**PROMOTIONS IN SAG – Share of Promotees.**

 Extensive discussions are now taking place a days on the recruitment policies in Gp. “A” specially , sentiments are being aroused, that if Gp. ‘B’ are being inducted in very large numbers-as compared to Direct recruits – with the conspiracy of Rly. Bd. Staff and in violation of DOPT’s extent instructions. It is being made out that on this account, a day will come soon, when the direct recruits will not get their promotion in-time, and the promotions shall be delayed abnormally, on account of large scale promotions to promotes.

2.0 To make the issue clear, it has been thought important to do an in-depth analysis of the promotion aspects in SAG for about 10 years to come. For this, the promotions to SAG to the batch 2000, have been analysed and details are enclosed herewith as Annexure.

3.0 ANALYSIS:

3.1 Presently, while officers of 1988 are waiting for promotion to SAG, in STORE Deptt., it is 1989 batch for Electrical and S&T , 1990 for Civil & Mech. And 1992 for others 3 i.e Personnel, Tfc. and Accounts Deptt.

3.2 The total number of officers working in various deptts in SAG and above are as under. For calculating the number of vacancies every year in each department , though normally it should have been 3% attrition, but for this purpose we have taken it on the basis of 5% - as per the decision for this purpose- of a very high level committee constituted by the Board for recruitment policies. The status is as under. :

 **Deptt. No. of SAG+ above No. of expected Total No. of officers Total availa -- working vacancies/year to be covered up to ble during -- @ 5% Years Total this period**

 STORE 112+18 7 13 91 231

 ELECTRICAL 215+55 13 12 156 340

 CIVIL 351+58 20 11 220 642

 S&T 159 +27 9 12 108 223

 MECHANICAL 241 +50 15 11 165 246

 PERSONNEL 98 +3 5 9 45 96

 Traffic 230+14 14 9 126 232

 ACCOUNTS 140+26 9 9 72 164

 TOTAL 1548+279 91/year 989 2184

**3.3 ASSUMPTIONS made for the study :**

The officers available in one year /one batch shall get promoted in one year. The date of promotions has been taken as July every year . (Both these assumptions are not possible to be fulfilled i.e. neither all the officers of one year are likely to be promoted every year nor all these are not likely to be promoted by July every year.) The analysis done on this basis are enclosed herewith as annexure.

3.4 IT is seen that total number of officers available for promotion from 1988 batch of Store dept. to 2000 batch of all depts. Is DRs- 1857 , Promotees- 327 and based on the above mentioned assumptions , it is found that the total number of promote officers to be promoted shall be only 24.- as balance will get retired before July of the concerned year.

3.5 As given in para 3.2 above, the number of years to cover up to 2000 batch , even if all the officers of one year are promoted every year, are given in col. IV and based on the likely vacancies every year –based on 5% attrition - the total officers likely to be covered will be as indicated in col. VI, where as availability of officers is as given in col: VII.

3.6 Evidently the assumption – that all officers of one year shall get promoted is not going to take place as in most of the departments the availability is much more than the vacancies available , in some departments say Store and Civil it is almost 3 times. In such a eventuality the officers of one year are not likely to be promoted during the year and the promotions are likely to be delayed as it will take 2/3 years to cover officers of one year. In such situation, the number of promote officers likely to be promoted to SAG will get drastically reduced - 3 no.s instead of 24 No.s. envisaged earlier.

3.**7 AVAILABILITY of PROMOTEE OFFICERS in SAG :**

Presently, only 9 promote officers are working in SAG which shall get reduced to 8 by 01.01.15, to 6 by 01.01.2016, 4 by 01.01.17 and only 3 by 01.01.19. From 01.07.2020 to at least 2023, only 2 officers shall be available in SAG, this including the 3 officers likely to be promoted to SAG during this period.

4.**0 LESS RECRUITMENT OF DRs- AS COMPARED TO Gp. B;**

4.1 The above analysis contradicts the notion of all those who are spreading the words of dooms – about the so called excess recruitment of Gp. B officers is likely to create large scale stagnation in DRs ‘ cadre. As is indicated in the above statistics that in order to ensure satisfactory promotions to DRs , it should be ensured that not more than 91 recruitment for all departments, as this will delay the promotion of 92nd onward DR for one year and more.

4.**2 REPORT OF 7 EDs Of Rly. Bd. – regarding Recruitment:**

 Based on one in-depth study made during 2000 –where in stalwarts like Sh. Neeraj Kumar and Sh. J.N.PANT etc. were involved, with large facts, figures and detailed analysis- the total requirement for satisfactory promotions with little or no stagnations , the recruitment of not more than 168 DRs was envisaged ( at that time 250/ per year were being recruited ). The department wise calculation of recruitment was as under:

Civil -43, Mech. -26, Elect-22, S&T- 16 , Store- 13 , Traffic – 22, Accounts- 16 and Personnel- 10 -Total -168.

According to this report of High officials- none of these was a promote- any increase in recruitment to this number shall be detrimental to the interest of DRs. In fact the experience show that even this number was on higher side.

Note- Copy of the report is available with the author of this note.

**5.0 Conclusion :**

 The analysis and the statistics, facts and figures , make it amply clear that the word being spread that the larger intake of Gp. B officers- as compared to DRs, is likely to have disastrous effect on the promotional prospects of DRs – is not based on realities and sound logic and is totally false. This is creating bad blood and hatred against officers belonging to the cadre of promote officers. My simple request to everyone , that one need not worry about the fact that how much one should rise – to the higher grade of supervisors or to the Sr.Scale (adhoc) – so long it does not affect your own promotions. And this has clearly been proved that so long all the DRs are getting their due promotions – HAG/SAG through non-function system, and SG/JAG/SS otherwise, as today no eligible officer of DRs is waiting for promotions for non availability of posts due to promotes.

 Otherwise also , instead of wasting your energy- and even money- fighting against promotees, use your energies to get justice from Administration- by ensuring due reforms/improvements in management systems, Upgrading percentage, balanced cadre structure, opening more avenues in deputations, more share in higher posts in other ministries and so on. Topping the agenda should be creation of effective and strong human resource management organization on Railways to look into your problems/grievance.

***Let us fight the evil together****.*

 Annexure- a statement S.K.BANSAL

PS- As said earlier and in view of the large treasure of information with the author and others, pooling of resources/information/shear labour and diligence- if not the intelligence- may ensure wonders. Surprise is that despite my retiring from SAG post- definitely Gp. A, permission is not being granted to be member/contributor in FROA forum- despite requests. Perhaps promotes are not considered to be part of IRSME/Gp .A. or the intelligent people do not wish to contradicted about their fixed notions. Though, as per the constitution of FROA, they claim to represent every Indian Railway officers and even collect subscriptions from promotes through pressure from their bosses/ PHODs/DRMS etc.etc.

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