCE SCHEME – INTRODUCTION – THERE OFF

Greater emphasis needs to be given to introduction of L.D.C.E Scheme in Gp.'A' also, exam through (positively) UPSC Emphasis should be on the fact that **L.D.C.E. by system is part of direct recruitment only**, hence it shall be bifurcation of 50% quota prescribed for direct recruits, thereby reducing the intake of Gp.'A' direct recruits only.

While fixing cadre – **age long universally accepted system of Pyramidical cadre structure** in all organisations especially in Govt. organisations is the norm. Why to deviate from it for Gp.'A' only.

10.0 ZONE OF CONSIDERATION WITH 8 YRS. SERVICE

- (i) Railway Board's proposal to approach the UPSC/DOP to permit for enlarging the Zone of consideration upto all Gp.'B' officers having 8

years service, for selection to Gp.'A' is **most dangerous unless posts equivalent to bring them in zone of consideration (nearly 580 posts) are offered.** Otherwise there will be much upheaval, due to the system of merit, as persons much below may be or rather will be selected in place of senior persons creating extreme frustration.

- (ii) A note already submitted by the Federation for the action to be taken by the administration for **ensuring that all the Gp.'B' officers having minimum 8 years service are brought in zone of consideration** at least, should be given due consideration.
- (iii) Fact is even if the posts/vacancies are so created (bringing all Gp.'B' officers with 8 years service in zone of consideration) the average service of officers selected shall be in the **range of average 10 years and even more.**

11.0 OTHER SUGGESTION'S

11.1 Suggest that any Gp.'B' officer having less than 3 years or say 2 years service (left over) at the time of consideration, **may not be considered against main vacancies.** However he **should be given Gp.'A'** (if found fit otherwise) and be given all benefits of Gp.'A' (which in fact are almost nil if one does not have enough years for promotion to JA grade) except of status, which must be extended to him. This will assuage the feelings of Gp.'B' officers, **even if slightly reduced number of vacancies are given to them.**

11.2 Figures show that almost about **45% of the officers retire without any benefit after induction in Gp.'A'.** Therefore whatever number is decided for cadre/vacancies, **50% be taken as correction factor for Gp.'B' officers** for offsetting the loss of induction posts (which is without benefit).

12.0 REDUCTION IN BENEFITS/FACILITIES FOR GP.'B' SINCE DECADES VIS-A-VIS DRs.

	PROMOTEEES	DIRECT RECRUITS
'A'	PROMOTION PERIODS	
1.0	Upto 1980-promotion to Sr. Scale (adhoc) in less than 3 yrs. and upto 1985-86-3 yrs or so	Earlier Sr. Scale-6-7 yrs upto 1970 5 yrs in 1980 or so

- Now average 8-9 yrs (In some cases 10-11 yrs)		-Now 4 yrs exact (Some cases less than 4 yrs. too)	
<u>Earlier</u>	<u>Now</u>	<u>Earlier</u>	<u>Now</u>
2.0	Sr.Scale (ad hoc) - 3 yrs (even less) - Gp.'A'-7-8 yrs	8-9 yrs (av.) 11-12 yrs	Sr.Scale 6-7yrs 4 yrs (3 yrs even) JA grade 15-16 yrs 8-9 yrs. SG 19-20 yrs 13 yrs. SAG 21-22 yrs 17-18 yrs.
3.0	If eligible officers Gp.'A' & Gp.'B' available on same date- Priority to be given to promotee		Now priority to be given to direct recruits.
'B'	Pay Fixation Concordance table pay fixation system withdrawn in 1986.		No. Benefit of concordance pay fixation system for Gp.'A'. Getting larger pay benefit now otherwise.
'C'	Eligibility Periods for Promotion No. Consideration to eligibility periods for promotions		All eligibility periods converted into promotion periods (at least i.e. the target)
	Eligibility	Actual period	Eligibility
	SS (ad hoc)-3 yrs.	8-9 yrs (Av)	Sr.Scale-4yrs 4 yrs.
	Gp.'A' induction -3yrs	11-12 yrs,	JA grade-9th yrs. 8-9 yrs SG grade-14th yrs. 13 yrs. SAG-17th yrs. 17-18
'D'	Seniority If Junior person supersedes, seniority of all seniors is down graded		In this case the date of joining (lowest) of the any person in the batch makes them all senior to whole batch of Gp.'B'.
'E'	No. consideration (almost nil) for training abroad.		Even not concerned officers (with the subject) are sent for training with almost nil utilisation after return.
'F'	No up-gradation (cadre review)		Two-cadre reviews already taken place ever made. Recently selection grade increased from 15% of the cadre to 30% of the cadre.

‘G’	Suggestion for career development not given any consideration.	All suggestion – given by FROA, in 1980, fully granted, even more than asked for.
‘H’ Cadre Structure		
	Share of Gp. ‘A’ posts	
	In 1970’s - above 15%	
	Now - less than 11%	
‘I’ Notional posts in Junior scale		
	Before 1980 –	
	As per Gazetted classified list-	2050
	As per calculation of vacancies before 1990-	2842
	As per Adv. Managements service (in 1990)-	4000
	In 1989	Approx. 2700
	As per Rly.Bd.	(2000 Jr. Scale Posts occupied by Gp. ‘B’)
	Only L.R. posts - 602 (even today)	
	Now (in 2001-02)	
	As per Rly.Bd. - 720 only (Total Cadre)	
‘J’ Transportation Allowance		
	Only half of that of Gp. ‘A’ in grade Rs. 8000-13500 even though Gp. ‘B’ may be drawing higher pay (even 12000)	Higher rate of transportation allowance granted even if getting lesser basic pay than Gp. ‘B’ Assistant officers.

COPY OF BASE NOTE PREPARED FOR NOTE (ITEM NO. 1 PAGE NO. .6) BY SH. S.K. BANSAL (CONTAINS ADDL. INFORMATION, HENCE REPRODUCED EVEN AT THE COST OF REPETITION)

RECRUITMENT POLICY AND CADRE FIXATION (GAZETTED CADRE)

A. CADRE FIXATION

- 1.0 In their presentation to the Board, Management directorate has come to a magic number of 720 posts in Junior scale. As per their details, 180 of these should be for Gp.'B' promotees and the balance 540 for direct recruits. These numbers of posts for Junior scale, knowing well that for the last 2 decades (since 1980s) the number of only leave reserves in Junior scale is 602 till date. This means actual cadre of Junior scale shall be only 118 (720 decided – 602 JS/L reserve). The number 180 has come from the Rly. Administrations stipulations/and study of the needs of Career Planning of Gp.'A' direct recruits – that any recruitment beyond the number of 172 shall be detrimental to the career graph of Gp.'A' direct recruits.
- 2.0 Once the number of 172 say 180 is arrived at by this consideration (maximum of recruitment possible) and since the Gp.'A' direct recruit has to remain for 2½ years (1½ yrs. being probation period) say 3 years. The number of posts should be $180 \times 3 = 540$ for direct recruits. Adding 180 for promotees (in fact they do not remain for 1 year even in Jr.scale) the Rly. Administration has come to the magical figure of 720 (540 DR+180 Promotees) for the total cadre in Junior scale).
- 3.0 If the suggestion of Management Services directorate is accepted, then the cadre structure will be: -

HAG & Above	-	155
SAG	-	826
JAG+SG	-	2254
SS	-	2880
JS	-	720
TOTAL	-	6835
Gp.'B'	-	4905
G. TOTAL	-	11740

It is evident, that by this type of cadre structure, the universally accepted pyramidal structure in most of the traditional organisation specially in government organisation shall be violated very violently. The only logic in fixing this much cadre in Junior scale, is the need of providing adequate career progression for direct recruit Gp.'A' officers.

4.0 This Federation on earlier occasions, through many papers on the subject, has brought to the notice of administration, that based on many rational factors, as indicated there in, the cadre fixation in Junior scale should be in the range of 50% of the total cadre of assistant officers. Various historical factors brought to the notice were as under:-

- (i) **The number of Junior scale posts taken into consideration for all calculations – called as notional posts – were 2842 even upto 1990.**
- (ii) **The number of sanctioned Junior scale posts shown in classified Gazetted cadre booklet upto 1985 were above 2050.**
- (iii) **Even the Jt. Director (Gazetted Promotions) in his note in June 1988 indicated that more than 2000 Gp.'B' officers are working on adhoc basis, against Junior scale posts.**
- (iv) **The then Advisor – Management service – Sh. Singha in his paper submitted in international senior, submitted the number of Junior scale posts to be in the range of 4000.**
- (v) **The number of leave reserve Junior scale itself is was 602 even in 1980, the actual number should be much more than – many times – of this.**
- (vi) **The total posts in Assistant officers being above 6000, the number of Jr. scale logically should be not less than 4000 (60% & 6000 + 602 LR).**

In view of the above, it is totally illogical and actually malafide to fix the number of Junior scale posts at 720 only in the total cadre of 6000 Assistant officers.

5.0 One of most shocking as also regrettable aspect of all this exercise is that cadre fixation is being used for the career development of cadres, though both are distinct for all purposes. The cadre fixation and recruitment should be totally distinct from each other.

If, only for a second the career progression of Gp.'A' direct recruits is forgotten, while deciding the cadre strength, then the only number which shall be considered logical for Junior scale cadre fixation, will always be near about 4000 Nos. and that should be so. But also what is being done is

that the cadre fixation – is being made tool for career progression of direct recruits Gp.'A', at the same time with no such positive consideration for Gp.'B' promotee officers.

May, we categorically say, that since there is only **one grade for Gp.'B' officers, there is no system of career progression for them except increasing the number of induction in Gp.'A' for them.**

- 6.0 Further, the Railway administration is contemplating to bifurcate the cadre of Junior scale – 540 for direct recruits and 180 for Gp.'B' promotees. Under what system, rules, regulations, only the assistant officers cadre can be bifurcated has not been indicated. Gp.'B' officer's Federation, however has no objection in bifurcation of cadre, provided off-course, it is bifurcated upto the top at least upto SAG grade, right from Junior scale cadre. In our opinion, it is not legal and logical to bifurcate the cadre only in Junior scale.
- 7.0 After all these discussions it can safely be said that the fixation of cadre, to 720 numbers is not based on any argument, logic or facts except the blind consideration of providing adequate/satisfactory career progression for Gp.'A' direct recruits and that also at the cost of Gp.'B' promotee officer's fate and career prospects. For a model employer Government organisations like railways, equal consideration for all cadres is expected, which is shockingly not being observed in all these deliberations, of career fixation.

If the cadre is to be fixed, then the number of Junior scale posts can be in the range of 4000 or so and nothing less.

B. RECRUITMENT POLICY

- 1.0 The Management directorate, in its presentation has submitted, that in order to ensure career progression – for Gp.'A' direct recruits – any recruitment of direct recruits beyond the number of 172 year shall be detrimental to the interest of them, and it shall cause stagnation in their cadre. Based on this calculation or assumption only, they have recommended the cadre of 720 (540 for DRs & 180 for promotees) in Junior scale. This has been thought that by this system there will be 180 vacancies for Gp.'A' direct recruits and 180 for promotees. As per them, this shall ensure implementation of DOPTs instruction of quota in posts instead of vacancies as also restrict the number of vacancies to be filled by direct recruits. This in turn, will ensure satisfactory career progression for Gp.'A' direct recruits.

2.0 NO CONSIDERATION FOR GP.'B'

While restricted recruitment shall ensure satisfactory career progression for Gp.'A', it will result in acute stagnation in the cadre of Gp.'B' officers. It

is totally clear from all the talks, that all calculations made in this directions, have only one criteria in view i.e. adequate/satisfactory career prospects for direct recruits. What it will mean for and what affect this shall have on Gp.'B', his no body's baby and no consideration is given to that aspect. The Federation of Gp.'B' officers, have submitted many times with calculated figures, that any reduction in the present number of 250 induction/years shall mean acute stagnation in their cadre of Gp.'B' officers, but who is caring for all this?

3.0 PARAMETERS OF CAREER PROGRESSION

The number of 172 has been arrived at for ensuring that all the minimum eligibility periods fixed for various cadres/grades i.e. Sr.scale, JA grade, selection grade and even Sr. Admn. grade (5th year, 9th year 13th year and 17th year) are converted into definite promotional periods for **Gp.'A' direct recruits**. That is what the concept of the adequate career progression for Gp.'A' direct recruits is.

In actual terms, the IRPOF has no objections to this concept, and has never put any hindrance/obstacles in achieving this objective at only stage. However the only submission of them has been that this should not be at the cost of career prospects of Gp.'B' officers and secondly the same consideration be given to Gp.'B' officers too. Alas, both of these are not to be for Gp.'B' officers.

4.0 IMPACT OF REDUCED INTAKE OF GP.'B' OFFICERS

The IRPOF has already submitted detailed study reports on the subject, which clearly bring out that if the number of inductions is reduced from 250 to 180 – as proposed – the length of service in Gp.'B' before inductions is likely to be increased considerably i.e. from 11 yrs. 8 month (with 250 vacancies) to on average 14 yrs. 3 month (wit 181 vacancies) and in later years, in some cadres to 16-17 yrs. even.

Any measure taken to ensure reduced periods promotion for direct recruits at the cost of much increase in length of service for induction for Gp.'B' officers, is not only unethical but frustrating also and indicative of step motherly treatment.

5.0 MOST DISTURBING ASPECTS

Most disturbing aspects about the presentation made by the management service directorate are that the effort put in by the administration in negating every thing, what ever has been said/demanded by IRPOF at any occasion,

be it equal pay, or 80% posts in Jr.scale pay or transportation allowance, or avoidance of larger stagnation in the cadre, or improved promotional prospects. As if IRPOF is talking nonsense in all respects. Every thing said, has been said as wrong, by providing the facts in different ways. It has been said through this presentation that the situations in all respect has improved considerably over the years, and the administration is giving much more to Gp.'B' officer than what is due to them otherwise. What can be far away from truth than this.

6.0 SOLUTIONS SUGGESTED BY IRPOF

Same is the fate of all measures suggested by IRPOF for solutions. Be it introductions of LDCE scheme in Gp.'A', or increasing percentage quota of Gp.'B' from 50% to 75%, increasing number of inductions from Gp.'B' to Gp.'A' on one time basis, increasing the number of posts in JS cadre, bifurcation of total cadre from JS to SAG in the ratio of quota laid down, or intake from DRs and Promotees to be delinked, decreasing the periods for induction to Gp.'A' or what not.

The stock reply in all the above has been '**not possible under the rules**', or **not acceptable to DOPT/finance ministry** and in many cases the thinking/arguments of IRPOF are not correct, and the actual facts are that the situation in all respects is much better than 1970/1980/1990, from which ever year it can be shown as such.

7.0 WHAT IS THE FACT

What ever the presentation may say, but the following facts cannot be negated: -

- (i) That the, number of Gp.'B' posts out of the total about 6000 posts in Assistant officer's posts was 1997 only as indicated by Adv. M.S. in 1990 - the balance 4000 being Gp.'A' posts only.
- (ii) That the number of Gp.'B' officers working in Gp.'A' is near by 10-11% of the total Gp.'A' posts and about 18% of the total Gp.'A' working.
- (iii) That the share of Gp.'B' in Gp.'A' is much less than 50% of the quota laid down for Gp.'B'.
- (iv) That the Gp.'B' is experiencing extreme stagnation in all cases, whether promotion to Sr.scale (adhoc) – Av. 11-12yrs. – or induction to Gp.'A' – Appox. 12 yrs. – where in the eligibility periods, for both of these are likely to be increased considerably if, as proposed, the number of Sr.scale posts are reduced (16-17 yrs.) or the number

of vacancies/year for induction are decreased to 180/yrs. (from 250/yrs. now) (14-15 yrs.).

8.0 ATTITUDE ABOUT OTHER DEMANDS

Though, many issues were not accepted to be part of the presentation made by the Management Services i.e. **equal pay for equal work, 80% posts to be in junior scale grade and transportation allowance etc.** but still they have ventured in giving comments over these demands also. This is a measure of their attitude towards the grievances of Gp.'B' officers that they have not given positive comments towards even these demands, though two of these i.e 80% posts and transportation allowance already been accepted and recommended by the Railway Ministry.

There are remarks against **one time exception**, recruitment in Gp.'B' having wide fluctuations, number of Gp.'B' officers reduced substantially, percentage of promotee quotas viz.-a- viz. total posts, length of service in Gp.'B', recruitment in Gp.'A', the weightage in seniority viz. a viz. other ministries and to reduce adhocism in senior scale etc. These have also been commented in a way, which do not inspire any confidence in Gp.'B' officers mind regarding the fair play, reasonableness and equal treatment etc. from the so called model employer i.e. Government of India. What purpose is being served for such facts, comments and expression of feelings etc. as these just do not help in creating right atmosphere rather it creates suspicion in the mind of members of the cadre. Suggestions given by the IRPOF to solve the present situation in respect with recruitment policies i.e. increase in promotee quota percentage, bifurcation of direct recruit quota with 25% from market and 25% from LDCE etc., delay in DPCs and promotion to Sr.scale for abolishing adhocism by inducting 1250 Gp.'B' officers in 5 years have all been dealt with in a very inconsequential way and creates impression that the administration is not interested in solving the problems of Gp.'B' officers in a reasonable way.

9.0 INCREASED PERIOD FOR PROMOTION TO SS (ADHOC)

It is regretted that though it has been accepted that promotion to SS adhoc (adhoc) was 3 to 9 years earlier and now it is 6 to 9 years but still it is said that the average of 6 years remain intact.

It is regretfully stated that the average of 3 to 9 years and 6 to 9 years can not be same. This is mathematical information and can not be denied by any one. Still the administration has dared to avoid the same by saying that average is same.

Fact is that, except in few departments and that also on few railways, Gp.'B' officers in most of the departments and in most of the railways, are being promoted after about 9-10 yrs. service in Gp 'B'.

10.0 INCREASED PERIOD FOR INDUCTION TO GP.'A'

A statement was given by IRPOF that the average period spent in Gp.'B' for induction in Gp.'A' has considerably been increased over last 10-15 years. It is a statistical fact which can not be questioned by any one but still Management Services Directorate has refuted even this fact and as per them, there has been improvement in all categories except Electrical and Mechanical departments. The fact is that this statistic have deteriorated over the year largely and the present day, over all average period to be spent in Gp.'B' before induction to Gp.'A' is likely to cross 12 years as compared to 10 years earlier. If the number of inductions are to be reduced as proposed from 250 to 180, this figure shall cross even 14 years mark. The denial of this fact can not be farther from truth.

11.0 INTAKE TO BE DE-LINKED

The IRPOF has already submitted keeping in view all the issued at stake that no solution is possible unless the intake of Gp.'B' & Gp.'A' is de-linked. In reply to this, the Management Services says that the proposal of 3:1 ratio in the cadre fixation is meant for that purpose. Nobody can agree with this statement of theirs and in fact, by saying incorrect things time to time they just want to prove that administration is not interested in amicable solution of the things.

11.1 It has been stated that **power to relax** rule can not be used every time and therefore this shall be used very scarcely. Moreover, this can be maximum 1.5/1.6 times only and this shall not be every year for all departments.

Keeping in view all these conditions, they have come up with a proposal for 246 posts for the year 2001, 216 for 2002 and 201 for 2003.

The irony of the fact is that all these conditions are meant for keeping intact the satisfactory level of career progression for Gp.'A' direct recruits and satisfactory means here that all their eligibility periods be converted into promotion periods. To ensure this, the factor 1.5/1.6 is being considered.

As per the proposals of the Management Services, the above mentioned number of vacancies will mean, according to the calculations, that in

every department, Gp.'B' officers having 9 to 10 years of service in Gp.'B' are likely to be brought in zone of consideration and that's all. Bringing persons with 9 to 10 years service in the zone of consideration means the average length of service in Gp.'B' for induction in Gp.'A' shall definitely be above 12 years. If that is the career progression for to Gp.'B' officers, then it is better not to claim that every consideration is being given to them.

Though, as in the case of all direct Gp.'A' officers wherein their eligibility period are being converted into promotion periods, if the Gp.'B' also demands the same consideration for themselves then they are not asking the sky. However, the Gp.'B' officers, being practical, just demand that keeping intact their weightage of 5 years if they are given Gp.'A' after 8 years of service in Gp.'B', it shall be reasonable. But perhaps the administration does not feel even this to be given to Gp.'B' officers and therefore lot of statistics and calculations have been brought forth to deny all this to Gp.'B' officers. What is surprising is that even those departments where the zone of consideration is having 7 to 8 years service in Gp.'B', are being brought to 9 to 10 years service as zone of consideration. What type of improvement in career progression this can only be explained by the Management Services Directorate?

12.0 POWER TO RELAX

It is being said that **power to relax** rule can not be for every year, for every department, every time. Moreover, this can not be more that 1.5./1.6 times of the direct recruitment.

In view of the IRPOF, first of all, **power to relax** term should not be used for the Gp.'B' officers. In fact, keeping in view the career progression and other things of administration as well as time, the quota of Gp.'B' officers should be fixed first and then using this power to relax, system should be used for reducing the number of intake of direct Gp.'A' officers. This means that if it is decided in order to give satisfactory career progression 300 Gp.'B' officers are to be inducted in Gp.'A' then by using the above principle Government may take a decision that they would like to recruit only 150 or 160 Gp.'A' officers every year. In our view, deduction in quota, especially, when the recruitment is according to the requirement of administration, can not be objected too by DOPT or any one.

13.0 REDUCTION IN ADHOCISM IN SENIOR SCALE

IRPOF has always demanded that excessive adhocism in senior scale

deteriorates administration considerably. The main point was that to reduce this adhocism, intake of Gp.'B' officers in Gp.'A' should be increased considerably without affecting the chances of promotion of Gp.'A' direct recruits adversely, at least in SAG grade and above.

It is, however, surprising that the railway administration has found out a unique way of reducing adhocism in senior scale and i.e. by reducing the over all posts in senior scale. The proposal is to reduce about 1300 posts in senior scale. What is a novel idea is this? If you find pain in your leg, cut down the same. The administration is required to be appreciated for such a great proposal for reduction in adhocism.

It is heard that a number of senior scale posts are likely to be up-graded in JA grade and above. Up grading senior scale posts without matching up-gradation from senior scale to junior scale shall be totally damaging the cadre structure of the gazetted cadre on railways. For God's sake, such proposals may not be accepted to spite the nose of Gp.'B' officers only.

14.0 CONCLUSION

In the end, I would like to again mention very moderate and reasonable aspirations of Gp.'B' in net shell as under:

- i) **Weightage of 5 years to continue and Gp.'B' should be given induction in Gp.'A' after 8 years of their service in Gp.'B'.**
- ii) **For the induction in senior scale (adhoc), this should positively be their after 8 years service in Gp.'B' if not earlier.**

It is requested that systems to ensure these be evolved with positive attitude at the earliest possible to avoid frustration among the members of Gp.'B' cadre.

□ □ □

Copy of Sh. K. Hasan : Secretary General IRPOF's letter addressed to Sh. K. Balakesari—Member Staff, Rly. Board.

(No. : ROF/Meeting/01/40) dt. 17.7.01)

Sub : Fixation of Cadre-Recruitment Rules.

Ref : Our Presentation to the Board on 26/06/01.

At the outset we convey our thanks to the Board and other officers to provide us an opportunity to project our views on the above subject.

We are enclosing herewith the documents, presented to the Board as Annexure II and hard copies of slides as Annexure III. (Given at page No. 50) A brief summary of the presentation is also enclosed as Annexure I.

We have also gone through the documents and hard copies of the slides provided to us by the Management Services Directorate.

The Federation is of the view that the Board is not following the recruitment rules for Gp.'A'' officers. The rules provide the percentage in vacancies and not the percentage in artificial requirement. So long as the Gp.'B' officers to be inducted into Gp.'A'' are within the quota of their vacancies,(may be more in numbers than allotted to direct recruits), the enabling clause is not to be invoked. Accordingly, there is no need to approach UPSC to seek the relaxation.

We hold the view that attributes of organized services were formulated when the recruitment was on the basis of vacancies and with the introduction of post based rosters, these attributes cannot be followed and require change.

With the implementation of post based roster, the 50:50 ratio in the vacancies cannot be maintained hence insistence on fixing a percentage of cadre for direct recruits and promotees to fulfill above conditions at initial stage is not based on practical considerations.

Board has given us to understand that they are adopting the different line because the UPSC and DOP&T did not agree with the above. We urge that tripartite meeting with UPSC and another tripartite meeting with DOP&T may be arranged so that the details of the case may be brought to their notice before a final decision is taken to amend the recruitment rules.

With highest regards

DA-Annexure-I

□ □ □

Annexure-I

IRPOF made a presentation to the Board on 26.6.01 to project its views on cadre fixation and amendment in Recruitment Rules to implement the 'Post Based Roster' as per orders of Hon'ble Supreme Court.

1. Federation pointed out that right from 1989, it represented that the cadre in the junior scale was existing but Board did not agree to that (page 8-B, 12-B).
2. It was required to be fixed under para 111 (2) C of IREC (Page 2).
3. The Federation pointed out that a cadre of about 2000 junior scale officers was already shown and proved by presenting various documents (page 3-7) and it cannot be brought down to 720 arbitrarily.
4. It was also pointed out that the IV Pay Commission, Railway Convention Committee etc. have also recommended about fixing up the quota of promotee officers in Gp.'A' on the basis of cadre (Page 7B & 8A).
5. We emphasized that the Recruitment Rules provide quota against vacancies and not against so called requirement which has been worked out far lesser than the vacancies (page 9 to 11).
6. (a) The under recruitment in the name of requirement caused large scale adhocism (p. 12A & B(I)). It did not meet out even natural wastage (slide 8 & 9)
- (b) Statement of OSD(MS) that adhocism in Sr. Scale is due to the expansion of cadre in SS is not correct. The SS cadre more or less remained 40 % of the cadre during last two decades and has not been extended in isolation.

© The proposal to reduce SS posts by surrender or by upgradation is totally against the practical requirement of organisation in field. It will not only spoil the well built structure of the cadre but will also create problems in execution and functioning.
7. The recruitment from 1981 to 2000 in most of the years was about 500 or above. Even this was not sufficient enough to minimize the adhocism (p.14).
8. The directives of Hon'ble Ministers and Board's decision of 7.9.89 to remove this adhocism have not been implemented (p. 13-14).
9. We pointed out with various examples that the decisions taken by the full Board were back-tracked with the change of incumbents including the regularization of adhoc promotions within 3-5 years.

*Note : Page means page of Annexure II (presentation article No. 6 page 50)
Slide means page of Annexure-III (slides article No. 7 page No. 70)*

10. OSD(MS)'s proposal to provide cadre of 180 Assistant Officers promotees and 540 for direct recruit is neither helpful in reduction of adhocism nor is practicable (Slide 19 & 20).
11. (a) If cadre is fixed in Junior Scale as stated above not only it will increase stagnation of Gp.'B'' officers further (p.15) but recruitment by both methods i.e. DR & Promotions will not meet out even natural wastage.
(b) The statement that position of stagnation has improved is comparatively wrong. Where Gp.'A' officers promotional prospects have been improved and eligibility period has been near about converted to promotional period it has increased from less than three years to 10 years Gp.'B' for adhoc promotion to Senior Scale and 11.5 to 12 years for induction to Gp.'A' although eligibility period is 3 years. (Slide 23).
12. With the implementation of post based roster equal number of vacancies can not be maintained for the Promote Officers and Direct Recruits in junior scales. We gave the practical examples. Hence existing provision of attributes cannot be followed.
13. Attributes for organized service provides for percentage of vacancies and it is not being followed. Actually, the so called requirement is taken as vacancies in contravention to recruitment rules.
14. DOP/T instructions are not sacrosant for Railways and have been modified according to the requirement of the Railways such as non functional selection grade, DPC for SAG and other examples (p-19-(B)).
15. The attributes for organized service were framed when the recruitment was on the basis of vacancies and not on the basis of post based roaster The attributes require a change.
16. The main problem is artificial classification into Gp.'A' and Gp.'B' (p20,21&22) III Pay Commission's observations is not based on actual facts (p-17) and is against the facts as stated by the Board in replies to Parliamentary Questions and letters written to the Secretary General of the Federation, that both group of officers are performing the same duties, shouldering the same responsibilities and exercising the same powers in interchangeable posts which cannot be segregated (p-8B, 12B, &22B).
17. Board has time and again stated that separate Career Planning of Gp.'B' is not feasible and it is looked after when they are inducted into Gp.'A'. Naturally it indicates if more officers are not inducted into Gp.'A' atleast they must be given their legitimate quota if they have to be given any benefit of the Career planning.

**PRESENTATION TO RAILWAY BOARD BY
INDIAN RAILWAYS PROMOTEE
OFFICERS' FEDERATION ON 21-06-2001 ON
RECRUITMENT POLICY FOR RAILWAY OFFICERS,**

DOP&T'S Letter No. AB 1401, 7/2/97-Estt. RR dt. 20.5.97 (EXTRACT)

The Supreme Court in its judgement in R K Sabharwal's case has ruled in favour of a change-over from the existing '**vacancy based roster to 'post based roster**'. Under the existing policy the determination of different quotas for recruitment is vacancy-based. In order to comply with the aforesaid Supreme Court judgement which has been implemented vice the DOP&T OM No.360 1 2/ 2/96-Estt (Res) dated the 2nd July, 1997, **it will be necessary to amend the existing Services Rules,'Recruitment Rules** under Column 11 of Annexure-1 in the DOP&T guidelines dated the 1 8th March, 1988 **to replace the words 'percentage" of the 'vacancies' to be filled by various methods by 'percentage of the posts' to be filled by various methods.**

A. PRINCIPLES FOR FIXING CADRES-IREC PARA 111

The cadres of the services and departments included in Railway Services Gp'A' & 'B' (other than Medical Department and specialists) posts on Indian Railways shall be fixed in accordance with the principles stated below:

1. Separate cadres shall be maintained for each Indian Railways.
2. The number of permanent working posts, that is, posts required for ordinary duty on a Railway, shall be first determined for each service or department and divided into following grades:
 - (i) Senior Administrative Grade Level I
 - (ii) Senior Administrative Grade Level II *(now does not exists)*
 - (iii) Administrative Grade Scale Rs.2000-2350
 - (iv) Junior Administrative Grade
 - (v) Senior Scale
 - (vi) Junior Scale/Gp.'B'

-
- (b) The General working posts, that is posts required for general purposes of the Railway which may be filled by gazetted railway Officers of any service may be determined and divided in the same manner.
- (c) **The Number of posts to be allotted to the Junior Scale shall be calculated with reference to the total number of Administrative Grade and Senior sale posts and shall be so fixed as to allow a continuous flow of promotion from lower to higher grade after a given period of service. For this purpose all the administrative posts, including the general administrative posts shall be taken into account.**
- (d) The rest of the posts included in (2) (a)(vi) above shall be allotted to Gp.'B''
- (e) The total number of posts thus arrived at for each grade in a department shall form the permanent duty strength of each service or department
3. **Posts required for meeting deputation, leave and training requirements will be provided in Junior Scale** based on requirements assessed from time to time. These posts shall be intended ordinarily to provide for the deputation/training of and/or grant of leave to a member of the Department without the necessity of making an officiating appointment to the Junior Scale or to Gp.'B' post in the chain of vacancies consequent on the deputation training of and/or grant of leave to the member in question.
4. **The permanent duty strength together with the post sanctioned as 'deputation', training of and/or grant of leave reserve shall form the total permanent cadre of the service or department concerned.**
- B. MINUTES OF STANDING FINANCE COMMITTEE MEETING
17th-18th JULY 1946.**
- "ii. The promotion of the subordinates shall be so arranged in future that the total number in junior scale never exceeds 35% of the total strength of this cadre."

**CADRE OF GAZETTED OFFICERS
ON INDIAN RAILWAYS**

Designation	G.M.	AGM	HOD	Addl.	ADRM.	J.A.	S.S.	J.S.	CL-II	Total	Remarks
Genl. Admn.	15	17	53	53	83	100	194	23	265	814	7.59%
Mech.	—	—	39	49	—	183	344	363	347	1324	13.81%
S&T	—	—	23	28	—	124	249	139	304	867	7.58%
Elect.	—	—	30	39	—	200	243	167	327	1006	10.35%
Engg.	—	—	67	64	—	341	514	602	372	2561	25.36%
Transport	—	—	52	50	1	150	299	312	366	1230	12.69%
Personnel	—	—	11	17	—	72	133	74	281	589	6.09%
Stores	—	—	23	20	—	79	144	129	195	560	5.91%
Accounts	—	—	32	25	4	110	266	152	348	937	9.48%
Total	15	17	329	345	88	1359	2386	2161	3405	10109	92.29%
Members :											
Rly. Bd.	—	—	33	33	—	95+22	64	Misc. 32	206	484	4.48%
RDSO	1	—	10	10	—	75	69	Misc. 16	163	344	3.33%
Total	6	17	372	393	88	1551	2519	2209	3774	10937	
Medical	—	—	15	11	5	70	415	1882	71	2469	
RPF	—	—	2	2	6	15	49	25	141	240	
G. Total	6	17	389	406	99	1636	2983	4116	3986	13646	

Ref. : As per Classified List 1983

Compiled by—S.K. Bansal

SOUTH CENTRAL RAILWAY
Sanctioned Cadre of the Gazetted Establishment as on 1-6-1981

Department	SA Level & above		SA Level II		ADRM Grade		J. A. Grade		Senior Scale		Junior Scale		Class II		Total Col. Nos.		Rema rks	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)		(18)	(19)
General Admn.	6	1	2	3	7	...	3	2	9	3	1	...	4	1	32	10	42	
Personnel	1	...	2	...	...	...	6	...	8	4	3	...	16	5	36	9	45	
Hindi	...	...	...	...	...	...	...	...	...	3	...	...	2	4	2	7	9	
Schools	...	...	...	...	...	...	...	...	1	1	...	...	11	3	12	4	16	
Security	...	...	...	...	...	...	2	...	2	...	...	...	9	3	13	3	16	
Stores	1	...	2	...	...	...	3	2	5	5	4	...	10	5	25	12	37	
Civil Engineering	3	2	4	2	...	...	13	8	11	41	31	...	30	55	92	108	200	
ME & T (P)	3	...	4	1	...	...	5	4	14	10	11	...	23	6	60	21	81	
S & T	1	1	3	...	...	...	2	7	8	15	6	...	8	14	28	37	65	
Electrical	2	1	1	1	...	...	5	2	5	11	8	...	8	18	29	33	62	
Medical	1	...	...	...	...	...	4	...	7	1	153	11	2	...	167	12	179	
T (T) & C	5	...	6	...	...	...	8	2	21	2	21	...	29	3	90	7	97	
Accounts	2	...	1	1	...	...	7	3	9	11	9	...	16	11	44	26	70	
Total	25	5	25	8	7	...	58	30	100	107	247	11	168	128	630	289	919	

**EXTRACT FROM THE PAPER PRESENTED BY ADVISOR (MS)
ON 13-11-90**

(6) The number of Class I and Class II officers in various cadres is given in the following table:

CADRE STRENGTH AS ON 1.1.90

<u>Department</u>	<u>No of Class-I</u>	<u>No of Class-II</u>
Personnel	480	192
Civil	2270	538
Traffic	1150	281
Mechanical	1384	227
Electrical	1079	180
Signal	889	147
Stores	537	149
Accounts	704	283
Total	7373	1997

**A. TABLE II OF IVTH PAY COMMISSION'S REPORT
-DISTRIBUTION OF POSTS-**

RAILWAYS

<u>Group</u>	<u>1971</u>	<u>1984</u>	<u>Percentage increase/decrease</u>
A	37 (0.3)	77 (0.5)	108.1
B	38 (0.3)	36 (0.2)	-5.3

- B These rules may be called the Indian Railways, Department of Civil Engineering, Gp.'B'' posts Recruitment (First Amendment) Rules, 1982 (GSR 801 dt. 24.8.82)

SCHEDULE

Name of post	Number of posts	Classification scale of pay	Whether selection post or non-selection post	Age limit for direct recruits
1	2	3	4	5
I. Assistant Engineer(Civil)	442*(1981) subject to variation	Gp.'B' Gazetted (Non Ministerial)	Rs. 650-30-740-35-810 EB-35-880 40-1000-EB 40-1200	Selection
(i) Permanent	430, dependent on workload			
(ii) Temporary	12.			

- A. A study conducted in June, 1988 brought out that:
- i) Nearly 2000 Gp.'B' officers are working against Junior Scale Gp'A' posts
 - ii) About 1700 are officiating in Sr.. Scale on adhoc basis, and
 - iii) Only 195 were working in Sr. Scale on regular basis which comes to only 7.7% of the cadre structure.

The inescapable conclusion emerging from the above that representation of Gp.'B' officers in Sr. Scale's far below the quota prescribed for induction in Jr. Scale and a large number of them are working in Sr. Scale on adhoc basis. There is imperative need to make good this shortfall and reduce the number of adhoc appointments in Sr.Scale which have also been questioned by UPSC in the past. This can only be done through induction of Gp. 'B' officers in Jr. Scale in addition to the number getting inducted through normal annual DPCs as per prescribed quotas.

(Rly.Board's case No.E(GP)/ADB(MS)/Misc. dt. 13.4.89 JDE(GP)'s note dt. 13.4.89

B. IV PAY COMMISSION'S RECOMMENDATION (PART-I, VOL. III, CHAPTER 23, PAGE 256)

"23.11 The present procedure for promotion from Gp.'B' to Gp.'A' posts in organized services is not uniform. 'The percentage of posts prescribed for promotion varies from department to department and ranges from 20 to 50. Further, while in some services the percentage is related to the number of vacancies in other it is a percentage of posts. A promotion quota of 20 percent for Gp.'B' employees appears to be inadequate and Ministries/ Departments may review the position. **We also recommend that in all cases the number of posts available for promotion of Gp.'B' officers should be a percentage of the posts at Gp.'A' level and not related to tile number of vacancies.**"

A RAILWAY CONVENTION COMMITTEE'S REPORT

Para No.1.90

"The Committee note that though the Gp.'B' officers are physically available and working in Jr. scale/Sr. Scale of Gp.'A' posts, they are not being inducted into Gp.'A' as per their own quota of 40% (now 50%) at the appropriate time. i.e., after 3 years as laid down in the rule No.209(b) of Indian Railways Establishment Code. Further, an inordinate delay of 3 to 4 years takes place in the induction of Gp.'B' officers into Gp.'A'. The Committee are of the opinion that if the Gp.'B' officers are inducted into Gp.'A' based on the cadre and not on the vacancies, the legitimate representation of Gp.'B' in Gp.'A' will be ensured that the grievances of Gp.'B' officers regarding low percentage in Gp.'A' will be mitigated. In this connection, the Committee learn that even the Fourth Pay Commission had recommended on similar lines."

