**Aspire higher – not at others cost**

Dear all

 Very recently, I have come across a comment/article by a retired General Manager of Indian railways on Face book regarding the recruitment in Railways in Officer’s Cadre, and also stating what and how much a person should aspire for a promotion/status. Strangely, the author of this article- is not fixing the **aspiration limits** of his **own** cadre but its emphesis is more to lay down the limits of other cadre’s aspira**tions . In my view** he is a bit late in fixing the limits of one’s aspirations , otherwise one Tea sellor could not have become the Prime Minister of India **. it is** stated therein that a Gr.’B’ officer; who enters Gp ‘C’ cadre , if he gets the highest status in Supervisor cadre itself. It is just like **a** dream coming true and if he becomes Gp’B’, at the most Sr.scale officer on adhoc- it must be taken as bonus, and not a matter of right. On the other hand, a direct recruit should  **should have limitless aspirations according to him.** In my opinion it is beyond one’s thinking to say something on aspire**tions of others.**. It is now a well known fact that a large number of Gp ‘C’ & Gp ‘B‘ officer have at least equal qualifications – if not more **-**in the cadre of Accounts, Traffic & Personnel Deptts. – which is only a graduation only. **In other departments, Engg. & Store – many Gp’B’ & ‘C’ have equivalents – Engg. degree –qualification. Even a diploma holder. With five years service is considered to be equivalent to degree holder.**

 Apart from the degree, the other qualities viz. intelligence, dedication, labour, sincerity etc. etc. can not be preserve of any cadre belonging to one source of recruitment only. Therefore, any person, having a right on the basis of his birth in the service can not claim all credits to him. Our constitution is based on equality of all kind based on his merit. Thinking that all Direct recruits are more intelligent and all promotees are not, can only be thinking of a perverse mind.

2.0 Secondly, a person who has retired from such a high post – General Manager, there are only 27 posts of this rank on Indian Railways - out of 13.5 lakh employees working there , should not have such narrow thinking. I am aghast to think that with such a mind, how many promottee officers fate must have been damaged during his regime/ working. Though otherwise, I have myself heard many –say all the higher ups – Members, Addl.Members, PHODs, General Managers including himself and ministers even Prime Minister (Shri V.P. Singh). Complimenting Gp B officers’ intelligence, sincerity, labour and dedication and saying that this category of officers is actually the back bone of the Railway administration. In this way, direct recruits after entering a Junior officer’s cadre becomes a promotee when he is promoted to Sr.Scale and therefore the posts of JA grade, SAG grade, atleast PHOD/GM level should always be filled by direct recruitment only. This person was himself a promotee General Manager, having reached to this status through 6-7 promotion only- in between.

3.0 On going through the complete write up I feel that I may not say that he lacked the knowledge of rules but at least I can definitely say that he is misinformed vastly.

4.0 All his statements that the reduced intake of DRs , increased in take of Gp.’B’ officers, system of calculation of vacancies, promotions to Sr.Scale posts, and quota for recruitment and effect on DRs promotional prospects etc. as given by him are wrong and misplaced.. All this is very strange because he was not only G M but he was a top office bearer also for a long period of FROA , who are considered to be fountain of knowledge, especially, in respect with recruitment and Promotions etc. I am particularly astonished to know that though Sh Neeraj Kumar –DG/NAIR (Retd.) made a comment on the subject on his note but did not try to correct him on the subject though he himself was previe to all such information. Specially to the extent of recruitment – for which he himself was the author. I think before writing this piece of information, he should have consulted the known stalwarts of FROA S/Sh.Neeraj Kumar, Pant (GM/RWF.Retd), J. Verghose, Krishnamurthi, K. Balakrishna (both Retd.MS and Sh.S.C. Manchanda Addl.Member Staff (Retd.). all of whom contributed immensely in many decisions regarding cadre management and vacancy calculations/statistics. (I am most lucky to have close touch with all these knowledgeable, analytical and logical officers).

