ASPIRATIONS - TRUTH THERE-OF

 In view of the large scale churning going on the subject, I wish that the issue is still required to be discused in detail.

2.0 Before starting it again, first of all, I express my apology for my remark – but for the intervention of RPF Association and IRPOF, the respected person would not have been GM, even PHOD- because , though it may be true , but I should not have made it open. In fact I became emotional as the Ex. G.M., wanted to fix the limits of aspirations of the others and said many unwarranted comments on promotes – for not to aspire more than Gp.B, advised GMs not to promote Gp. B to sr. scale(ad-hoc) etc.etc. and advised to approach courts – and thus tried to create a wedge between the cadre of officers. Still I feel , I should not have made these remarks.

3.0 I am thankful to one of very important person of FROA – who is regularly keeping me in touch about the views being expressed in the FROA face-book – as he does not confirm to these views – creating hatred among officers. It is worthwhile to point-out that despite being a IRSME- for more than 20 years and having risen to SAG, I am not being treated to be eligible to contribute in this fourm independently. However I have been informed about the feelings of many members- after my article on the subject. Strange is that one of the person can not digest of my rising to the post of CRSE from the cadre of TXR – which was throughout on merit, and under the rules without superceeding any one. Persons should have such notions, look out of tune and strange , specially in the era , when one Tea vender could become the Prime Minister of India. One more important aspect I wish to point out that my promotion was not at the cost of any one of DRs. , and no DR was deprived of his promotion to SAG on account of my promotion.

4.0 Before elaborating further, I would like to say that despite of my detailed statement even now, if somebody is not understanding the ground situation , then I feel sorry. The crux of my article was :-

4.1 The excess/more recruitment is most detrimental to the promotional prospects of DRs, as it create acute stagnation . More over , I want to ask one simple question, if there is more recruitment of DRs, whether it will help any DR presently available in service or the persons presently studying in colleges. And that also at the cost of presently working DRs/promotees. Why you want to benefit fresh collegians in face of of your railway collegues.

4.2 Excess – sorry – larger recruitment of promotes is/will not affect DRs adversely, as has been proved with facts and figures , already given in my article earlier. Rather , less recruitment of DRs and more of promotes , shall help the DRs only to avoid stagnation.

4.3 The induction of promotes is not being done in excess of laid down quotas and no rules is being done. In violation of DOPT’s rules . In fact, if there is any violation it is against the promotees only.

4.4 Even today – after so called excess recruitment of promotes – the effective strength of Promotees in Gp.A is only 26.3 % against the quota of 50%.

4.5 Today **– no eligible officer of DRs is waiting for their promotion** to HAG,SAG, SG , or JAG and even senior scale. The fact is that there are about 500 vacancies in JA grade officers (equal to the number of officers working in JA (ad-hoc) and above 2000 vacancies in Sr. scale (filled on ad-hoc basis).

4.6 It is an accepted fact that larger/more recruitment in DRs ‘ cadre is a cause of stagnation, and less intake, in promottees.

5.0 **WHAT ARE THE REASONS:**

 In view of the above statement , one has to look for other reasons for the plight of DRs and even promotes. These can be attributed to as under :

5.1 Though there are more than 18000 officers (including Medical & Security) but no organization exist in the Railways to look into exclusively about the management of Gazetted cadre. It is surprising that in 1990, there was a post of Advisor Management, where as presently no organization is available.

5.2 As per government policy – cadre Review is mendetory every 5 years or so , at least, but since , there had been only 3 Cadre Reviews in Railways Gazetted cadre the last being in 2003-04 i.e more than 10 years back. Incidently no cadre structuring has ever been done in the cadre of Gp.B

5.3 In Railway’s cadre structuring , matching surrender value is insisted and is asked for ,where as this is not insisted in many government departments/ministries. In addition matching surrender is required to be made available from Gp. A only ( Earlier from Sr. scale and this time from SS+JAG ).

5.4 The number of posts sanction in various cadres is not according to the percentage of posts laid down for each cadre. The position is as under :-

 **Cadre Due % Existing Sact. No. Should have been**

 **HAG 3% 193 224**

 **SAG 17 1208 1437**

 **SG +JA 30+20 3549 4228**

 **SS 30 3507 2571**

 **TOTAL 8457 8457**

 This does not need any further elaboration. Instead of fighting among yourselves fight with Administration so that your rightful is given.

6.**0 ANALYSIS OF PRESENT STATUS:**

 In order to have a clear idea of the present status , an in -depth study of the prospects of the promotions in SAG has been done and has already been notified separately, wherein the promotions to SAG –likely- have been analysed. For the batch 2000 year. Assuming that the total available number of officers every year in each deptt. Shall be promoted in every year and that to by July every year – though both of these assumptions are not possible . Normally the yearly attribution is taken as 3% of the sanctioned strength of the cadre, but in this case attrition of 5% has been taken. According to this annual vacancies in all cadres shall be 91/year, where as is 142/year. Therefore the balace officers shall be pushed to next year. The results are as under:

**Total officers in consideration/available upto 2000 batch - 1857 DRs and 327 Prom.,**

**If all the officers of one year are promoted , the No. of prom. Likely to get SAG - 24 No.**

**In the event of delayed promotions the No. of prom. Likely to get promoted will be -3 only.**

 The No. of promottees which is 9 today, shall get reduced progressively and will get reduced to 2 only by 2017.(upto 2023 at least)- Detailes have already been published with detailed statement ealier.

**7.0 CONCLUSIONS:-**

 As per the above, the apprehension that the intake of Gp. B officers is affecting DRs adversely, is not based ON wrong facts and presumptions. The reasons of the stagnation lies somewhere else, for which we should struggle differently as already enumerated above.

 In the end , I may say that India in specific and world in general, is witnessing the fall of the kings, Lords, Dignatries and their agents of thrones, as their ships are sinking with their own weight and a new class of rules out of poors, downtroded , small traders, peasents and workers are taking over the reins of the country in a democratic manner. One should not forget thal colonial rules had ended in 1947 and now the time of this colonial mind to see the end. Only those shall survive who should take everybody on board without any discrimination and aparthied.

**Pray to give ‘SADBUDHI’ to every one- DRs as well Promotees.**

 **S.K.BANSAL**

 ((As already stated earlier, the solution lies in open discussion among all affected cadres)

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