B. ANSWER TO PARLIAMENT UNSTARRED QUESTION

NO. 7567 DATED 28.04.1989 IN LOK SABHA

"a. In Civil Engg., Mech. Engg., Traffic, Electrical, S&T, Stores, Accounts and Personnel Deptts. Of Railways, Junior scale posts and Gp.'B' posts are operated. Interchangeably and therefore, it is not possible to segregate Junior Scale posts from Gp.'B' posts in these Deptts..."

B. Railway Board's letter no. 91-E(GR) II/11/9 dt. 27/09/91 addressed to Genl. Secy./IRPOF.

"The post of the Asstt. Officer in the lowest rung on gazetted cadre on the Indian Railways is combined Junior Scale/Gp.'B' except for IRMS and RPF and it is not possible to clearly demarcate the Junior

Scale posts and Gp.'B' posts in an organization like the Indian Railways. The post is considered as Gp.'A' Jr. Scale when it is manned by Jr. Scale Gp.'A' officer', otherwise it is a Gp.'B' post."

A. RECRUITMENT RULES - IRSEE

4. Methods of Recruitment : Recruitment to the Service shall be by the following methods:

- (a) By competitive examination held in accordance with Part II of these Rules.

© By promotion of specially qualified Class II Officers including officiating Class II Officers of the Electrical Engineering Department.

Not more than 50 percent of the vacancies will be filled by departmental promotion, this percentage is liable, to be varied from time to time if found necessary.

5. Vacancies etc. determined by Government

Subject to the provisions of rule 4 the Government shall determine the method or methods to be employed for the purpose of filling any particular vacancies, or such vacancies as may require to be filled during any particular period and the number of candidates to be recruited by each method.

B. PART II - METHODS OF RECRUITMENT ((IRTS))

- (f) **Methods of recruitment** - Subject to the provisions of rule 5 recruitment to the Service shall be made by the following methods, namely :

- i. by examination in accordance with the provisions of Part III of these rules;
- ii. by appointment of Asst. Traffic officers recruited through the Commission initially as temporary officers to such extent as may be decided in consultation with the Commission from time to time;
- iii. by promotion in accordance with the provisions of Part IV of these rules;
- iv. by transfer of an officer in the service of Government in accordance with the provisions of Part V of these rules;

- v. by occasional recruitment from other sources in consultation with the Commission

The percentage of vacancies to be filled by the methods referred to in clauses (a) and (c) of rule 4 shall be 66-2/3 per cent and 33-1/3 per cent respectively:

Provided that the Government may with the previous approval of the commission recruit candidates to the Service by the methods referred to in clauses ((b)) (d) and (c) of the said rule and when recruitment is made under any of the clauses or all the number of persons recruited shall count against the percentage of vacancies to be filled under the method referred to in clause (a) of the said rule.

AFFIDAVIT OF JDE(GR) IN S&T CASE

(Anil Kumar Sanghi V/S UOI)

Gp.'A' requirements are worked out annually with reference to the total Gp.'A' cadre consisting of all grades (and not merely the notional number of Junior Scale Posts), taking into account the following aspects:

- (a) Superannuation of Gp.'A' officers (Average of next 10 years)
- (b) **Senior Scale vacancies manned on adhoc basis by Gp.'B' officers (Phased over 20 years)**
- (c) Number of persons outside the cadre on deputation
- (d) Annual growth needs.

Though the requirements are for the total Gp.'A' cadre, they boil down to vacancies in Junior Scale (which is the lowest grade in Gp.'A' cadre). This is so, because a vacancy in the higher grade is filled entirely by promotion with the result that ultimately the vacancy is in the lowest grade i.e. Junior Scale. Direct recruitment as well as appointment by promotion against these requirements is made only in Junior Scale as per Recruitment Rules.

The total staff strength as on 31st March, 1989 was 1624121 out of which the number of **Gp.'A' officers was 6906 and Gp.'B' 6696.**

The Railway Board memorandum to the Standing Finance Committee Vol.-III No.I, July, 1942 reads as under:

"The RAILWAY BOARD, have for some time past, been considering the present position of the 'LOWER GAZETTED SERVICE'. The following difficulties have been experienced:

- a) **“Assistant Officers” posts are held without distinction by Junior scale officers of the superior service and officers of the Lower Gazetted Service, The cadre of the lower gazetted service being fixed so as to ensure that the superior service officers reach the senior scale after 9 to 11 years of service”.**

It clearly indicates about the fixed cadre.

RECRUITMENT POLICY

Recruitment policy, as it has evolved over the years, has been shaped by the need for ensuring direct recruitment at a level adequate enough but not too heavy to cause promotion blocks in the cadre in later years. The recruitment policy takes into account the following specifics:-

- i. Calculation of vacancies on account of wastage on the basis of annual average of actual superannuations for the next 10 years.
- ii. Calculation of growth needs at 3% per year of the Gp.'A'. Gp.'A' cadre means the total number of posts in senior scale and above plus the number of Gp.'A'-direct' recruits working in junior scale together with the corresponding notional figure of promotee quota plus the number of Gp.'A' officers on deputation including deputations to Railway Board and RDSO.
- iii. **Since a number of senior scale posts are manned on adhoc basis by Gp.'B' officers, the annual average of the number of Gp.'B' officers working in senior scale on adhoc basis spread over 20 years is added to the requirement.**
- iv. A correction factor is added to the requirement to make good shortfalls of pervious year.
- v. Calculation of vacancies on account of wastage on the basis of annual average of actual superannuations for the next 10 years.
- vi. Calculation of growth needs at 3% per year of the Gp.'A'. Gp.'A' cadre means the total number of posts in senior scale and above plus the number of Gp.'A' direct recruits working in junior scale together with the corresponding notional figure of promotee quota plus the number of Gp.'A' officers on deputation including deputations to Railway hoard and RDSO
- vii. Since a number of senior scale posts are manned on adhoc basis by Gp.'B' officers, the annual average of the number of Gp.'B' officers working in senior scale on adhoc basis spread over 20 years is added to the requirement.

- viii. A correction factor is added to the requirement to make good shortfalls of previous year.

A peculiar feature of the Cadres is that A large number of senior scale posts are manned on adhoc basis by Gp.'B' Officers since group 'A' officers are not available. The yearly recruitment plan indicated above takes into account this gap but envisages that the gap be wiped out in a phased manner over a period of 20 years. As an immediate one time measure, approval of the UPSC has been obtained for inducting 463 Gp.'B' officers into Gp.'A'

The above recruitment policy may be continued and in the cadre review proposals, gazetted manpower projections may be brought out accordingly.

(Authority - Railway Boards Note signed by ED(GC) dated 5.8.91 regarding Restructuring of grade 'A' cadre.)

(Authority - Railway Board's Note signed by ED(GC) dated 5.8.91 regarding Restructuring of grade 'A' cadre.)

A. UNDER RECRUITMENT

Reference : Parliamentary Question (RS) Dated:-06-09-96

Year	VACANCIES	PLANNED TO BE FILLED			FILLED ACTUALLY			Shortfall	
		DR	P	Total	DR	A	Total	According To Planned	Actual
1993	618	212	141	= 353	212	185	= 397	265	221
1994	606	174	116	= 290	174	113	= 287	316	319
1995	666	106	70	= 176	106	12	= 118	490	548

- B. In Railway Services, Junior Scale (Gp.'A') posts and Gp.'B' posts are operated interchangeably depending on whether the incumbent is in Gp.'A' or Gp.'B' and there is no clear-cut identification of such posts as Junior Scale (Gp.'A') posts or Gp.'B' posts.**

Posts in Senior Scale and above are all Gp.'A' posts which, in the normal course are required to be manned by Gp.'A' officers whether directly recruited or promoted from Gp.'B'. To facilitate this, rules provide that 60% of vacancies in Junior Scale (Gp.'A') should be filled by direct recruitment and 40% by promotion from Gp.'B'. If this percentage had been consistently and correctly followed over the years, the percentage of promotee Gp.'A'

officers in senior scale and above posts should not be very much below 40% of the total senior scale and above posts. However, promotee Gp.'A' officers constitute only 14% of the senior scale and above posts and the remaining 86% of such posts are manned by directly recruited Gp.'A' officers (including 'Temporary' officers). Taking senior scale posts alone, the officers man only 7.7% of senior scale posts and about 67% of senior scale posts are manned on ad-hoc basis by Gp.'B' officers. This imbalance seems to have arisen on account of the following factors operating cumulatively over the years:

- (I) It is well known that promotee Gp.'B' officers, because of their higher age at the time of entry into Gp.'A' superannuated in large numbers after a service of only a few years in Gp.'A'. Weightage for this factor does not appear to have been given in the annual calculations of wastage requirements which were, by and large, taken as a percentage of total Gp.'A' cadres.
- (II) In the cadre review of 1973, 250 posts were upgraded from JS/Gp.'B' to senior scale and in the cadre review of 1980, 382 posts were similarly upgraded. These upgradation were largely for the benefit of Gp.'B' officers, as will be clear from the following extract from the Memorandum submitted to the Cabinet relating to 1973 Cadre Review:

"The proposal for upgradation of Junior Scale to "Senior Scale posts would largely benefit Class II officers who were already officiating in the Senior Scale for many years. These Class II officers would have put in 28-30 years of service and would otherwise have to retire as Assistant Officers.. All these officers have been promoted from Class III, in which they had served for 15 to 20 years. The proposed upgradation of posts is necessary to mitigate unmerited hardship by stagnation of such promoted officers."

DE(GC)'s note dt. 14.9.89

- A. The issue of providing greater opportunities for Gp.'B' staff to come to Gp.'A' was discussed in Board meeting.

"It was decided that in calculating the vacancies those posts should also be included for which adhoc arrangements had been made for Gp.'A' officers with adhoc promotions to Senior Scale. For filling these vacancies the usual ratio of 60:40 need not apply as we do not want to increase the intake of Gp.'A' officers (Direct Rect. Officers). These vacancies may be filled within a period of 3-5 years depending upon the number of vacancies, exclusively by Gp.'B' officers."

Please take action on these lines urgently.

(Member Staff's Note dated 07-09-89)

'B' Sh. Jaffer Sharief Minister for Railway's note to Rly. Board dated 29.3.1995

"Promotion to Gp. 'B' posts are made through a positive act of selection from amongst the meritorious staff who by virtue of rendering considerable long service before coming up to Gp.'B' post acquire thorough knowledge of Railway Rules and regulations due to vast experience gained by them.

As per Recruitment Rules the eligibility conditions for promotion of Gp.'B' officers to Gp.'A'/Sr. Scale is three years regular service. A large number of Gp.'B' Officers have been working in Sr.. Scale on adhoc basis for many years. Hence, after putting three years of meritorious service by Gp.'B' promotee Officers DPC should be convened for them immediately and those who clear the DPC should be placed in Gp.'A'/Jr. Scale till the vacancies become available in Sr. Scale to promote them. Since the posts held by Gp.'B' promotee officers and directly recruited Gp.'A'/Jr. Scale Officers are the same, directly recruited officers are not affected in any way. This will also not affect the promotional avenues of directly recruited officers due to nearing and early retirement of promotee Officers. This, besides being in conformity with the Recruitment Rules, will discourage adhoc promotions which remains continued for years and also dispense with the problem of double fixation of pay of these officers which has been one of their important issue." .

A Assurance of Sh. Ram Vilas Paswan in parliament in Reply to Question No.482 Dt. 6.9.96 (Rajya Sabha)

I will ensure that DPCs (For induction of Gp.'B' in Gp.'A' are held in time.

I will work in the direction of getting the assurances/directions of previous ministers of Railways implemented.

I will get the time limit fixed for abolishing adhocism (from the cadre of officers-Sr. scale/Jr. scale).

'B' RECRUITMENT IN P.'A' (Direct and Promotion)

YEAR	DIRECT. RECTT.	PROMOTEES	TOTAL
1981	353	242	595
1982	364	250	614
1983	218	150	368
1984	240	167	407
1985	298	203	501

1986	414	284	698
1987	360	248	608
1988	301	207	508
1989	302	211	513
1990	290	199	489
1991	265	182	447
1992	455	178	633
1993	294	198	492
1994	146	100	246
1995	142	101	243
1996	256	175	431
1997	250	950	500
1998	273	273	546
1999	950	250	500
2000	250	250	500

Effect on stagnation period of Gp.'B' officers with induction of 181 officers/year into Gp.'A' (All Departments)

Deptt.	Gp.'B' service before induction Into Gp.'A'			Gp.'B' service of officers retiring without induction into Gp.'A'		
	1999	2010	2020	1999	2010	2018
Accounts	8-10 yrs.	16-17 yrs.	21 yrs	8-9 yrs.	14-15 yrs.	20 yrs.
Stores	10 yrs	13 yrs.		8-9 yrs	13 yrs	
Personal	10-12yrs	15 yrs	19 yrs	7-8 yrs	13 yrs	18-20yrs (2016)
Traffic	10-11 yrs	16 yrs	18 yrs (2017)	5-6 yrs	12 yrs	17 yrs
Civil Engg	12-13 yrs	15-16 yrs	20-21 yrs.	8-10 yrs	10 yrs	15-18 yrs.
Elec.	11 yrs	13 yrs		11 yrs.	13 yrs	
Mech.	10-11 yrs	13-14 yrs	16 yrs (2014)	10 yrs	12 yrs	14 yrs (2012)
S&T	12 yrs	17 yrs.	18 yrs (2014)	12 yrs	11 yrs	15-17 yrs.

Principles for determining the relative seniority of class I officers of all services on Indian Railways except Officers of the Medical Deptt. And other Misc. Categories.

Principle (vii)

In the case of Class II Officers permanently promoted to class I services, if two or more than two officers are promoted on the same date their relative seniority will be in the order of selection. Subject to the aforesaid provision, the seniority of officers. permanently promoted from Class II to Class I services, shall be determined by giving weightage based on

- (a) **the year of services connoted by the initial pay on permanent promotion to class I service; or**
- (b) **Half the total number of years of continuous service in class II, both officiating & permanent;**

Whichever is higher, subject to maximum weightage of five years.

Principle (viii)

As permanent promotion from Class II to Class I Services and permanent appointment of Temporary Assistant Officers to Junior Scale (Class I) involves definite act of selection, the categories will be regulated by the date of permanent promotion or permanent appointment to Class I services.

Principle (ix)

Officers, permanently appointment to the junior Scale (Class I) from amongst the categories mentioned in principles (vi) and (vii) above, against quotas of vacancies reserved for them, shall be placed below or above a particular batch of direct recruits accordingly as their dates for increment on time scale are earlier or latter than the earliest date on which any one of the direct recruits in a particular batch joined service.

A. Non existence of any Career Planning Scheme for Gp.'B Officers

"The principle of a separate career planning for Gp.'B' cadre is not feasible, since Gp.'B' officers get inducted in junior scale of Gp.'A' after which they become a part of Gp.'A' cadre of various Group'A' Railway Service... ."

(Reference: Railway Board's letter No. 90/E(GR)II/11/2 dated February-90)

"to say that the principle of a separate career planning for Gp.'B' cadre, as suggested in your letter dt. 10th Feb., 1988, is not a concept that exist in the Government and it cannot be looked into by Ministry of Railways in

isolation. Gp.'B' is a promotion from non-gazetted cadre. For Gp.'B' further avenue of promotion and career planning are linked with Gp.'A'"

(Reference: RAILWAY Board's letter No. 89/E(GR)II/15 dated 15/10/89)

Even the reply to Parliament Question No. 3022 dated 2.12.1988 says

".....Gp.'B' officers appointed to junior scale (Gp.'A') are thus a part of Gp.'A' cadre and are at par with **directly recruited Gp.'A'** officers in the matter of promotion to higher grades of Gp.'A'. In view of this, the question of separate proposal to improve the promotion prospects of Gp.'B' officers does not arise."

**'B' IIIRD PAY COMMISSION REPORT
VOL. I, PART III, CHAPTER 13, PAGE 132**

"We have again considered whether the existing pattern of having Class 1 and gazetted class 'II' service requires any change. While direct recruitment is made to Junior scale of the organized class I services (or to the lower segment of the integrated scale in certain cases), the well understood intention is that these direct recruits will spend only a relatively short period in the junior scale, as the case may be. During this period, which is usually 6 years or so, the direct recruit undergoes a period of in-service training, and acquires considerable experience, as he is continuously called upon to meet fresh challenges, and encouraged to take responsibility. The career grade is the Sr.. scale. The intention is to build up the direct recruit so that he can hold the top administrative posts while he is still young, and to develop his qualities of drive and initiative. On the other hand, the class II services often mark the culmination of the career of efficient class III employees, though direct recruitment also does take place, as indicated earlier. **While the class II officers often exercise similar statutory powers as a junior class I officer, the responsibilities he is called upon to discharge, however, are some what more routine, and there is a great degree of supervision.** We are of the view that, having regard to different roles assigned to these services, and to need for building up cadres to man the senior administrative posts, the existing division into class I and class II services should be retained."

Note : (Statements-indicates the number of posts required for bringing officers with 8 yrs. service in zine of consideration, atleast , which is shown here. May be seen at page no. 159)

A. *The essential attributes of an organized service are as follows:*

1. The highest cadre post is not below the level of Rs.5900-6700
2. It has all the standard grades, namely Rs.2200-4000, Rs.3000-4500 and Rs. 5900-6700
3. **At least 50% of the vacancies in the Junior Time Scale (Rs.5900-6700) are filled by promotion from the next lower grade.**

B. *Extracts from the Judgement of the CAT/ Eranakulam Bench in O.A. No 783/90 delivered on 21.4.92.*

"3. The Respondents have filed a reply stating that the benefit of the higher pay scale of Rs. 2000-3200 has already been granted to Stenographers in the Railways also and this is not denied. It is submitted that in so far as classifying them and granting them Gp.'B' status is concerned, the letter of the Department of Personnel (Ann.A) is neither applicable to the Railway employees nor binding on them. In this connection, the Respondents have stated as follows :

At the outset it is submitted that such orders are not as such applicable to Railways. This is because of the basic differences between Department of Railways and other Government Departments. It may kindly be noted that the Railway is a separate department and industry by itself under the Government of India **and it is governed by** a separate Ministry, Railway Board, General Manager and officials under them and is a separate and independent department with its own individuality, special characteristics, pay structure, service conditions, etc. Thus there is service rules such as Railway Establishment Codes, Railway Servants Discipline and Appeal Rules, Railway Service Conduct Rules, Railway Pension Rules, Railway Establishment Manual, etc. governing the service conditions of railway employees. The provisions of Industrial Disputes Act, Payment of Wages Act, Payment of Gratuity Act, etc. are also applicable to Railways unlike in the case of many other Government Departments. It is also pertinent to note that till 1957 there was no provision for payment of pension to Railway employees unlike in the case of other Central Government employees. It may also kindly be noted that the provision regarding payment of Bonus was initially made applicable only in Railways even when it was not applicable to other Government employees and even now there is difference regarding the said provisions, in between Railway employees and other (Government) employees. The Railway Employees are entitled for a special privilege of getting Railway passes for journey throughout India both during the period of employment and also after retirement, whereas such provisions are not applicable to other government employees. There is also a separate Railway Service Commission for recruitment to Railway Service whereas it

is the Union Public Service Commission which make recruitment in respect of employees of other Central Government Departments. It can also be seen that even the budget proposals etc. is different for Railways.”

4.2 1ST PAY COMMISSION REPORT (PART-II), PARA 24 & 25

“ 24. The suggestion that two classes may be amalgamated has been mainly based on the Ground. (i) that the standard for recruitment to two classes is more or less the same, and (ii) that the class II officers are only promoted to class I posts but also in many cases hold charges not distinguishable from those held by junior officers of class I and discharge similar duties even while remaining in class II”

“25. In the Railway services, though the classification rule contemplate the existence of two classes (class I and class II) of gazetted service, we gather that some Railways, especially those under company management, have had only one class officers some of whom enter the officers class by direct recruitment, while others come up by promotion. Where two class existed, they have been known as the superior services and the lower gazetted service respectively. The superior services comprises a senior scale and junior scale officers posts, and officers belonging to the lower gazetted services are promoted to a certain proportion of junior scale posts in the superior service. The lower gazetted service has long been pressing for the amalgamation of the two classes of gazetted service into a single category, mainly on the ground that many officers belonging to the lower gazetted have in fact been discharging the same duties as are performed by junior scale officers of the superior service. The Railway Board and the Government seem some time ago to have expressed themselves in favour of such amalgamation. When the General Managers of the north western Railway and the B.B & C I. Railway appeared before us, they seemed to realize, in the course of their evidence, the disadvantage of combining into a single cadre a number of directly recruited young officers and a number of promoted older men and making the amalgamated cadre a large one. But the **Chief Commissioner for Railways explained in the course of his evidence that the Railway Board and the Government were committed to amalgamation proposal because it was not possible in the railway administration to differentiate the duties to be allotted to the officers to the junior scale of the superior service from those to be assigned to members of the lower gazetted service.**”

“.....The inclination of the majority of members, however, was that it was desirable to retain the two classes; but the departments where the differentiation between the two classes was not necessary or possible, either because of the mode of recruitment or because of the difficulty of

distinguishing between the importance and responsibility of the duties respectively performed by Class I and Class II officers, the two fold classification may be dispensed with and the two groups treated as one gazetted service."

- A In 1946, the Railway Board in its memorandum prepared for the meeting of the Standing Finance Committee held on 17th and 18th July, 1946 placed the final proposal. The final proposal of the Government was as under
- (i) The lower gazetted service shall be abolished and all the present confirmed lower gazetted service officers who are considered suitable shall be promoted to the Superior Services placing them junior to all the confirmed officers already in the later service.
 - (ii) The promotion of subordinates shall be arranged in future that the total number in the Junior Scale never exceeds 35% of the total strength of that cadre
 - (iii) The increase in the cadre due to abolition of the lower gazetted service shall not cause any increase in the number of vacancies to be filled by recruitment from UK.
 - (iv) Persons of non-Asiatic Domicile now in the lower gazetted service who will be promoted to the superior services enblock on its abolition, shall count against vacancies which would have been filled by recruitment in the UK if such recruitment had not been suspended during the year.
 - (v) Provision of the change will be made in the budget for 1947-48 and the abolition will be made effective from 1st April, 1947.

'B' The Administrative Reforms Committee has recommended in para 5.1

'Class II posts where incumbents perform duties similar to those of Class I officers may be abolished'

A Extract of High Level "Tandon Committee": (Page 41) regarding Gp.'B'

"Their designations as Gp. 'B' has reinforced the differences between the two streams for recruiting managers resulting in a short cleavage. It is strongly recommended that this distinction be removed and all those once selected to become officers should compete on an equal footing for further promotions and responsibilities. This would, of course, entail some changes in the recruitment process and training. A Task Force may look into all implications and suggest how this anachronism may be

removed, so that managers from the two streams respect each others strengths and work to common goal.”

- B** The level of functions and responsibilities of Assistant Officers is such as can be discharged by either Gp.'B' officers or by JS Gp.'A' officers. The number of positions to be manned at this level is highest in the gazetted cadre of Indian Railways. Considering all aspects of the matter and keeping in view the practical aspects of the matter and keeping in view, the practical field considerations of producing efficient, economical and continuous interruption-free operations/ services, the **Ministry of Railways have evolved a system whereby the posts at the level of first line managers are shared commonly by Gp.'B', officers and JS Group'A' officers, as the same is considered detrimental to the performance of the system. This is so particularly as the functions/responsibilities at this level are of such nature as can be efficiently discharged by officers belonging to both classifications namely Gp'B' or Junior Scale Gp.'A'.**

(Board's Letter to Joint Secy. DOP&T Dated 13/21-7-98)

□ □ □

PRESENTATION
TO RLY. BD. BY
INDIAN RLYS. PROMOTEE OFFICERS' FEDERATION
ON 21-06-2001 **- SLIDES**

1. RECRUITMENT POLICY FOR RAILWAY OFFICERS

- 2.**
- Hon'ble Supreme Court directed to implement post based roster in place of vacancy based roster.
 - DOP&T ordered to replace the phrase "percentage of the vacancies to be filled by various methods" by "percentage" of the posts to be filled up by the various methods" in Recruitment Rules.
 - It necessitated to fix up number of the posts in junior scale Gp.'A'.

3. CADRE FIXATION IN JUNIOR SCALE

- This is not a new idea. The rules provide for it and it was already existing. But not accepted.
- Rule 111(C) stipulates to allot and fix posts in junior scale
- The memorandum to Standing Finance Committee states Junior Scale Posts 35% of total cadre

4. J S GP.'A' & GP.'B' FIXED SEPARATELY

- The classified list 1983 showed 2161 junior scale posts in organized services
- The South Central Railway statement on gazetted establishment shows junior scale posts as 258 separately.
- The Classified List of 1990 & 1993 also showed junior scale posts separately.
- Board has taken a decision to provide 35% of the junior scale posts to subordinates.

-
- The sanction in the paper by Adv(MS) for Junior Scale Officer was shown separately
 - The table based on railway's information prepared by IV Pay Commission shows Gp.'A' sanction as 7700 and Gp.'B' as 3600 only.
 - The recruitment rules for Gp.'B' services show Gp.'B' posts separately.
- 5.**
- Board's study in 1998 shows that 2000 Gp. 'B' officers were working against junior scale Gp.'A' posts.
 - The leave reserve strength in officers' cadre is 602 in junior scale in organized services .
 - The IV Pay Commission has recommended percentage in cadre for promotion of Gp.'B' officers.
 - The Railway Convention Committee also recommended the same.
- 6.**
- Despite these facts Board took a different view.
 - Posts at JS and Gp.'B' Asstt. Officers cannot be segregated.
 - Answer to Parliament Question on 28-04-1989.
 - Boards Letter to Secy. Genl. IRPOF on 27-09-1991.
 - Strangely the Posts (JS Gr.'A') against which Recruitment is made are shown near about non existent.
 - JS Gp.'A' Posts not counted for calculation of vacancies.
- 7.**
- The Recruitment Rules provide 50% of the vacancies be filled by departmental promotion
 - But the rules have not been followed.
 - The calculation is not based on actual vacancies.
 - Vacancies in very lesser number in the name of requirement are being worked out.
 - It caused under recruitment and not meeting out even natural wastage.

8. UNDER RECRUITMENT

YEAR	VACANCIES	PLANNED TO BE FILLED DR + P = Total	SHORTFALL
1993	618	212 + 141=353	265
1994	606	174 + 116=290	316
1995	666	106 + 70 =176	490

*Posts in Junior Scale Gp.'A' Not Counted for calculating the Vacancies
Based on Answer to Parliamentary Question Dated : 06/09/ 1996*

9. YEAR	NATURAL WASTAGE	VACANCY PLANNED TO BE FILLED UP	SHORT FALL FOR NATURAL WASTAGE
1993	554	353	201
1994	556	290	266
1995	479	176	303

Natural Wastage means retirement etc.

10. ADHOC PROMOTION IN SR. SCALE

- Under recruitment caused non availability of junior scale Group 'A' officers to fill up senior scale posts and large number of adhoc promotions.
- Other reason for adhoc promotion – non induction of Gp.'B' officers into Gp.'A' for senior scale posts upgraded to remove stagnation of promotee officers

- 11. • This upgradation to senior scale was necessitated due to re structuring of the cadre as the restructuring was being done on the basis of total strength of officers including Gp.'B' Asstt. officers prior to IV Pay Commission.
- Of course so called requirement did not meet the need of expansion of cadre.
- The cumulative effect caused large scale adhoc promotions in senior scale i.e. 1762 in 1989.

- 12.**
- Board decided to regularise adhoc promotions in 1989 within 3-5 years.
 - Proposal was for 900 posts.
 - But only 463 posts were approved for induction in Gp.'A' which was far lesser than the quota of their vacancies and 97 could be regularised.
 - If only senior scale adhoc promotions are taken as vacancies, the promotee quota comes to
 - $40\% \text{ of } 1762 = 704.$

13. COURT CASES

- 3 different and conflicting judgements were given by Hon'ble CATs.
 - Board implemented conflicting judgements without seeking review or appealing to Hon'ble SC.
 - IRPOF filed an appeal in Hon'ble SC which has been admitted and pending which should have been filed by Railway Board.
- 14.**
- Hon'ble Minister for Railways passed orders on 29/03/1995 for regularising adhoc arrangements.
 - Hon'ble Minister for Railways assured in Rajya Sabha to fix up a time limit to do away the adhocism on 06/09/1996.
 - In 1997, Board again decided to regularize 1250 senior scale ad hoc officers in 5 years by inducting 250 Gp.'B' officers into Gp.'A' and by recruiting 250 direct recruits inspite of IRPOF's plea that Board must restrict number of direct recruits which the Board is empowered to do as per Rule 5 of the RRs.

15. THE AD HOC ARRANGEMENTS INCREASED FURTHER-WHY?

- Direct recruits will occupy SS posts in 2002 and onwards.
 - Gp.'B' officers 3 years DPCs overdue/due.
- 16.**
- Board placed indent for 170 officers for year 2001.
 - If quota for promotees is taken as 181 per year, the calculations show increase in their stagnation even upto 20 years.
 - This will increase adhocism.
 - This will further create practical difficulties.

17. RECRUITMENT IN GP.'A' (DIRECT AND PROMOTION)

YEAR	DIRECT RECTT	PROMOTEE	TOTAL
1981	353	242	595
1982	364	250	614
1983	218	150	368
1984	240	167	407
1985	298	203	501
1986	414	284	698
1987	360	248	608
1988	301	207	508
1989	302	211	513
1990	290	199	489
1991	265	182	447

18.

1992	235	173	408
1993	202	136	338
1994	146	100	246
1995	142	98	240
1996	256	175	431
1997	250	250	500
1998	273	273	546
1999	250	250	500
2000	250	250	500

19. SS POSTS TO BE MANNED REGULARLY IN FUTURE WITH INTAKE OF 170 OFFICERS

- DR based on 4 Years residency in SS 170X4 = 680.
- Gp.'B' officers inducted in Gp.'A' (50% of 170X4) = 340.
- Total 1020**
- DR based on 5 Years residency in SS 170X5 = 850.
- Gp.'B' officers inducted in Gp.'A' (35% of 170X5) = 298.
- Total about 1150**
- Posts in Sr. Scale as in January 2000 2880
- Balance of SS posts will have to be manned on adhoc basis

- 20.** • If cadre is fixed, as 180 for promotees and 540 for directs in junior scale, then, in near future, direct recruitment will be nil or very less.
- Direct recruits available in near future *750
 - Cadre fixed 540
 - * **Due to recruitment of 250 Officers per year in the past.**
 - Seniority rules normally are according to batch.
 - The vacancies will be available in the 2 quotas of junior scale officers, according to the batch promoted and will not be equal in both the quotas.

21. CAREER PLANNING OF GP.'B'

- No separate Career Planning for Gp.'B' feasible. Once inducted in Gp.'A' it is looked after with them Authority-Bd's Letter of Feb.1990.
 - Further Career Planning for Gp.'B' is linked with Gp.'A' Bd's Letter of Oct. 1989.
 - Gp.'B' officers when inducted into Gp.'A' are part of Gp.'A' and no separate proposal for promotional prospects is needed (**Reply to Parliamentary Question 3022 dated 02-12-88.**)
- 22.** • IIIrd PC observed CI-II Services often mark the culmination of Gp. 'C' employees.
- It is based on wrong footing i.e. responsibilities are routine and there is a great degree of supervision.
 - Fact is both Gp.'A' & 'B' Asstt. Officers perform same duties, share same responsibilities and exercise same powers.
 - Gp.'B' Officers were manning most of the Sr. Scale branch Officers' Posts which have been upgraded to 'JA' grade.
 - Naturally they aspire to occupy branch officers' posts now in JAG.

23. PROMOTIONAL PROSPECTS GP.'A'

Status	Eligibility Period	Actual Period
SAG	17 Yrs.	18 Yrs.
SG	13 Yrs.	13 Yrs.
JA	8 Yrs.	9 yrs.
SS	4 yrs.	4 yrs.
GP.'B'		
Sr. Scale (Adhoc)	3 yrs.	10 yrs.
Induction in Gp.'A'	3 yrs.	11.5 to 12 yrs.

24. NO. OF GAZETTED POSTS AS ON 1/1/2001 IN ORGANISED SERVICES

POST	NUMBER	SHARE OF PROMOTEEES
HAG & above	155	NIL
SAG	826	2 %
SG/JAG	2254	18 %
Sr. Scale	2880	21 % regular 52 % adhoc
Asstt. Officers	5625*	87 %

* Including 602 LR in JS

- 25.**
- The proposal to seek relaxation to bring Gp.'B' officers having 8 years of service in zone of consideration after applying enabling clause in consultation with UPSC.
 - Gp.'B' officers having completed more than 8 years service in Gp.'B' are 1477
 - Post required to bring them under zone of consideration – 581.
 - Application of enabling clause – not required
 - The posts above 170 are within the quota of vacancies for Gp 'B' officers.
 - According to the provision of rule 4 & 5, this is not necessary

- 26.** • The plea that attributes for organized service provide recruitment of direct recruits in junior scale at 50% does not stand good for post based rosters.
- Attribute should be for posts.
 - **DOP&T instructions are not binding for the Rlys.**
 - Board did not implement DOP&T instructions in all the cases.
 - Board stated that DOP&T instructions are not as such applicable to Rlys. In OA NO. 783/90.
- 27.** • Board said it has its own Establishment code, separate Budget, D&AR etc. in support of above.
- DOP&T issued instructions that non functional grade in Engg. Services should be in JAG and in non Engg. Services in SG.
 - Board adopted SG as Non-Functional grade for all services.
 - Selection to the Joint Secy. post including ED, SAG etc. is made by Rly Bd. In other Ministries it is done by PAC.
 - DPC for JAG is not based on vacancies but as per batch. DPC of Gp.'B' to Gp.'A' also is not totally in accordance with DOP&T instructions specifically in calculation of vacancies.

28. SHARE OF PROMOTEE OFFICERS IN GP.'A'

- The recruitment rules if changed according to DOP&T's instructions will read not more than 50% of the posts will be filled by Departmental Promotion.
- Sr. Scale posts and above 6617
- L R posts JS 602
- TOTAL Gp.'A' Posts 7219
- 50% of above 3610

Note :- not counting the other JS posts as shown in classified list and Board's study etc., as referred to earlier.

29. ARTIFICIAL CLASSIFICATION

- The two fold artificial classification is not warranted.
- Duties and responsibilities can not be distinguished and posts of Asstt. Officer can not be segregated.
- Main problem in fixing the cadre is artificial classification and not the weight-age.
- Ist Pay Commission recommended to abolish two fold classification.
- Chief Finance Commissioner for Rly's, declared, the abolition will take place after 1946.
- Rly. Bd. Chalked out the scheme to abolish it.

30. SOLUTIONS

- *The Recruitment Rules should be changed.
- *50% of the Assistant Officers posts in Junior Scale (Gp.'A') should be filled up by the promotion and 50 % by Direct Rectt.
- *DR may be restricted to 100 Numbers for better career progression.
- *Cadre of junior Scale for Direct = 300 (Keeping in view their residency in Junior Scale for 3 years)
- Cadre for promotion in junior Scale = 300

31. OR

- 50 % of Junior scale posts may be filled up by promotions-seniority cum suitability.
- 50 % off Direct Recruit posts may be bifurcated into 2 portions.
 - (a) 25 % Direct Recruit from open market.
 - (b) 25 % Direct Recruit through Limited Departmental Examination of Gp.'B' Officers fulfilling certain conditions.
- Examination should be conducted by UPSC.

**COPY OF NOTE BY RLY. BOARD-
REGARDING CADRE FIXATION/RECRUITMENT POLICY**

Sub : Proposal for determination of JS cadre for DR and PQ, modification to RRs and invocation of Power to Relax on a selective basis

1. DR Indent of 172 vacancies for the Organised Services has already been sent to the UPSC for Exam Year 2001. In terms of the Recruitment Rules, the Promotion Quota (PQ) indent has also to be the same. IRPOF has expressed that an undertaking had reached with the Board to indent 1250 vacancies for PQ in 5 years starting from EY 1997. Indents for 1023 vacancies (excluding carry forward vacancies) have already been included in the DPCs corresponding to EY 1997 to EY 2000. As per the understanding, balance 227 vacancies are required to be indented for PQ in the DPC corresponding to EY 2001. This will only be possible by invoking the enabling clause "**Power to Relax**" available in the RRs.
2. For the cadre structure at present comprising of approx. 6000 SS & above posts, the annual intake works out to 170 officers each from DR and PQ quota as explained in slides entitled "**Fixation of JS cadre in organized Services**". This is taken to be 180 each for the purpose of determining the JS cadre, to account for exigencies like some of the Gp.'B' officers having to remain in JS, due to their getting weightage less than 4 years or for some officers having to stay longer in JS for reasons like DAR/Vig. Cases etc.
3. The JS segment for the present cadre structure works out 540 for DR and 180 for PQ. This may require review from time to time depending upon circumstances, however the ratio of (3 DR: 1 PQ) shall remain unchanged. The Recruitment Rules will be modified to incorporate this ratio of bifurcation in order to implement DOPT's instructions regarding Post based Rosters.
4. With this bifurcation in the ratio 3:1, the annual intake of DR and PQ will remain more or less equal (50:50) as required by the attributes of Organised Gp 'A' Services.
5. The issues raised by IRPOF: (a) increasing the annual **induction of Gp.'B'** to Gp.'A' to more than 50%, and (b) bifurcation of DR segment of annual intake (50%) into two parts - 25% DR from open market and 25% by LDCE of Gp.'B' Officers, were informally discussed with **DOP&T** and UPSC. The

indications are that both these proposals may not be acceptable. However, a formal reference has been made to DOP&T on 31.3.2001.

6. IRPOF have further brought out that Gp.'B' officers have to wait for more than 12 years for getting into Gp.'A' and thus they are not left with adequate service for further promotion to JAG and DPCs held by the UPSC generally get delayed and this position has been deteriorating in recent years.

- (a) The position regarding stagnation in Gp.'B' before induction to Gp.'A' has been checked. The Service-wise position is given below:

Service	Length of Service (in years)
IRSE	12.5
IRSEE	11.5
IRSSE	11.3
IRSME	10.5
IRTS	10.5
IRPS	9.5
IRAS	8.5
IRSS	8

On comparing the position with such panels formed in 1970s and 1980s, it is noted that the position has improved in all Services except IRSEE and IRSME where there has been marginal deterioration.

- (b) As regards delays in holding DPCs, it is mentioned that in the past there have been delays due to introduction of Post based roster system as per instructions of DOPT and non-availability of complete documents from Railways i.e. Seniority lists, ACRs etc. in time.