5.0 Since I was also an important office bearers of IRPOF when the Hon’ble General Manager retd. (writer of the comments) was also the general Secy. of FROA) – important fact is -but for the intervention of RPF Association and of IRPOF,he would not have been PHOD/GM even, I feel it my duty to put the facts straight before extending the discussions further. For that the following facts are mentioned for the information of all.

**5.1 The quota for Group “A” & Group “B” w.e.f. 01.01.97 (and not 60 : 40 as mentioned by him. (25% before 1953, increased to 33.3% by Sh.Lal Bahadur Sashtri in 1953 to 60:40 w.e.f. 01.02.1978, and finally 50:50 w.e.f. 01.01.97)>**

**5.2 The quota is in posts – not in vacancies – as per DoPT rules and High level Admn.Reform committee, and 5th Pay Commission.and Govt. of India decision and notification.**

**5.3 the intake of Gp”B” in Gp”A” is not linked to Gp”A”’s intake/recruitment. This is independent.**

**5.4 Vacancy calculation System is such that neither the intake vacancies for Gp”B” can be inflated, nor for DRs.**

**5.5 The statement that excess recruitment of Gp”B” is affecting promotional prospects of DRs wherein the promotions to JA grade may be 12 years or more, is just wrong and a statement to mislead DRs and for agitating their minds.**

**5.6 The Railway Bd. have not been following the ratio laid down for recruitment of DRs for the last years, and also not following the DOPT rules, is not based on facts and is totally false.**

**5.7 That the call to GMs for creating \_enough oppurtunities for ensuring the promotion of DRs after 3 years on adhoc basis is nothing but mischivious and contrary to all existing rules (Now It can be understood ,that why ECOR is worst in promoting the Gp “B” officers, to Sr.Scale (adhoc) and many officers with 8-10 years or service are still waiting for promotion.and there are bare minimum Gp. B ,officers are working in sr.scale (adhoc)**

6.0 **IMPORTANT FACTS to KNOW**:

Despite the claim of author regarding inflalted intake of Gp”B” officers beyond their quota – the TOtAL quota occupied by Gp”B” in Gp”A” as on 01.06.2014 is 21.6% of the total sanction posts of Gp”A” or 27.1% quota laid down.as on 01.06.2014in cadre. The status of officers working is as under:-

 **Total Wkg. Promotees Sanctioned**

HAG 272 nil 191

SAG 1831 13 1211

SG 1433 244 ] 3528

JAG 1221+484(ad-hoc) 851 + 313(adhoc) ]

SS 1180 747 3404)

JS 1313 7 (1875 (as per Rly.Bd.1647 only)

 6,1(B) As already stated above that the quota is in posts and not in vacancies, therefore there should have been 50% promote officers right from HAG to SS or even in JS cadre.

6.2 The claim that the JA grade may be after 12 years is proved in correct , in view of the above mentioned statement. because -as many as 797officers are working in JA (ad-hoc) for want of eligible officers.

 AT present the achieving of the laid down eligibility periods for promotions is as under::-

1. HAG/SAG 18 years Attained with non-function\_\_\_ .
2. SG 14th yers No eligible officer is overdue or stagnating
3. JA 8+ yrs -do-
4. SS 4+ yrs -do-

 (as many as 2000+ Gp “B” officers are working

 on adhoc basis due to non availability of

 eligible gp.A officers. .

**On the other hand the status for Gp”B” is as under:**

|  |  |  |  |
| --- | --- | --- | --- |
| (i) | Gp A induction | 3 yrs regular service | Not a single officer is inducted in GP’ A in 3+ yrs.Average length of service is 9 yrs+(Accout-17 yrs+Personnel-16 yrs+Civil – 15 yrs+)Are still waiting for Gp A induction’  |
| (ii) | Sr.Scale(adhoc) | 3 yrs regular service | Average 8-9 yrs.More than 3000 officers with 6 yrs or more are waiting |

7.0 **Recruitments at JS level**

7.1 Before 1996, the vacancy calculations used to be every yr.. W.E.F 1997, system of calculations of vacancies every year has been dispensed away with. Now the same was/is as under::