In order to eliminate the delays the DPC proposals corresponding to EY 1999 and EY 2000 have been combined and sent to the UPSC. The DPC for IRSME has already been finalized and others are in process.

Efforts will be made to follow DOPT's guidelines on "**model calendar**" for preparing advance panels for DPCs corresponding to EY 2001 and onwards.

7. After giving due consideration to the points brought out above and the presentations, the problems of Gp.'B' officers can be addressed by adopting a positive and implementable approach as detailed below:

- (a) Ensuring that the DPCs corresponding to EY 2001 and onwards are held in time as per model calendar circulated by DOPT.

- (b) By invoking the enabling provision of **“Power to Relax”** for inducting a higher number of Gp.’B’ officers, as compared to the **corresponding DRs** within the framework permissible, on a selective basis, as indicated below.
8. In order to mitigate the prevailing stagnation amongst Gp.’B’ officers in some of the Services, a methodology has been developed through computerized simulator model for assessing the PQ slots that should be proposed for next three years (i.e. EY 2001, EY 2002 and EY 2002) as indicated in para 7 (b) above, rather than deciding on an ad hoc figure of 250 or 227 etc. The methodology is explained in the slides entitled **“Issues in relation to induction of Gp.’B’ officers to Gp.’A’ cadre”**.
9. The above procedure is expected to bring improvement in respect of number of years spent in Gp.’B’ by officers in the proposed Zone of Consideration vis-a-vis those inducted into Gp.’A’ through DPCs corresponding to EY-1996 to EY-1998

The methodology adopted is rational and therefore can be considered for usage in future also, whenever circumstances warrant.

10. It is therefore proposed to approach UPSC for relaxation of the provisions of RRs of organized Services under the enabling clause **“Power to Relax”**, for allowing higher PQ indent as compared to the DR indents’ selectively for next-three years as under:

EY 2001 - 246
 EY 2002 - 216
 EY 2003 - 201

Approaching the UPSC for seeking **relaxation for PQ indent of 227**, as per past understanding with IRPOF will require the same level of time and efforts in convincing the UPSC as for a 3-year period. **It has also been made clear by UPSC that the “power to relax” clause cannot be invoked every year.**

Above approach was informally discussed with UPSC and they have indicated their willingness to consider the proposal with open mind provided the proposal is complete in all respects and all conclusions are supported by proper analysis.

11. UPSC will also be approached for seeking amendment to the RRs of Organised Services for change over from **“vacancy-based”** to **“post-based”** system as proposed in para 3 above.

For the existing cadre strength of **Gp.’A’ Organised Services**, the JS cadre will be fixed as indicated in para 3 above.

□ □ □

**PRESENTATION
BY RLY. BD.
REGARDING GAZETTED CADRE, CADRE FIXATION AND
RECRUITMENT POLICY FOR GAZETTED CADRE**

- SLIDES

1. TYPES OF GAZETTED CADRES IN RAILWAYS

- **Organized Gp.'A' Services**
IRSE, IRSME, IRSEE, IRSSE, IRSS, IRTS, IRAS, IRPS & IRMS
- **Miscellaneous services**
RPF, C&M, Hindi, RDSO services, Printing & Stationery, Law, Cashiers
Railway Schools, EDP, RBSS, etc.
- **Gp.'B' in Railway Organised services**
Have been provided to be filled exclusively by promotion from Group
'C' (70% based on seniority and 30% by LDCE).

2. ESSENTIAL ATTRIBUTES OF AN ORGANIZED GP.'A' SERVICES AS STIPULATED BY DOP&T

- Highest Cadre post is not below the level of Rs. 18400-22400/-
- Has all the standard grades namely Rs. 8000-13500. Rs. 10000-15200, Rs. 12000-16200 and Rs. 18400-22400.
- At least 50% of the vacancies in the Junior Time Scale (Rs. 8000-13500) are required to be filled by Direct recruitment.
- All vacancies above the Junior Time Scale and upto Senior Administrative Grade (Rs. 18400-22400) are filled by promotion from the next lower grade.

3. CADRE-FIXATION

Rule-111-R-I

The Cadres of the Services and Departments included in Railway Services Gp.'A' & 'B' (other than medical department and specialists) posts on Indian Railways shall be fixed in accordance with the following principles :

Rule 111(2) (a)-R-I Number of permanent working posts, that is posts required for ordinary duty on a railway, shall first be determined for each services and departments are divided into various grades from Senior Administrative Grade to Junior Scale/Gp.'B'.

4. CADRE-FIXATION (CONTD.)

Rule-111(2)C-R-I

The number of posts to be allotted to the Junior Scale shall be calculated with reference to administrative grade and senior scale posts and shall be so fixed as to allow a continuous flow from lower to higher grade after a given period of service. For this purpose all the administrative posts, including the general administrative posts shall be taken into account.

Rule-111(2) (d)-R-1

Rest of the posts shall be allotted to Gp.'B'.

5. CADRE FIXATION (CONTD)

Rule-111(3)R-I

Posts required for meeting deputation, leave and training requirements shall be provided in Junior Scale based on requirements assessed from time to time. These posts shall be intended ordinarily to provide for the deputation/training of and/or grant of leave to a member of the department without the necessity of making an officiating appointment to the Junior Scale or to Gp.'B' posts in the chain of vacancies consequent on the deputation, training of and/or grant of leave of the member in question.

6. GP.'A' SERVICE

- To build DRs to hold top, administrative posts, while still young and also develop their quality of drive and initiative.
- Direct Recruits expected to spend short period in lower segments and undergo 'In-service' training to keep service attractive enough to draw best talent :
- The requirements of qualifications and method of recruitment/selection to Gp.'A' are very stringent.

7. RECRUITMENT TO GP 'A' SERVICE

Recruitment to Gp.'A' Services is to be done, in consultant with UPSC, in accordance with the provisions of Statutory Recruitment Rules framed for each Services. These Statutory Rules of different Railway Services provide for Recruitment to Junior Scale through:

- Direct Recruitment by competitive Examination held by UPSC.
- Promotion of Gp.'B' officers of the department concerned in prescribed proportion.

8. INDUCTION OF GP.'B' TO GP.'A'

Rule-209(b)R-I

Promotion from Gp.'B' to Gp.'A' (Junior scale)-Appointment to Junior Scale shall be made by selection on merit from among Gp.'B' Officers of the department concerned with not less than three years of non-fortuitous services in the grade. The DPC for this purpose shall consist of a representative of the UPSC as Chairman and two representatives of the Ministry of Railways as Members.

9. PRESCRIBED PROPORTION BETWEEN DIRECT RECRUITMENT AND PROMOTION

	By DR	By Promotion
Prior to 1960s	75%	25%
During 60s and 70s	66.7%	33.3%
During 80s and up-to mid 90s	60%	40%
From 1997 onwards	50%	50%

(In IRPS this proportion was 50:50 right from the constitution of the Service in 1975)

10. INTAKE TO GP.'A'

The annual intake to Gp.'A' service for manning all posts on regular basis by direct recruits and promotees primarily depends on the total size of the Gp.'A' cadre and the average rate of annual attrition of Gp.'A' officers from the services.

Further distribution of Gp.'A' posts in various grades (viz. HAG, SAG, JAG, SS) will depend on :

- Total number of Gp.'A' posts in a cadre

- b. Average residency in each grade in line with the desired career planning and commensurate with the aspiration of the Gp.'A' officers, as enshrined in RI-111.

11. DIRECT RECRUITS INDENTS

Year	Gp.'A' Cadre	Ratio DR:PQ	D.Recruits Actual	Indent Ideal*
1970	3782	2:1	79	110
1975	4484	2:1	138	131
1980	4698	3:2	311	125
1985	5668	3:2	249	157
1990	6592	3:2	298	183
1995	6999	3:2	161	194
97-2000	7511	1:1	250	180

Note : Taking 31 yrs of Gp.'A' Service for DR and 14 yrs for promotee inducted to Gp.'A'.

20% added for Deputation, resignation, materialisation factor, growth of traffic, etc.

12. DIRECT RECRUIT INDENTS

The effect of Induction of large number of DRs in 1980 have already started manifesting themselves in that the officers have to wait longer for getting into JAG and SAG.

The DR indent should therefore be kept at 170 per annum for next few years and reviewed at periodic intervals.

13. CORRECTIVE ACTION NEEDED

There is need for the following.

- Take corrective measures to conform to statutory provisions for promotion to SS.
- Tighten the yardstick for creation of SS work charged posts to reduce the need of ad-hoc promotion.

14. CORRECTIVE ACTION NEEDED (Contd.)

This may however give an impression that prospects of Gp.'B' are effected adversely.

A closer analysis of scheme of things for Gp.'B', their aspiration and actual possibilities will indicate that their prospects may not get affected adversely

15. ASPIRATION OF GP.'B' OFFICERS

Though Gp.'B' marks the culmination of career of efficient Group 'C' staff, a large number of these officers are left with long years of service in Gp.'B' specially those inducted through LDCE. The main aspiration of Gp.'B' officers has been to get inducted Gp.'A' as early as possible so that their further promotional prospects are automatically taken care of along with Gp.'A' direct recruits.

To this end, there has been persistent demand for higher % of induction of Gp.'B' officer in Gp.'A' every year. From the level of only 25% of annual intake in Gp.'A' in 1950s, the promotee quota for induction to Gp.'A' has steadily increased and at present stands at 50%.

Considering the essential attributes of organized Gp.'A' service as stipulated by DOPT, which are applicable to all other organized services equally, it is not possible to increase this proportion of 50% for promotee quota any further.

16. ASPIRATION OF GP.'B' OFFICERS (Contd.)

Rule 209(B)R-1

Gp.'B' officers with not less than 3 years of fortuitous service in the grade, are eligible for appointment to Jr. Scale. In Railways Gp.'B' officers inducted to Gp.'A' by UPSC, get weightage up to 5 years of service in Gp.'A' and are directly promoted to Sr. Scale.

Thus, before induction to Gp.'A' Sr. Scale the requirements of minimum service in Gp.'B' works out to 8 years. This is in tune with other miscellaneous services including RBSS where Gp.'B' officers are directly promoted to Sr. Scale and the minimum length of service prescribed is also 8 years.

Accordingly, ensuring induction of Gp.'B' officer to Sr. Scale after 8 to 10 years of Gp.'B' service needed to be aimed at for meeting the aspiration of those Gp.'B' officers, by and large who are left with adequate service at the time of promotion to Gp.'B'.

17. LENGTH OF SERVICE IN GP.'B' BEFORE PROMOTION TO SR. SCALE GP.'A'

Length of Services based on Panel Corresponding to

Service	Exam Years 1996 & 97	In 1970s
IRSE	12.5	15.8
IRSEE	11.5	10.5
IRSSE	11.5	13.3
IRSME	10.5	10.0
IRTS	10.5	14.0
IRPS	9.5	11.8
IRAS	8.5	16.0
IRSS	8.0	9.5

18. THREE FOLD INCREASE IN INDUCTION OF GP.'B' TO GP.'A'

Year	Approx. Strength of Gp.'B'*	Indent Size DR Promotee		Promotee Quota as % of Gp.'B'
1966	3200	80	40	1.25%
1975	3450	138	69	2.0%
1985	5000	249	166	3.3%
1990	6050	298	198	3.3%
1995	6000	161	107	1.8%
97-2000	6500	250	250	3.8%
2004-05	5000**	180	180	3.6%

* Including Gp.'B' officers working in SS (ad-hoc)

** As a result of elimination of majority of posts (approx. 1300) of Gp.'B' working as Ad-hoc SS and also reduction of about 200 Gp.'B' work charged posts due to cut in plan size.

19. In order to mitigate the problem of stagnation, since a large number of Gp.'B' officers were already working on ad-hoc basis in Sr. Scale, one time induction of higher percentage of Gp.'B' officers than what is admissible as per Recruitment was done in 1990 as one time exception. The incidence of ad-hoc promotion to Sr. Scale was about 1250 in 1995. With a view to eliminate the high incidence of ad-hoc promotions, higher indents both against DR and promotee quotas (250 each) have been placed since 1997. While this step has improved the lot of Gp.'B' officers marginally, it is expected to severely affect career prospects of Gp.'A' direct recruits of those batches having large intakes and will militate against the principles of organised services.

20. With effect of higher level of indents both against direct recruitment and promotee quota in last 5 years, the incidence of Gp.'B' officers working in Sr. Scale (ad hoc), should reduce substantially. In addition, the number of Jr. Scale/Gp.'B' work-charged posts will also reduce to the extent of cut in the plan size. The strength of Gp.'B' officers will reduce substantially as a result of combined effect of these and the ratio of annual promotee quota indent to the total Gp.'B' strength will not be affected adversely and may stabilize at about 3.6%, if the annual indent is kept at 180. **This would be possible only if the Sr. Scale cadre is right-sized.**

21. FIXATION OF JUNIOR SCALE CADRES IN ORGANISED SERVICES

22. JUNIOR SCALE CADRE OF GP.'A' RAILWAY SERVICES

With the vacancy-based system followed so far, the RRs prescribe intake to Junior Scale Gp.'A' in the ratio of 1:1 between Direct Recruitment and Promotion. In view of the post-based reservation roster, DOP&T have advised that RRs be amended to prescribe a ratio of posts on the Junior Scale cadre to be filled up from each stream. For this we need to fix up Junior Scale cadre separately for '**Direct Recruitment**' and '**Promotion**'.

23. For fixing the Junior Scale Cadre for '**Direct Recruitment**' and '**Promotion**' separately, we need to consider.

- **Gp.'A' Cadre strength of each Service.**
- **Need for manning all Gp.'A' posts on regular basis.**
- **Possibility of increase/decrease in Gp.'A' Cadre-specially due to work-charged posts.**
- **Extant rule of giving weightage, up-to five years, of Gp.'B' service on induction of Gp.'B' officers into Gp.'A'.**

24. While most Gp.'A' services in other departments, do not give weightage of Gp.'B' service to officers on induction to Gp.'A' Junior Scale, those who give such a weightage generally keep it at two years. Perhaps the rationale behind two-year weightage is that promotee officers directly go to working post as against Direct Recruits, who undergo 1.5 to 2 years training.

Unlike this we give up-to five years weightage. As a result Gp.'B' officers on being inducted to Gp.'A' Junior Scale, almost always get promoted to Senior Scale straight away. Their period of residency in Junior Scale is, therefore, NIL.

**25. CADRE OF ORGANISED SERVICE AS ON 1.1.2001
(including WC and General Posts)**

Service	HAG & above	SAG	SG/JAG	SS	JS/Gr'B'	Total
IRSE	26	143	546	702	1417	2834
IRTS	21	113	268	324	814	1540
IRSME	18	109	364	383	782	1656
IRSEE	13	81	324	363	604	1385
IRSSE	13	62	222	329	518	1144
IRSS	5	57	147	242	350	801
IRAS	12	74	187	281	550	1104
IRPS	3	32	98	179	441	753
General	43	156	100	71	135	505
TOTAL	154	827	2256	2874	5611	11722

26. REQUIRED ANNUAL INTAKE TO GP.'A' SERVICES

For regular manning of all Gp.'A' posts, ideal arrangement would be to recruit a certain percentage of total number of Gp.'A' posts every year so that aberrations caused by batches of widely fluctuating sizes are avoided as far as possible.

27. THIS PERCENTAGE SHOULD TAKE INTO ACCOUNT

- Age of entry of Gp.'A' from the two streams and hence the expected length of Gp.'A' service.
- Officers leaving the Organisation prematurely.
- Deputations etc.

28. AVERAGE ANNUAL INTAKE

Total Posts SS & Above :	(approx.) 6000
Average Length of Service of SS & above :	
DR	31 yrs
Promotee	11 yrs
Average Length of Service of Gp.'A'	21 Yrs

Officers in SS & above (both DR & Promotee) as entry is in the ratio of 1:1

29. AVERAGE ANNUAL INTAKE

Average induction to Gp.'A' per Year 6000/21 : 285

With margin for deputation. Materialisation rate on DR quota and phased reduction of adhoc in SS 20% 340

Proportion of Intake in Gp.'A' as per RRs

DR:PO :: 1:1

indent/year from DR and PQ = 340/2 : 170 each

30. BASED ON THESE CONSIDERATIONS SERVICE-WISE REQUIRED ANNUAL INTAKE WORKS OUT TO :

Service	DR	Promotee	Total
IRSE	42	42	84
IRSME	26	26	52
IRSEE	24	24	48
IRSSE	18	18	36
IRSS	13	13	26
IRTS	23	23	46
IRAS	15	15	30
IRPS	9	9	18
Total	170	170	340

31. AVERAGE ANNUAL INTAKE - PROMOTIONAL QUOTA

Therefore, average indents being 170/year for promotee quota. 170 slots in the JS Cadre earmarked for PQ segment should become vacant every year.

About 10 slots have been kept for these Gp.'B' officers who may get less than 4 years of weightage in seniority and may have to stay in JS Gp.'A' for some period.

Therefore JS Cadre for Promotee Quota should be

180

32. JS POSTS - DR SEGMENT

DR batches join Railways in September and undergo 1½ year of probationary training and become available for posting in March of Third year.

For example,

DR of Exam year 1998 joins as Probationer in September'99

Becomes Due for posting in working posts in March, 2001, i.e. after 1½ year of probation

Completes 4 year in September, 2003 and becomes eligible for SS. Therefore, residency in JS Gp.'A' is 2½ yrs.

33. BIFURCATION OF JS POSTS

Thus in April, 2003

DRs of 1998, 1999 & 2000 Exam year joining Railways on working posts in March 2001, 2002 & 2003 will be in JS. Thus the number of JS/Gp.'A' posts for DRs has to be equal to 3 batches i.e. $180 \times 3 = 540$

DR	180 (1998)	180 (1999)	180 (2000)	=	540
PQ =	180			=	180
Total JS Gp.'A' Cadre becomes				=	720

34. Thus keeping in view the minimum requirement of 4 years service for regular promotion of Gp.'A'/JS to SS, at any given point of time there would be three batches of Direct Recruits working in Junior Scale, whereas there would practically be no promotee officers in Junior Scale. However since recruitment/promotion to Junior Scale Gp.'A' is done once a year we may notionally presume one batch of promotee officers in Junior Scale as against three batches of Direct Recruits.

35. THE SIZE OF THE INDENTS AFTER BIFURCATION OF JS POSTS

The above distribution of JS/Gr 'A' posts ensures that while deciding the number of slots falling vacant as on 1.1.2004, the indents from both segments DR as well as PQ, will be equal as provided in the existing vacancy-based RRs

DR Quota 98 Batch (promoted to SS) 180

Promotee Quota all slots (They occupy notionally only.) 180

This also ensures adherence to Post based roster system, as directed by DOPT.

36. Thus, if the present proportion of intake between Direct Recruits and Promotees (50% each) is to be maintained (Attributes of organised services as given by DOP&T require a minimum of 50% vacancies in Junior Scale being filled by Direct Recruitment), the cadre for the two streams has to be in the ratio of 3:1 for Direct Recruits and Promotees respectively.

It needs to be appreciated that this ratio is only because of the Railway Ministry's unique rule of giving upto five years weightage to Gp.'B' officers on promotion to Gp.'A'.

37. POINTS RAISED BY IRPOF

- Increasingly longer period taken by Gp.'B' officers in recent times to get into Gp.'A', as well as for getting ad-hoc senior scale than mid 1980s.

COMMENTS

- *Promotion to Senior Scale is dependent upon availability of vacancies from time to time.*

- *The analysis of those empaneled to Gp.'A' in 1980s vis-a-vis in 1998-99 reveal improvement in IRSE and IRSS and deterioration in IRSEE.*
- *The promotion quota has been increased from 40% to 50%.*
- *The length of Gp.'B' service for getting Ad-hoc SS for getting empaneled to Gp.'A' was 3 to 9 years in mid 1990s, which is now 6 to 9 years. The average has practically remained at about 6 years.*

38. POINTS RAISED BY IRPOF

- Gp.'B' officers should be paid the same scale of pay as that of JS, their duties and responsibilities being the same.

COMMENTS

This has been considered by successive Pay Commissions and not agreed to. The issue was deliberated by CAT also and not agreed to Providing a higher Gp.'B' grade of 8000-13500/- to 80% Gp.'B' officers, in services other than Accounts (where it is already given). is also under deliberation by Group of Ministers.

39. POINTS RAISED BY IRPOF (Contd.)

- **The indent for Induction of Gp.'B' to Gp.'A' should be de-linked from direct recruitment quota.**

COMMENTS

- Pursuant to the DOP&T's instructions on post-based roster system, Junior Scale Cadre for the DR and promotee segments, if bifurcated, in the ratio of 3:1, shall lead to de-linking of the size of indents for the two streams, while still remaining within the definition of "Organized Services".
- By invoking "**Power to Relax**" provisions of the Recruitment Rules selectively in consultation with the UPSC, need based de-linking of the indents for two streams will be achieved.

40. POINTS RAISED BY IRPOF

- While retaining promotee quota as 50% of annual intake, the DR quota may be sub-divided to 25% through Open Competition and 25% through LDCE, limited to departmental Gp.'B' officers only, by the UPSC.

COMMENTS

USPC's Regulations do not permit holding such Examination (LDCE), on a regular basis, open only for departmental candidates for induction to Gp.'A' (JS), even by amending Recruitment Rules.

41. IN ORDER TO CORRECT THE ABERRATIONS EXISTING IN THE SYSTEM, WE NEED TO:

Strictly adhere to the Statutory provisions, in terms of Establishment Codes & UPSC Regulations regarding promoting Gp.'B' to Senior Scale on ad-hoc basis.

42. WE ALSO NEED TO :

Fix the annual intake to Gp.'A' Railway Services at the level of about 170 each from the two streams (total for eight services), with service-wise breakup as shown earlier.

43. WE ALSO NEED TO :

Fix the Junior Scale Cadre for Direct Recruitment at 540 and for Promotion at 180 (keeping a small margin over calculated intake figures of 170 for each stream), appropriately divided between eight services.

44. WE THEREFORE NEED TO INVOKE "POWER TO RELAX" CLAUSE SELECTIVELY :

Recruitment Rules for Railway Organized services have a provision of "Power to Relax". Consequently, Government can relax any provision of the Recruitment Rules in consultation with the UPSC. In Railways, while the Gp.'B' officers in some services are promoted regularly to Sr. Scale in 8 years, the position in Engineering Services and IRTS reveals that the length of service vary from 10 to 12 years. For providing comparable avenues for Gp.'B' officer, it would be necessary to invoke "Power to Relax" clause in these services for the specific recruitment years in consultation with the UPSC for increasing promotee quota on a selective exceptional basis.

45. METHODOLOGY FOR ANALYSIS AND RESULTS

46. GP.'B' EMPANELMENT

- Number of officers, empaneled to Gp.'B' has shown wild fluctuations during the period 1987 to 1997.
- Such large and irregular fluctuation precludes possibility of regular empanelment to Gp.'A'.
- The large variation can be seen from the statement.

47. GP.'A' EMPANELMENTS

- The issue was discussed with DOP&T and UPSC. Empanelment to Gp.'A' has to conform to the recruitment rules for organised services and "*Power To relax*" clause can be invoked only by exception and to the extent that it would not adversely affect the career prospects of the DRs.
- For minimising this adverse effect, the PQ slots should not be more than 1.5 to 1.6 times the DRs, otherwise JAG/SG Promotion of DRs get affected substantially.

48. GP.'A' EMPANELMENTS

- Within these constraints an effort has been made to bring maximum number of Gp.'B' Officers in ZOC, Guiding Principle being, that officers with 9-10 years of Gp.'B' service on cut off date, should be included in the ZOC.
- Detailed analysis has been done as explained in the next slide.

49. METHODOLOGY FOR ANALYSIS

- Complete seniorities lists of all Gp.'B' officers empaneled upto 1997 obtained and computerised.
- Year wise number of Gp.'B' officers and their retirements tabulated.
- Numbers of officers with 10 years and 9 years of service on cut off dates for next three Exam year 2001 to 2003 worked out.
- Numbers of PQ slots cat cenlated to bring all officers with 10 yrs. and of year 1 in zone of consideration.

-
- Numbers of Gp.'B' officers, out of those already empaneled to Gp.'A' in a particular year, assessed to see the effect on JAG/SG promotion of DRs.

50. METHODOLOGY FOR ANALYSIS

- With this methodology a model has been developed to assess the number of PQ slots for next three years. Within the constraints of DOP&T and UPSC.
- One such model for IRSME is shown below.

51. METHODOLOGY FOR ANALYSIS

Proposed PQ Slots

- With above analysis, for all services, the position of PQ Slots for EY 2001 to 2003 Emerges as follows
- With this, there is likely improvement in average length of Gp.'B' service, before induction to Gp.'A' as compared to those empaneled against exam year 1997 and 1998 as shown.
- This may be discussed with UPSC for invoking "Power to relax" clause, Selectively based on the out come of above analysis.

□ □ □

PRESENTATION BY RAILWAY BOARD REGARDING

1. ISSUES IN RELATION TO INDUCTION OF GP.'B' OFFICERS TO GP.'A' CADRE

2. GP.'B' EMPANELMENTS

- Number of officers, empaneled to Gp.'B', has shown wild fluctuations during the period 1987 to 1997.
- Such Large and irregular fluctuation precludes possibility of regular empanelment to Gp.'A'.
- The Large Variation can be seen from the statement (Ann.I)

3. GP.'A' EMPANELMENTS

- The issue was discussed with DOP&T and UPSC, Empanelment to Gp.'A' has to conform to the recruitment rules for organised services and "Power to Relax" clause can be invoked only by exception and to the extent that it would not adversely affect the career prospects of the DRs.
- For minimising this adverse effect, the PQ slots should not be more than 1.5 to 1.6 times the DRs. Otherwise JAG/SG Promotion of DRs get affected substantially.

4. GP.'A' EMPANELMENTS

- Within these constraints an effort has been made to bring maximum number of Gp.'B' officers in ZOC, guiding principle being, that officers with 9-10 years of Gp.'B' service, on cut off date, should be included in the ZOC.
- Detailed analysis has been done as explained in the next slide.

5. METHODOLOGY FOR ANALYSIS

- Complete seniority lists of all Gp.'B' officers empaneled upto 1997, obtained and computerised.
- Year wise number of Gp.'B' officers and their retirements tabulated
- Number of officers with 10 and 9 years of service on cut off dates for next three exam years 2001 to 2003, worked out.
- Number of PQ slots calculated to bring all officers with 10 Yrs and 9 Yrs, in Zoc.
- Number of Gp.'B' Officers. Out of those already empaneled to Gp.'A' in a particular year, assessed to see the effect on JAG/SG promotion of DRs.

6. METHODOLOGY FOR ANALYSIS

- With this methodology a model has been developed to asses the number of PQ slots for next three years, within the constraints of DOP&T and UPSC.
- One such model for IRSME

This model can be discussed with ED/T&MPP.

7. PROPOSED PQ SLOTS

- With above analysis, for all services, the position of PQ slots for EY 2001 to 2003 emerges as follows (Ann-II)
- With this, there is likely improvement in average length of Gp.'B' service, before induction to Gp.'A' as compared to those empaneled against exam year 1997 and 1998 as shown. Ann-III
- This may be discussed with UPSC for invoking "**Power to Relax**" clause, selectively based on the out come of above analysis.

8. THANKYOU

*Annexure-I***APPROX SIZE OF GP.'B' PANELS OVER THE YEARS**

Service	Data	Year of empanelment to Gp.'B'									
		Complete upto year	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Number of Gp.'B' Officers still in services as on 1.1.2001											
IRSE	1995	17	95	80	52	66	114	141	112	135	103
IRSME	1997	5	35	71	46	51	40	64	82	76	112
IRSEE	1996	14	47	62	39	34	24	40	44	74	77
IRSSE	1997	8	27	28	36	19	28	17	37	47	80
IRTS	1995	2	62	44	36	49	48	66	119	59	54
IRPS	1996	3	5	28	33	39	65	73	87	69	41
IRAS	1996		2	9	16	43	75	103	99	107	60
IRSS	1997	1	3	5	16	15	30	44	59	51	56

*Annexure-II***PROPOSED PQ INDENTS**

Service	PQ Indent for EY		DR Indent for	Proposed PQ Indents for EY			Relaxation from UPSC required for
	1999	2000	2001	2001	2002	2003	
IRSE	66	61	42	67	67	52	EY 2001, 2002, 2003
IRSME	40	38	26	42	26	26	EY 2001
IRSEE	41	35	24	38	24	24	EY 2001
IRSSE	31	28	20	20	20	20	
IRTS	39	32	23	37	37	37	EY 2001, 2002, 2003
IRPS	15	13	9	14	14	14	EY 2001, 2002, 2003
IRAS	27	24	15	15	15	15	
IRSS	23	19	13	13	13	13	
TOTAL	282	250	172	246	216	201	

ANNEXURE-III

Service	PQ Indent for EY		DR Indent for	Length of service for EY 97 & 98	EXPECTED IMPROVEMENTS EXAM YEAR		
		1999			2000	2001	2002	2003
IRSE	66	61	42	12.5	9 to 10	9 to 10	9 to 10
IRSME	40	38	26	10.5	8 to 9	9 to 10	9 to 10
IRSEE	41	35	24	11.5	9 to 10	9 to 10	9 to 10
IRSSE	31	28	20	11.5	9 to 10	9 to 10	8 to 9
IRTS	39	32	23	10.5	9 to 10	9 to 10	9 to 10
IRPS	15	13	9	9.5	>10	>10	>10
IRAS	27	24	15	8.5	8 to 9	9 to 10	9 to 10
IRSS	23	19	13	8	<8	<8	8 to 9
TOTAL	282	250	172				

□ □ □

**COPY OF LETTER WRITTEN BY SH. K. HASAN-
SECY. GENERAL, IRPOF-ADDRESSED TO
MS. MAMTA BANERJEE—THE THEN RLY. MINISTER**

(No. RoF/Meeting/2000 dt. 12.1.2000)

Sub : Defective Promotion/ Recruitment Policy

1443 Gp.'B' officers are working in senior scale on adhoc basis, many of them for more than 5 years; even 8 years because Gp.'A'' regular junior scale officers are not available for regular promotion due to lesser intake in Gp.'A'' through direct recruitment as well as by promotion

Even the vacancies caused due to normal wastage i.e due to retirement etc. have not been filled up resulting, in posts remaining vacant and arrangements made on adhoc basis. **The Ministry of Railways has confirmed the above fact by giving figures in** reply to Starred Question No. 482 on 6.9.96 in Rajya Sabha. The figures are summarised below

Year	1993	1994	1995
(1) Total Vacancies	618	606	566
Vacancies filled up by			
(A) Direct Recruitment	212	174	106
(B) Promotion	185	113	12
(2) Total (A) + (B)	387	287	118
Vacancies remaining unfilled (1- 2)	231	319	448

The under recruitment is made to provide fast promotions to Gp.'A' officers at the cost of non promotion of Gp.'B' officers against their legitimate quota of 40% of vacancies (now 50%) by adopting a defective formula for calculation of vacancies.

Railway Board in 1989 decided to phase out the adhoc promotions in 5 years and the parties opposed to it manipulated the things in such a way that it could not be implemented. IRPOF proposed to delink the quotas for direct recruitment and Gp.'B' officers for induction into Gp.'A' if lesser number of direct officers are to be recruited.

After categorical assurance given in Rajya Sabha by the then MR, Board again agreed to phase out adhoc promotions within 5 years, but efforts are being made by some officers to obstruct the regularisation of adhoc arrangements Your goodself may appreciate that adhoc promotion is a stop gap arrangement and cannot be continued for years to end.

At present direct recruitment of Gp.'A' officers is being made not to the extent of 50% of the vacancies. But at a much lesser number (to provide faster promotion to them) and Gp.'B' officers are also being promoted in an equivalent number instead of a number equivalent to 50% of the vacancies, resulting in under-recruitment in both the cases and filling up of vacancies remaining vacant due to under-recruitment by promoting the Gp.'B' officers on adhoc basis

May we request your goodself to kindly intervene and **issue instructions to ensure that promotee officers are not deprived of their 50% quota and those promotee officers who are working in senior scale on adhoc basis are regularised at the earliest keeping in view the assurance given by the then MR in Rajya Sabha.**

with regards

□ □ □

**COPY OF LETTER WRITTEN BY SH. S.K. BANSAL TO
SH. S.K. BALAKESARI, MEMBER STAFF, RLY. BD.**

(No. RoF/Meeting/Sub/04/01 dt. March 2001)

Sub: Promotions of Gp.'B' to Sr. Scale (adhoc)-stagnation thereof

In the series of many papers submitted earlier by this Federation, on the subject of Career development of Gp.'B' officers, mostly relating to their induction in Gp.'A' officers, we have been pointing out that the prospects of Gp.'B' officers for their induction in Gp.'A' are deteriorating over the years.

Through this papers of ours, the issue of promotion to Senior Scale [adhoc] has been discussed. It is observed that even in the matter of their promotion to Sr. Scale (adhoc), there has been extreme deterioration, during last few years. With only two aspects - providing some prospects to Gp.'B' officers - available, and both deteriorating to large extent, the Gp.'B' cadre is frustrated to the extreme, contributing therefore in their moral being to the lowest level.

This Federation, therefore, submits that a deep thought may please given to the aspect of lower moral and prevailing frustration among Gp.'B' officers, as both of these are most detrimental for any organisation.

Moreover, there is no indication to this Federation, whether lot of information/argument being submitted by it, in form of papers/notes during last few months, are being given due importance or are just being ignored.

With you, at the helm of affair, we are sure that justice shall be granted to this category of Gp.'B' officers, who are being deprived of their due for many decades. But with the dearth of time at your disposal, an expeditious consideration is requested for which we are very sure that you will not disappoint this cadre.

With every hope and kind regards.

Annexure

SUB: PROMOTIONS OF GP.'B' TO SR. SCALE (ADHOC)

1. This federation has submitted many discussion papers during last few months on the subject of induction of Gp.'B' to Gp.'A', cadre fixation in junior scale, stagnation in Gp.'B' (for Gp.'A') etc. We are sure that a positive

action must be under active consideration of the Board on these subjects. Through, this note of ours we intend to bring out this fact to notice that not only in the matter of their induction to Gp.'A', where period is increasing year by year, the situation has also turned much worse in the Sr. Scale (ad hoc) promotions for Gp.'B' officers. This federation has made in-depth study on this aspect too, and the results in nut shell are being brought to the notice of the Board, for remedial measures.

For the present, there is only one grade scale for Gp.'B' officers i.e. Rs. 7500-12000 and unless they are inducted in Gp.'A', there is no worth while outing/career development for the Gp.'B' officers. However, in between, the Gp.'B' officers are being given promotions to Sr. Scale (ad hoc basis), the post of Sr. Scale being definitely a Gp.'A' scale.

2. As per extent rules, the eligibility period for promotion to Sr. Scale is 3 yrs. regular service in Gp.'B'. Therefore, whenever a Gp.'B' officer is promoted to Sr. Scale- off course on ad hoc basis, (because he is not Gp.'A' at that time) after 3 years of regular service, he is entitled for full pay fixation in Sr. Scale under FR-22C (a) i.e. adding one increment in old scale and fixed at approximate stage of Sr. Scale.

If, however, a vacancy is available in Sr. Scale, and eligible officers both from Gp.'A' direct recruits and Gp.'B' are not available for promotion, then filling up of this vacancy was permitted with Gp.'B' officers even if they had not completed 3 yrs. regular service in Gp.'B'. This promotion, however, was not a regular promotion but on charge allowance basis only. (Such promotions are not taking place at present). But a perusal of the Rly. Boards letter Nos. E(GP)75/1/58 dt. 20.6.80 and E(GP)87/06/326/8 dt. 13.11.87, shall reveal that such situations were existing as late as upto 1987.

3. Upto 1986-87, there were many occasions, where vacancies existed in Sr. Scale but the eligible officers with 3 yrs service in Gp.'B' were not available. Rly. Board's letter E(GP)91/1/21 dt. 27.12.91, disallowed the promotion of Gp.'B' officers not having 3 yrs. regular service in Gp.'B'. Through this note we want to lay emphasis that such situations of vacancy being available and officers with 3 yrs. service not available do existed at that time too.

In nut shell, by 1986-87 or in some cases afterwards too, the position was that in many departments, the Gp.'B' officers used to get a chance of getting promoted to Sr. Scale (ad hoc) just after 3 yrs regular service in Gp.'B'. This was the basic reason that during 1992, when large number of additional vacancies were added for Gp.'A' clearance for Gp.'B' except in Signal Deptt. officers of all the other departments who were inducted in Gp.'A' were already working in Sr. Scale (ad hoc).

4. On the contrary, this federation during a study made on the subject, have found that at present there is no single case where the Gp.'B' gets promoted to Sr. Scale (adhoc) after 3 yrs. or so. In fact, a statement on the subject which is enclosed herewith as annexure 'A' wherein the date of the Gp.'B' officers senior most waiting for Sr. Scale (adhoc) Rly.-wise and department-wise is indicated. Along with this, the number of officers waiting for promotion to Sr. Scale (adhoc) who have completed 3 years regular service in Gp.'B' is given. Also given is number of officers with 8 yrs. or more service in Gp.'B' waiting for Sr. Scale (adhoc)- included in the earlier figure.
5. A close perusal of this statement reveals many facts viz.
 - 5.1 **A large variation is existing in promotional prospects of Gp.'B' officers as when one department is compared to another department on one Railway (annexure-B) and one Railway to another Railway in the same department (annexure-C).**
 - 5.2 **Perusal of these statement indicates that while on E.Rly., Gp.'B' officers of 3.89 are still waiting for promotion to Sr. Scale in Personnel Deptt. where as in RCF, Personnel officers of even 11.96 have been promoted.**

Similarly while on E. Rly., the senior most officers belongs to 6.88 of S&T Deptt. waiting for promotion to Sr. Scale, on S. Rly. S&T Deptt. officers belonging to 3.96 have been promoted.
 - 5.3 **On W. Rly. as many as 135 officers who have completed 3 yrs. are waiting for promotion to Sr. Scale in Civil Engg. Deptt., where as the number waiting on N.F. Rly. is only 32.**

6.0 DETERIORATION IN PROMOTION PROSPECTS

As already mentioned above, only about 15-16 yrs. ago, Gp.'B' officers used to wait to complete 3 yrs. for getting promoted, today the situation is that as many as 3316 officers having completed 3 yrs. or more service are waiting for promotion to Sr. Scale (adhoc). The situation is so acute today that out of these 3312 officers, more than 1200 officers have completed more than 8 yrs. in Gp.'B' and are still waiting for promotion to Sr. Scale (adhoc).

7.0 PROSPECTS IN FUTURE

The subject discussed above is what is the situation today. But despite repeated pleas made by this Federation, to look into the aspect of acute stagnation in the cadre of Gp.'B' the administration has not been giving

any thought to this aspect, due to which the promotional prospects are rather diminishing instead of improving over the years. In fact, even today no consideration is being given to this aspect while number of posts have been more than doubled in even General Manager's cadre. Instead of 7 officers getting members pay scale, now 10 officers are getting this pay scale. Similarly, in selection grade cadre too, the number of posts have also recently been doubled resulting in the fact, that today not a single eligible officer is waiting for this grade. Rather in some cadres, posts are available but eligible officers are not available.

- 7.1 As proposal has already been mooted, to increase the number of posts in HAG, SAG and JAG, thus the only category which will be devoid of any increase in promotional prospects shall be Gp.'B' cadre. Rather with the upgradation of senior scale posts to junior administration grade (JAG), Gp.'B' category will be the category most hit, as whatever promotions they are getting today shall also be denied in future.
- 7.2 What is more, the administration is bent upon to reduce the number of posts for induction of Gp.'B' officers, in Gp.'A' which is the only out-let available for them for career development. Today the discussions are on, wherein the number of posts for Gp.'B' induction to Gp.'A' is likely to be reduced from 250 to 180/ year. All this only on one consideration, that the satisfactory career development is ensured for direct recruits (Gp.'A') even if it meant adverse for Gp.'B' officers. Though, every one is discussing the ill-effect of larger intake of direct recruits, on their career prospects, no one is thinking about adverse effect of reduced induction of Gp.'B' in Gp.'A'. Already even with so called large induction, the induction of Gp.'B' officers in Gp.'A' is being done in 11-12 yrs. as compared to 8-9 years earlier (about 10 yrs). Increase in their waiting period for promotion to Sr.Scale (adhoc) has already been discussed in detail above.

8.0 CONCLUSION

In view of the above mentioned detailed discussions on promotional prospects of Gp.'B' officers in general, the administration should take now a decision, whether the Gp.'B' officers are required to be given equal treatment, or not? If yes, then it is the right time, to take appropriate and also a bold decision to find out the ways and means to ensure equitable promotional prospects for the Gp.'B' officers too. How long the administration will continue to ignore realities? After all Gp.'B' cadre is also contributing their best, for the well being of Railway Organisation and believe us, it is not a small and ignorable contribution at all.

□ □ □

Annexure 'A'

Comparative chart for Promotion to Sr. Scale (adhoc)- Rly-wise/Department wise As on 01.03.2001

Rly	Mechanical		Electrical		Civil Engg.		Traffic		S&T		Personnel		Accounts		Store		Total
	12.92	56	3.90	85	10.92	104	12.89	77	4.92	27	12.93	43	9.93	67	4.95	33		492
CR	12.92	56	3.90	85	10.92	104	12.89	77	4.92	27	12.93	43	9.93	67	4.95	33	492
ER	3.89	25	3.89	34	3.91	11	10.90	18	6.88	12	12.93	17	7.94	19	9.93	-	136
		57		39		66		52		27		46		47		26	360
		20		26		22		22		22		20		18		10	162
NR	8.90	66	8.90	49	10.91	153	11.92	80	8.91	48	2.94	35	10.94	44	12.93	27	502
		20		10		67		32		27		9		10		9	184
NE	12.92	31	8.94	11	5.93	46	5.90	35	1.89	20	4.94	28	4.95	32	6.94	16	219
		7		1		34		23		8		4		-		9	86
NF	2.92	23	11.90	10	10.94	32	6.94	32	5.94	18	12.91	29	4.95	9	3.95	9	162
		9		5		8		10		2		12		-		2	48
SR	9.93	37	5.93	20	2.94	49	12.93	40	3.96	16	8.94	32	10.94	38	8.94	25	257
		12		2		12		3		1		8		11		1	50
SC	7.92	41	6.92	32	8.91	96	11.89	64	5.92	21	5.94	30	5.95	33	2.92	17	334
		18		14		51		31		4		17		-		9	144
SE	11.91	35	4.92	72	10.94	81	9.94	32	1.94	50	5.94	33	5.95	55	1.94	32	390
		28		15		44		9		7		9		-		10	122
WR	8.93	46	4.90	32	7.89	135	3.90	71	3.91	26	9.90	43	12.93	45	7.92	30	428
		19		14		63		42		21		31		22		9	221
CLW	3.94	7	6.91	14	8.87	6	-	-	-	-	12.92	10	8.94	12	5.95	6	55
		3		9	(Misc)	5						6		7		-	30
DLW	6.96	8	7.91	4	-	-	-	-	-	-	1.95	2	8.94	3	3.93	6	23
		-		1								-		1		2	4
ICF	11.95	13	9.91	10	-	-	-	-	-	-	9.94	4	6.94	10	6.96	3	40
		-		5								3		1		-	9
WAP	8.95	6	3.95	4	-	-	-	-	-	-	11.93	2	7.93	1	8.94	6	19
		-		-								1		1		1	3
RCF	3.94	9	1.91	1	-	-	-	-	-	-	11.96	2	6.96	3	2.95	1	17
		5		1								-		-		-	7
DCW	10.94	9	11.92	2	-	-	-	-	-	-	-	2	5.93	1	5.94	4	18
		3		1								-		1		1	6
Total		447		384		660		483		254		341		389		241	3316
		171		163		230		189		86		137		92		61	1212

Note : 1st figure indicate the date of joining Gp.'B' senior most officer waiting for promotion to Sr. Scale adhoc
 11nd figure indicate the number of officers waiting with 4 years and the figure below the no. of officers with more than 8 years service in Gp.'B' one
 of these.

Compiled by S.K. Bansal

Annexure - B**Variation - one Railway - one Department
to other Departments****Gp.'B' officers waiting for promotion to Sr. Scale**

Railway	Date of Sr. Most	Deptt.	No. of Officers	Date of Jr. Most	Deptt.	No. of Officers
C.Rly.	12/89	Traffic	77	04/95	Store	33
				12/93	Persnl.	43
E.Rly.	06/88	S&T	27	07/94	Acct.	47
				09/93	Store	26
N.Rly.	08/90	Mech.	66	10/94	Acct.	44
				11/92	Traffic	80
NE Rly.	01/89	S&T	20	04/95	Acct.	32
				08/94	Elect.	11
NF Rly.	12/91	Persnl.	29	03/95	Store	09
				10/94	Acct.	32
S.Rly.	09/93	Mech.	37	03/96	S&T	16
				02/94	Civil	49
SC Rly	11/89	Traffic	64	05/94	Acct.	33
				05/94	Persnl.	30
SE Rly.	11/91	Mech.	35	05/95	Acct.	55
				10/94	Civil	81
W.Rly.	07/89	Civil	135	12/93	Acct.	45
				08/83	Mech.	46
CLW	08/91	Elect.	14	05/95	Store	06
				03/94	Mech.	07
DLW	07/91	Elect.	04	06/96	Mech.	08
				01/95	Persnl.	02
ICF	03/91	Elect.	10	06/96	Store	03
				11/95	Mech.	13
W&AP	07/93	Acct.	01	08/95	Mech.	06
RCF	01/91	Elect.	01	11/96	Persnl.	02
				03/94	Mech.	09
DCW	11/92	Elect.	02	10/94	Mech.	09

Note : 1. No. of Officers indicate the officers waiting for Promotion to Sr. Scale (ad hoc) with 3 years service in Gp.'B'.

2. The dates mentioned are the date of joining in Gp.'B'.

Compiled by
—S.K. Bansal

*Annexure - C***One Department - Variation from one Railway to another Gp.'B' officer waiting for Promotion to Sr. Scale.**

Deptt.	Date of Sr. Most	Railway	No. of Officers Waiting	Date of Jr. Most	Railway	No. of Officers waiting
CIVIL Egg	07/89	W.RLY.	135	10/94	N.F.RLY.	32
				10/94	S.E.RLY.	81
				02/94	S.RLY.	49
MECH.	03/89	E.RLY.	57	09/93	S.RLY.	37
				08/93	W.RLY.	46
				11/95	ICF	13
				06/96	DLW	08
ELECT.	03/89	E.RLY.	38	05/93	S.RLY.	20
				08/94	N.E.RLY	10
				03/95	W&AP	04
TRAFFIC	11/89	S.C.RLY.	64	09/94	S.E.RLY.	32
	12/89	C.RLY.	77	06/94	N.F.RLY.	32
	03/90	W.RLY.	71			
S&T	06/88	E.RLY.	27	03/96	S.RLY.	16
	01/89	N.E.RLY.	20	05/94	N.F.RLY.	18
PERSONNEL	09/90	W.RLY.	43	08/94	S.RLY.	32
	12/91	N.F.RLY.	29	05/94	S.C.RLY.	30
				05/94	S.E.RLY.	33
				11/96	RCF	02
ACCOUNTS	09/93	C.RLY.	67	04/95	N.E.RLY	32
	12/93	W.RLY.	45	04/95	N.F.RLY.	09
				05/95	S.C.RLY.	33
				05/95	S.E.RLY.	55
STORES	07/92	W.RLY.	30	06/94	N.E.RLY	16
	02/92	S.C.RLY.	17	08/94	S.RLY.	25
				05/95	CLW	06
				06/96	ICF	03

- Note :**
1. The indicated are the date of joining in Gp.'B'
 2. No. of officers is the officers waiting for promotion to Sr. Scale (adhoc) with 3 years service in Gp.'B'.

Compiled by

—S.K. Bansal

**COPY OF SH. S.K. BANSAL, LETTER ADDRESSED TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI
*No. RoF/Meeting/Sub/05/01 dt. March 2001***

**Sub: Large variation in promotional prospects - Gp.'A' Induction -
among deptts/Railways.**

Submitted herewith is another paper regarding large scale variations for Gp.'A' induction existing among departments and even in railways to railways. This require an in-depth study so that suitable solutions are found for these problems. However, this Federation feels that no consideration is being given to the problems of Gp.'B' officers, resulting in the fact that every problems of Gp.'B' is existing for decades, and no solution found.

Such situations create sense of frustration among the members of Gp.'B' cadre, which in turn affects the moral of Gp.'B' officers adversely.

May we request you to intervene for positive results.

**INDUCTION OF GP. 'B' OFFICERS IN
GP. 'A' VARIATION-THERE OFF**

1. Induction of Gp.'B' officers in Gp.'A' is due after 3 yrs. regular service in Gp.'B'. However, during last 2-3 decades, there is no instance, where induction has been done in 3 yrs. Therefore, wherein the promotions to Gp.'A' direct recruits are being ensured on eligibility periods or nearby in about 80% of the cases (100% in case of promotions from Jr. Scale to Sr. Scale for Gp.'A'), there is not a single case to quote for induction to Gp.'A' for Gp.'B' after 3 yrs. service in Gp.'B'.
2. Based on the DPC for the year 1998 (Personnel Deptt. 1997 only) the average length of service spent in Gp.'B' before induction to Gp.'A' was as under;

	<u>Yrs. Month</u>		<u>Yrs. Months</u>
Mech.	11 - 01	Store	10 - 00
Elect	12 - 05	Personnel	10 - 09 (for 1997)
Traffic	11 - 02	Accounts	09 - 09
Civil	12 - 04	S & T	11 - 11

The above is indicative of the fact that large scale delay is taking place in induction of Gp.'B' to Gp.'A', the average period being 11 yrs. 6 months

3. Apart from the fact that none of the Gp.'B' officer has been inducted in Gp.'A' after 3 yrs. of service in Gp.'B', excessive delay is also taking place in finalisation of DPCs. The dates of finalisation for the DPC for the year 1998 are as under;

Mech.	11.4.00	Store	16.8.00
Elect	28 7.00	Personnel	Nov.00
Traffic	30.8.00	Accounts	16.8.00
Civil	03.8.00	S & T	29.11.00

Evidently, the average delay in finalisation of DPCs is more than two years. It is worth mentioning that no benefit is given to any Gp.'B' officer, of this delay and their date of induction is taken as it is. In addition, clear instructions exist from DOP-T to ensure DPCs in advance.

4.0 VARIATION IN PROMOTION PROSPECTS

A statement showing the date of entry of the junior most Gp.'B' officer, inducted in Gp. ' A' as on date is placed as annexure-A This also shows the number of Gp.'B' officers, waiting for induction in Gp.'A' as on 1.3.2001 and having completed more than 8 yrs. Gp.'B' service.

It is revealing that as many as 1474 Gp.'B' officers, belonging to 8 organised services and having already completed 8 yrs. service in Gp.'B' are waiting for their induction in Gp.'A' as on 1.3.2001. Even if it is taken that the present level of 250 induction every year, shall continue (though it is not a fact, as it is guaranteed only for 2 more years i.e. for 1999 and 2000, and administration is trying to reduce it at least to 180 if not further lower), it will take at least 6 more years to wipe out this backlog of 1474 officers. Though, during this period of 6 yrs., equal number or even more officers, shall be completing 8 yrs. service or more. Hence reduction of waiting period from the existing levels may not be possible unless the number of vacancies for induction are drastically increased.

- 4.1 As regards variations among various railways and various departments, the same is extreme. A summary of this statement is given as annexure 'B' herewith. The critical perusal of this will reveal that the officers who entered in Gp.'B' as back as March '84 belonging to N.E. Rly. of Electrical Deptt. only could enter in Gp.'A' where as the junior most officer belongs to Personnel department of N.E.Rly.

(Sept.94). A difference of more than 11 yrs. in the fortune of Gp.'B' officers, belonging to two railways and two departments can simply be termed as astonishing.

- 4.2 It is seen that not only there is vast difference in career prospect of Gp.'B' officers, belonging to two different railways and two different departments, there is vast difference/variations in promotions of same department but belonging to different railways. Though, this difference has been reduced considerably by adopting the system of allotting 50% vacancies as per stagnation but still the difference between two railways is approximately 3- 4 yrs. in every deptt., as is seen through annexure 'A' & 'B'. Ways and means are required to be found out to avoid such a large scale variations in promotional prospects of same Deptt. among various railways.
- 4.3 The total number of officers waiting for induction in Gp.'A', and having spent 8 yrs. or more service in Gp.'B', as on 1.3.2001 is 1474. The department-wise number of officers being as under;

Deptt.	No. of officers With 8 yrs.	No. of likely vacancies	No. of yrs. likely to wipe out
Mech.	256	38	7
Elect.	236	35	7
Engg.	376	60	7
Traffic	217	35	6
Personnel	106	17	6
Store	52	17	3
Accounts	86	25	4
S&T	132	22	6

The above indicates that approximate 6-7 yrs. will be required to wipe out this backlog in each Deptt. (except Store & Accounts), that also only if approximately 250 vacancies are there for induction every year.

- 4.4 On the other hand, the number of such officers Rly-wise (with more than 8 yrs. service) is given as under. If on the basis of average induction from each railway is calculated based on 250 vacancies, then the years required to wipe out this back log is also calculated

Rly.	No. of officers With 8 yrs. backlog	No. of likely to be inducted Service	No. of years to wipe out every year
CR	206	30	7
ER	151	25	6
NR	200	30	7
NE	72	20	4
NF	97	20	5
SR	152	25	6
SC	151	25	6
SE	146	25	6
WR	178	25	7
CLW	33	02	15
DLW	18	02	9
ICF	15	02	7
WAPI	35	02	15

The above is self explanatory and need no elaboration.

CONCLUSION

The large scale variation in promotional prospects in one department from one railway to another and in one Railway from one department to another is very much disturbing and need immediate solution, because this creates a sense of frustration among Gp.'B' officers. When one sees that much junior person in other railway or other department has attained the status of Gp.'A' whereas there is no chance of this for him even in near future? It further accelerates his for frustration already existing. All this is clear indication of the fact, that in-depth study of the aspect of career development has never been made for Gp.'B' officers. According to various high level committees, *well thought career progression for every category and for every individual, is of vital importance* which should be developed and policy decided. This is true for every responsible organisation and specially for Government. For the present however, it seems that Gp.'B' officers are not being given any positive consideration and therefore an extreme sense of utter frustration exist in this category of officers. Which needs to be addressed without any further delay.

□ □ □

Analysis of DPCs for the Vacancy Year 1998

Deptt.	Date of issue	Date of Effect	Av. Delay Yrs.	No. Due	Total Actually Inducted	To Retire within			Total	Balance May get JA	Av. Age on Prom. To Gp.'B' Yrs./Month	Length of Service in Gp.'B' before 'A' Yrs./Month	Av. left Over Service in JA Grade Yrs./Month
						01 yrs.	1-3 yrs.	3-4 yrs.					
Mech.	30.05.00	11.04.00	2.6yrs.	40	37	3	10	5	18	19 51.4%	43-10	11-1	3-7
Civil	20.09.00	03.08.00	2.5yrs.	63	47	6	15	6	27	20 41.50%	42-6	12-4	5-7
Accts.	06.10.00	16.08.00	2.5 yrs.	28	26	4	3	2	9	17 65.30%	42-9	9-9	7-4
Stores	30.10.00	19.09.00	2.5 yrs.	17	15	-	-	4	4	11 73.0%	40-2	10-0	8-3
Elect.	21.09.00	28.07.00	2.5 yrs.	40	35	7	10	3	20	15 42.9%	43-2	12-5	4-0
Personal	13.02.01	19.09.00	2.5 yrs.	18	17	2+1	4	2	9	8 47%	43-2	10-5	7-8
T&C	13.10.00	30.08.00	2.5 yrs.	35	31	7	4	5	16	15 48.4%	42-5	11-2	5-9
S&T	08.01.01	29.11.00	2.5 yrs.	36	32	4	5	2	11	21 65.6%	40-4	11-11	5-0
Total			2.5 yrs.	277	240	34	51	29	114	126	42-5	11-5	5-9
					86.6%	14.2%	21.2%	12.1%	47.5%	52.5%			

Stagnation in Gp.'B' for Induction in Gp.'A'
A comparative chart (As on 01.03.2001)

Railway	Civil		Mech		Tf&Coml.		Elect.		S&T		Persnl		Accts		Stores		G.Total
CR	4.88	47	9.91	27	10.89	32	8.88	42	1.91	20	1.91	8	1.91	20	3.89	10	206
ER	6.89	45	4.89	21	3.89	19	7.87	19	1.89	22	11.88	8	9.90	12	11.91	5	151
NR	3.89	68	8.89	33	10.89	33	12.89	26	4.89	17	5.86	9	5.89	8	4.43	6	200
NE	2.89	19	2.89	17	12.88	18	4.89	3	5.87	5	9.94	1	4.91	4	12.89	5	72
NF	3.90	22	10.89	25	12.88	12	3.84	10	2.89	10	12.87	13	8.90	5	3.95	0	97
SR	8.87	61	12.90	19	12.88	21	6.88	19	2.91	11	10.87	12	9.92	7	3.91	2	152
SC	7.89	53	4.87	24	3.89	28	12.85	18	4.90	10	9.88	7	3.90	3	12.90	8	151
SE	11.87	14	7.89	29	4.91	23	2.89	38	11.90	24	9.87	6	12.89	7	6.92	7	146
WR	6.89	45	1.89	15	3.89	31	3.90	29	12.89	13	1.89	27	4.92	11	7.92	2	178
CLW	-	-	1.90	11	-	-	10.87	11	-	-	Misc	5	11.89	4	1.91	-	33
DLW	-	2	7.90	2	-	-	5.89	8	-	-	-	-	12.86	4	4.91	-	18
ICF	-	-	8.90	10	-	-	9.91	4	-	-	3.89	-	-	-	1.91	-	15
WAP	-	-	4.89	4	-	-	8.88	3	-	-	-	-	8.92	1	10.89	-	9
RF+DCW	-	-	2.91	11+8	-	-	1.90 D	4+1	-	-	-	-	-	-	-	+2	15+11
Total	376		256		217		235		132		106		86		52		1474
LastDPC	03.08.2000		11.04.2000		30.08.2000		28.07.2000		29.11.2000		15.07.99		16.08.2000		19.09.2000		
FortheYr.	1998		1998		1998		1998		1998		1997		1998		1998		

Note : 1st Figure indicate the D.O.J. in Gp.'B' of the Jr. most Officer inducted in Gp.'A' and 2nd the No. of Officers waiting for induction with 8 Yrs. or more service in Gp.'B'. (Superseded+Others)

By **S.K. Bansal**

Annexure - B**Variations in induction of Gp.'B' Officers in Gp.'A'
Departmentwise/Rly. Wise**

Deptt.	Sr. Most Officer Inducted in Gp.'A'	Railway	Jr. Most Officer Inducted in Gp.'A'	Railway
CIVIL	08/87	S.RLY	03/90	N.F.RLY.
	11/87	S.E.RLY.	07/89	S.C.RLY.
MECH.	04/87	S.C.RLY.	09/91	C.RLY.
	02/89	N.E.RLY.	02/91	RCF
TRAFFIC	12/88	N.E.,N.F.,S.RLY.	04/91	S.E.RLY.
	03/89	E.RLY.,S.C.,W.RLY.	10/89	C.RLY.
ELECTRICAL	03/84	N.F.RLY	09/91	ICF
	12/85	S.C.RLY.	03/90	W.RLY.
S&T	05/87	N.E.RLY.	02/91	S.R,C.RLY.
	01/89	E.RLY,N.F.RLY.	11/90	S.E.RLY.
PERSONNEL	05/86	N.RLY.	09/94	N.E.RLY.
	12/87	S.RLY.,N.F.,SE.RLY.	01/91	C.RLY.
ACCOUNTS	05/89	N.RLY.	04/92	W.RLY.
	12/89	S.E.RLY.	01/91	C.RLY.
STORE	03/89	C.RLY.	04/93	N.RLY.
	12/89	N.E.RLY.	07/92	W.RLY.

Note : Date mentioned is the date of joining in Gp.'B' Jr. most officer inducted in Gp.'A' (atleast two Rlys. Have been given in both categories).

Compiled by :
S.K.BANSAL

**COPY OF LETTER WRITTEN BY SH. S.K. BANSAL
ADDRESSED TO SH. K. BALAKESARI, MEMBER STAFF,
RLY. BD., NEW DELHI**

(No. RoF/Meeting/Sub/0 dt. 15.2.2001)

Sub. : Stagnation in Gp.'B'

In the series of various study papers submitted to your goodself, kindly find another study note, along with annexure indicating the number of officers waiting for induction in Gp.'A' with their length of service in Gp.'B'.

The fact is that extreme stagnation do exist in the cadre, of Gp.'B' officers, and as responsible organisation, there is a need to address ourselves for finding a positive solution of this problem and that also at the earliest. It is another fact, that due to no thought given to this for decades, extreme situation has emerged, and therefore bold solutions bold decision is the need of hour. And with your experience, your *compassion* for justice and also for your officers, your long stinct in the status enabling you to understand the same better than any one, who can be better person to kind out better solution.

We have every faith and hope, sir.

STAGNATION IN GP.'B' CADRE

Stagnation in Gp.'B' cadre has been the subject of discussion, in the last 4-5 notes submitted by this Federation. The extent of stagnation is so acute, that the Gp.'B' officers of today is not able to think any thing except that. On the other hand, he is also seeing all around that the question of stagnation is being discussed and solutions found for every category, but for the Gp.'B' officers. Both the labour organisations are taking care of stagnation prevalent in Gp.'C' and Gp.'D' for which number of solutions are being found in extending improvements in grades, or increase in upgrading percentages, here, there and everywhere. For Gp.'A' officers too, administration on its own, is resorting to cadre restructuring for ensuring adequate promotional opportunities for officers. Sorry-this is not for all officers but for Gp.'A' officers only. The effect of this has already started from top where in General Mangers grade has been extended to all Addl. Members and other higher grade posts have been given in institutes, field, Rly. Board and even in RDSO. Recently the percentage of selection grade was doubled with one stroke of pen and bringing the situation where out of the total 2100 posts of

JA/SG grade, more than 1500 officers are in selection grade only. Next in the sequence is upgrading in HAG & SAG grades and also from senior scale to JA grade. This may be implemented/granted at any time, as proposals have already been framed. The only category which is likely to be deprived of any advancement in the promotional prospects, therefore, is Gp.'B' cadre as presently no official no organisation, or Committee is looking into/studying this aspect. In fact whenever this issue is raised by this Federation, every body is on his toes to make us to understand that whatever we are getting today, is much more than what should have been given to us, or more than what we deserve.

As is natural an attitude of this type can only create a sense of defiance and nothing else, and therefore the Gp.'B' cadre as a whole is frustrated immensely, for which administration and only administration is there to blame.

- 2.0 It is worth mentioning, that while the promotional opportunities for all categories-right from Gp.'D' to Gp.'A' (excluding Gp.'B') are increasing or efforts are on for improving, the same is on downward trend for Gp.'B' officers in all spheres. Imagine Gp.'A' officers in grade start of Rs. 2200/- are equated to Rs. 8000- where as Gp.'B' officers with grade start of Rs. 2375/- (or rather Rs. 2500/-) is equated to Rs. 7500/- only. What is this mathematics? When all grades have difference of atleast Rs. 500/- from one grade to other, Gp.'B' has been given the difference of Rs. 50/- only from the top scale of non gazetted supervisors, who are otherwise entitled for intensive bonus, running allowance, and even productivity bonus and what not.
- 3.0 Let us now discuss about the stagnation among Gp.'B' officers. As is well known, the Gp.'B' officers have only two avenues for uplifting i.e. promotion to Sr. Scale - that also on adhoc basis only and secondly their induction in Gp.'A'. For both of these, the minimum service bar in Junior Scale/assistant officers is 3 year's regular service. While upto 86-87 almost in all departments Gp.'B' officers used to be promoted to Sr. Scale (adhoc) in 3 yrs. or so (some time vacancies waited for non availability of eligible officers), now a days in most of the departments the average period of promotion to Sr. scale (adhoc) is approximately 9 to 10 yrs.
- 4.0 On the other side also - i.e. induction to Gp.'A' the period spent in Gp.'B' before induction to Gp.'A' is increasing with every year passing, instead of decreasing as is in every other category. The period used to be in the range of 7-8 years in 1984-86, this increased to 9 to 10 years in 90s and presently is in the range of 11.5 to 12.5 yrs. (despite increased intake in last 2-3 yrs.). This Federation has made many deep studies, on the subject. It is revealed that with the intake being suggested by the administration the period to be spent in Gp.'B' is likely to increase upto 17 to 18 yrs., even in categories like Accounts/Personnel deptt. where this period is already much less than the

other deptts. It is of no use to repeat all those things which have already been submitted by this Federation to the administration, but one fact prominently emerging is that the promotional opportunities for Gp.'B' are decreasing day by day, where as for all others, improvements are being either achieved or planned at least.

5.0 ANOTHER STUDY

This Federation has made another study to see the extent of stagnation prevailing in Gp.'B' cadre for their induction in Gp.'A'. The statement so prepared is enclosed herewith as annexure 'T'. The left column indicates the year of entry of officers in Gp.'B', where as the columns on right side indicate the numbers of officers yet waiting for induction in Gp.'A' as on date - department wise. Smaller figure in each column indicates the number of officers out of the total of this year, are working in Sr. Scale (ad hoc), (this number may be less than the actual working as these are collected locally). This is the reason that the indicated number of officers working in Sr. Scale is 1314 only where as in Sept. 2000, as per administration, the number of Gp.'B' officers working in Sr. Scale ad hoc was more than 1570.

5.1 Other highlights of this statement

- (i) As many as 744 officers are waiting for induction in Gp.'A' with more than 10 yrs. service in Gp.'B' where as the number of officers with more than 8 yrs. service waiting for Gp.'A' is more than 1400 on date (including officers with 10 yrs service).
- (ii) In addition there are more than 4000 officers who have spent more than 3 yrs (but less than 8 yrs.. service) in Gp.'B' where as the total number of Gp.'B' officers working on date is much more than 5200.
- (iii) A close perusal of this reveals that only about 75% of the officers with 10 yrs. service or more have got Sr. Scale (ad hoc) in Mech., Elect, and Traffic deptt., Gp B' officers even with 10 yrs. service did not get Sr. scale ad hoc. (TFC. deptt only 33%, Mech. 65% and Elect. 67%.)
- (iv) This percentage is decreasing year wise year in subsequent years. Promotion to Sr. Scale with 6 yrs. service is seldom (only in PUs only) for all deptts except Personnel, Store and Accounts where also only about 50% of the officers could be promoted to Sr. Scale ad hoc.
- (v) Even if it is taken that 250 officers/year are inducted in Gp.'A', it will take at least 3 yrs. to absorb all the Gp.'B' officers (744) with 10 yrs. service in Gp.'B' meaning thereby that the average length of service in Gp.'B' shall be much more than 10 yrs. and this trend will continue

for long or rather, it is likely to increase in coming year, as the number of Gp.'A' officers recruited in subsequent years is much more than 300 number/year (i.e. more than 250 number to be inducted/year) Therefore if the number is further reduced (as is proposed), the years of service for induction in Gp.'A' shall rise considerably.

6.0 WHAT IS THE SOLUTION

In order to ensure, therefore, a satisfactory career progression for Gp.'B' also a solution has to be thought and this has to be thought at the earliest.

- 6.1 In our opinion, the administration shall have, first, to decide, that what should be the satisfactory career progression. Once this decision is taken then how to achieve the same ?
- 6.2 Each and every member of Gp.'B', demands, and rightly too, that since the duties performed, powers exercised and responsibility shouldered, both by Gp.'A' and Gp.'B' are same, there should be no difference both in pay as also promotional prospect. of Gp.'B' & Gp.'A' and therefore Gp.'B' be given both these, from the day one they become officers. This implies that Gp.'B' be abolished and all be Gp.'A' on promotion from Gp. 'C'. In fact this was the recommendation of even first Pay commission, and also the British rulers, as declared duly in Feb. 1944 Rly. Budget (already existing in RPF two).
- 6.3 However, if this is not conceded due to any reason, the next best solution lies in that at least they be given guaranteed induction in Gp.'A', after 3 yrs. service in Gp.'B' and therefore they become equal in all respect after this period, at least.
- 6.4 In fact there is no third solution for this problem. However for the time being, for ensuring some what better career progression, it has to be ensured that atleast one has to be in the **zone of consideration** with eight year service or so. To ensure this, what should be the number of vacancies a detailed study was conducted by this Federation, and detailed note already submitted to the administration about 3-4 months back.
- 6.5 We know that issue of fixing the number of vacancies is being debated presently. Quota of recruitment for both direct recruits and promotees is 50:50. Therefore, as many number of Gp.'B' officers only can be inducted in Gp.'A', as the direct recruits are recruited. This can not be increased abnormally though it is a fact, that **increased number of induction is the only solution** for better career progression for Gp.'B'

but on the other hand **increased number of recruitment is most detrimental** for the career progression of direct recruits. It is therefore, definite that the **intake of direct recruits and induction of Gp.'B'** shall have to be delinked. There is no solution to avoid this atleast.

- 6.6 Other tangible solution of this is that recruitment ratio/quota be modified. May be 75% for promotees and 25% for direct recruits. Therefore if to ensure satisfactory career progression and also for other administration needs, the intake of only 160 shall be for direct recruits is considered ideal, then the induction of Gp.'B' shall be in the range of 480 or so every year. This shall solve the problem for both i.e. direct recruits and also promotees, without affecting adversely any cadre.

But the **definition of 'organized service'**, however, is the hindrance,, because as per the present definition of 'organised service', the intake of direct recruits has to be atleast 50%. Therefore the necessity of the time is to take a bold decision, and approach D.O.P for making necessary changes in this definition. After all these definitions are not sacrosanct for all the time and may be modified with the passage of time. In fact these were coined for at the time, when the cadre strengths were very low, and for the propose of recruitment arrangements, these were considered minimal. But now the situations have changed and therefore can be thought for modification.

- 6.7 The next solution is **to introduce LDCE scheme In Gp.'A' also**. It is well known that in every category right from Gp.'D' Khalasis, there are 3 modes of recruitment i.e. Direct, Promotees and intermediate. The intermediate mode of recruitment is taken to be the part of the direct recruitment and therefore in most of the categories the ratio fixed is 50% for promotees, and 50% for direct recruits, half of direct recruitment i.e. 25% being reserved for LDCE/intermediate scheme, meaning thereby 50:25:25 for Pro., DR, LDCE. By this also, the problem of adequate, satisfactory career progression for all can be solved amicably. The eligibility for LDCE can be suitably laid down based on qualifications (equivalent to direct recruits) or based on experience, or a right mix for both.

But this again needs bold initiative and a marked departure from existing procedures and policies. It is however, definite that the problem has entrenched so much, that it can only be overcome with a very bold and strong initiative/decision by the administration.

But how long the administration can go on closing their eyes from stark reality. The fact is that solutions to much problems lies in bold

decisions and nothing else. And it is also a fact, that the present administration is most suitable for taking such a decision, as they are confronted with the problem for most long period than any body in the past and even in future.

CONCLUSION

We the promotee officers are just praying to GOD to give all due strength to the administration for all what has been stated above, and also know that this is the most opportunate time for solution of the problem for ever and hope that after such a long wait and concentrated struggle time will definitely come and it will come surely.

□ □ □

Gp.'B' Officers waiting for induction in Gp.'A'
(Year of Promotion in Gp.'B' indicated) As on 01.03.2001

Deptts.	Perso nnel	Store	Accounts	Tfc+. Comm	C. Engg.	Mech.	S&T	Elect.	Total
81	1 1	- -	- -	- -	- -	- -	1 -	- -	2 1
82	1 1	- -	- -	- -	- 1	1 -	- 1	1 -	3 3
83	1 1	- -	- -	- -	- -	- -	- 2	2 -	3 3
84	- -	- -	- -	2 -	1 2	2 -	- 3	3 2	6 5
85	- -	- -	- -	- -	- 3	3 2	2 3	3 2	10 10
Total	3 3	- -	- -	- 2	1 6	6 2	2 7	6 4	24 22
86	2 2	1 1	4 4	- -	- 7	5 -	- -	- 4	18 15
87	- -	- -	- -	4 -	3 7	6 2	2 4	4 9	26 23
88	4 3	2 1	4 4	- -	24 21	5 5	9 7	19 15	67 56
89	13 13	3 3	2 2	64 53	100 88	36 29	29 21	48 40	295 249
90	30 28	6 5	9 9	46 15	61 58	72 57	28 24	62 43	314 239
Total	49 46	12 10	19 19	114 71	199 178	115 93	70 56	142 109	720 582
91	38 31	18 14	17 17	40 24	75 42	51 36	29 14	38 12	306 190
92	43 32	17 8	48 45	553 32	65 30	64 24	30 13	33 5	353 189
93	64 24	30 16	75 54	50 12	123 52	42 11	27 6	18 3	429 178
94	78 13	43 15	110 47	67 3	153 13	63 12	16 -	42 -	572 103
95	86 1	63 9	104 18	120 -	126 7	79 11	37 -	46 -	661 46
96	70 -	48 2	120 -	72 -	175 1	81 -	49 -	80 -	695 3
Total	379 101	219 64	491 187	402 71	717 145	380 94	188 33	257 20	3016 709
G. Total	431 150	231 74	493 200	518 143	922 329	487 189	265 9	403 133	3760 1313
97	45 -	72 1	82 -	89 -	148 -	123 -	84 -	100 -	743 1
98	68 -	34 -	44 -	73 -	98 -	74 -	53 -	71 -	515 -
Total	113 -	106 1	126 -	162 -	246 -	197 -	137 -	171 -	1258 1
99*	2* -	12* -	34* -	32* -	45* -	21* -	14* -	20* -	179* -
G.Total	544 150	337 75	619 200	670 143	1168 329	684 189	402 95	574 133	5018 1314

Note : Figure given along side is Officers working in SS (Adhoc)

By

*Not included 2. For Personnel Deptt. DPC of 98 not yet counted.

S.K. Bansal

**COPY OF SH. S.K. BANSAL'S LETTER ADDRESSED TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI
(No. RoF/Sub/Cadre/01/01 dt. 17th Jan. 2001)**

***Sub. : Career advancement of Gp.'B' officers—
DPC analysis of S&T department***

Your kind attention is drawn to the various analysis done by this Federation on the above subject during last few months. It has very clearly been brought out that Gp.'B' officers as a whole do not possess adequate career progression opportunities. Due to this reason acute frustration prevails among Gp.'B' officers as a whole.

The DPC issued by the Railway Board recently (08.01.2001) for the year 1998 with the date of effect as 29.11.2000 indicates that a delay of more than 2 years has already taken place. The analysis of the said DPCs (enclosed herewith as Annexure – A) brings out the following telling informations: -

- i) That the average age of promotion of Gp.'B' officers was 40 years 4 months whereas it took 11 years 11 months for them to see the light of induction in Gp.'A'.**
- ii) As many as 11 (34.4%) of the 32 officers shall be retiring in the same grade without getting the chance of JA grade working at all.**
- iii) Even the balance 21 officers shall be working in the JA grade for on an average 5 years only.**

Sir, It is evident that though 32 officers of S&T department have been inducted in Gp.'A' after about 12 years service in Gp.'B' but there are many officers who after performing 11 years or less service have retired without getting the benefit of their induction in Gp.'A'.

It may be appreciated that when the eligibility period for induction in Gp.'A' laid down by establishment code is 3 years only, a large no. of officers are not even in zone of consideration for induction in Gp.'A' having 3 years or more service. Such a situation is definitely not conducive for satisfactory industrial relations.

Sir, every person and every category of employees craves for satisfactory career progression. It is another matter however, that level of satisfaction is

different for every one and also it has no limits. But Gp.'B' officers being modest, instead of aiming very high, atleast expect that what is being considered for other equal officers should be extended to them also.

It is a common knowledge that, though the Gp.'A' directly recruited officers claim that they be equal to IAS but they atleast expect, and this is being ensured, that all the minimum eligible periods are converted into promotion periods. Administration also makes every endeavour to ensure that Gp.'A' direct recruits achieve career progression to achieve atleast this much. Gp.'B' officers too expect exactly the same, and therefore expect that the administration will take appropriate steps, to ensure that the Gp.'B' officers are given Gp.'A' after 3 years regular service in Gp.'B', which is there eligibility period.

It has however been observed that though earlier the Gp.'B' officers used to be inducted in Gp.'A' after 8-9 years service even (lower in some deptts) which, over the years, has been increased to about 12 years now as is in the present case. Therefore efforts are required to be made to ensure to reduce this period is in any way.