 **GP.B DRs**

|  |  |  |
| --- | --- | --- |
| 1997-2000 | 250/yr | 250/yr |
| 2001-2002 | 180/yr | 180/yr |
| 2003-2005 | 318/yr | 318/yr |
| 2006-todate | 411/yr | 412/yr |

Since the vacancy calculations is not every year, separately and the vacancies are based on a set system, there cannot be any inflation in the number of vacancies for promotes or DRs.( **However the vacancies for DRs are in fact are being inflated every year in the sense that on account of a ban by the government of India only 1/3 rd of the vacancies can be filled in DR quota which are being filled to full in Railways through a wrong declaration )**

7.2 The figure of 411 is based on the total Junior scale sanctioned cadre , wherein only 50% of the cadre strength are filled every yer. 25% of JS cadre from D.Recruits & 25% from Promotees.

 (The total cadre strength in JS is 1273 regular Posts + 602 LR posts = 1875. However Rly.Bd is taking 1647 JS posts (and not 1875) and filling 50% of this 823 (411 from Gp B and 412 from D.recruitment every year). Every year is asked to fill 412 posts from DR quota. Therefore no chance of increase in quota whereas for promottees, the number is reduced by 15% as the persons selected gets retired before declaration of result ,with 2-3 years delay in DPC. And further above 10% are also retired within one yr – a reduction of above 20-25 % in annual intake. The fixed number department wise is as under :

 Civil Mech Tfc Elect S&T Acctts Per Store

 74 84 66 55 48 29 28 27 = 411

7.3 The system of calculation given in the article by respected GM that it should be 40% (actually 50%) of the total GP A officers minus the officers leaving the rservice, is just not logical & practical . In that way the vacancies for GP B shall be calculated after the intake of DRs i.e. after 1-1/2 yrs, of vacancy year and then taking 2-3 yrs for DPc means 3-4 yrs after the direct recruit. Moreover why the intake of GPB officers should be on the basis of GP A in take. Both are independent and not dependent on DR intake. Otherwise Promotees can demand that it should be based on the intake of GP B officers ie on the number of Gp B officers inducted in GP A officers after DPc (with 2-3 yrs delay) and then as much DR should be recruited ie for the vacancy year 2014. The number of DR be decided after DPc of Gp B which may be in 2016-17 and then 1 yr for recruitment of DR means the recruitment of DR for the yr 2014 shall be in 2017-18 only. I feel the DR shall not/ cannot have any grudge for this.

7.4 The contention of respected author that the promotional prospects of DRs are being affected adversely on account of excessive recruitment of Gp B officers, which in view of him is not required, as promottees should only be satisfied with their promotions upto the higher level of supervisor or at the maximum upto Gp B officr. He is very kind to agree that since there are sufficient number of posts left after promoting the DRs after 3 yrs service (on adhoc basis only, hence the bacha-kucha may be given to Gp B officers as a matter of kindness on his part, forgetting that promotion of GP B officers to Sr.Scale (adhoc) is not the kindness but it is their compulsion, as it is just not possible to run the railway administration with effective sr.scale officers. It is very important to point out that as on 01.06.2014 there are 2773 (86.5%) promote officers against a total of 3306 (working) officers i.e. 2026 (adhoc) and 747 in GP A, where as DRs are only 433 (13.3%) only.

 Similarly in JA grade also against 1705 officers wkg (1221 regular + 484 ad-hoc) there are 1174 (851 reg + 323 adhoc) i.e. 68.6% promote officers. It is known at all level that Sr.scale & JA grade are the only grades on which the efficiency of railway operations depends.

7.4.1 The contention that the JA grade may be after 12 yrs for DRs on account of excessive intake of Gp B officers, therefore is not based on facts but it is a statement to arouse the sentiments of DRs against the recruitment of Gp B officers. A few paragraphs earlier it has been shown that at present, **all officers – of all departments are being promoted within periods of their due eligibility.** (except Gp. B off-course) . The fact is that there being no eligible officer available (8 yrs + officers) for promotion, as many as 484 posts of JA grade (27%) are filled on adhoc basis. It is also a fact, due to acute shortage of JA grade eligible officers the eligibility of JA grade (adhoc) promotions period was reduced to 5 yrs from 6 yrs – on the express demand of DRs , and an impressive number of officers have been promoted to JA grade (ad-hoc) after just 5 yrs which means after their promotion to Sr.scale in 4 + yrs they are being promoted to JA grade within one yr experience in SScale. This is applicable for DRs only because GP B officer can only be promoted to JA grade after they get DPc induction which is normally 9-10 yrs. (even 17 yrs for Accounts & 15 yrs for Engg.).