To start with, and to ensure that Gp.'B' officers, having 8 years service in Gp.'B' brought under zone of consideration atleast, if not selected, we have to have vacancies every year (starting from the DPC of 1999) based on calculations zone wise on the formula $2 \times \text{vacancies} + 4$, as under:-

DPCS FOR THE YEAR (No. of posts required)

Rly.	1999	2000	2001	2002	2003	2004	2005	2006
C.Rly.	10	05	02	04	02	06	06	08
E.Rly.	09	05	03	02	01	01	02	07
N.Rly.	07	03	08	09	11	07	05	03
NE.Rly.	01	01	02	01	01	01	05	03
NF.Rly.	03	02	04	01	01	04	05	04
S.Rly.	03	02	01	01	01	03	05	11
SC.Rly.	03	02	01	01	04	01	06	06
SE.Rly.	10	06	06	03	04	09	17	08
W.Rly.	04	03	01	01	04	07	06	05
Total	50	29	25	23	29	29	57	55

(The above has been calculated Rly. wise based on No. of officers available with 8 yrs. service in Gp.'B', or more – 4 and divided by two, every years.)

Sir we also understand that for the administration, it may be difficult to recruit as many Gp.'A' direct recruit. The only remedy, therefore lies in delinking the recruitment for direct recruit from Gp.'B' induction. This being the only solution, decision be taken by the administration forthwith, as each and every day's delay is playing havoc with the career development of officers both directs and promotees. The other alternative is to modify the recruitment quota from existing 50:50 to 25:75 (Direct : Promotee).

An early decision, is the need of the time please.

□ □ □

Annexure-I

**Analysis of DPC of S&T Department Gp.'B' officers
Inducted into Gp.'A'**

*Date of effect - 29.11.2000**Date of Issue-08.01.2001*

S.No.	Name S/Shri	Rly.	D.O.B.	D.O.P. IN GP.'B'	Age on promotion to Gp.'B'	Length of SERVICE in GP 'B' on Induction in Gp.'A'
					—	—
					Y—M	Y—M
1.	S. Chowdhury	ER	08.48	21.12.87	39—04	12—11
2.	R.K.Bhattacharjee	ER	01.41	30.11.87	46—10	13—00
3.	Ganesh Das	ER	07.42	02.12.87	45—05	12—11
4.	H.K. Sharma	WR	07.44	15.01.88	43—06	12—10
5.	N.D. Mishra	CR	04.49	28.03.88	38—11	12—08
6.	S.P. Mukhopadbyay	SE	07.42	30.05.88	35—10	12—06
7.	N.K. Das	SE	07.41	17.12.87	46—05	12—11
8.	P.K. Das	SE	01.50	16.12.87	37—11	12—11
9.	D.P. Samajdar	ER	06.51	06.06.88	37—00	12—05
10.	K. Vishwanathan	CR	04.49	10.08.88	39—04	12—03
11.	A.K. Suresh Babu	WR	05.44	22.09.88	44—04	12—02
12.	R.K. Gupta	WR	10.50	16.08.88	37—10	12—03
13.	A.K Parashar	WR	12.48	16.08.88	39—08	12—03
14.	Shekhar Srivastava	NR	07.51	19.10.87	36—03	12—01
15.	Surendra Pal	NR	10.48	12.07.88	39—09	12—04
16.	K.A. Abdullah	NR	06.50	28.06.88	32—00	12—05
17.	V.D. Bembi	NR	06.47	05.04.89	41—10	11—07
18.	A.K. Das	NF	01.52	20.01.89	37—00	11—10
19.	Y. PadmaJanabha Rao	SR	09.46	25.01.89	32—04	11—10
20.	B.K.. Saha [SC]	ER	04.51	25.01.89	37—09	11—10
21.	B. Sidkar	NF	02.51	22.02.89	38—00	11—09
22.	C. Gopalkrishnan	NF	09.41	10.11.87	46—02	13—00
23.	K.K.. Grover	WR	01.47	08.12.89	42—11	10—11
24.	Rajbir Singh	WR	01.49	18.12.89	40—11	10—11

25.	P.V. Raman Kutty	SC	03.43	18.01.90	46—10	10—10
26.	V. Chelapathi[SC]	SC	06.43	25.04.90	46—10	10—07
27.	S.V. Deshpande	CR	08.55	21.05.90	34—09	10—06
28.	U.S. Bhatt	CR	06.41	30.04.90	48—11	10—07
29.	H.Y. Doburkar[ST]	SE	06.46	08.11.90	44—05	10—00
30.	Ajay Kulshreshth	CR	06.57	07.01.91	33—07	09—10
31.	A.M. Nimonkar	CR	04.43	01.03.85	41—10	15—09
32.	R. Subbaian	SR	10.54	21.02.91	36—04	09—09
Total					1290—9	382—4.
Average (Y—M)					40—4	11—11

SUMMARY

[i]	To retire in 1 year	4	
	in 1-3 year	5	
	in 3-4 year	2	
		11	34.4%
[ii]	May get JA Grade	21	65.6 %
[iii]	Av. left over service in JA Grade	5 yrs.	[115-11]
[iv]	Av. age on Promotion to Gp.'B' -		40 yrs. 4 M [1290.9]
[v]	Av. Length of service in Group 'B' before induction into Gp.'A'		11 yrs. 11 months [382.4]

Compiled by

—S.K. Bansal

□ □ □

**COPY OF SH. S.K. BANSAL'S LETTER ADDRESSED TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI**

(No. RoF/MS/2000 dt. 5.12.2000)

Sub: Career progression for Gp.'B' officers.

- 1.0 The question of non availability of satisfactory career progression has been under active discussion during last few months. This Federation had been pointing out that satisfactory career progression schemes are bound to be made available for Gp.'B' too, which, alas is not being given worthwhile consideration by the administration as much as, that the career progression already available for them, in fact, is deteriorating day by day, instead of improving.
- 2.0 This Federation, has therefore, made an in-depth study of this aspect, based on the likely induction of Gp.'B' officers in Gp.'A' for vacancies for the year 1999 and 2000 (for Personnel Deptt. & S&T - 1998 too), based on 250 vacancies/year for all departments.
- 3.0 For this study the following assumptions have been made i.e.
 - [i] The DPCs for 1999 and 2000 shall be done simultaneously.
 - [ii] The DPCs for all the departments shall be completed by March, 2001, except for Personnel and S&T deptt. which will be completed by June, 2001.
 - [iii] Upsets on account of performance (CRs) and also SC/ST quotas have not been taken into consideration.
 - [iv] Due consideration has been given to the distribution of posts among various zonal railways/units based on roaster as also stagnation.

4.0 RESULTS

The results of this analysis reveals that

- [i] For 2 DPCs each for 8 deptts. (1 addl.DPC for S&T & Personnel for 1998 for 1999 and 2000), there will be in all 18 DPCs.
- [ii] The total vacancies likely to be are 563.

- [iii] Out of the 563 officers so inducted 279 [49.5%] shall be retiring within 34 years of their induction. 94 (16.9%) in the first year only.**
- [iv] The balance 284 (50.5%) may likely get JA grade, but the average left over service in JA being 5 years 2 months only.**
- [v] The average age on promotion to Gp.'B' is 43 years 2 months and on induction to Gp.'A' 54 years 4 months, meaning that one will have to serve in Gp.'B' before induction for 11 years 2 months.**

5.0 It may be appreciated please, that despite the number of vacancies being 250, the average length of service in Gp.'B' before induction to Gp.'A' shall be more than 11 years approximately 4 times the eligibility period laid down (3 years) and only 50% officers getting the benefit of JA grade and that also for merely 5 years or so.

This definitely can not be taken as satisfactory career progression for Gp.'B' officers.

6.0 The main demand of Gp.'B' officers is to be considered as officers from day one of their promotion to the cadre of officers (i.e. no Gp.'B' needed), in view of their same duties, responsibilities and powers as Assistant officers. Even by fixing the eligibility of Gp.'B' officers for induction in Gp.'A' as 3 years it is expected that they would be given Gp.'A' after 1 and a half year (50% of period spent is given as weightage) . But, if at least, they are given Gp.'A' on completion of 3 years, is not a unwarranted expectation of Gp.'B' officers, hence, at least this be the factor for any career progression thinking for Gp.'B' officers. This is what the minimum expectation of Gp.'B' officers is. Against this what is presently being extended to them is indicated by this study.

May like to take into consideration for giving satisfactory career progression for Gp.'B' officers too.

DA as above.

□ □ □

Analysis of DPCs (likely) for the year 1999&2000.

Deptt.	No of DPCs	Total may be Inducted	To Retire within				May get JA	Av. Age on entry in Gp.'B' yrs., m	Av. Length of service in Gp.'B' before induction in Gp.'A' yrs., m	Av. Length of Left over service in JA grade yrs., m
			0-1yrs.	1-3 yrs.	3-4 yrs.	Total				
Civil	2	126	31	34	9	74	52	43-11	11-1	5-0
TfC.	2	67	12	12	6	30	37	42-9	11-4	6-5
Mech.	2	75	6	13	7	26	49	43-0	11-2	3-10
Elect.	2	74	13	20	10	43	31	43-10	12-0	3-9
Store	2	35	3	11	4	18	17	44-1	9-9	6-5
Accts.	2	50	7	15	5	27	23	44-7	9-2	7-8
Persnl.	3*	53	8	12	6	26	27	42-1	11-6	5-11
S&T	3*	83	14	12	9	35	48	41-9	11-10	4-6
Total	18	563	94	129	56	279	284	43-2	11-2	5-2
Percentage of Induction			16.9%	22.6%	10.0%	49.5%	50.56%			

* Includes 98 also.

Note:-Av. Delay in DPC—2 to 3 yrs.

Compiled by — S.K. Bansal

**COPY OF SH. S.K. BANSAL'S LETTER ADDRESSED TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI**

(No. RoF/Misc/2000 dt. 1.12.2000)

Sub: Cadre Fixation - in Junior Scale /Assistant Officers grade

- 1.0 The Railway administration has been discussing the issue of cadre fixation in the assistant officers cadre for the last few months, as the DOP has given guidelines that the DPCs now should be post roster wise and not vacancy roster wise as hitherto.
- 2.0 The administration has therefore suggested that the total cadre of Junior Scale in the 6000+ assistant officers' posts be 720 or so only. This figure have been brought out after taking into consideration that in order to give satisfactory career progression to direct recruits maximum number of recruitment of theirs can be 172/year only, hence the figure $180 \times 4 = 720$ only.
- 3.0 Satisfactory career progression for direct recruits is a desired system but this can not be the only criteria for deciding the cadre as there have to be many more considerations for this. One of the other major factor for any decision is career progression of promotee officers too. The following aspects are for giving deep thought before this issue is decided:
 - [i] As back as 1990, the then Adviser, Management Services, has declared that out of the total strength of officers being 11162, the strength of Gp.'B' was 2189 only i.e. nearly 3800 JS posts.
 - [ii] the pyramidal structure, being maintained in organizational structure in all government organisation the number of JS should be 3600 or so.
 - [iii] the notional number of JS were being taken in all calculations before 1990 [the number was 2842]
 - [iv] the number of JS leave reserve posts only is 602 since 1985 or so.
 - [v] number of JS posts, as per all gazetted classified lists before 1990 was 2209 out of 10937 total posts.

- 4.0 The Federation therefore, places herewith a detailed note on the above as Annexure-'A' so that while deciding the cadre strength, these factors be given deep consideration including the aspect of satisfactory career progression for Gp.'B' officers too. As per all the considerations the number of junior scale posts has to be near about 3000 i.e. nearly 50% of the Assistant officers cadre.

We seek justice from your benevolent hands please.

Annexure - A

SUB : CADRE FIXING - JUNIOR SCALE

This Federation has been insisting upon for many years in the past, that the Codal provision meant for cadre fixation, - vide para 111- - be implemented, wherein it is supposed that the cadre of assistant officers be segregated in Jr. Scale and Gp.'B' respectively. The said position of the Codal provision reads as under :

“(c) The number of posts to be allotted to the Jr. Scale shall be calculated with reference to the posts, and shall be so fixed as to allow a continuous flow of promotion from lower to higher grade after a given period of service. For this purpose all the administrative posts, including the general administrative posts shall be taken into account.”

(d) The rest of the posts included in (2)(a)(vi) above shall be allotted to Gp.'B'”

2. Railway administration had always been dithering on this and avoiding decision despite repeated requests from this Federation. The administration had been taking the stand, which is quite in violation of above Codal provision - that the Asstt. Officers cadre being interchangeable and therefore the posts can not be segregated in Junior Scale and Gp.'B'. Infact, the administration coined a new definition, which says that **the number of Junior Scale posts is equivalent to the Junior Scale officers actually working on the posts and the balance are Gp.'B' posts.**

This evidently, is totally untenable situation and has never been heard in administrative parlance and has no logic what-so-ever.

3. Based on Supreme Court's decision, however directives have been received from UPSC, which seeks that **quota should always be in cadre/posts and not in vacancies**, this has therefore compelled the Railway administration to fix cadre of Asstt. Officers in Junior Scale and Gp.'B' respectively, and therefore this issue is now under active consideration of the Railway administration.

4. The Federation, is demanding this for the last many years now, therefore the administration while taking various aspects of this subject in view, the following factors should also be kept in consideration, so that before arriving at the final decision, all aspects of the issue are considered.

5. PYRAMIDICAL CADRE STRUCTURE

The pyramidal cadre structure is the most prevalent, time tested widely accepted and universally implemented system of cadre structure. The structure therefore should be pyramidal.

The cadre position of the Railway Gazetted cadre [excluding Medical and RPF] as on 1.1.1999 (with some modification due to upgradation) is as under:

Members	07
General Managers	46
Addl. General Managers	93
S.A. Grade	823
Selection Grade	950
JAG	1432
S.S.	2987
JS/Gp.'B'	5919

12256

Since we are talking of structure of Gp.'A' therefore the bifurcation of JS/Gp.'B' posts should be such that it should result in pyramid type structure meaning thereby the number of JS posts should be near about 4000.

6. RELATED TO QUOTA

The quota of promotee officers for Gp.'A' was 60: 40 logically the posts of assistant officers should also be distributed in the same ratio, meaning thereby there should be about 3600 posts of Jr. Scale and the balance [2400] as Gp.'B'.

7. NOTIONAL JR. SCALE POSTS

Before 1990 the administration while calculating the number of vacancies for induction in Gp.'A' was following a formula which envisaged adding Jr. Scale notional posts for arriving at the total strength of officers in a

cadre. The department-wise number of these notional Jr. Scale posts was as under:

C. Engg.	788
Traffic	421
Mech.	453
Elect.	360
S&T	293
Store	147
Accounts	188
Personnel	192
TOTAL	2842

Consequently, the above number of posts were being taken as the number of Jr. Scale posts for all calculations.

8. GAZETTED CLASSIFIED LISTS

Before the publication of 1990 Gazetted Classified list every classified list carried sanctioned strength of Jr. Scale and Gp.'B' in each department and each Railway separately. According to this, the number of Jr. Scale posts on Indian Railways department-wise was as under as per the Gazetted classified list of 1.1.85.

Genl.Admn.	023
Mechanical	363
S&T	139
Electrical	167
C.Engg.	602
Traffic	312
Personnel	074
Store	129
Account	152
Misc.	048
TOTAL	2209
TOTAL STRENGTH	10937

Consequently, the claim of the administration that there has been no segregation of the Jr. Scale posts at any time is not based on the facts.

9. INTERNATIONAL SEMINAR IN NEW DELHI

In the year 1990 the then Advisor, Management Services, (Shri S.P. Singha) who is considered the custodian of cadre of Gazetted Officer, in an International Seminar held at New Delhi from 8th to 13th Nov. 1990, in his paper titled as **Indian Railways - Policy Options on Recruitment and Training** : while giving the strength of officers of all cadres indicated that out of the total 6000 posts of Asstt. Officers on Railways, the number of Gp.'B' officers was 1997 only; the balance about 4000 posts, according to his paper were of Jr. Scale cadre. In an International Seminar to give figures quoted by an eminent person of a status of Adviser Management Services shall have to taken as most authentic. Department wise position is as under :

	C1-I	C1-II	Total
Civil Engg.	2270	532	2708
Traffic	1150	281	1431
Mech.	1384	227	1611
Elect.	1079	180	1259
Signal	889	147	1036
Stores	537	149	686
Accounts	704	283	987
Personnel	480	192	672
	9473	2189	11162

10. ADMINISTRATIVE NOTES

In a study done at the Railway Board, Jt. Director Estt.[GP] Railway Board in his note dt.13.9.1989 indicated that nearly 2000 Gp.'B' officers are working against Jr. Scale Gp.'A' posts. Keeping in view that about 500 officers in Gp.'A' must be working in Jr. Scale at that moment, the number of Jr. Scale posts has to be more than 2500.

11. LEAVE RESERVE POSTS

Though, the Railway administration claims that there is no post sanctioned for Jr. Scale, but it is not based on the facts. About 15 to 20 years back, and even today there exists 602 posts of Jr. Scale sanctioned for Leave Reserves on the Railways; the distribution of these 602 posts department wise is as under:

General Deptt.	030
C. Engg.	110
Traffic	100
Mech. Engg.	143
Electrical	045
S&T	041
Store	027
Account	068
Personnel	038
TOTAL	602

These many leave reserve posts were sanctioned about 15 to 20 years back when the total strength of Officers' cadre was much less as compared to present one and therefore, there should have been approximately 1000 or more Jr. Scale posts meant only for Leave Reserves today.

CONCLUSION

While fixing the cadre, presently the promotional prospects career progression of Gp.'A' officers is always taken into consideration. However no such consideration is ever made for Gp.'B' officers. In fact career progression of Gp.'B' officers have never been the subject of study on Indian Railways which is not a healthy sign for any organisation specially the Railway organisation and is quite contrary to the Human Resource Development for any organisation.

It is, urged that while fixing the cadre of assistant officers - in Junior Scale and Gp.'B', while keeping all what has been stated above in consideration, the satisfactory career progression for Gp.'B' officer too, should be one of the critical aspect for fixing the cadre. A rational view of all these factors is the need of the day so that the long delayed justice is granted to Gp.'B' officers.

**COPY OF SH. S.K. BANSAL'S LETTER WRITTEN TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI
(No. RoF/Meeting/2k19 dt. 14.11.2000)**

Sub. : Impact of lesser vacancies on Gp.'B' prospects

This Federation has submitted 2 notes dt. 30.01. 2000 and 02.11.2000 on the subject of cadre fixation, which in turn is related to the career progression in officers cadres.

Since Gp.'B' officers have no other way of career **progression** than their induction in Gp.'A', they depend on larger number of **vacancies for** induction, Gp.'B' had been demanding that the intake of Gp.'B' be increased suitably. There being approximate 6000 Gp.'B' officers, in the cadre, sufficient number of these should have the satisfaction of atleast being considered - if not inducted-every year in larger numbers

For this purpose, a detailed study conducted by this Federation on the impact of 181 No. of vacancies - as suggested by the **administration**, (against 250 vacancies at present) on the over all prospects of Gp.'B' has been conducted The same has been conducted on N.Rly. cadre, taking that it is representative of all the railways.

May like to consider it. We may have discussion on the same in due course please.

Annexure

Sub: Impact of Lesser number of vacancies in Gp.'B'.

- 1.0 During our last meeting with the Board, this Federation was informed that in view of the adverse effect on the promotional prospects of direct recruits of larger intake, the existing intake of 250/year [both from direct recruits as also from promotees] can not be sustained beyond five years, promised earlier. Consequently based on various assumptions and calculations, 362 vacancies/year were calculated, meaning intake of 181 officers each from direct recruitment and from promotees.
- 2.0 While the smaller intake do have positive impact on the promotional prospects of direct recruits, it is disastrous for promotee officers promotional

prospects. This Federation, therefore, urged that though it is desirable to have better and satisfactory career progression for Gp.'A' officers, it should not be and can not be at the cost of Gp.'B' officers, which in fact the smaller intake intends to do.

- 3.0 In order to discuss this issue in proper perspective, this Federation has made a study, on the basis of an intake of 181 every year. For making this, few assumptions have been made, as under :
 - 3.1 The DPC for the year 1999 & 2000 shall be conducted simultaneously and likely to be completed by March 2001 except of S&T, Personnel which may be completed by June, 2001 only. As promised, the vacancies for the year 2001 shall also be 250. Due care has been given for Personnel & S&T deptt. whose 1998 DPC has not yet been finalized/ notified.
 - 3.2 These DPC shall be completed by March/June positively.
 - 3.3 No consideration has been given to upsets due to CRs and also for SC/ST quota.
 - 3.4 The study has been done based on Northern Railway. It is perceived that Northern Railway, more and less can be taken as representative Railway and the result obtained shall be applicable all over the Zonal Railways without much variations.
 - 3.5 This study has been made on the induction planned. The actual intake may differ which will change the position accordingly.
- 4.0 The results of this study based on 181 vacancies/year as on 1.11.2000, and the study based on 250 vacancies/year as on 1.7.97 are tabulated in a statement placed as annexure-A. The perusal of this reveals that
 - 4.1 With 250 vacancies all the Gp.'B' officers would have been covered for DPCs in maximum 17 years (civil) but now it will take 22 years.
 - 4.2 Approx. 50% of the Gp.'B' officers shall retire w/o getting induction in Gp.'A' (as compared to only 45.4% earlier). In addition 37.4% of those inducted shall also retire without getting further benefit of JA grade, or otherwise.
 - 4.3 Average left over period in JA grade is also merely 4 years-10 months.
 - 4.4 Those who will retire without induction in Gp.'A', shall have spent (on an Avg.) 10 years 11 months as compared to 7 years 10 months with 250 inductions. In certain cases officers with 13 -14 years in Elect. & Mech., 14 to 16 years in Traffic, 15 to 17 years in S&T, 18 to 20 years

in Civil, Account and Personnel services shall be retiring without being inducted in Gp.'A'.

- 4.5 The period to be spent in Gp.'B' before induction in Gp.'A' shall increase from an avg. 11 years 8 years (with 250/year) to an avg. 14 years 3 months with 181/year induction. What is surprising is that this period in later years shall increase considerably i.e. 14 years in Elect., 16-17 years in Mech., S&T & Traffic, 18-22 years in Civil, 18-19 in Personnel, 13-14 years in Stores, 19-20 years in Accounts, **clearance for Gp.'A' in 18-22 years is never heard and is unacceptable.**
- 4.6 Though the effect on number of officers likely to get JA is not affected very much but the left over period in JA grade has reduced considerably from 5 years 6 months to only 4 years 10 months.

5.0 CONCLUSION

- 5.1 Evidently, the chances of promotion for Gp.'B' officers, this being only one i.e. induction in Gp.'A', shall be affected adversely immensely with the reduction in number of vacancies. This Federation has already submitted a detailed note on the subject, wherein it has clearly been brought out that, even to ensure that all Gp.'B' officers with 8 years service in Gp.'B' are brought within zone of consideration, it shall require average 594 vacancies per year.
- 5.2 We understand, therefore the only logical way to solve the problem is to de-link the intake of direct recruits from that of induction of Gp.'B' officers, for which logical procedure should be thought and implemented.
- 5.3 Another way is to reduce the percentage of quota for intake of Gp.'A' / direct recruits.
- 5.4 Third possible way is though keeping the percentage of quota as 50% but this quota be further divided into LDCE for Gp.'A' and direct recruits at 25% and 25%, thus implementing the system already in existence in Gp.'D' Gp.'C' and Gp.'B', in Gp.'A' too.

In view of the above, this Federation feels that while it is essential to provide satisfactory career progression for direct recruits, it is equally important that the equal consideration be given to Gp.'B's Career Progression also. Both of these groups are equally important for the organisation and none of these can be benefited at the cost of the other. Need of the hour is, therefore, equal treatment.

DA-Annexure 'A' & 'B'

□ □ □

Annexure-A**Gp.'B's INDUCTION IN Gp.'A'- AN ANALYSIS (ON N.Rly)***As on 01.11.00*

Department	S&T	TFC+ Cml.	Person- nel	Store	Elect.	Mech.	C. Engg.	Acc- ounts	Total
Total Officers available & covered for study	72	115	66	39	76	104	223	89	784
	72	143	74	35	75	95	209	96	799
All Officers to be Covered in Years	15	15	16	13	10	12	17	13	
	17	19	19	12	13	17	22	22	
No. of posts vacancies in Gp.'A'/year proposed	30	34	22	27	17	17	63	40	250
	21	25	18	20	12	12	45	28	181
No. of officers to be inducted on N.Rly Every year	3	4	2	2	4	5	7	4	31
	2	3	1.5	1.5	2	3	5	2	20
No. of officers to get Gp.'A' in the period mentioned above	45	62	31	24	39	56	113	58	428
	38	57	33	19	35	61	115	46	404 (50.6%)
To retire w/o getting Gp.'A' (in Gp.'B')	27	53	35	15	37	48	110	31	356
	34	86	41	16	40	34	94	50	395 (49.4%)
Av. length of service in Gp.'B' before induction in Gp.'A'	13-2	11-7	12-4	10-9	10-0	10-8	13-4	9-11	11-8
	14-1	14-11	14-5	11-7	11-11	12-10	15-9	14-4	14-3
Left over service in Gp.'A' on induction	5-0	6-3	6-6	7-4	4-2	6-2	7-0	6-7	6-3
	4-6	5-4	5-9	9-0	5-3	6-11	6-9	6-4	6-2
Length of service in Gp.'B' before retiring w/o Gp.'A'	9-2	8-1	9-4	7-8	7-9	8-0	8-4	6-6	7-10
	11-9	10-9	11-7	11-7	9-6	9-10	10-6	13-1	10-11
No. of officers may get JA	25	35	15	22	12	22	66	41	238
	17	34	18	15	18	41	75	30	248
Av. left over Service in JA	4-0	5-5	7-2	4-4	3-11	7-5	6-2	4-7	5-6
	3-7	3-10	5-0	5-9	4-4	5-7	5-4	4-5	4-10

NOTE : Based on assumptions that

- (i) The upper figures indicate figures as on 1.7.97 (based on 250 induction/year) and the figure below, as on 1.11.00 (based on 181 inductions/year).
- (ii) The DPC shall be regular and will be finalised in March/June every year.
- (iii) No consideration given to upsets due to C. Rs. and also for SC/ST quota.
- (iv) The statement is on the basis of proposed number of inductions. On actual inductions the situation shall be still worst. Though the statement pertains to N.Rly., but the situation all over more or less, is same.

Compiled by : S.K.BANSAL

Annexure 'B'

**Other Details of Study
As on 01/11/2000**

Department		Elect.	Tfc.	S&T	Acct.	Store	Persnl.	Civil	Mech.	Total
Officer to Retire (After induction) (w/o benefit) within	0-1 yrs.	4	7	6	2	-	4	13	10	46
	1-3 yrs.	9	9	9	8	1	8	20	7	71
	3-4 yrs.	4	6	6	6	1	2	6	3	34
	Total	17	22	21	16	2	14	39	20	151
% of Total officers likely to get Gp.'A'		48.6%	38.6%	55.3%	34.85	10.5%	42.4%	33.99%	32.8%	37.4%
Length of service in Gp.'B' before induction in later Year		13-14 Year	16-19 Year	16-18 Year	18-21 Year	13-14 Year	16-19 Year	18-22 Year	15-17 years.	-
Max. length of service spent in Gp.'B' retiring w/o Gp.'A' induction.		13-14 Year	15-17 Year	15-17 Year	18-20 Year	11-12 Year	17-20 Year	17-20 Year	12-14 Year	-

**COPY OF SH. S.K. BANSAL'S LETTER TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI
(No. RoF/Meeting/SKB/2k18 dt. 2.11.2000)**

Sub. : Cadre Fixation – career development.

In continuation to my earlier letter on the subject, and as promised, a detailed note on the subject is enclosed herewith along with the annexures already submitted.

Because of no other mean of career planning for Gp.'B' officers, the only way left is increased induction in Gp.'A'. Even if this is reduced to ensure satisfactory career profession for direct recruits, - as is being proposed – this will create acute frustration among Gp.'B' officers as a whole.

It may be appreciated that career development is a essential requirement for all cadres in management, which means one has to get promotional prospects better than present. While due consideration is being given for such development in all classes i.e. Gp.'A', 'C', 'D', no such consideration is being given to Gp.'B'. While all eligibility periods for Gp.'A' cadre, have been converted into promotion periods, no such consideration is being given to Gp.'B' officers. In actual term, two eligibility periods for Gp.'B' officers – promotion to Sr. scale adhoc and their induction to Gp.'A' – are not being adhered to and infact both these are increasing year by year.

May we request your goodself, to kindly look into this aspect with positive angle, so as some satisfactory solutions is found for ensuring satisfactory career development for Gp.'B' too. For this purpose a note is submitted for your kind consideration please.

Annexure-A

Sub : Cadre Fixation – career development.

Kindly call for our discussion with your good self on 20.10.2000, on the above subject, and also a small note submitted earlier dt. 30.10.2000.

- 1.0 During the meeting, the Board official brought out that in view of the post based selections to be arranged, fixing of cadre strength in junior scale has become imperative. For this purpose, based on various parameters, other

considerations, many assumptions and some calculations, Board has suggested that :-

- (i) The maximum intake of total officers can be 362/year hence quota of DR: Promotees should be 181:181.
- (ii) To ensure this, the cadre strength of Junior scale should be 540 DR+180 Promotees i.e. in all 720.

2.0 The paper handed over to us on this subject envisages that for providing reasonable career opportunities, the years of service for entry into HAG, SAG & JAG. Should be 32 years, 20 years and 9 years respectively, including probation period meaning these periods as 30 years, 18 years & 7 years respectively from date of joining on working posts. A calculation sheet was also handed over to us, indicating the impact, if induction is of 250 officers, or 160 officers respectively per year.

2.1 From the close perusal of the calculation sheet, it is evident that even if the intake is reduced to 160/year, the resultant year of entry is expected to be 33 years, 25.8 years and 11.2 years respectively, which is no where close to the reasonable career opportunities envisaged above. With the proposed intake of 181/year, the years of entry is likely to increase further, hence the intake of 181 is not likely to provide satisfactory level of career opportunities to direct recruits.

(Note : paper of Rly. Board enclosed as annexure to this booklet)

3.0 During discussion, this Federation pointed out that while all the calculations presented to us, at least, take into consideration the adverse impact of larger intake, on the career opportunities of direct recruits, no calculations, what-so-ever have been made, or atleast presented to us, indicating the impact of lesser intake on the career progression of Promotee Officers.

It may be appreciated, that without such study, the purpose of this can never be fulfilled and in fact, is not ready for purposeful discussions.

While it has been thought and studied that what level should be for a reasonable career opportunities for direct recruits, the same has not, perhaps, been given any thought for the promotees.

In the opinion of this Federation, this aspect has to be given a deep thought and only when such study is under taken, the ground for a purposeful discussion shall take place.

4.0 Since the cadre fixation, is prelude to the career progression, any decision on this subject shall not be advisable and that aspect may wait for the same.

Or otherwise career progression, and cadre fixation should be made two separate subjects. In such eventuality, the easier and most justified way of fixation should be bifurcating the assistant officers cadre in the ratio of quota fixed for their entry in Gp.'A', which means approximately 6000 posts of assistant officers be split in 50:50 i.e. 3000 posts for Gp.'A' and 3000 for Gp.'B'.

- 4.1 Incidentally this will be in tune with the career progression pyramid, which is universally accepted system in the government service environment. If we have to deviate from this system, then definite and logical reasons should be brought, which unfortunately the Board has not brought out by now.
- 5.0 It is worth saying, and emphatically too, that this Federation is not opposed and against any attempt by the Board to improve upon the career opportunities for direct recruits. This Federation, in fact, time and again pointed out that in order to attract sufficiently higher talent and good quality officers, it is very important that sufficiently satisfactory career progression system is made available for the direct recruits, which is surely the requirement of the time. At the same time, the Federation has been saying that this should not be at the cost of insufficient career opportunities for Gp.'B' officers. The Gp.'B' officers, being the front torch bearers of the entire Gp.'C' & 'D' staff of the Rly. organisation, need to be treated in a more satisfactory way in order to extend assurance to the staff below that the government has concern for them also.
- 6.0 As regards, the expectation of Gp.'B' officers, we can say that in view of the fact, that as assistant officers, Gp.'B' officers **perform same duties, shoulder same responsibilities and exercise same powers, feeling of being treated** at par with direct recruits is not asking for moon. In fact this had been accepted by even those who created differentiation between Gp.'A' & Gp.'B' – **as a policy of 'apartheid'** - and therefore declared on the floor of Parliament, as back as Feb 1944, **to abolish Gp.'B' w.e.f. 1.4.47** and have only one class of officer, **35% of the posts** – mind it, it were posts – being the quota of promotees. The same, though, was not implemented by the Govt. in independent India. The same was subsequently recommended by **Ist Pay Commission, Tandon Committee** and by the **Rly. Convention Committee too**. What is astonishing is that the recommendation of having the quota (35%) in posts has not been accepted even today. In fact even the **quota in vacancies** remained less than 35% till 1979 (when it was fixed at 40%).
- 7.0 The Gp.'B' officers are looking forward for the implementation of the numerous recommendations – as indicated above. The Gp.'B' officers are

expecting that atleast they should be given all what has been given assured to them earlier, if not much, viz : -

- i. **Quota laid down in Gp.'A' presently 50%. According to this the number of Gp.'A' should have been atleast 50% or some what less say within 40 to 50%, Gp.'B' officers in Gp.'A'.**

The fact is that the total number of Gp.'B' officers in Gp.'A' posts is only about 11% (22% in total working posts.).

- ii. **D.P.Cs are conducted intime and that also without delay and with justified and logical vacancy calculations.**
- iii. **Gp.'B' officers are provided adequate career opportunities, along with right status and importance.**
- iv. **And on the top of every thing, the feeling that we are being extended the equality of consideration at every stage and are treated with equal respect every where.**

8.0 While the above subjects should be discussed separately, it would be worthwhile to mention here that the feeling of Gp.'B' officers is that while the Board is very much worried about the career opportunities available for direct recruits, the same concern is not being shown for Gp.'B' officers.

9.0 Here, it shall be interesting to point out that the minimum eligibility periods for promotion in various grade for Gp.'A' and Gp.'B' and the actual periods achieved, are as under:-

GP.'A'

Status	Eligibility	Achieved
HAG	25 years	31-32 years (except in Personnel)
SAG	17year	18 years (except in Mech.& Elect. where it is 19 years & 20 yrs.)
SG	13 years	13 years (except in Elect. & S&T-15 yrs.)
JAG	8 years	9 years (except Elect, S&T & Tfc-10 yrs.)
SS	4years	4years (100%) in some cases even before)

(All the above periods include 2 yrs. probation period)

GP.'B'

Status	Eligibility	Achieved	
Induction in Gp.'A'	3 yrs.	Avg. 11.5. to 12 yrs.	
S.S.(ad hoc)	3 yrs.	Avg. 10 yrs.	(in Accts./Store some what less)

- 9.1 Evidently while all the eligibility periods are converted into promotion periods for Gp.'A', the same is nowhere even near for Gp.'B'. In some cases where the promotions are not made on completion of eligibility periods in some deptts., atleast the administration makes honest endeavor to see that the eligibility periods are matched with promotion periods. At least these are taken as targets. On the other hand, the same consideration is not being extended to Gp.'B' officers, and there is no attempt on the part of administration, to make endeavor to achieve these or even to make an honest attempt for the same. While giving considerations to the career opportunities for them, these are not being treated as targets.
- 10.0 Keeping in view all the aspects of career progression, it can be said that in the present circumstances, the only way of providing better career opportunities to Gp.'B' officers, is to ensure larger intake of them in Gp.'A'.
- On the other hand, if the intake of direct recruits is increased, it results in reduced career progression for them. It has, therefore, become a ticklish question for the administration how to process in the circumstances. This is the case in the present context also and therefore the administration has not been able to arrive at a satisfactory solution of the problem of providing equitable career opportunities for both i.e. direct recruits and promotees.
- 11.0 In view of what has been stated above, though the main aspiration of the Gp.'B' officers, is to be treated at par, from the day of their entry to gazetted cadre, there being no logical reason for anything else, but still for the present, promotees expect, that they be given the entry in Gp.'A' at least from the day they complete 3 years regular service in Gp.'B'. So, any mean or system, which gives the Gp.'B' this assurance, is acceptable to them. Studies therefore, are required to be made in depth, to achieve this or at least this be made as a target to be achieved, in due course.
- 12.0 It has however, been observed that instead of improving upon the career opportunities already extended to Gp.'B', all the proposals being made are likely to result in deteriorations in these, which can not be accepted by any category.

- 13.0 A critical perusal of the career opportunities available for promotees a few years earlier when compared to the present status, shall reveal that instead of increasing/improving, these are in fact deteriorating day by day, over the years. The following will be worth-while to indicate:-

Eligibility period	upto 1984	upto 1990	Now
Sr.scale (ad hoc)-3 years	3 yrs.	5-6 yrs.	10-11yrs. (to the extent of 80% avg. of all deptts.)
Induction to Gp.'A'-3yrs.	N.A.	9-10 yrs.	11-12 yrs.

(Acctts./Store 6-7yrs) (9-10 yrs.)

- 13.1 A statement analysing the D.P.C. of last few years which indicates the years spent in Gp.'B' before being inducted in Gp.'A', for all the eight deptts is enclosed herewith, as demanded. It reveals that we could achieve the minimum period of 6 years 9 months in Store department, 7 years 2 month in Accounts, 8 years 11 months for S&T and 9 years 1 month for Mechanical department. Average of all these departments comes to the range of 9 years 3-4 months (except Civil Engg. department).
- 13.2 The perusal of figures further reveal that in many cases the DOITS of promotees is from the date of their entry in Gp.'B'. In fact earlier, in same cases, the DOITS, was earlier than their date of entry to Gp.'B' even, which necessitated the government to come with a modification in the rules in 1991, restricting the same to the period spent in Gp.'B' only and not earlier.
- 14.0 Still to be most reasonable, as this federation always is, the Gp.'B' may consider to accept the state of entry in Gp.'A' immediately to be after 3 years of service in Gp.'B', if so assured and guaranteed.
- 15.0 This Federation further made a study, that if today all the officers who have spent 8 years service in Gp.'B' are brought in Zone of consideration at least, what will be the number of posts/vacancies required for the same. For this purpose we have made study in two phases i.e. officers who have entered in Gp.'B' up to 92 (i.e. 8 yrs.) and then subsequently the officers who shall be available with 8 yrs. service in Gp.'B' every year.

The procedure is as under:-

Total no. of officers in Gp.'B' say in C.Rly. in Mech. Deptt. up to 1992 is 41. Then the posts required for enabling all these to be under zone of

consideration (as per present formula $2x+4$) shall be $(\text{officers} - 4)/2$, i.e 18.

For every subsequent year it shall be no. of officers upto 92 – the posts calculated as above + the officers inducted in 1993 –4 and then half of this.

The details of posts required, in this way this year and after word, every year is given in annexure, enclosed.

- 15.1 It is evident that even after providing the number of posts mentioned in the statement, the average length of service before their induction in Gp.' A' shall be much higher in the range of 10-11 years because out of the total 41 officers on C. Rly. up to 92 $(41-4)/2$, only 18 officers shall be cleared, which have to of 10,11 or 12 years seniority meaning the average length of service in the range of 11-12 yrs. only.
- 16.0 If provision of about 600 vacancies every year are likely to result in the average Gp.'B' service before induction in the range of 10-12 yrs. as indicated above, then the administration can itself imagine that how much stagnation shall be there with only 180 vacancies/year as proposed. Evidently the stagnation shall be unmanageable after a few years only.

17.0 CONCLUSION

- 17.1 Since it is just not possible to provide satisfactory career opportunities to direct recruits with larger intake, and the promotees with lesser intake, it is imperative, that the intake of Gp.'A' and Gp.'B' shall have to be delinked or the other possible way is to increase the quota of promotee from the present 50% to 75% atleast. This, as per Rly. Administration, is not possible because of the definition given to organised cadre, as presently for any cadre to be known as organised cadre, the intake of direct recruit Gp.'A' should be minimum 50% . The administration therefore, in the distant planning, should immediately approach the right authority/forum for changing this definition of organised service so as to enable the administration to modify the intake percentage of quota.

Meanwhile the quota of Gp.'A' & Gp.'B' should be delinked, for the purpose of calculation of vacancies so as to enable the administration to have lesser vacancies for direct recruits, appointment, at the same time higher vacancies for promotees induction in Gp.'A'.

- 17.2 The basic theme of what has been brought out above is that any study which keep in consideration the aspirations/requirements of direct recruits, leaving out, what ever is left out for promotees, what ever

may be there prospects or aspirations-is not a logical solution for any administration, least so for Rly. Administration. Think and give equitable treatment for both the wings of the administration i.e. direct recruits and promotees, as this will only give the sense of pride for working for the organisation and therefore shall go a long way in improving the efficiency of the organisation, as a whole, is the only right policy.

- 17.3 In nut shell, this federation requests that policies in respect with cadre fixation, should be so evolved, so that the Gp.'B' officer's career prospects are also given due consideration. The only thing is that they should be given atleast equal treatment and it should, atleast, be ensured, that promotional prospects mean improvement in the existing situation and at no cost deterioration. How to achieve this can better be known to the administration only. We have all the faith and are sure that justice shall not elude us any longer.

DA as above

□ □ □

Annexure 'A'
ANALYTICAL STUDY OF DPCs OF Gp.'B'
OFFICERS FOR INDUCTION IN Gp.'A'
(FOR APPROX. 15 YRS.)

DEPTT.	TOTAL OFFICERS	TO RETIRE WITHIN			BALANCE MAY GET JA	AVG. AGE ON PROMOTION TO Gp.'B'	AVG. LENGTH OF SERVICE IN Gp.'B' BEFORE Gp.'A'	AVG. LEFT OVER SERVICE IN JA
		1 YRS	3 YRS	BEFORE JA GRADE				
MECH. (FOR 15 YRS.)	372	59	93	45	175 47.0%	43-7	10-1	4-4
CIVIL (FOR 13 YRS.)	499	95	174	65	334 66.9%	42-3	12-3	3-8
S&T (FOR 14 YRS.)	300	26	63	34	123 41.0%	41-2	10-2	5-8
TRAFFIC (FOR 15 YRS.)	386	57	75	36	168 43.5%	42-4	10-5	4-1
ELECT. (FOR 14 YRS.)	316	34	73	31	158 43.7%	43-2	10-8	5-4
PERS. (FOR 12 YRS.)	183	48	50	27	115 69.3%	44-3	9-2	4-9
ACC. (FOR 12 YRS.)	181	40	50	27	64 64.62%	45-4	7-5	6-8
STORE (FOR 15 YRS.)	178	33	39	17	89 50.0%	44-7	7-11	6-4
TOTAL	2415	392 17.9%	617 26.3%	282 10.2%	1291 53.4%	43-0	10-4	5-3

Compiled by — S.K. Bansal

COMPARATIVE ANALYSIS OF DPCs CONDUCTED DURING LAST 15 YRS.

DPC For The Year	Date of Effect Date of Issue	Total Officers	To Retire (Within)			Total	%age	Bal. May Get JA	%age	Avg. Age On Prom- otion to GP, B	Avg. Length of Service in Gp.'B' Before GP.'A'	Avg. Left Over Service In JA
			1 Yr	3 Yr.	Before JA Grade							
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
84,85	7.4.88/27.8.88	41	4	13	5	22	53.7	19	46.3	44-6	9-1	3-9
86,87	23.3.90/2.4.90	48	4	11	10	25	52.1	23	47.9	43-9	10-0	4-1
88,89	18.9.91/30.10.91	68	17	23	9	49	68.7	19	31.3	46-5	9-4	4-10
90,91	15.10.92/2.2.93	51	15	6	2	23	46.0	28	54.0	42-5	9-9	4-11
92	24.5.94/1.8.94	23	3	7	2	12	52.2	11	47.8	42-0	10-9	4-11
93	13.3.96/10.4.96	17	2	3	2	7	41.2	10	58.8	42-3	10-8	3-0
94,95	13.1.97//28.4.97	24	4	7	2	13	54.2	11	45.8	43-5	10-11	4-0
96	6.11.97/16.1.98	25	7	10	2	19	76.0	6	24.0	44-8	10-7	2-8
97.	23.4.99/28.5.99	38	-	3	6	9	20.4	29	79.4	41-10	10-7	6-11
98.	11.4.00/26.5.99	37	3	10	5	18	48.6	19	51.6	43-10	11-1	3-7
Total	For 15 Yrs.	372	59	93	45	197	53.0	175	47.0	43-7	10-1	4-4
86,87	27.11.89/4.1.90	68	12	18	12	42	61.8	26	38.2	40-11	13-4	2-10
88	10.4.91/12.6.91	37	9	12	7	28	75.7	9	24.3	41-6	13-7	1-11
89 to 94	4.12.92/12.3.93	225	47	84	25	156	69.3	69	30.7	43-1	11-5	3-8
Backlog	4.12.92/13.7.93	32	10	10	1	21	67.0	11	33.0	41-12	12-8	1-4
95	10.1.97/10.6.91	14	2	6	2	10	71.0	4	29.0	40-4	13-8	4-1
96	21.11.91/22.1.98	18	4	8	3	15	83.3	3	16.7	43-3	13-1	1-11
97	21.5.99/25.6.99	58	5	21	9	35	60.3	23	39.5	41-7	12-1	4-10
98	03.8.00/29.9.00	47	6	15	6	27	57.8	20	42.2	42-6	12-4	5-7
Total	For 13 Yrs.	499	95	174	65	334	66.9	165	33.1	42-3	12-3	3-8

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	85	31.10.88/19.1.89	24	2	5	1	8	33.3	16	66.7	40-8	8-11	5-2
	86,87	26.9.89/3.11.89	42	2	4	6	12	28.6	30	71.	39-3	10-1	4-10
S&T	88	11.6.91/3.7.91	16	4	4	1	9	56.3	7	43.7	42-4	11-4	5-0
	89-93	23.7.92/14.9.92	127	10	34	12	56	44.7	71	55.3	42-1	9-5	6-2
	94	22.8.95/21.1.97	25	2	6	3	11	45.8	14	54.2	41-4	10-5	5-10
	96	8.8.97/7.10.97	15	1	4	3	8	33.4	7	46.6	42-8	10-2	4-7
	97	4.1.00/7.3.00	19	1	1	6	8	42.1	11	57.9	40-9	12-3	4-11
	98	29.11.00/8.1.01	32	4	5	2	11	34.4	21	35.6	40-4	11-11	5-0
Total		For 14 Yrs.	300	26	63	34	123	41.0	177	59.0	41-2	10-2	5-8
	84,85	16.5.89/27.7.89	31	5	5	1	11	35.5	20	64.5	41-5	11-2	4-6
	86,87	20.8.90/21.9.90	50	11	10	4	25	50.0	25	50.0	42-11	9-7	3-10
Traffic	88	10.4.91/12.6.91	18	2	1	3	6	33.0	12	67.0	42-11	9-3	4-2
	89,90	SPL 1.6.92/22.7.92	104	12	24	8	44	42.3	60	57.7	42-2	10-1	3-7
	91,92	10.12.93/23.2.94	47	9	6	7	22	46.7	25	53.3	40-9	10-3	3-1
	93	23.2.96/22.3.96	30	6	7	6	19	63.3	11	36.7	43-4	11-0	3-5
	94,95	28.7.97/13.10.97	31	1	9	2	12	38.7	19	61.3	41-1	10-6	5-2
	96	15.7.99/6.9.99	18	1	3	3	7	38.0	18	62.0	43-6	10-9	4-5
	97	22.12.99/28.1.00	26	3	6	3	12	40.2	14	53.8	43-0	11-0	6-10
	98	30.8.00/13.10.00	31	7	4	5	16	51.6	15	48.4	42-5	11-2	5-9
Total		For 15 Yrs.	386	57	75	36	168	48.5	218	56.5	42-4	10-4	4-1

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	85	26.4.89/17.5.89	15	1	3	0	4	26.7	11	73.3	37-4	11-1	5-10
	86,87	1.12.89/26.12.89	50	7	8	3	18	30.0	32	70.0	41-11	9-2	5-5
	88	20.8.90/21.9.90	17	1	2	2	5	30.0	12	70.0	42-6	9-5	3-11
Elect.	89,90,91	3.3.92/25.5.93	85	7	12	5	24	28.3	61	21.7	41-3	9-8	5-1
	92	18.11.92/25.5.93	24	2	6	-	8	33.3	16	67.7	39-8	10-10	6-7
	94	24.5.94/5.10.94	26	4	5	2	11	42.3	15	57.7	42-10	8-9	5-11
	95,96	16.3.98/14.5.98	33	4	10	10	24	72.7	9	27.3	41-11	11-11	2-5
	97	24.6.99/6.8.99	31	1	17	6	24	77.4	7	22.6	44-3	11-8	5-4
	98	28.7.00/21.9.00	35	7	10	3	20	57.7	15	42.9	43-2	12-5	4-9
Total		For 13 Yrs.	316	34	73	31	138	43.7	178	56.3	43-2	10-8	5-4
	87	18.9.89/24.10.89	19	15	4	2	11	57.6	8	92.1	44-6	9-8	2-11
	88	20.4.91/29.5.91	8	2	4	1	7	87.5	1	12.5	44-6	11-0	2-9
	89 to 92	23.7.92/14.4.92	71	14	25	14	53	69.0	18	31.0	44-11	9-7	3-4
	93	25.11.93/7.3.94	24	10	5	3	18	75.0	6	25.0	45-9	9-2	5-0
	94	6.5.96/15.11.96	13	1	3	1	5	38.5	8	61.5	43-3	9-0	6-5
	95	11.4.91/21.5.91	6	2	-	1	3	50.0	3	50.0	41-7	8-11	9-4
	96	22.10.97/9.12.97	10	1	2	1	1	40.00	6	60.00	43-6	8-7	4-10
	97	15.7.99/13.8.99	15	-	3	2	5	33.3	10	66.7	41-0	10-5	6-7
	98	19.9.00/13.3.01	17	3	4	2	9	53.00	8	47.0	43-2	10-5	7-5
Total		For 12 Yrs.	183	48	50	27	115	69.3	68	30.7	44-3	9-2	4-9

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	85	13.3.89/30.3.89	15	2	3	5	10	66.7	5	33.3	45-7	9-11	2-4
	88	12.2.91/22.3.91	12	3	4	2	9	75.0	3	25.0	46-1	9-0	1-9
Acc.	89-90	1.6.92/14.9.92	32	9	12	5	26	81.2	6	18.8	46-6	8-6	1-6
	91,92	15.11.93/9.3.94	24	10	10	2	22	91.5	2	8.5	48-7	7-2	7-5
	93	31.5.95/19.7.95	13	5	3	1	9	69.2	4	0.8	48-1	7-9	5-1
	94	22.5.96/4.11.96	9	1	4	1	6	66.7	3	33.3	43-2	8-8	10-10
	95	17.1.91/21.3.97	8	4	1	-	5	62.5	3	37.5	46-2	7-5	7-0
	96	24.9.91/24.12.97	15	1	3	2	6	40.0	9	60.0	41-1	8-11	6-8
	97	15.6.99/14.7.99	27	1	7	7	15	55.5	12	49.5	43-1	9-3	10-6
	98	16.8.00/6.10.00	26	4	3	2	9	34.7	17	65.3	42-9	9-9	7-4
Total		For 12 Yrs.	181	40	50	27	117	64.6	64	35.4	45-4	7-5	6-6
	84 to 87	20.8.99/23.8.90	41	12	13	2	27	66.0	14	34.0	45-3	9-3	3-5
	88	13.2.91/26.3.91	12	4	4	-	8	66.7	4	33.3	45-8	6-9	12-9
	89,90	3.6.92/28.7.92	25	3	8	3	14	56.0	11	44.0	46-4	7-0	6-0
Store	91,92	19.1.94/18.5.94	35	9	7	4	20	57.1	15	42.9	46-7	6-4	5-3
	93	17.4.96/21.5.96	15	1	2	-	3	20.0	12	80.0	42-3	8-9	4-11
	94,95	22.11.96/22.1.91	13	3	2	1	6	46.2	7	53.8	44-6	6-8	7-5
	96	21.11.97/21.11.97	9	1	3	1	5	55.5	4	44.5	43-7	7-8	7-6
	97	30.6.99/23.7.93	13	-	-	-2	2	15.5	11	84.5	40-10	8-11	7-2
	98	16.8.00/30.10.00	15	-	-	4	4	27.0	11	73.0	40-2	10-0	8-3
Total		For 15 Yrs.	178	33	39	17	89	50.0	89	50.0	44-7	7-11	6-4

Compiled by

—S.K. Bansal

**COPY OF SH. S.K. BANSAL'S LETTER TO
SH. K. BALAKESARI, MEMBER STAFF, RLY. BD., NEW DELHI
(No. RoF/Meeting/SKB/2k7 dt. 30.10.2000)**

Sub. : Cadre fixation - career development

As desired, the analysis of DPC for few previous year is enclosed herewith. Perusal of this reveals, that the period spent in Gp.'B' before induction was only 6-7 years (in store) and 7-8 yrs (in accounts). In most of the other deptts. time period was 9-10 yrs (except civil engg.) our endeavour should be to touch atleast the minimum period which we have achieved for these, for all the deptts, if not better than this.

This federation has however made another study i.e what shall be the requirement of vacancies, if all the officers have to come within the zone of consideration after 8 years of service in Gp.'B'. The details of this analysis are enclosed herewith as annexure - A, B & C. The procedure of calculations is indicated in the statement itself with approx. vacancies, what is ensured is bringing officers within zone of consideration only after 8 yrs long service in Gp.'B'. If these vacancies are reduced to 180 or so, the impact can only be understood.

It is worthwhile to point out, that these much vacancies shall ensure only for a officer to come within the zone of consideration only. Selection shall be after an average service of more than 11 yrs. service in Gp.'B'. It many be appreciated that selection after 11 yrs. in a service who's eligibility is 3 yrs. is not at all a satisfactory system, and therefore deserve to be given a deep, as also sympathetic consideration.

The federation proposes to submit a detail note an this subject, by making the above mentioned informations as central point, shortly.

DA-as above.

□ □ □

COMPARATIVE ANALYSIS OF DPCs NOTIFIED IN 1990 TO 1993

Deptt.	Date of effect Date of Issue	Total Officers	To Retire within			Total JA	Balamace May get JA	%	Av. age on promo- tion to Cp'B'	Av. age on promo- tion to Cp'A'	Av. length of Service in Cp.'B' before	Av. Left over service in JA Grade	
			1Yrs.	3 Yrs.	before JA grade								
Mech.	7.4.88/27.8.88	41	4	13	5	22	53.7	19	46.3	44-6	53-7	9-1	3-9
	1990 23.3.90/2.4.90	48	4	11	10	25	52.1	23	47.9	43-9	53-9	10-0	4-1
	1991 18.9.91/30.10.91	68	17	23	9	49	68.7	19	31.3	46-5	55-9	9-4	4-10
	1992 15.10.92/2.2.93	51	15	6	2	23	46.0	28	54.0	42-5	52-2	9-9	4-11
Civil	1990 27.11.89/4.1.90	68	12	18	12	42	61.9	26	38.2	40-11	54-3	13-4	2-10
	1991 10.4.91/12.6.91	37	9	12	7	28	75.7	9	24.3	41-6	55-1	13-7	1-11
	1992 24.12.92/12.3.93	225	47	84	25	156	69.3	69	30.7	43-1	54-6	11-5	3-8
	S.E. Rly.	32	10	10	1	21	67.0	11	33.0	41-11	54-7	12-8	1-4
S & T	1989 26.9.89/3.11.89	42	2	4	6	12	28.6	30	71.4	39-3	49-4	10-1	4-10
	1991 11.6.91/3.7.91	16	4	4	1	9	56.3	7	43.7	42-4	53-8	11-4	4-5
	1992 23.7.92/14.9.92	127	10	34	12	56	44.7	71	55.3	42-1	51-6	9-5	6-2
	1993 17.9.93/2.3.94	24	4	6	1	11	46.0	13	54.0	43-1	52-0	8-11	5-4
Traffic	1990 20.6.90/21.9.90	50	11	10	4	25	50.0	25	50	42-11	52-6	9-7	3-10
	1991 10.4.91/12.6.91	18	2	1	3	6	33.0	12	67.0	42-11	52-6	9-3	4-2
	1992 1.6.92/22.7.92	99	12	22	3	37	37.0	62	63.0	42-2	51-11	9-9	3-7
	1993 20.12.93/23.2.94	47	9	6	7	22	46.7	25	53.3	40-9	51-9	10-3	3-1

Elect.	4.12.89/26.12.89	50	7	8	3	18	30.0	42	70.0	41-11	51-1	9-2	5-5
	1990 21.8.90/21.9.90	17	1	2	2	5	30.0	12	70.0	42-6	51-11	9-5	3-11
	1992 3.3.92/25.4.92	79	6	12	4	22	27.9	57	72.1	41-3	50-11	9-8	5-1
	1992 18.11.92/25.5.93	24	2	6	-	8	33.3	16	67.7	39-8	50-6	10-10	6-7
Personnel	20.4.91/29.5.91	8	2	4	1	7	87.5	1	12.5	44-6	55-6	11-0	2-9
	1992 23.7.92/14.9.92	64	12	25	10	45	57.8	17	26.5	45-2	54-7	9-5	3-4
	1993 25.11.93/7.3.94	24	10	5	3	18	75.0	6	25.0	45-9	54-11	9-2	5-0
Accounts	12.2.91/27.3.91	12	3	4	2	9	75.0	3	25.0	46-1	53-1	9-0	1-9
	1992 1.6.92/14.9.92	22	6	11	2	19	86.4	3	13.6	46-10	53-4	8-6	1-6
	1993 15.11.93/9.3.94	24	10	10	2	22	91.5	2	8.5	48-7	55-9	7-2	7-5
	1990 20.8.90/23.8.90	41	12	13	2	27	66.0	14	34.0	45-3	54-6	9-3	3-5
Stores	1991 13.2.91/26.3.91	12	4	4	-	8	66.7	4	33.3	45-8	52-5	6-9	12-9
	1992 3.6.92/28.7.92	22	3	8	2	13	59.1	9	40.9	47-4	54-9	7-5	5-1

Compiled by

—S.K. Bansal

Annexure-B**No. of Posts required to bring in zone of consideration, the Gp.'B' officers with 8 years service. for induction in Gp.'A'.***As on 01/10/2000*

Year	Mech.	Civil	T&C	Elect.	Acct.	Persnl.	S&T	Store	Total
Up to 1992	100	169	90	88	26	42	53	13	581
93	69	145	70	57	48	53	41	20	503
94	66	150	71	53	74	62	28	23	527
95	73	141	94	48	82	75	34	39	586
96	77	157	84	64	105	69	43	44	643
97	101	155	86	78	95	58	63	59	695
98	87	126	80	80	72	63	57	46	611
Total excl. up to 92	473	874	485	380	476	380	266	231	3565
Av/yr	79	146	81	63	79	63	44	39	594

*Note :***Procedure adopted**

Upto 92 : Total officers waiting for induction upto 1992, Rly. wise and calculated the posts on $2 \times + 4$ i.e. with the formula $(\text{posts} - 4)/2$.

Subsequently : Total officers working in 92 – (minus) the posts calculated as above + the officers promoted to Gp.'B' in 93 and then – 4 and half of these, Rly. wise.

Same formula adopted for each subsequently year.

Compiled by
—S.K. Bansal

Annexure-C

No of officers waiting for induction with 8 yrs. or more service in Gp.'B' (Gp.'B' officers joining upto 92) and the posts required for, atleast to bring them under zone of consideration.

As on 01/10/2000

Deptt.	Mech.		Civil		T&C		Elect.		Acct.		Persnl.		S&T		Store		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Rly																		
CR	27	12	47	22	32	14	42	19	20	8	17	6	23	9	9	2	217	92
ER	22	9	45	20	19	7	19	7	12	4	6	2	23	9	5	1	151	59
NR	33	15	68	32	33	15	26	11	8	2	16	6	18	7	6	2	208	90
NE	17	6	19	7	18	7	3	1	4	1	0	0	4	1	4	1	69	24
NF	24	10	22	9	12	4	10	3	5	1	13	4	10	3	0	0	96	34
SR	19	7	61	28	21	8	19	7	7	2	16	6	12	4	1	1	156	63
SC	24	10	53	25	28	12	18	7	3	1	13	4	11	3	7	2	157	64
SE	29	12	14	5	23	10	38	17	7	2	13	4	26	11	5	1	155	62
WR	15	6	45	20	31	13	20	8	11	3	21	8	17	6	6	2	166	66
CLW	11	3	0	0	0	0	11	3	4	1	7	2	0	0	3	1	36	10
DLW	2	1	2	1	0	0	8	2	4	1	0	0	0	0	0	0	16	5
ICF	10	3	0	0	0	0	4	1	0	0	1	0	0	0	1	0	16	4
WAP	4	1	0	0	0	0	3	1	1	0	0	0	0	0	0	0	8	2
RCF	11	3	0	0	0	0	4	1	0	0	0	0	0	0	0	0	15	4
DCW	8	2	0	0	0	0	1	0	0	0	0	0	0	0	2	0	11	2
Grand TOTAL	256	100	376	169	217	90	226	88	86	26	123	42	144	53	49	13	1477	581

Note : A : Indicate no. of officers waiting for induction with 8 years service or more. (Joining upto 1992)

B:Indicate no. of posts required to bring these at least under Zonal consideration. (No.-4)/2)

Compiled by
—S.K. Bansal

**COPY OF SH. S.K. BANSAL'S LETTER TO
SH. K. BALAKESARI, MEMBER STAFF,
RLY. BD., NEW DELHI IN OCT. 2000**

Career - Prospects for Gp.'B' officers on Indian Railways.

This federation has been mentioning time to time, that **satisfactory careers** prospects do not exist for Gp.'B' officers on Railways. In this respect statement is enclosed herewith for your kind perusal please.

This statement brings out the fact that at present.

- (i) There are 1460 Gp.'B' officers waiting for their induction in Gp.'A' though these have **completed more than 8 years service in Gp.'B'** (There are in fact 4356 Gp.'B' officers with 3 years or more service in Gp.'B' waiting for induction in Gp.'A' **as per another statement**)
 - (ii) The Junior most officer, already inducted in Gp.'A' is having the date of 1.91 in (Gp.'B' meaning more than 8 years service (excluding one of Personal of NE and Two of 3/92 & 7/92 of store deptt. of SE & W Rly. being due to other reasons).
 - (iii) The senior most officers (Civil Engg.), inducted in 1997 is of 4.83 (CR) - Mech. 7.84 of (NF) Who have already spent more than 17 years and 16 years service in Gp.'B'.
2. Sir, while studies are being conducted to reduce the stagnation in the cadre of Gp 'A' officers and ways are being found - ACP being one of these and rationalising the recruitment the other - neither any study has been made for extensive stagnation in Gp.'B' cadre, nor any way out is being thought.
 - 3 It may be appreciated that the induction in Gp.'B' at the age of 40 years average (a fair percentage of Gp.'B' officers of LDCE **being in the range of 30 years or so even**, have to be considered for some satisfactory career progression, which presently these Gp.'B' officers do not have.

You May, therefore, get the whole issue studied in depth, so as to ensure some career progression for Gp.'B' officers too.

DA—as above

(Given at page No. 123, with some difference)

□ □ □

**COPY OF SH. K. HASAN, SECY. GENERAL-IRPOF'S
LETTER TO SH. K.B. SANKARAN, MEMBER MECHANICAL,
RLY. BD., NEW DELHI**

(No. RoF/Meeting/GC/110 dt. Nov. 2000)

Sub : Career Progression for Gp.'B' officers

Career progression of Gp.'B' officers depends on the number of their induction into group 'A' as no separate career progression has been provided for Gp.'B' officers until now. This induction has been linked with the direct recruitment resulting in under recruitment which causes large scale adhoc promotions in senior scale (about 1400 Gp.'B'' officers are working on adhoc basis in Sr.scale.)

During a meeting, Advisor (MS) indicated that promotion/recruitment of about 181 officers from each stream may meet the requirement. The federation representatives proposed to delink the number of officers to be promoted & recruited through both the streams to provide career progressions to both group of officers The Federation as a test case analysed the position of existing Gp.'B' officers on Northern Railway department-wise/name wise keeping in view the above figures and **the results were found leading to further deterioration as far as the stagnation and career progression of Gp.'B' officers is concerned.** As a sample the detailed analysis for Mechanical and Stores Department is given in annexure'B'. The results are as follows:

Position of other Deptts. is near about the same (Annexure'A')

MECHANICAL DEPARTMENT

Gp.'B' service before induction Into Gp.'A'			Gp.'B' service of officer retiring without induction into Gp.'A'		
1999	2010	2014	1999	2010	2012
10-11 yrs	13-14 yrs	16 yrs	10 yrs	12 yrs	14 yrs

STORES DEPARTMENT

10yrs	13yrs	8-9 yrs	13yrs
-------	-------	---------	-------

It may further be appreciated that no good employer would like to create frustration and a feeling of disgust amongst officers by making them work for such long periods without any further promotion which certainly affects the working of the organisation. The Board is therefore requested to kindly consider this aspect and find out a solution of the problem instead of creating further complications for the future.

We suggest that more Gp'B' officers should be inducted into Gp'A' by delinking it from the number of direct recruits to avoid not only increased stagnation in future but to regularise the large number of adhoc promotions in senior scale. It will not effect career progression of direct recruits due to early superannuation of promotees.

DA-as above

□ □ □

Annexure A

Deptt.	Gp.'B' service before induction Into Gp.'A'			Gp.'B' service of officers retiring before induction into Gp.'A'		
	1999	2010	2020	1999	2010	2018
Accounts	8-10 yrs	16-17 yrs	21 yrs	8-9 yrs	14-15 yrs	20yrs
Stores	10 yrs	13 yrs	8-9 yrs	13 yrs	19 yrs	
Personal	10-12yrs (2016)	15yrs	19yrs	7-8 yrs	13yrs	18-20yrs
Traffic	10-11yrs (2017)	16yrs	18yrs	5-6 yrs	12yrs	17yrs
Civil Engg	12-13 yrs	15-16 yrs	20-21 yrs	8-10 yrs	10 yrs	15-18 yrs
Elec.	11 yrs	13 yrs	11 yrs	13 yrs		
Mech.	10-11 yrs (2014)	13-14 yrs	16 yrs	10 yrs	12 yrs	14 yrs
S&T	12 yrs (2014)	17 yrs	18 yrs	12 yrs	11 yrs	15-17 yrs

□ □ □

**COPY OF SH. K. HASAN, SECY. GENERAL-IRPOF's,
LETTER TO SH. K. BALAKESARI, MEMBER STAFF,
RLY. BD., NEW DELHI
(No. RoF/Meeting/GC/110 dt. 29.11.2000)**

Sub: Career progression for Gp.'B' officers

During our discussion, an indication was given by OSD(MS) about the induction of about 180 Gp.'B' officers into Gp.'A' to meet the requirement of the administration of providing smooth career progression to Gp.'A'.

The Federation, as a test case, analyzed the position of Northern Railway department-wise/name-wise keeping in view the above and the **results are found to be leading to further deterioration as far as the stagnation & career progression of Gp.'B' officers is concerned.** A sample of the detailed analysis for Accounts Deptt. is given as Annex. 'B'. Statement in regard to other departments is enclosed as Annex 'A'

ACCOUNTS DEPARTMENT

Gp.'B' service before induction into Gp.'A'			Gp.'B' service of officer retiring before induction into Gp.'A'		
1999	2010	2020	1999	2010	2018
8-10 yrs	16-17 yrs	21 yrs	8-9 yrs	14-15 yrs	20 yrs

It may kindly be appreciated that Gp.'B' officers induction into Gp.'A' has to be delinked from direct recruitment if at all a satisfactory career progression is to be provided to both groups of officers

We feel that you will kindly arrange to find out a solution while fixing the cadre for junior scale Gp.'A' to check this deteriorating position.

With highest regards.

*DA as above
(Chart-Annexure 'A' is given at page No. 166)*

□ □ □

**COPY OF SH. K. HASAN, SECY. GENERAL-IRPOF's,
LETTER TO SH. SHANTI NARAIN, MEMBER TRAFFIC,
RLY. BD., NEW DELHI
(No. RoF/Meeting/GC/110 dt. 29.11.2000)**

Sub : Career Progression for Gp.'B' officers

Career progression of Gp.'B' officers depends on the number of their induction into group 'A' as no separate career progression has been provided for Gp.'B'' officers until now. This induction has been linked with the direct recruitment resulting in under recruitment which causes large scale adhoc promotions in senior scale (about 1400 Gp.'B'' officers are working on adhoc basis in Sr. scale.)

During a meeting, Advisor (MS) indicated that promotion/recruitment of about 181 officers from each stream may meet the requirement. The federation representatives proposed to delink the number of officers to be promoted & recruited through both the streams to provide career progression to both group of officers. The Federation as a test case analysed the position of existing Gp.'B' officers on Northern Railway department-wise/name wise keeping in view the above figures and **the results were found leading to further deterioration as far as the stagnation and career progression of Gp.'B' officers is concerned.** As a sample the detailed analysis for Traffic Department is given in annexure'B'. The results are as follows:

TRAFFIC DEPARTMENT

<i>Gp.'B' service before induction Into Gp'A'</i>			<i>Gp.'B' service of officer retiring before induction into Gp'A'</i>		
1999	2010	2017	1999	2010	2018
10-11 yrs	16yrs	18yrs	5-6 yrs	12yrs	17yrs

Position of other Deptts. is near about the same (Annexure'A')

It may kindly be appreciated that Gp.'B' officers not only have to stagnate for long years in Gp.'B'' before induction into Gp.'A' but a large number of them retire after longer service periods in Gp.'B' without getting inducted into Gp.'A'.

In addition, officers selected to Gp.'B' subsequently will also get retired after serving for longer periods It will not be out of place to mention that 50% of the officers inducted into group 'A' retire without getting further promotion

It may further be appreciated that no good employer would like to create frustration and a feeling of disgust amongst officers by making them work for such long periods without any further promotion which certainly affects the working of the organisation The Board is therefore requested to kindly consider this aspect and find out a solution of the problem instead of creating further complications for the future.

We suggest that more Gp.'B' officers should be inducted into Gp.'A' by delinking it from the number of direct recruits to avoid not only increased stagnation in future but to regularise the large number of adhoc promotions in senior scale. It will not effect career progression of direct recruits due to early superannuation of promotees.

DA—as above

□ □ □

Annexure A

Deptt.	Gp.'B' service before induction Into Gp.'A'			Gp.'B' service of officers retiring before induction into Gp.'A'		
	1999	2010	2020	1999	2010	2018
Accounts	8-10 yrs	16-17 yrs	21 yrs	8-9 yrs	14-15 yrs	20yrs
Stores	10 yrs	13 yrs	8-9 yrs	13 yrs	19 yrs	
Personal	10-12yrs (2016)	15yrs	19yrs	7-8 yrs	13yrs	18-20yrs
Traffic	10-11yrs (2017)	16yrs	18yrs	5-6 yrs	12yrs	17yrs
Civil Engg	12-13 yrs	15-16 yrs	20-21 yrs	8-10 yrs	10 yrs	15-18 yrs
Elec.	11 yrs	13 yrs	11 yrs	13 yrs		
Mech.	10-11 yrs (2014)	13-14 yrs	16 yrs	10 yrs	12 yrs	14 yrs
S&T	12 yrs (2014)	17 yrs	18 yrs	12 yrs	11 yrs	15-17 yrs

□ □ □

**COPY OF THE NOTE BY SH. K. HASAN,
SECY. GENERAL-IRPOF, SUBMITTED
TO RLY. BOARD IN 1999-2000**

The federation has been continuously representing that the recruitment policy of officers in Railway Board requires a change. The present policy of linking induction of promotee officers with direct recruitment has created many problems, mainly:

Under Recruitment - Causing adhoc promotions in senior scale, above 1400 due to non-availability of regular Junior Scale Assistant Officers direct or promotees. The adhoc promotions in many cases continue for more than five years.

The continued adhoc promotions have created another peculiar problem. The directly recruited Assistant officers work under Gp.'B' Senior Scale officers (adhoc) for some years and then promoted to Senior Scale and then JAG, whereas the promotee Senior Scale officer (adhoc) remains in Senior Scale (adhoc). This leads to direct officer reported upon becoming the reporting officers after some time for promotee senior scale officer causing several administrative problems including indiscipline. It causes a deep feeling of frustration amongst promotees.

Stagnation - Stagnation at the higher level, i.e., SAG and above specifically for directly recruited officers (in certain cases for promotee officers also) due to recruitment of directly recruited officers without any consideration of stagnation at higher level.

The federation made suggestions many a times to overcome these problems. Specifically, we want to draw your kind attention to the following suggestions:

Direct recruitment and promotions from Gp.'B' to Gp.'A' may be delinked, i.e., it is not in the interest of administration to recruit as many direct officers as are to be promoted from Gp.'B' to Gp.'A'. Rule 5 of the Recruitment Rules has provision for the same. Further the policy of delinking has already been adopted by the Board while implementing the judgement of Hon'ble CAT in the case of IRSSE and interim orders in the case of IRSEE though we have certain reservations in this connection.

The second suggestion was to increase the percentage of promotion quota. Promotee officers being in the higher age group have no competition with the

directly recruited officers due to age factor, i.e., retiring after a very short period of getting inducted into Gp.'A'. Recruitment of lesser number of officers directly will provide them smooth progression at SAG level.

Board has pointed out that percentage for promotion quota cannot be increased, as for organised services, direct recruitment quota should be 50 % at least according to the guidelines of DOP. The federation suggested that guidelines are guidelines only and are not binding for the Ministry of Railways. Board has taken such a stand in many cases and issued instructions quite contrary to the instructions of the DOP. Even present system of calculation of vacancies its distribution etc. is not in accordance with DOP's instructions.

Secondly, if at all the guidelines of the DOP are to be followed then the issue should have been referred to the DOP pointing out the problems being faced by Railways to seek amendment to the guidelines which has not been done despite our many requests.

The third suggestion from the federation side was that certain percentage of the direct recruitment quota may be reserved for Gp.'B' officers i.e., Gp.'B' officers may be recruited to Gp.'A' by UPSC through limited departmental examination, of course, testing them for their professional ability.

This type of arrangement of recruitment will provide officers of three age groups, i.e.; very senior Gp.'B' officers having very little time left out to superannuation when inducted in Gp.'A' through seniority-cum-suitability reaching to senior scale and in rare cases reaching to JAG. Second Group of middle aged persons coming through LDCE as proposed above, reaching to JAG and in rare cases above JAG and third Group of young officers who may occupy the higher levels due to advantage of the age factor.

As a third alternative we further suggested that to avoid any conflict or stagnation the quota for promotee officers and directly recruited officers should be bifurcated in posts up to JAG/SG. It has been done in the case of RDSO on the Railway itself. The post based roster as ordered by Hon'ble Supreme Court can be followed under this scheme and there will be no bickering or conflict amongst promotees and direct recruits as the post vacated by the officer of one group will be given to that group only and majority of the promotee officers would retire as JAG/SG or below. There may not be any competition at higher level except in very rare cases thereby providing smooth progression to both group of officers in their own stream and above.

We also requested that Government should be persuaded to implement the scheme of ACP as recommended by the Fifth Pay Commission which perhaps may solve most of the problems.

We are pained to point out that despite our all suggestions and efforts Board has not given due consideration to the alternatives proposed by us and struck to its own system of calculation of vacancies which is totally against the directives of the DOP as well as the system of calculation of vacancies adopted for all other categories on Indian Railways and in other Ministries also leading to under recruitment, thereby further leading to ad hoc promotions in large scale which continue for years together and have been objected upon by DOP and UPSC.

May I request your goodself to kindly consider the above suggestions and finalise the issue. Promotee officers are confident that having sufficient experience and knowledge of the problem you will be able to find out a proper solution.

The federation has got an open mind and does not stick to above solutions only Board, according to its own experience if comes out with other suggestions, we are ready to discuss and help the Board in finalising the issue.

□ □ □

VACANCY CALCULATION FOR GP.'A'; —AN ANALYTICAL STUDY

By : S. K. BANSAL

1.0 HISTORY OF THE PROBLEM

- 1.1 Existence of large scale adhocism in the Senior Scale (above 1500), availability of huge number of vacancies in Gp.'A' (above 5000), non-adherence of codal provisions for sanctioned strength in Junior Scale, all these lead to only one fact that, there are some deep rooted defects in the system of recruitment for Gp.'A' on Indian Railways. In order to know this an analytical study of the problem is considered essential. Let us first discuss the system of calculation of vacancies for this.

2.0. EXISTING SYSTEM OF VACANCY CALCULATION

- 2.1. For any cadre on Indian Railways, except Gp.'A', or in any other ministry, the following are the basic factors for calculation of vacancies:
 - (i) Clear vacancies in the total cadre (including the number of officers working on adhoc basis).
 - (ii) The number of officers on deputation to other departments.
 - (iii) The number of officers to retire in the next year.
 - (iv) The number of posts required for annual growth in the department.
 - (v) Misc. requirements against unforeseen vacancies, viz., untimely deaths, voluntary retirements, resignations etc.
- 2.2. The above mentioned universal system of calculation of vacancies, however, is not adopted for Gp.'A' of Indian Railways. The system is totally different, shall be evident from the formula presently enforce on Indian Railways, as detailed in **Table no. 1 (Annexure - I)**.