8.0 As per the author, the only reason of delayed promotions to DRs is excessive recruitments of promotees and should be opposed even to the extent of inviting the PHOs/GMs to see that DRs are promoted to Sr.scale –even on adhoc basis after 3 years i.e. 1-1/2 yrs only service experience after their training/probation period. Everybody knows the extent of the intensive training being undertaken for probationers. As per this author, the 25-30 year experience of working in GP C and then 8-9 years in Asstt. Officer’s cadre is not comparable to 1-1/2 year working experience on easy posts of DRs and that these officers should first be promoted. What is balance may be given to promotes as a matter of kindness.

 Therefore, it has been contended – by the author – if the promotes are being given more, it is on account of conspiracy of RBSS staff and less knowledge / no interest of higher ups of railways i.e. his own counterparts in PHOD/GM/Member post. For one thing, **I am thankful to him that he at least has agreed that people like him and others his seniors working on higher posts, do not have adequate knowledge regarding cadre and establishment.** Every body knows that RBs staff is upto JA grade . There is no RBSS officer at PHOD/GM/members level and these officers can not ask the RBSS staff to behave as per them.

9.0 **Very important – information**

 I wish to say emphatically, the whole cruxe of the author’s discussion -that main reason of inadequate or delayed promotions to DRs is excessive inductin of Gp B officers in GP A which is being done by RBSS staff by violating the rules laid down by DOPT on the subject, and excess recruitments of Gp B officers is being managed by mis-manipulating the rules for that and so on. The only remedy lies in filing the court case against this, and making the panels of many years of past controversial by making FROA & IRPOF as opposite parties to it.

9.1 I know that I am a very small fry in this context and do not stand any where in front of very large number of high officials belonging to DRs (or even promottees) in respect with status, intelligence, resourceness but still I dare to say, if you want to make- one drawn line shorter and you do it by erasing only, You are making yourself bigger but that means you have not progressed rather you are still there where you were. Wise shall be -which will be beneficial also - is to make your self big by achieving more, by improving upon and by performing better.

 It has been suggested that to snach from\_promottee officers, what they got as per rules , court cases be filled saying that the excess recruitment in Gp B is affecting adversely the chances of promotions of Direct recruits and that Bd has not being following 60:40 ratio for induction into Gp A for many years and that on this basis the panels of many years behind say 10-15 years be revised and finally asking for direction to Rly.Bd. not to deviate from DOPTs instructions on the subject.

 9.2 In this respect I would like to emphasis that if the statistics of recruitment for the last 20-25 yrs say 1985 to 2014 are scrutenised I am sure it will show tthat only gp B officers are at the receiving end not the direct recruits (emphatically so because I am one of the few person including Railway Bd having such information) and that implementation of 60:40 rule (50;50) has been implemented against the promottees only. Further, it is very important to say that as per the existing law, promotional chances are not the part of fundamental rights as per the constitution.

10. **Revealing- one information**

 I wish to reveal one information to you all with which I myself is a previe is that FROA and some very important and prominent stalwarts of Direct recruits- I can even name them i.e. Neeraj Kumar (the then ED/ MPP), J.C. Pant, (the then Adv/ Mgt Services), J.T. Vergese (ex. ED/MPP), Vinod Pal (ex AM/Mgt Services) etc. with connivance of Rly Bd authorities fought against the larger recruitment number for the cadre of Direct recruits and succeeded despite opposition by IRPOF- where myself and Sh. Hasan were representing.