- 2.3. Before adoption of the present formula for vacancy calculation with effect from 1.1.90, there had been 4-5 modification in this formula, during last 10-15 years. The system, just before 1.1.90 was to calculate 4% of the total cadre strength which included total Senior Scale posts and above and also Junior Scale (called notional by the Board) and add 1% further of the cadre strength for annual growth needs, which means a total 5% of the total cadre strength. This number used to be then distributed in the ratio of 60:40 for Direct Recruits and Promotees.
- 2.4. The circumstances, leading to frequent modifications in the formula, indicate that these have been prompted by the difficulties being experienced by the Railway Administration due to defective cadre management caused by incorrect recruitment policies and because of wrong vacancy calculations which is a vital element both for cadre management and recruitment policy. The present formula of vacancy calculation also was modified, after being pointed out by the Indian Railway Promotee Officers' Federation, that the existing formulae at that time were proving discriminatory as well as detrimental to Gp.'B' officers. This has, however, not proved to be so. The administration's claim that these modifications have been made with a view to streamline recruitment by removing certain anomalies in recruitments and at the same time to ensure reduction in stagnation in the cadre of Gp.'B' for induction in Gp.'A', is not borne by the actual facts. Comparative figures of recruitments made earlier and through the modified formula are very relevant:

TABLE NO. 2

180

**Recruitment/Induction of Direct Recruits/
Promotees on Railways.**

Department	Would have been inducted/ recruited as per old formula		Now supposed to be inducted with new formula (AIt.2)		No. of Gp.'B' officers working on adhoc basis in service.	Total posts sanctioned in Sr. scale.	Posts held by Gp.'B' promotee officers on regular basis.
1	2	3	4	5	6	7	8
	DR	P	DR	P			
Civil	81	44	63	35	536	704	72
Tfc.	41	22	35	18	196	281	35
Mech.	49	27	42	20	282	393	72
Elect.	40	22	31	18	176	317	34

1	2	3	4	5	6		
S&T	32	18	32	15	200	310	40
Stores	10	10	16	8	136	181	25
Accts.	25	13	21	11	211	259	31
Pers.	14	11	10	7	106	149	31
Total	301	167	250	132	1843	2868	352

2.4.1. One aspect becomes very clear, by the above table, that instead of increasing the recruitment in Gp.'A', which was the need because of large number of vacancies in Gp.'A', the intake has actually been reduced. As against a total intake of 468 number earlier (**301 DR + 167 P**), **only 362 (250 DR + 132 P)** officers shall be inducted in Gp.'A' meaning thereby increase in adhocism due to more vacancies - the induction being less than even annual retirements in some cases.

2.4.2. Another interesting factor is that out of a total of 2866 Senior Scale posts, as much as 1843 (64.3%) were being manned by Gp.'B' officers on adhoc basis, besides, 352 (12.3%) by Gp.'B' officers inducted in Gp.'A', on regular basis. This means only 673 (23.6%) posts in Senior Scale are manned by Direct recruits. This is indicative of total failure of management Policy of the Board.

3.0 OBJECTIVES OF FORMULA OF VACANCY CALCULATIONS

It is well known that the objectives of formula for vacancy calculations in any organisation, in this case Gp.'A', should be basically:

- (i) Minimum period adhocism in Senior Scale by making available enough number of officers in feeder cadre against vacancies in higher cadres.
- (ii) Adequate and satisfactory opportunities for progression/promotion both direct recruits and promotee officers.
- (iii) Elimination of stagnation in the Gp.'B' and even Gp.'A' cadre.
- (iv) Equitable balancing of feeder cadre for Sr. Scale, i.e. Junior Scale Direct Recruits *v/s* Promotees.
- (v) Right mix up of the cadre of officers in each department so as to make available the dynamism of direct recruits and knowledge, dedication and experience of the promotee officers.

The in-depth analysis of the present formula however reveals that the same is falling short on all the above counts.

4.0 DEFECTS IN THE PRESENT FORMULA OF VACANCY CALCULATION

The analytical probe of the formula of vacancy calculation brings out many defects in it and that this is not based on acceptable norms of the system of calculation of vacancies. The following are the defects readily observed.

4.1 Vacancies for annual growth - Cadre Strength Calculation

4.1.1 As a practice, the vacancies against annual growth needs are calculated as 1% of sanctioned cadre of the department plus number of officers on deputation from that cadre.

4.1.2 While calculating the cadre strength, the administration takes in calculation, the posts in Sr. Scale and above only. As regards Jr. Scale posts, only the number of posts, equivalent to direct recruits actually working in Jr. Scale plus the proportionate number of Gp.'B' officers who should have been in Gp.'A' based on 40% quota (i.e. the direct recruit officers actually working X 40/60) are taken into account. Consequently, the cadre strength of the departments is reduced considerably. The effect of the system of calculation adopted by the Railway administration shall be evident from the table given below as **TABLE NO. 3**. It shall be worthwhile to quote here the cadre strength in each department, as per a paper read by the then Advisor, Management services - the Executive Head of Gazetted Cadre management Cell in an International Seminar in Delhi in the year 1990. These figures, since quoted by Advisor, Management Services, have to be taken as most authentic and unrefutable.

TABLE NO. 3

Department.	No. of posts in Sr. Scale and above.	Total Posts in Junior Scale			No. of officers on deputation.	Total cadre strength as per Bd.	Total posts as per semi-nar.	Total cadre strength as per this.	No. of Jr. Scale posts sanctioned.	No. of notional posts in Jr. scale.
		No. of DR actually working.	No. of Gp.B used to be working.	Total						
1	2	3	4	5	6	7	8	9	10	11
CIVIL	1314	43	28	71	91	1476	2270	2361	110	788
MECH.	747	37	24	61	129	937	1384	1513	143	453
ELEC.	651	25	16	41	69	761	1079	1148	45	360
S&T	546	28	18	46	40	632	889	929	41	293
TFC.	590	24	16	40	106	736	1150	1256	100	421
PERS.	248	14	10	24	4	276	480	484	38	192
ACCTS.	443	18	12	30	40	513	704	744	68	188
STORES	355	37	24	61	20	436	537	557	27	147
Gen. Admn.									30	
TOTAL	4894	226	146	372	499	5765	8493	8992	602	2842

4.1.3 The wide difference in the cadre strength as per Railway Administration (Col. 7: Table 3) and what should actually be (Col. 9; Table 3) is clearly indicated here. It is further observed that in certain cases, the number of posts finally arrived at as quota of Gp.'B' is not even equivalent to the number mentioned in Col.4.

4.1.4 It is further revealing that the number of sanctioned leave reserve posts in Jr. Scale is 602, which is higher than the number of Jr. Scale posts calculated by Railway Administration (Col. 5) which can never be a fact as the total Cadre strength in any grade can not be less than the leave reserve posts.

4.1.5 Truly speaking, the sanctioned cadre in Jr. Scale should generally be more than the Sr. Scale strength (Approx. 3000) and may be at least 60% of the total posts in assistant officers cadre (i.e. 3600). However, not less than the figures mentioned in Col.11 which are called by the Board as notional number of posts in Jr. Scale. Before 1.1.90, i.e.,

before the presently modified vacancy calculation formula came into existence, this notional number of posts used to be taken as the number of posts in Jr. Scale for all practical purposes and calculations.

4.2 Vacancies against retirements

- 4.2.1 In all the cadres, while calculating vacancies, the retirements expected in next year only are taken into account. In this case, however, the administration is calculating the retirements in next ten years and then dividing this number with 10, to arrive at average annual retirements.
- 4.2.2 This unusual system of calculating vacancies against retirements, does not take into account, the number of Gp.'B' officers likely to be inducted in Gp.'A' during these 10 years, and their likely retirements within these 10 years. This number is generally very high, as **more than 90% of the Gp.'B' officers** so inducted in Gp.'A' retire before completing 10 years service in Gp.'A'. As per this analysis 50% of the officers inducted in Gp.'A' retire before 3-4 years, and further 40% in next 6-7 years, leaving therefore only 10% officers with more than 10 years service span in Gp.'A'.
- 4.2.3 For example, in S&T department, the average annual retirements - as per Railway Board's this formula - comes to 25 only whereas if the retirements of Gp.'B' officers inducted in Gp.'A' and retiring subsequently is also projected and taken into account, the average number of retirements annual is increased to 33, i.e., an increase of more than 50%. However, the actual retirements in next one year is as high as 45. Evidently there is a large variation in the number of vacancies on this account.

4.3 Actual Vacancies

- 4.3.1 As per Railway Administration, the total number of actual vacancies in any cadre in Sr. Scale and above posts is equivalent to the number of Gp.'B' officers working on adhoc basis in Sr. Scale. As per them, there is never any vacancy in Jr. Scale, as the same does not have a fixed cadre strength. Even the number of Gp.'B' officers - who should have been in Gp.'A' - and actually no Gp.'B' officer is ever available in Jr. Scale are not taken as vacancies. This indicate the number of vacancies which actually exist are not taken as vacancies in Jr. Scale.
- 4.3.2 Let us consider a hypothetical situation when some day the Railway Administration decides not to let any Gp.'B' officer to work on adhoc

basis in Sr. Scale, inspite of large number of actual vacancies existing, will the Railway administration presume 'No Vacancy' in the cadre under such a situation?

- 4.3.3 The actual vacancies - equivalent to the number of Gp.'B' officers working in Sr. Scale Adhoc - are then further divided by 20 indicating their phasing out over 20 years to arrive at annual vacancies. Such a calculation system is perhaps unheard anywhere. The logic of phasing these over 20 years is also no where explained.
- 4.3.4 Truly speaking, a large number of vacancies exist even in Jr. Scale. If the sanctioned strength in Jr. Scale is taken to be 60% of the total posts in Assistant Officers' Cadre or even if the so called National Number posts in Jr. Scale are taken to be real Jr. Scale sanctioned cadre, the number of vacancies in such situation in Jr. Scale should be more than 3000, which is a fact.

4.4 Vacancies against officers on deputation

- 4.4.1 Normally, number of officers likely to go out on deputation minus the number of officers likely to come back from deputation should be taken as the number of vacancies on this account. In railways, this exercise is never undertaken.
- 4.4.2 Para 111(4) of Establishment Code, dealing with principles for fixing cadres speaks as under :

"111(4). The permanent duty strength together with the posts sanctioned as Deputation, Training and Leave Reserve, shall form the total permanent cadre of the service, or department concerned. "

- 4.4.3 The above establishment code provision is not being followed in proper perspective, as neither the posts on deputation are added to cadre strength nor these are counted correctly. While calculating vacancies as on 1.1.90, the number of officers on deputation in all departments has been taken as 499. (Col. No. 6 in Table 3). The total number of posts in General Admn. Department only, are 427. Apart from the posts of Genl. Admn. there are many officers on Deputation to RE, RCF, W&AP, DCW, RLY. BOARD, RDSO, MTP, IRCON, RITES, CRIS and a good number are working in other ministries and in Foreign Countries on assignments, and should be counted, as on deputation. Evidently, the number of officers on deputation is not being counted correctly. It seems, the Railway Board is perhaps not taking into account the posts in General Admn. department for this, as should have been.

5.0 CADRE STRENGTH IN JR. SCALE/ASSISTANT OFFICERS

- 5.1 As mentioned earlier too, the Board claims that the sanctioned strength of Jr. Scale posts is equivalent to the direct recruits actually working, plus the corresponding number of Gp.'B' officers who should have been in Gp.'A' based on 60:40. Consequently, as per them, the total number of Jr. Scale posts as on 1.1.90 was only 372, i.e., 226 direct recruits actually working on that day and 146 supposed number of Gp.'B' officers who should have been working in Jr. Scale on that day (Refer Table No. 3; Col. 3, 4 & 5).
- 5.2 This, on the face of it, looks quite ridiculous and belatently wrong. As against more than 6200 posts in Assistant Officers, treating only 372 posts as Gp.'A' posts, is not correct by any standard. At least 602 Jr. Scale leave reserve posts are declared Gp.'A' posts. The Railway Board conceived a new theory which is totally illogical, untenable, irrational or what-so-ever other adjectives can be added to this.
- 5.3 The codal provision for cadre strength is given in para 111-2c, d & e, which is reproduced below:

"Principles of Fixing Cadre"

111.2c. The number of posts to be allotted to the Junior Scale shall be calculated with reference to the total number of administrative grade and senior scale posts and shall be so fixed as to allow a continuous flow of promotions from lower to higher grade after a given period of service.....

d) The rest of the posts included in para 2(a)vi above shall be allotted to Gp.'B'.

(e) The total number of posts thus arrived at for each grade in a department shall form the permanent duty strength of each service or department."

- 5.4 The above codal provisions for fixing the cadre strength of Jr. Scale ensuring continuous flow of promotions after a given period of service, is being defied/misread by the Railway Administration ignoring the factor 111.2(d). The cadre strength of Jr. Scale has to be atleast more than the Sr. Scale grade, generally should not be less than 60:40 in Assistant Cadre. The total strength in assistant cadre being above 6000, and the number of Sr. Scale above 3000, the number of Jr. Scale posts have to be above 3600 (60% of 6000) in any case. The Railway Board is taking this strength just about 400 only (equal to direct recruits actually working in Jr. Scale). Even as per their own notification, there

are 602 Jr. Scale posts against Leave Reserve Category for all the cadres of the Railways.

- 5.5 Earlier also, the gazetted classified list published by the Board every two years, indicated the sanctioned strength of Jr. Scale and the sum of all these sanctioned strength for all departments, in the gazetted classified lists published upto 1990, was always in the range of 3000 or so. In the classified list of 1990, however, the sanctioned strength of Jr. scale got omitted (perhaps intentionally), though the mention of sanctioned strength even in one department or one zone (it was mentioned in more than 50% pages), should prove the point that the sanctioned strength of Jr. scale is always maintained by the Board.
- 5.6 The so called Notional Number of Jr. scale posts amounting to 2842 (**Col. 11; Table NO. 2**), in fact, was taken to be as sanctioned strength of the cadre for all calculating and other practical purposes. However, this should normally be a minimum 60% of total posts in Assistant Officers and in any case should be more than Sr. Scale posts (3000). If the problem is studied in depth, it shall be evident, that this argument surfaced around 1990 only, when, for the first time, IRPOF raised the question of excessive vacancies in Gp.'A'. It is very unfortunate that with a view to defeat the legitimate argument of the Federation, recourse has been taken to argue the issue on these lines, thus damaging the institutional base of the Railways for petty satisfaction of having defeated the argument of IRPOF, knowing fully well that the same is, in fact, against codal provisions too.

6.0 REDUCED VACANCIES - OBJECTIVE THERE OF

- 6.1 Even a cursory look on earlier paras, makes it crystal clear that the whole exercise - in evolving the unique formula for vacancy calculation - is to arrive at considerable reduced number of vacancies in Gp.'A'. This is for ensuring recruitment of Direct Recruits in sufficiently reduced number, so as to ensure satisfactory career progression for direct recruits in later years. In this reference, the recommendation of high level Railway Reform Committee, while dealing with Career Planning of Direct Recruits, as given below, is most relevant.

Para 4.5. (Page 203) of Vol. V.

About 350 class I officers are currently being recruited into the Railways annually, and for then less than 50 posts higher than Head of department rank would be available if the cadre remains the same as at present, Judging by past experience, it is not always easy to expand the cadre at the higher levels in accordance with the

widening base of recruitment. In the situation in which the railways are placed today, many otherwise competent officers are not even able to rise to positions of authority.

Para 4.7 Page 204) Vol. V.

The Committee have estimated that taking into account normal attrition in the Railways, recruitment in excess of 3.4 percent of the total directly recruited Class I cadre (including persons on deputation) leads to deterioration of promotion prospects. Even to cater for expansions the additional posts would have to be phased out..

- 6.2 What is observed is that the **recruitment in Gp.'A'** has been made as a major tool for Career Planning of Direct Recruits. Since non-availability of adequate number of higher grade posts - after a stipulated period of **17-18 years** - may delay the promotions to thee to some extent causing frustrations which rightly or wrongly is taken to be detrimental to the over all efficiency of the organisation. On the other hand, induction of Gp.'B' officers in Gp.'A' is linked with the intake of direct recruits (though wrong and against the codal provisions) the same is also reduced considerably resulting in all recruitment in Gp.'A' at a very much reduced level, which on most of the times is less than the annual retirements even.
- 6.3 The reduced intake in Gp.'A' of direct recruits is meant for satisfactory career progression for them but the same is responsible for acute stagnation and reduced promotions for the cadre of Gp.'B' officers resulting in utter frustration among them, because or reduced induction in Gp.'A' as a consequence.
- 6.4 However, if the Railway Administration has to choose between the satisfactory promotional prospects for direct recruits and the same action causing acute stagnation and extreme frustration among Gp.'B', then answer is obvious and the reason is also obvious, which needs no explanations.

7.0 EXCESSIVE VACANCIES - THE REASON AND EFFECT

- 7.1 Whether in view of RRC's recommendation or in order to ensure satisfactory level of career progression for direct recruits or otherwise, all policies, calculations, procedures currently being adopted by the Railway Administration result in recruitment of reduced level in Gp.'A' through direct recruitment and since presently the same is linked with induction of Gp.'B' in Gp.'A', of Gp.'B' too. All this mean

considerably reduced intake in Gp.'A'. Besides, whatever number of Gp.'B' officers are inducted in Gp.'A', more than 50% of them retire within 3-4 years, by which time, the number is not compensated by fresh induction. All this result in no reduction in adhocism in Sr. Scale, considerably acute stagnation in Gp.'B' cadre due to reduced induction and in existence of very large number of vacancies in Gp.'A'.

- 7.2 If the details are properly and sincerely analysed, it shall be evident that beside 1843 vacancies in Sr. Scale and above, there are more than 3000 vacancies in Jr. Scale (keeping aside the untenable argument of the Board of no fixed cadre in Jr. scale for the time being) meaning thereby there are more than 5000 vacancies in Gp.'A' on Indian Railways at any time.
- 7.3 A little increased induction of Gp.'B' officers in Gp.'A' during 92-93 due to induction of 463 additional posts in Gp.'A' on one time exception basis for them (in all 875 inductions in the period from Gp.'B' including back arrears) had resulted in a little reduction in adhocism in Sr. Scale (from 1843 as on 1.1.90 to 1417 as on 1.1.93), but in view of no policy improvements, this is only a very temporary phenomena and the adhocism of the same level is sure to be there because of reduced intake of Gp.'A', which is some time less than even annual retirements.
- 7.4 Due to the RRC's recommendation of reduced intake of direct recruits and consequent reduced induction of Gp.'B' officers in Gp.'A', the annual recruitment on the basis of 3.4% attrition value, is expected to be as under.

TABLE NO. 4

Department	Strength of Dept. as per Board's records.	No. of officers to be recruited directly as per RRC @ 3.4% of Col. 2.	No. of corresponding Gp.'B' officers to be promoted to Gp.'A' as per Co1. 3.	Total induction DR & P (Col. 3+4) Gp.B/P in	Officers to retire from Gp.'A' including 1994.
1	2	3	4	5	6
CIVIL	1357	46	31	77	110
MECH.	784	27	18	45	42
S&T	574	19	12	31	41
ELEC.	676	23	16	39	34
PERS.	262	9	6	15	19

ACCTS.	461	16	10	26	29
TFC.	614	21	14	35	47
STORES	392	13	8	21	13
TOTAL	5120	174	105	279	335

7.5 Even a casual glance of the above table will speak that the planned recruitment is, in fact, less than the annual retirements even, leaving aside other factors viz., annual growth needs and desertions for other purposes viz., voluntary retirements, resignations, deaths and for backing up vacancies. Filling up such a large number of vacancies should have prompted the administration to ensure recruitments to Gp.'A' in larger numbers, but the need of ensuring very satisfactory career progression for direct recruits is not permitting the administration to adopt this, even though the larger intake would have resulted in lesser adhocism, reduced vacancies and at the same time ensuring considerably reduced stagnation among Gp 'B' cadre, but who cares for all this, if in the thinking of the administration, this may result in a very small - may be imaginary even- adverse effect on the career progression of direct recruits. Acute frustration among Gp 'B', is of no consequence, as compared to very negligible that too may be only imaginary effect on direct recruit's career progression.

8.0 RRC'S 3.4 IN TAKE - WHY INEFFECTIVE?

8.1 The induction of a Gp.'A' directly recruited officer at approximate 23 years of age and with retirement at 58, i.e. 35 years service span, the yearly retirements shall be approximately 3% and thus as per RRC's 3.4% intake at its face, must have appeared okay. This was, however, actually applicable only to the 60% part of the Gp.'A' vacancies only and not the balance 40% vacancies for Gp.'B' where the formula of wastage had to be different, because of the age (including 5 years benefit) with retirement age at 58 years. For Gp.'B' (P), the annual retirements should at least be calculated as $100/13 = 8\%$. In actuality analysis of last 3-4 years DPCs reveal that 50% of the Gp.'B' officers, so inducted in Gp.'A', retire within say 3-5 years and additional 40% in less than 5 years only. The RRC perhaps missed this vital factor or this feature was not brought to their notice. The lacuna have to be removed for a real satisfactory solution of the problem.

8.2 In an International Seminar held at New Delhi from 8 to 13 Nov 90, Shri S.P. Singha, the then Advisor, Management Services, as the custodian of gazetted cadre read his paper giving the departmentwise

sanctioned strength as given below alongwith calculations of yearly intake/induction of direct requites and promotees respectively on the basis of 3.4% attrition. The figures under Col. 2 here widely differ from under Col. 2 of Table No. 4, throwing the RRC's 3.4% attrition widely out of requirements.

TABLE No. 5

Department.	Sanctioned strength in Gp.'A'	Yearly recruitment of direct recruits @ 3.4%	Quota of Gp.'B' @ 50%	Total recruitment per year
1	2	3	4	5
CIVIL	2270	77	77	154
Mech..	1384	47	47	94
S&T	889	30	30	60
ELECT.	1079	37	37	74
PERS.	480	16	16	32
ACCTS.	704	24	24	48
TRAFFIC	1150	39	39	78
STORES	537	18	18	36
TOTAL	8493	288	288	576

- 8.3 Since quoted by Adviser, Management Services, above figures under Col. 2 must be accepted as correct and with the intakes as shown under Col. 3 & 4 as RRC's recommendation may sufficiently cover most of the aspects of the vacancies on different count including the problems created by the less recruitment so far. Then why the Railway Administration's refusal to accept this barest and such figures given by Adviser, Management services, and recruitments as indicated under Col. 3&4 of the above table. May be their helplessness in providing the desired career progression for Gp.'A' (DR) even with the present lesser intakes. Sooner the factual Gp.'A' cadre strength given by the then Adv. (MS) are accepted, the better. By giving wrong figures, the Railway Administration is cheating its ownself.

9.0 VACANCIES ACTUALLY AVAILABLE

- 9.1 Having discussed the numerous evident defects and deficiencies in the present system of vacancy calculation, through modified formula, it shall be worthless if the difference in vacancies calculated by the administration as compared to what should actually be, is not projected and identified. For this purpose, the vacancies calculated as per Board's formula and what should actually be, are indicated in **Table No. 6; Annexure-III.**
- 9.2 Table No. 6 clearly confirms that vacancies (460) as calculated by the Railway Administration are much less than the vacancies (6996) which should have been calculated. The vacancies may be still more since the total strength of Gp.'A' considered by the Board is 7736 only against the actual cadre strength of 9620. Based on this strength the vacancies shall be enormously high. Such large number of vacancies can never be justified as good for any administration's health and efficient working.
- 9.3 **Table No. 6** would reveal enormous differences in the two vacancies figures. Believe it or not, these are the facts. For calculating these vacancies, the following few facts should be known:
- (i) For calculation of retirements, the figures for 1994 to 2003 have been taken. For Railway figures,- it is the average for 10 years (1994 to 2003). For the actual vacancies, actual vacancies in one year (1994) have been considered.
 - (ii) The distribution among Promotees and direct recruits has been done on 50:50 basis (the proposed ratio) where as in 1990 the same was 40:60.
 - (iii) For all other purposes, all figures pertain to 1.1.90, these being readily available.
- 9.4 It would be observed that the figures will be drastically reduced if the vacancies of Sr. Scale (ad hoc), Jr. Scale, and on deputation are filled once. The next years **constituents of** the resultant vacancies shall be for annual growth and the officers to retire only. If and when done the number of officers to retire may marginally increase whereas the 1% of the cadre against the annual growth shall almost be the same. If however, the filling up of so many vacancies in one year may offer difficulties, it may be phased out in next 3 years time at the maximum.

- 9.5 Evidently the vacancies being enormous such an implementation shall require a really bold decision by the Railway Administration, since the immediate share of the promotee officers shall have to be considerably increased.

10.0 EFFECT OF LARGER INTAKE OF GP.'B' OFFICERS.

- 10.1 An obvious question will arise, i.e., what shall be the effect of the larger intake of Gp.'B' officers on the promotion prospects of directly recruited officers, which is the prime requirement of the administration always. Since we know that because of adverse age factor in their favour, Gp.'B' officers have very less left over service span in Gp.'A'. Almost 90% of the Gp.'B' officers inducted in Gp.'A' get retired before reaching even selection grade stage (out of these 50% before allowing them JA grade even, 17% before completion of 1 year only). In this respect, the following table shall bring out many facts specially that the left over service span of Gp.'B' officers inducted in Gp.'A' being very little, the same will have almost no or negligible adverse effect on the promotional prospects on directly recruited Gp.'A' officers in SG/SAG grade.

TABLE No. 7

Department.	DPC issued on	Total officers.	To retire within		Before JA grade	Total	%	Bala-left over	%	Average Y-M
			1 years.	1-3 Years						
1	2	3	4	5	6	7	8	9	10	11
ELECT.	25.4.92	88	07	12	5	24	27.3	64	72.7	5-1
TRAFFIC	22.7.92	104	15	22	4	41	39.4	63	60.6	3-7
STORES	28.7.92	25	3	8	4	15	60.0	10	40.0	5-1
S&T	18.9.92	135	12	34	17	63	46.6	72	53.4	6-0
PERS	14.9.92	71	14	25	14	53	74.6	18	25.4	3-4
ACCTS.	14.9.92	22	6	13	2	19	86.4	3	13.6	1-6
MECH.	2.2.93	54	17	6	2	25	46.3	29	53.7	4-11
CIVIL	19.3.93	290	59	99	32	190	65.5	100	34.5	3-4
TOTAL		789	133	218	82	434	55%	355	45%	4-6

- 10.2 On the basis of detailed figures available, the average age on promotion to Gp.'B' gazetted officer, is **42 years 9 months**. Whereas, the average age for induction into Gp.'A' was **52 years 10 months**.

Therefore, on an average 10 years one month shall be spent by Gp.'B' officer before being inducted in Gp.'A'.

10.3 One more tabulation in this respect shall be interesting, as given in **Table no. 8** :

TABLE No. 8

Department	Total No. of officers working in Gp.'A'.		Officers to retire in 94/95				Total		Likely induction years	Likely additional retirements in 2 years @ 30%.
			1994		1995		in 2			
			DR	P	DR	P	DR	P		
1	2	3	4	5	6	7	8	9	10	11
PERS	138	85	3	16	2	22	5	38	30	9
ACCTS	324	37	13	16	7	7	20	23	24	7
STORES	260	45	6	7	2	5	8	12	32	9
CIVIL	810	332	22	88	39	67	61	155	70	21
MECH	651	147	14	28	16	24	30	52	50	15
ELECT	610	223	11	23	12	16	23	39	62	16
S&T	380	205	6	35	15	33	21	68	48	14
TRAFFIC	689	169	18	29	22	29	40	49	46	13
TOTAL	3862	1243	93	242	115	194	208	436	352	104
		5105		72.5%		62.8%	32.3%	67.6%		

10.4 **Excessive Retirements in Gp.'B' Cadre inducted in Gp.'A' Apart** from the above table indicating retirements to the extent of 35% before JA grade even, it shall be interesting to know the extent of retirement from Gp.'B' officers inducted in Gp.'A' .

TABLE No. 9

Department.	Total No. of Gp.'B' officers in Gp.'A' as on 31.12.93.	TOTAL OFFICERS TO RETIRE IN											
		94	95	96	97	98	99	00	01	02	03	Total	%
PERS	80	16	22	16	6	8	3	-	4	1	-	78	95
ACCTS	33	16	7	3	6	1	-	-	-	1	-	33	100
STORES	44	7	5	7	7	5	2	1	4	3	-	41	91
CIVIL	310	88	67	41	27	23	23	17	-	5	6	305	98
MECH	138	28	24	9	15	13	8	8	7	4	6	122	89
ELECT	218	23	16	21	15	29	24	23	15	20	10	196	90
S&T	195	35	33	20	17	5	14	9	10	10	11	164	84
TRAFFIC	161	29	20	27	24	19	17	10	5	2	4	157	92
TOTAL	1179	242	194	144	117	103	91	68	50	47	57	1094	92

10.5 The above table indicates that 92% of the Gp.'B' officers inducted in Gp.'A' get retired within 10 years (**about** 40% within 2 years only) meaning thereby almost no adverse effect on the promotional prospects of the directly recruited Gp.'A' officers.

11.0 WHAT SHOULD BE THE INTAKE EVERY YEAR?

11.1 It has so far been brought out clearly that the present day intake in Gp.'A' both through direct recruitment or induction of promotee officers - some times less than even annual retirements. Due to this, adhocism is not likely to be reduced to a satisfactory level. Whole of the aspect of recruitment and vacancy filling has to be given deep thought. In order to fulfill the objective of a satisfactory recruitment policy, the likely induction has to be arrived at with a positive and definite conclusions. Then what should be the annual intake and in what proportion?

11.2 RRC has recommended an attrition **ratio of 3.4%** of direct recruits every year. This is based on the presumption that the normal service span for direct recruits is 30-35 years. Since the Gp.'B' officers' age at the time of induction is nearly 45 years, he has a maximum of 15 years service span in Gp.'A'. Thus the Gp.'B' officers should have an attrition ratio of $100/15 = \text{Say } 7\%$. Presently the ratio of recruitment being **50:50** for DR and Promotees, the average attrition ratio can be taken

as $3.4 + 7\% / 2 = 5.2$ Add to this 1% posts for Annual Growth, therefore, it comes to 6.2% or SAY 6.

Taking the total number of posts in Gp.'A' as approximately 10000 (though correct but not accepted by the Board) based on 6% basis, the annual recruitments should be about 600.

- 11.3 However, as per RRC's recommendations again the maximum in take of direct recruits - of all departments -should be 174 only (Refer Table No. 4). Consequently the remaining ($600 - 174 = 426$) 426 posts shall have to be filled through Promotees As such the ratio of recruitments should be basically 25:75 (DR:P) as already discussed earlier but in a different way, of course.
- 11.4 The intake of officers in Gp.'A' of the above mentioned level, as in the ratio as detailed, shall serve many purposes, viz.,
- (i) Reduced intake of directly recruited officers, in fact this may not be called as reduced intake, but maintaining the present level of intake of DR (though in reduced ratio vis-a-vis promotees) shall ensure very satisfactory career progression for them in years to come and shall be as recommended by RRC too.
 - (ii) Though it shall mean increased number of Gp.'B' officers - thereby reducing extent of stagnation from their cadre - but it shall ensure a most desirable and satisfactory mix in the middle administrative group ensuring right experience as well as initiative too.
 - (iii) Ensuring open doors to direct recruits up higher graded posts, with not much hindrance, because of very less left over service span with Gp.'B'/Promotee officers (50% retire within 3 years of their induction without getting JA grade and 90% do not have service span in Gp.'A' of more than 10 years).
 - (iv) Shall remove stagnation and resultant frustration in Gp.'B' officers as induction in large number shall be ensured. The average left over service span in JA grade being less than 5 years in most of the cases, at the most this may effect the promotions to JA grade (ad hoc) delaying it by few months only. There shall be little or no effect on SG & SAG promotions of direct recruits. This perhaps a sacrifice worth buying almost a permanent brotherhood in the officers cadre, both Gp.'A' and Gp.'B' (P) and also the Gp.'B' cadre as a whole.
 - (v) Shall ensure minimum vacancies in Junior Scale and minimum possible ad hocism in Senior Scale.

(vi) Shall ensure adequate intake of officers in the cadre of Gp.'A' meaning better cadre management.

- 11.5 It can safely be concluded that total mis-management of the cadre is due to the intention of the Board to ensure most satisfactory career progression for direct recruits, even at the cost of extreme stagnation and consequent frustration among Gp.'B' officers. For which totally illogical system of vacancy calculation - not adopted any where else - are evolved and practised, which ensure extremely low intake of officers in Gp.'A' thus ensuring satisfactory level of promotions to direct recruits in later years, even though the number of actual vacancies is much higher. Even the RRC perhaps got similarly swayed since evidently the case or fact of the Gp.'B' officers was not brought to their notice without any sincerity, may be they never imagined how far the Board could go to exploit the RRC recommendation in this respect.
- 11.6 Subsequently the adverse effect of lesser intake of direct recruits and Gp.'B' and also the effect of larger intake of Gp.'B' into Gp.'A' were also discussed. It has also been established that not lesser but actual vacancies must be calculated and filled in higher ratio, say 25:75, for direct recruits and promotees cadre respectively to the advantage of both and the Railways' smooth working without any heart burning anywhere.
- 11.7 Very satisfactory and adequate promotion in the years to come for direct recruits, less adhocism in Sr. Scale, negligible effect on promotional prospects of direct recruits in immediate present, simultaneously ensuring satisfactory promotions to Gp.'B' resulting in reduced stagnation and also reduced number of vacancies in Gp.'A', is what should be the main object of any recruitment policy. All these are achieved by larger intake of Gp.'B' officers in Gp.'A', as brought out, and therefore should be aimed and implemented.

12.0 THE SOLUTION ULTIMATE

The final solution, therefore, apparently lies in absolutely unbiased approach by the Board ensuring actual vacancy calculations - keeping all the angles and details as brought out in this write up, filling all the vacancies without any prejudice - keeping RRC's recommendations for Gp.'A' (DR) in view and resultant higher induction of Gp.'B', almost no adhoc promotions for any cadre of officers; sharing all the details of the officers' cadre strengths and allied calculations thereof with Gp.'B' officers and finally working for a mutual trust as equals both among the Gp.'B' and Gp.'A', and also the Railway Board. And all this, only the Board could do.

□ □ □

ANNEXURE-A**GP.'A' VACANCY CALCULATION FORMULA****(A) CADRE STRENGTH**

- (i) Total posts in Sr.. Scale and above, including Temp, work charged, Const. reserve posts etc. etc. = X
- (ii) Total No of direct recruits working (actually) in Jr. Scale = Y
- (iii) Corresponding No. of Gp.'B' officers who should have been working in Jr.Scale, on the basis of 40% of (ii) = $\frac{Y \times 40}{60}$
- (iv) Total officers on deputation = Z
- Total cadre strength (i+ii+iii+iv) = $X + Y + \frac{Y \times 40}{60} + Z$ = Say 'A'

NOTE : Vacancies for annual growth are calculated @ 1% of cadre strength)

(B) RETIREMENTS

- (i) Total retirements ((actual) during next 10 years = 'B'
- (ii) Hence Average retirements/year = B/10

(C) VACANCLES (EXISTING)

- (i) Total No. of Gp.'B' officers working in Sr. Scale on adhoc basis. = 'C'
- (ii) Vacancies to be phased over a period of 20 years, hence annual Vacancies = C/20

(D) TOTAL VACANCIES IN GP. 'A'

- = A + B + C i.e.
- = 1% of 'A' + B/10 + C/20 Say = D

(E) VACANCIES TO BE NOTIFIED

- = Total vacancies (D) X Corrective Factor (CF)

$$\left(\text{Corrective Factors} = \frac{\text{Total No. of Officers(direct recruits notified during last 5 Years for recruitment)}}{\text{Total direct recruits actually joined during last 5 years in the Department}} \right)$$

i.e. = D X C.F (Calculated as above- for each Dept. separately.

- (F) QUOTA FOR EACH :** Promotees = 40% of D x C.F.
Direct recruits = 60% of D x C.F.

Annexure - B

STATEMENT OF VACANCIES ON INDIAN RAILWAYS IN GP 'A' (As per Admn. & Federation)

Indications : A— As per Admn's calculations.
B—Actual vacancies as calculated by IRPOF

Details	Personnel		Accounts		Stores		Traffic		Mech.		Elect.		S&T		C.Engg		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
1. Total Cadre	248	440	443	631	355	502	590	1011	747	1200	651	1011	546	839	1314	2102	4894	7736
2. Vac. for annual growth & development (1% of 1)	3	5	5	7	4	6	6	10	8	12	7	10	6	9	13	21	52	80
3. Vac. against retirements	9	19	10	29	10	13	31	47	27	42	32	34	25	41	53	110	197	335
4. Vac. against Sr. scale filled on adhoc basis	5	106	11	211	7	136	10	196	14	282	9	176	10	200	27	536	93	1843
5. Vac. against officers on deputation	-	4	-	40	-	20	-	106	-	129	-	69	-	40	-	91	-	499
6. No. of Vac	-	178	-	170	-	110	-	397	-	416	-	335	-	265	-	745	-	2616
7. TOTAL VAC	17	312	26	457	21	285	47	756	49	881	48	624	41	555	93	1503	342	5373
8. CorrectionFactor	x1.35		x1.27		x 1.37		x1.35		x1.41		x1.16		x1.41		x1.22			
9. Vac. to be notified	23	421	33	581	29	391	64	1020	69	1242	56	724	72	783	114	1334	460	6996
10. Share of Dir. & Promotees.																		
(Direct)	11	210	16	290	14	195	32	510	34	621	28	362	36	391	57	917	228	3496
(Promotee)	12	211	17	291	15	196	32	510	35	621	28	362	36	392	57	917	232	3500

Note : 1. Railway Admn. takes into account the posts in Sr. scale and above, officers actually working in Jr. scale, No. of Gp. 'B' officers who should have been working in Jr. Scale corresponding to this, and the officers on deputation. In fact should be officers posts in Sr. Scale above, Jr. Scale posts (notional as per board) and added with No. of officers on deputation.

2. 1% of cadre strength in col.-1 + officers on deputation as per (5).
3. Rly. administration takes yearly average of retirements in 10 years, whereas it should be actual No. of retirements in the year. (Here it is for the year 1994) and for 10 years Retirements in 1994 - 2003
4. Administration divides the vacancies (Sr. Scale filled on adhoc basis) by 20. (Phasing it over 20 years) whereas it should be actual.
5. Administration doesn't count these vacancies
6. The administration is not accepting that there are vacancies in Jr. Scale at any time which is illogical and not based on facts. In this case, the federation has counted vacancies in Jr. Scale i.e., Jr. Scale posts (Notional as per admn.) minus the actual officers working in Jr. Scale.
7. + 8. As per Administration the vacancies so arrived at are multiplied by correction factor, which is no. of direct officers notified/no. Joined during last 5 years.
9. + 10. The vacancies thus calculated have been distributed in 50:50 (for direct: promotees) instead of 60:40 in 1990.
11. No. (Total cadre) as indicated here is 7736. Actually it is much higher than this. (approx. 9650)

**COPY OF THE NOTE, BY SH. S.K. BANSAL, SUBMITTED
TO Vth PAY COMMISSION—AS DESIRED**

Gazetted Cadre - Cadre fixing

1. PROBLEMS

Excessive adhocism, excessive vacancies, acute stagnation, failure of quota system, and no Career Planning.