 **Be it known to everybody that the more recruitment for Direct recruits and less induction for Gp B officers is detrimental to the promotional prospects of both and create acute stagnation. That the recruitment level for Direct recruits should be reduced was the demand of these gentlemen and they proved with plethora of statistics.**

 Though this demand of these high level bosses was opposed by IRPOF (because it means lowering the intake of Gp B officers too). But basically it is true. The issue is clear by the fact that excessive recruitment in the year 85,86,87 created acute stagnation in early 2000/01 whereas lesser recruitment in 2002-2005 has enabled the officers to improve their promotion prospects.

 Wef 01.01.1997, we were successful in getting a decision from Bd of 250 induction/year upto 2001. Naturally to do justice -as per the sentiments of people like present ex.GM -Direct recruits, 250 officers were also to be recruited from DRs. **Seeing the adverse effect of excessive recruitments, these wise gentlemen started a complain against this larger recruitment for DRs. As per the papers submitted by them any recruitment beyond 168 (for all department) shall create stagnation in the cadre of DRs. They were therefore successful in reducing the intake from 250/year to 180/year despite our opposition to this ( The calculation/papers are available with us). Had the intake would have continued the JA grade definitely would have been in 12 years**. In fact the intake between 2002-2005 was much less (between 60-70) which saved the day for today’s direct recruits. **The logic of this calculations is very simple that the vacancies created after 18 years due to superannuation and or new creation should be the level of intake today so that by the time the present lot reaches in 18th year, there may not be any person who may not get promotion for want of vacancies.**

11.0 **Conclusion**

 It has been made amply clear that the ills of direct recruits are not on account of Promotee Officers. You are now required to analyse all these aspects and find out what are the other basic reasons of your problems and how these can be solved.

As per my view, I can say emphatically that there is one most important reason for the problem of the officers in Railways (not DR – Promotee) is that in Railways there is no forum/organisation existing in this organization to look after the management of the Cadres. No analyses are made in the problems of the officers cadre. Therefore, there can not be any solution. In all departments or as per the instructions on the subject – cadre restructuring should be done every 3-5 years. How much it has been done in Railways ( Officers Cadre) it is known to everybody.

 I would like to share one thing with all of you - based on my experience – is that when I was a Train Examiner – who were in all respects being treated as second class supervisors – started their campaign to get justice, we started as direct recruits and promotee TXRs. We did not get any success despite symapathy being shown by everyone in the higher echelons. The day we took up the challenge unitedly – as C&W department – both Promotee & Directs – I was then DR- together in 1971 – there was no looking back and got all we wanted by 1980. Similarly, the fight within various departments – Mechanical versus Electrical or Civil versus Traffic or one department versus the other can not help the cause of officers for getting satisfactory level of promotions / facilities.

12.0 **Appeal:**

I wish to make an earnest appeal to all DRs and even Group ‘B’ officers for not creating bad blood amongst them by spreading wrong and misleading information, and advise as this will not only create problem for both the cadres but also for Railways. Infighting among higher-ups to achieve one-up man-ship over the other fellow officers and excessive departmentalism has led us to a stage where everybody is asking to put other outsiders at the helm of affairs of Railways. Please note the might of Group ‘B’ Officers and their contribution in the well being of the Railways can not be sidelined by spreading wrong and ill- advice. The total number of Group B / Promotee officres today is 8274 (59%) against only 5850 Direct Recruits. This may also be borne in mind that GMs, PHODs, SAGs & SGs and JAGs who are getting promotions in time or who have already got promotions will not support any idea of bifurcating the cadre between Direct and Promotees. All what ever is suggested – the larger intake or court cases – not to be decided in near future – and will help only the people who are in colleges now and not the persons who are in service today.We have already lost much due infighting amongst ourselves and among various departments. Do no escalate this further as it will put total future of the Railway Officers at stake.The loss more is of direct recruits and not of Promotees, as, as per the respected GM , we the promottees have already achieved more than their dream.

 S.K.Bansal Ex. President IRPOF, & CRSE/Retd . N.RLY. PS: With a large treasure of information available with me, I offer myself to present full information and facts at any time at any forum.