2. CAUSES

2.1 Codal Provisions are not being adhered to, Cadre in JTS not fixed (Para 111-2(c) of Estb. Code and the recruitment policy being adopted annexed as Annexure-I & Annexure-II).

2.2 Under recruitment for Gp.'A' direct recruits is being resorted

- **To ensure smooth satisfactory Career progression** for them, intake of direct recruits is reduced drastically.
- Induction, of Gp. B is **linked with Dir. Recruit's intake** and not with actual vacancies, as provided in Code.
- (i) Under recruitment is due to
 - Non-adherence to Codal **provision regarding Cadre fixing**. JTS strength not fixed meaning thereby **no vacancy in this is indicated**
 - **Clear vacancies** in STS (manned on adhoc basis by Gp. B officers are phased over **20 years for filling** (a very peculiar procedure).
 - Instead of calculating retirements for the next year or two average of next **10 Years** is taken.
 - Normal procedure of **calculating vacancies not being followed**, in order to keep the number of vacancies to the minimum.

2.3 Excessive vacancies

- Approximate more than 5000 vacancies in Gp.'A'
- In STS about **2000 Gp.'B' officers are working** on adhoc basis indicating clear vacancies.
- In, JTS out of 6060 posts in Assistant Officers minimum number of **JTS posts expected are 3600** (60% equivalent to quota fixed).
- Only about 450 JTS (Direct recruits) are actually working indicating 3150 vacancies in JTS.
- In all above **5000 vacancies** exist as such
- Railway Board does not agree to the above. As per them **no vacancy in JTS** and vacancies in STS (about 2000) to be filled in 20 years.

2.4 Excessive Adhocism

- (i) As indicated above Approx. **400 officers** working in JAG on **adhoc** (6-8 years service in Gp.'A').
 - Approx. **2000 Gp.'B'** officers working in STS on adhoc many of them for more than **5 years even**.
 - Approx. **3150 Gp.'B' officers** manning JTS posts though as per Railway Board there is no vacancy in JTS-there being no fixed cadre.
- (ii) No effort to reduce adhocism on the part of the Board.
Intake of direct recruits is at a very reduced level and also the consequential induction of Gp.'B' in Gp.'A'.

2.5 Acute Stagnation

- Gp.'B' officers eligible for induction in Gp. A after **3 Years** have to spend average. 10-11 years **for induction in Gp.'A'**.
- More than **90% retire in Gp.'B'** without being inducted in Gp.'A'.
- *5% of the remaining 10% retire without any further benefits and the balance 5% have service life of less than 2 years.*

2.6 Failure of quota

- Against the quota of **40% for Gp.'B'** in Gp.'A', only 8.5% Gp.'A' posts are presently manned up by Gp.'B' officers.

- **250 posts** in 1971 and **382 posts** in 1980 upgraded as a measure of **cadre review** to be filled **predominately** from promotee officers, as per **commitment made to Cabinet**. Not even a single post was actually extended to Gp.'B'.
- Recommendation of IV Pay Commission to give **quota in posts** and not in vacancies-and also to increase the quota to 50% not accepted.
- The scheme decided for merger of **classes as far** back as 1946- to be effective from **1.4.1947 had envisaged quota in posts**.
- Quota to be increased to **50% accepted and promised in 1989**, to be effective from 1990 **not implemented** even today.
- Presently in approx. 11500 posts of officers (excl. Medical & RPF) approx. 9500 in Gp.'A' and balance in Gp. B , only about **3500 direct** recruits and **8000+Gp.'B'** are actually working. Infact, the ratio/quota should **also be in the same ratio i.e. 75% (Gp.'B') 25% (Direct Recruits)** specially when the administration is not interested to increase the in-take of direct recruits.
- While submitting **Cadre review** proposals **the** Board is taking in their calculations, all Gp.'B' also, without extending any consequential benefits to them.

2.7 No career planning

- As per Railway Board no need of **any Career Planning** for Gp.'B' officers.
- No **Career Planning actually** exist for Gp.'B'.
- Only 1.5% of the total Gp.'B' officers are inducted in **Gp.'A'** every year (50% of these retiring without benefit).

3.0 SUGGESTIONS

- 3.1 A very comprehensive **Career Planning Scheme** be introduced for Gp.'B' officers ensuring **Time Bound Promotions** as already notified for and implemented in Medical Department on Indian Railways.
- 3.2 **Quota of recruitment for Gp.'B' in Gp.'A'** - be enhanced upward i.e. 75% for Gp.'B' & 25% for **Direct Recruits** i.e. equivalent to **the actual** strength available on railways at present. This is because, the administration is not interested to increase the intake of direct recruits in GP.'A'.

-
- 3.3 The quota as **specified, should be in posts, not in vacancies.** as at present.
- 3.4 As a permanent solution to Career Planning aspect, **fixed upgrading percentages** should be given in each pay scale. However while fixing such percentages, the percentage of **officers in assistant officers/cadre and JTS should also specified.**
- 3.4 **Periodical Cadre Review** Scheme be **introduced** and implemented for Gp.'B' officers too, and no proposal of Cadre Review for officers be given cognitions without the inclusion of GP.'B' also.
- 3.5 As an immediate scheme, all Gp. B **officers working on adhoc basis in STS - be regularised** as such, with consequential seniority benefits. In addition, the Gp.'B' officers working in JTS Asstt. Officers, at least equivalent to 60% of that cadre be regularised in JTS on seniority basis with suitable seniority benefits.

□ □ □

PRINCIPLES FOR FIXING CADRES (Para 111 of Estb. Code)

111. The cadres of the services and departments included in **Railway Services Gp.'A' & 'B'** (other than Medical Department and specialists) posts on Indian Railways shall be fixed in accordance with the principles stated below:—

- (1) Separate cadres shall be maintained for each Indian Railway.
- (2) (a) The number of permanent working posts **that is posts required for ordinary** duty on a Railway, shall first be determined for each service or department and divided into the following grades:—
 - (i) Senior Administrative Grade Level I
 - (ii) Senior Administrative Grade Level II
 - (iii) Administrative Grade Rs. 2000-2250
 - (iv) Junior Administrative Grade
 - (v) Senior Scale
 - (vi) Junior Scale/Group 'B'
- (b) The General working posts that is posts required **for general purposes of the** Railway which may be filled by gazetted railway officers of any service may be determined and divided in the same manner.
- (c) The number of posts to be allotted to the **Junior Scale shall be calculated with** reference to the total number of Administrative Grade and Senior Scale posts and shall be so fixed as to allow a **continuous flow of promotion from lower** to higher grade after a given period of service. For this purpose all the administrative posts including the general **administrative posts shall be taken into** account.
- (d) The rest of the posts included in (2) (a)(vi) above shall be allotted to Gp.'B'.
- (e) The total number of posts thus arrived at **for each grade in the department shall** form the permanent duty strength of each service or department.;

-
- (3) Posts required for meeting deputation **leave and training requirement will be** provided in Junior Scale based on requirements assessed from time to time. These posts shall be intended ordinarily to provide **for the deputation/ training** of and/or grant of leave to a member of the Department without the necessity of making an officiating appointment to the Junior Scale or **to Gp.'B' post** in the chain of vacancies consequent on the deputation training of and/or grant of leave to the member in question.
- (4) The permanent duly strength together with **the posts sanctioned as "deputation training and leave reserve"** shall form the total permanent cadre of the service or department concerned.

□ □ □

RECRUITMENT POLICY

Recruitment policy, as it has evolved over the years, has been shaped by the need for ensuring direct recruitment at a level adequate enough but not too heavy to cause promotion blocks in the cadre in later years. The recruitment policy takes into account the following specifics :

- i) Calculation of vacancies on account of wastage on the basis of annual average of actual superannuations for the next 10 years.
- ii) Calculation of growth needs at 1% per year of the Gp.'A' cadre. Gp.'A' cadre means the total number of posts in senior scale and above plus the number of Gp.'A' direct recruits working in junior scale together with the corresponding notional figure of promotee quota plus the number of Gp.'A' officers on deputation including deputations to Railway Board and RDSO."
- iii) Since a number of senior scale posts are manned on adhoc basis by Gp.'B' officers, the annual average of the number of Gp.'B' officers working in senior scale on adhoc basis spread over 20 years is added to the requirement.
- iv) A correction factor is added to the requirement to make good shortfalls of previous years.

A peculiar feature of the Railway Cadres is that a large number of senior scale posts are manned on adhoc basis by Gp.'B' officers since Gp.'A' officers are not available. The yearly recruitment plan indicated above takes into account this gap but envisages that the gap be wiped out in a phased manner over a period of 20 years. As an immediate one time measure, approval of the UPSC has been obtained for inducting 463 Gp.'B' officers into Gp.'A'.

The above recruitment policy may be continued and in the cadre review proposals, gazetted manpower projections may be brought out accordingly.

□ □ □

**COPY OF THE NOTE, BY SH. S.K. BANSAL, SUBMITTED
TO Vth PAY COMMISSION**

RAILWAYS GAZETTED CADRE - (CADRE FIXING)

Gp.'B' officers have all along been representing about numerous anomalies in **recruitment policies, cadre fixing and Career Planning** etc. resulting in **large adhocism and failure of quota systems** in the gazetted cadre of Railways.

The following are burning issues/problems in this respect:

1. **Non adherence to Codal Provisions** in respect with cadre fixing in gazetted cadre.
2. **Excessive adhocism** in gazetted cadre.
3. Existence of very **large number of vacancies**.
4. Failure of **quota systems**.
5. **Acute stagnation** in Gp.'B'' officers.
6. Non existence of any **Career Planning** scheme for Gp.'B' officers.

1.0 NON-ADHERENCE TO CODAL PROVISIONS

Relevant Principles of Cadre fixing - Para 111(2)b,c,d,e & (3) (See page 195)

(a) Para 111-(2)-c—Most relevant portion

“The number of posts to be allotted to the Junior Scale shall be calculated with reference to the total number of Administration Grade and Senior Scale posts, and shall be so fixed as to allow a continuous flow of promotion from low to higher grade after a given period of service. For this purpose all the administrative posts, including the general administrative posts shall be taken into account”

- (b) Important portion - Cadre in JTS to be fixed' and to ensure regular flow for higher grade.**

- (c) To have natural/regular pyramid - Minimum number in JTS cannot be less than equal to recruitment ratio i.e. 60 : 40 (DR : P) in railways (for the present). In railways - 6000 Asstt. officers posts mean at least 3600 JTS +2400 Gp.'B'.

1.2 Railway Board refuses to adhere to the above.

- (a) As per Railway Board's perception

"The post of the Asstt. Officer in the lowest rung of gazetted cadre on the Indian Railways is combined Junior Scale/Gp.'B' except for IRMS and RPF and it is not possible to clearly demarcate the Junior Scale posts and Gp.'B' posts in an organisation like the Indian Railways. The post is considered as Gp.'A' Jr. Scale when it is manned by Jr. Scale Gp.'A' officer, otherwise it is a Gp. 'B' post."

(Reference: Para (l)- vacancies in Gp.'A' of Railway Board's letter no. 91-E(GR)II/II/9 dt.27/09/91 addressed to Gen. Secy./IRPOF.

- (b) **"Group -A' Cadre means the total number of posts in Senior scale and above plus the number of Group 'A' direct recruits working in Junior scale together with the corresponding notional figure of promotee quota plus the number of Gp.'A' officers on deputation including deputations to Railway Board and RDSO."**

(Reference- Para (ii) of S. No. 1 annexed with Cadre Review paper submitted in 1991 by the Board indicating the recruitment policy Given at page no. 197)

- (c) **"Post in Jr. Scale and Group -B' are operated interchangeably and they cannot be segregated. The post is Gp.'B' if the incumbent is Gp.'B' officer and it is in Jr. Scale if the incumbent is Junior Scale Officer."**

*(Ref.: **pare 1.3 of Memorandum of the Board** submitted to IRPOF during Formal meeting on 23.2.93)*

- (d) **Again**

"A Jr./Scale Gp.'B' post is treated as a junior scale post when it is occupied by a junior scale officer and when it is occupied by a Gp.'B' officer it is treated as Gp.'B' post."

Ref. Rly. Bd.'s letter No.94/E(GR)11/11/3 dt. 2.3.94)

- 1.3 Evidently, the above is in **total violation of Codal Provision**. After June 1990 when Promotee Officer Federation pointed out about

existence of large scale **vacancies in Gp.'A', to the tune of more than 5000-** the Board started this unteanable argument. Before that all the gazetted **classified Lists** published by the Board had separate mention of **Junior Scale (JTS) posts and Gp.'B' posts**. Based on this, the sanctioned strength of gazetted officers - as calculated by the federation.

- 1.4 As per **Adviser, Management Services - the** highest gazetted Cadre controlling officer on Railways-paper presented in International Seminar, the **separate sanctioned strength of officers in Gp.'A' Gp.'B'** departmentwise has been indicated 8500 officers in Gp.'A' & 1900 in Gp.'B' i.e, 10400 approx. (*Given at page no. 136*)
- 1.5 As per existing claim of Railway Board in terms of **principle indicated** in pare 1.1.2 above, there are **little above 5000 posts in Gp.'A'** (equivalent to the posts in Sr. Scale (STS) and above added with the total number of direct recruits actually working in JTS, at any time.
- 1.6 A comparable chart indicating the number of posts - departmentwise- as per figures given by **IRPOF, as stated by Adviser, Management Services**, Railway Board- in International Seminar, and as **per the Railway Board-** on the basis of principle indicated in pare 1.1.2 above and the **effect thereof on the number of vacancies**.
- 1.7 In total contrast to, the **principle of fixing cadre strength** envisaged vice pare 1.1.2 above the Board while submitting the proposal for cadre restructuring of Gp.'A' officers, has shown the **total strength of department including the posts of Gp.'B' officers**. For example the cadre strength shown by the Board for cadre restructure for Account deptt. has been indicated as under:

	As per cadre restructuring proposal	should have been been as per formula (1.1.2)
Gr. 2200-4000	489+68(LR)=557 (*82 occupied by D.Rect.)	82+54=136
Gr. 3000-4500	263	263
Gr. 3700-5000	144	144
Gr. 5900-6700	64	64
Gr. 7300-7600	6	6
Gr. 7300-8000	—	—
Gr. 8000 fixed	1	1
	1050	514

- 1.8 It is nothing but clear cut misrepresentation of facts, to get higher benefits in Cadre restructure and on the other hand to deny the benefit to Gp.'B' Promotee officers on the same principle.

2.0 EXCESSIVE ADHOCISM

In order to ensure smooth and satisfactory rise to higher levels as measure of **Career Planning of direct recruits**, the extent of intake of direct recruits is **reduced considerably - the intake** is linked with the likely vacancies to occur in SAG after 17 years, due to wastage or otherwise and the vacancies for the induction of Gp.'B' being linked with the intake of direct recruits, the same are reduced considerably, thereby resulting in **large scale adhocism in the Cadre of Sr. Scale (STS) and JTS.**

- 2.1 The present extent of adhocism on Indian Railways is as under:

	Total Posts	Filled regularly		Filled on Adhoc		% of Adhocism
		Direct Promotee		DR	PROM.	
JAG/SG	2068	1407	261	280	120	20%
STS	2915	693	422	-	1800	62%
JTS	3640 (60% of 6000 posts in Astt. Officers)	450	-	-	3190 (Manned by Gp. 'B' officers)	88%
Gp. 'B'	2420	-	2420	-	-	-

- 2.2 As per Railway Board, the number of posts in JTS are equal to the number of direct recruits **actually working in that grade.** As such as per the Board, **there is never any vacancy** in JTS. The number of Group 'B' officers working in STS- on adhoc basis- are the number of clear vacancies in Gp.'A' (1800 approx.). Even against these vacancies, quota stipulated (40%) is not given to Gp.'B' officers.

3.0 EXISTENCE OF VERY LARGE NUMBER OF VACANCIES

- 3.1 As indicated above, there are about 1800 vacancies in. STS (filled on adhoc basis by Gp.'B' officers) and approx. 3150 vacancies in JTS - meaning thereby **existence of about 5000 vacancies** in Gp.'A'.

- 3.2 Against total number of 9000 + posts in Gp.'A' about **5000 (55%) are the vacancies**, indicating the extent of vacancies and **resultant adhocism** in Gp.'A' on Indian Railways.
- 3.3 The reasons of excessive vacancies on Group 'A' cadre on railways, is the **refusal of administration to adhere to Codal provisions for 'Cadre fixing'** with a view to **ensure satisfactory level of Career Planning for directly recruited officers** on Indian Railways, may be even at the cost of **minus Career progression for Gp.'B' officers**. What is being done is **to reduce the intake of directly recruited officers** only- to match with the occurrence of vacancies in higher scales- and since the induction of Gp.'B' officers is linked with the intake of direct recruits, the **induction of Gp.'B' officers is also restricted to 40% of that** - not the 40% of the vacancies as per the Codal Provision.
- 3.4 **Under Recruitment** : As a result of this, not only the number of direct recruits is **not sufficient**, the intake of **Gp.'B' officers is also restricted** resulting in excessive **under recruitment- not matching even the natural wastage** - meaning thereby excessive vacancies in the cadre.
- 3.4.1 The **starred parliament question No. 482 of 6.9.96**, make this abundantly clear, which gives the relevant figures as under:

	No. of officers retd./ expired	No. of officers on deputation	No. of new posts created	Total vacancies	Inducted		Vacancies unfilled
					DR	PROM	
1993	554	29	35	618	212	18	221
1994	556	41	09	606	174	113	319
1995	479	56	31	566	106	12	448
Total	1589	126	75	1790	492	310	988

i.e leaving 988 vacancies unfilled in 3 years.

3.5 Vacancy calculation Formula

A very defective vacancy calculation formula is in existence in Railways, whereas an unique formula is adopted/ not in operation in any cadre of Govt. department, even in Indian Railways.

In this the **existing vacancies in Sr. Scale and above are phased over 20 years (for filling) and wastage due to retirements are taken on 10 yrs. basis (not for the next 1-2 years)**. No vacancy is taken to exist in JTS- which otherwise a feeder cadre. The sanctioned strength is

shown to woefully reduced than what is normally is. Endeavour of all this is to **reduce the number of vacancies** any how, so as to **reduce the intake in Gp.'A'** of direct recruits to ensure satisfactory level of Career Planning for them.

- 3.6 Phasing out existing vacancies on 20 years basis, and calculating the vacancies due to retirement on 10 years averaging is beyond anybody's imagination, which are being adopted on Indian Railways.

The instructions given by the then Railway Minister Shri Madhav Rao Scindia and reiterated by Adviser, Management Services - to **fill up/regularise all vacancies in 3-5 year's** time are also not given any consideration by the Railway Board.

- 3.7 Despite **defective vacancy calculation** formulas indicated above-which itself is a device to ensure reduced intake, Railway Administration is **not following** even this formula and after calculating the vacancies as such, **are arbitrarily reducing the over all intake** every year for the last 3 - 4 years as shall be evident from the following:

Intake of Promotees officers (all deptts)

	Gp.'A' sanc. strength	=	9000+
1990	—	198	
1991	—	181	
1992	—	173	
1993	—	136	
1994	—	93	
1995	—	100	

whereas in view of the **large scale vacancies and excessive adhocism**, existing, the intake should have been increased manyfold.

- 3.8 Even if the necessity of **under recruiting the** direct recruits to ensure their smooth Career progression may be taken in positive perspective, this would call for **enhanced intake from the other** source of recruitment, in any organisation, but not so in Railways. As already indicated earlier, even the **intake of Gp.'B' officers is reduced in** direct **proportionate of the direct recruits** intake, strange are the ways of Railway administration.

4.0 FAILURE OF QUOTA SYSTEMS

As per the presently laid down quota, the share of Gp.'B' officers in Gp.'A' is 40% of the vacancies. If the said quota is religiously filled every year the **total availability of Gp.'B' officer in Gp.'A' should have been nearly 40% or so of the total cadre.** Instead however, the total availability of Gp.'B' officers as on 1.11.1996 is **even less than 9%**. The details are as under:

	Total Posts	Occupied by		
		Direct	Promotees	
SAG/SG JAGs & above	2986	2494 *(288)	392 *(120)	(*inc. 408(Approx) on adhoc basis in JA)
STS	2915	693	422	1800 (Manned by Gp.'B' on adhoc basis)
JTS	3640	450	-	3190 (manned by Gp.'B'officers)
Gp.'B'	2420	-	2420	-
Total	11961	3637	814	4990 (Gp.'B' manning in Gp.'A' Gp.'A' posts)

Summary

			Posts		Working Actual
Gp. -A'	9541	80%	4451	37.2%	(Incl. 814 Gp.'B' officers in Gp.'A')
Gp.'B' (Excl. Med+ RPF)	2420 -----	20%	7510*	62.8%	(*Incl. 1800 in Sr. scale on Adhoc) (3190 manning Jr.scale Posts)
TOTAL	11961	% of Total			% of Gp.'A''
3637 (Dir.)	38.1%	3637 - 30.4%	Gp.'A'	D.Rec.	38.1%
8324 (Prom.)	61.9%	814 - 6.8%	Gp.'B'	in Gp.'A'	8.5%
		1800 - 15.0%	Gp.'B'	in S. scale	18.9%
		3190 - 26.7%	Gp.'B'	manning JS	33.4%
		2420 - 20.0%	Gp.'B'		

- 4.1 Evidently, the share of Gp.'B' officers being only **8.5% against stipulated 40%** is indicative of the total failure of quota system; as also of **excessive adhocism in Gp. 'A'** (54.5% posts of Gp.'A' manned by Gp.'B' on adhoc basis).
- 4.2 In 1971 and then 1980, two cadre reviews took place, wherein 250 and 382 posts of Jr. Scale were upgraded to Sr. Scale where, the administration had given **an undertaking to the Cabinet** - while obtaining their sanction that **this shall largely benefit the Gp.'B' officer**. It stated as under;

"The proposal for upgradation of junior scale to senior scale posts would largely benefit class-II officers who are already officiating in the senior scale for many years, these class-II officers who have put in 28 to 30 years of service and would otherwise have to retire as Assistant Offices. All these officers have been promoted from Class III, in which they have served for 15 to 20 years. The proposed upgradation of posts is necessary to mitigate unmerited hardship by stagnation of such promoted officers."

It is unfortunate to state here that not a single post of this upgraded portion was **extended to Gp.'B' officers**.

- 4.3 In this connection the **IVth Pay Commission** made the following very important recommendation (Part I, Vol. III, Chapter 23, Page 256):

"23.11 The present procedure for promotion from Gp.'B' to Gp.'A' posts in organised services is not uniform. The percentage of posts prescribed for promotion varies from department to department and ranges from 20 to 50. Further, while in some services the percentage is related to the number of vacancies in other it is a percentage of posts. A promotion quota of 20 percent for Gp.'B' employees appears to be inadequate and ministries Departments may review the position. We also recommend that in all cases the number of posts available for promotion of Gp.'B' officers should be a percentage of the posts at Gp.'A' level and not related to the number of vacancies."

It is, however regretted that the above mentioned **only one recommendation in favour of Gp.'B' officers** has also not been accepted, without assigning any reason for the same.

- 4.4 Quota of Gp.'B' officers, should **be in cadre** posts and not in vacancies was a decision arrived at, long back in 1946, when the decision of

merging the Gp.'B' with 'A' was taken. The final proposal was as under:

- **(Minutes of Standing Finance Committee Meeting 17, 18th, 1946.)**
- **The promotion of the subordinates shall be so arranged in future that the total number in junior scale never exceeds 35% of the total strength of this cadre."**

The implementation of the above scheme is being awaited even after 48 years.

4.5 The reasons of such situation are:

- (i) The **defective vacancy calculation** systems resulting in **under recruitment** both from direct recruits and also from Gp.'B' promotion.
- (ii) **Excessive delay** in DPCs (minimum-3 years).
- (iii) **Excessive retirements** among Gp.'B' officers inducted in Gp.'A' (**90% of Gp.'B' officers retire** as Gp.'B', out of balance 10%-5.1% retire within 3 years without getting any benefit of their induction in Gp.'A' and the balance have only 1 year 11 months residual service life).

5.0 ACUTE STAGNATION IN GP.'B' OFFICERS

5.1 As indicated in para 3.7 above the stipulated induction of Gp.'B' officers in Gp.'A' during last 3 years (93,94 &95) had been 136,93,100 i.e. 329 total i.e. **110 Gp.'B' officers** in Gp.'A' every year on an average. The total number of Gp.'B' officers being 7410, means only **less than 1.5% Gp.'B' officers** are inducted in Gp.'A' every year.

5.2 It is worth mentioning that the after induction of this little number of Gp.'B' officers in Gp.'A'-more than 51% retire within 3 years and the balance 49% have only less than 2 years service life, **what for these are craving?**

6.0 NON EXISTENCE OF ANY CAREER PLANNING SCHEME FOR GP.'B' OFFICERS

6.1 Presently there being only one pay scale for Gp.'B' officers, there is **no Career Planning in existence for Gp.'B' officers** on Indian Railways.

Infact the administration **refuses to have any Career Planning for them.** The following is enough to quote in this respect.

“the **principle of a separate** career planning for Gp.’B’ cadre is **not feasible**, since Gp.’B’ officers get inducted in junior scale of Group ‘A’ after which they become a part of Gp.’A’ cadre of various Gp.’A’ Railway Service.....”

(Reference: Railway Board’s letter No. 90/E(GR)II/11/2 dated February, 1990.

“.....to say that the **principle of a separate career planning for Gp.’B’** cadre, as suggested in your letter dt. 10th Feb.,1988, is **not a concept** that exist in the Government and it cannot be looked into by Ministry of Railways in isolation. Gp.’B’ is a promotion from non-gazetted cadre. For Gp.’B’ further avenue of **promotion and career planning are linked with Gp.’A’** ”.

Ref: Railway Board’s letter No.89/E(GR)II/15 dated 15.10.89).

6.2 Even the reply to **Parliament Question No. 3022** dated 2.12.1988 says:

“..... Gp.’B’ officers appointed to junior scale (Group -A’) are thus a part of Gp.’A’ cadre and are at par with directly recruited Group ‘A’ officers in the matter of promotion to higher grades of Gp.’A’. In view of this, the question of separate proposal to improve the **promotion prospects of Gp.’B’ officers does not arise.**”

6.3 The stand of the Government is totally against the Promotion Policy as envisaged by the **IVth Pay Commission** vice report Part-I, Vol.III, Chapter 23, Page 255, as under:

“PROMOTION POLICY”

6.3.1 **“Every employee who joins service looks forward to a satisfactory career progression. It is therefore necessary that the state as the biggest employer, should lay down a fair and well-defined policy for the promotion of its employees. That in fact is one of the two basic conditions of a good public service, the other being the security of service, for which care has been taken in article 311 of the Constitution and the case law which has developed on it.”**

6.4 Evidently, the refusal of the Board to give any **thought to Career Planning need of Gp.’B’ officers**, is the major cause of **stagnation** of

such a large extent, **prevailing** in that cadre. Since only **10% of the Gp.'B'** officers enter in so called Gp.'A'-who take the path of **Gp.-A' Career Planning** remaining 90% of Gp.'B' officers retire without **any career planning** for them, which is unthinkable.

- 6.5 Not only that **no Career Planning** has ever been planned for Gp.'B' even the instructions/guidelines issued by Department of Personnel in respect with **Cadre review have not been implemented as far as Gp.'B'** cadre of Indian Railways is concerned, first the recommendation for Fourth Pay Commission

“23.9.....A solution of the problem of stagnation and inadequate promotion opportunities should seem to lie in a **rational cadre structure** and long pay scales. It is recognised that promotional opportunities should be available to employees as motivation for them to contribute their best in the discharge of their duties. At the same time, the **system of career progression should be consistent** with the functional needs and requirements of the organisation.....”

(Ref: IV-CPC Report Part.I,Vol.III,Page 256,Chapter 23, Promotion Policy).

- 6.6.1 and finally

“**Part, Vol.I, Chapter 7, Page 90 of IV CPC** reads as under:

“7.61.....A pronounced, objective and well **defined policy of promotion can also go a long way in adding to the weight of the pay structure.** After all no Government employee thinks of retiring from the post from which he starts. Even if the initial pay is not attractive enough, but the prospects of advancement are satisfactory, he will join and work for the future, Promotion is therefore really concept in the structuring of pay scales. We hold so dearly to the concept that we recommend a regular right of appeal where a promotion is refused.....”

- 6.6.2 Based on above, Deptt. of Personnel had also issued clear cut instruction vice their notification No.2/1/87-88 dated 23.11.1987, which spoke:

“**3.6 The cadre review exercise may be conducted for Gp.'B', 'C' and 'D' post without linking it is to the level of stagnation in the Cadre.**”

6.6.3 It is however regretted that despite very clear instructions/ recommendations on the subject, The **Railway Administration refused** to carry out any exercise for **the cadre review of Gp.'B'** officers only, whereas cadre reviews have been conducted regularly for Group 'C', D' and even for Gp.'A' cadres.

6.6.4 Stand of the administration in this respect is reflected through the following extracts:

".....the guidelines of the DOP is applicable only to those Gp. 'B' cadres where there is direct promotion from Group 'B' to senior scale and not to Gp.'B' cadres where the promotion is from Gp.'B' scale"

(Ref: Railway Board's letter No.90/E(GR)II/11/2 dated Feb.,1990).

6.6.5 Consequently **III Pay Commission's recommendation** (Vol.I,Part-II,Chapter 5, Page 50):

".....We are of the opinion that granting promotions is one of the few effective instruments left with the management for rewarding good performance and thereby improving efficiency. Promotion effect not only those who are promoted but also the larger number of employees, who are aspiring for promotions and realising that advancement lied primarily in demonstrating their superiority respond to the spur of competition. Even somewhat limited promotions prospects, if granted in a manner that inspires confidence among the employees, have vice and pervasive effects in toning up an organisation"

And the recommendation of the same CPC (PartI,Vol.I,Chapter 7,Page 90) which has already been reproduced on Page No.10 under the Column **IVth CPC's Recommendations not implemented (pare 1.2)** are given no considerations and have not been implemented in any way, in respect with Gp.'B' Officers only perhaps.

7.0 CONCLUSION

An in-depth consideration of all that has been brought out above calls for **total review of recruitment policy** as a whole **including vacancy calculations, DPCs,, quota system, quota fixation, cadre fixation and cadre review** as a part of career planning so as a viable solution to the problem could be sorted out what is required to be done is:

- (i) Quota to be suitably **revised upward** keeping in view the reduced intake of direct recruits and this should be **in cadre (posts) not in vacancies**
- (ii) Career Planning of Gp.'B'; officers should also be laid down specifically wherein **time bound promotion system** - as adopted in the cadre of Medical Services in Railway Services should be planned.
- (iii) While fixing the promotion policy and **laying down the percentage** in various grades the same should be including Gp.'B' cadres also, meaning thereby **fixed percentage of posts be stipulated** for Gp.'B' illustrated as under:

JTS	'A'	A1	Gp.	'A'	This may be distributed at least in the ratio of recruitment quota and not more in any case i.e. 50 : 50 at present.
		A2	Gp.	'B'	
STS	'B'				
JA	'C'				
SG	'D'				
SAG	'E'				
HAG	'F'				
GM	'G'				
Member	'H'				
					<u>100%</u>

- (iv) As an immediate benefit, all the Gp.'B' officers working on **ad hoc basis in Sr. Scale be regularised with consequential seniority benefit** and at least the officers equivalent to 60% posts in JTS should also **be regularised in JTS** on seniority basis with **suitable seniority benefits**.
- (v) Cadre review benefit should be extended to Gp.'B', officers too whenever it takes place.

**CAREER PLANNING OF GROUP 'A' OFFICERS OF
EIGHT ORGANISED SERVICES IN
INDIAN RAILWAYS - SIZE OF ANNUAL INDENT**

1. The Cadre Strength of Officers of 8 Organised Services in Indian Railways is given below: -

CADRE STRENGTH AS ON 1.1.99

S No	Grade	Posts in the grade	Cumulative Total	Years of service for entry to the
1	HAG and above	150	150	32 yrs
2	SAG	810	960	20 yrs
3	JAG/SG	2230	3190	9 yrs / 14 yrs
4	SS	2794	5984	4 yrs
5	JS/Gp.'B'	5593	11577	—

For providing reasonable career opportunities, the years of service for entry into HAG, SAG and JAG should be 32 years, 20 years and 9 years respectively.

2. Assuming the average age of Direct Recruit for entry in Organised Services as 25 years, the average length of service will be 35 years. The other assumptions made in carrying out the Analysis are indicated below:

Other Assumptions

- i) Percentage of Promotee Officers inducted to Group 'A' reaching SAG - 10%
- ii) Percentage of Promotee Officers inducted to Group 'A' getting promoted to JAG - 50%
- iii) Average length of service of Promotee Officers In SAG and above - 1 year
- iv) Average length of service of Promotee Officers In JAG and above - 6 years
- v) Percentage of Promotee Officers retiring in SS - 50%
- vi) Average length of service of Promotee Officers Retiring in SS - 2 years

- vii) **Selectivity for promotion to**
- | | |
|---------------|------------------------------|
| HAG and above | - 60% of DR joined |
| SAG | - 80% of (DR + Promotee 10%) |
| JAG/SG | - 95% of (DR + 50% Promotee) |
| SS | - All |
- viii) **Other than Normal Retirement Cases** - 20% of DR joined in SAG & 10% in JAG / SG

3. IDEAL INDENT

- 3.1 In terms of Recruitment Rules of organised services, the induction of Direct Recruits through the UPSC and induction of Group 'B' in Group 'A' has to be in the proportion of 1: 1. For achieving the Career Progression of Group 'A' Officers in line with the length of the service for entry to various grades as indicated in Para -1 above, the ideal Yearly Indents for DR and Promotee each have been calculated based on average residency in various grades (**Annexure A**).
- 3.2 From Annexure A, it may be noted that the Annual Indent varies from 99 to 181 for maintaining reasonable Career prospects taking into account the existing Cadre-Strength, the least figure of 99 becoming necessary to ensure 20 years service for entry to SAG.
- 3.3 **Effect on Career Prospects with Annual Indent of 250 and 160**

For the Annual Indents of 250 and 160 each for DR and Promotee Officers, the effect on the residual service remaining after entry to various grades has also been calculated in Annexure A, based on existing Cadre Structure. This is summarised below:

S No.	Entry to Grade	For Annual Indent (250)		For Annual Indent (160)	
		Residual Service After Entry to	Service in years for entry to	Residual Service After Entry to	Service in years for entry to
1	HAG and above	1.25 Yrs.	33.75	2 yrs.	33
2	SAG and above	5.85 yrs.	29.15	9.2 yrs.	25.8
3	JAG and above	14.3 yrs.	20.7	23.8 yrs.	11.2

ANNEXURE - A

**1. IDEAL INDENT (DR / PROMOTEE) PER YEAR FOR
ACHIEVING CAREER
PROGRESSION AS INDICATED IN PARA 1 OF THE
NOTE WITH EXISTING CADRE STRENGTH**

- 1.1 Based on 3 years Residency in HAG
And above (only DR reaching the level) $= \frac{150}{3 \times 0.6 \times 0.8} = \frac{150}{1.44} = 104$
- 1.2 Based on 15 years Residency in SAG and
Above (10% Promotee reaching SAG) $= \frac{960}{15 \times 0.8 \times 0.8 + 0.1 \times 1} = \frac{960}{9.7} = 99$
- 1.3 Based on 26 years Residency in JAG &
Above (50% Promotee reaching JAG) $= \frac{3190}{26 \times 0.8 \times 0.95 + 0.1 \times 11 + 0.4 \times 2} = \frac{3160}{21.66} = 146$
- 1.4 Based on 31 years Residency in SS and
Above (50% Promotee retiring in SS) $= \frac{5984}{31 \times 0.9 \times 0.1 + 17 + 0.4 \times 6 + 0.5 \times 2} = \frac{5984}{33} = 181$

**2 RESIDENCY IN VARIOUS GRADES WITH 250 ANNUAL
INDENT EACH**

- 2.1 HAG and above $= \frac{150}{250 \times 0.6 \times 0.8} = 1.25$ years
- 2.2 SAG and above $= \left(\frac{960}{250} - 0.1 \right) / 0.64 = 5.85$ years
- 2.3 JAG and above $= \left(\frac{3190}{250} - 1.9 \right) / 0.8 \times 0.95 = 14.3$ years

**3. RESIDENCY IN VARIOUS GRADES WITH 160 ANNUAL
INDENT EACH**

- 3.1 HAG and above $= \frac{150}{160 \times 0.6 \times 0.8} = \frac{150}{76.8} = 2$ years
- 3.2 SAG and above $= \left(\frac{960}{160} - 0.1 \right) / 0.64 = 9.2$ yrs.
- 3.3 JAG and above $= \left(\frac{3190}{160} - 1.9 \right) / 0.76 = 23.8$ yrs.

□ □ □

*Annexure II***PRINCIPLES FOR FIXING SENIORITY****PRINCIPLE- (VI)**

In the case of Gp.'B' officers permanently promoted to Junior Scale of Gp.'A' services:

- (1) Officers promoted from the earlier panel shall rank senior to officers promoted from the later panel.
- (2) If two or more than two officers are promoted on the same date, the following method shall be followed to determine their inter-se seniority
 - (i) The relative seniority of officers of each Railway shall be in the order of their position in the panel for that Railway.
 - (ii) The date of increment in time scale (DOITS) of the officers shall be determined by giving weightage based on :
 - (a) the year of service connoted by the initial pay on permanent promotion to Gp.'A' service; or**
 - (b) half the total number of years of continuous service in Gp.'B', both officiating and permanent;**

whichever is more, subject to a maximum of 5 years; provided that the weightage so assigned does not exceed the total non-fortuitous service rendered by the officer in Group 'B'.
 - (iii) The DOITS of the junior officer(s) in any Railway shall not be earlier than the DOITS of his immediate senior in the same panel.
- (3) The integrated seniority of the officers on All Indian Railways basis, shall be determined as under:
 - (i) The integrated seniority shall be on the basis of DOITS, the officers having earlier DOITS being senior.
 - (ii) The inter-se seniority of officers having same DOITS shall be in the order of merit, the length of non-fortuitous service in Group-B determining the inter-se seniority of equal merit