

## IMPORTANT EXTRACTS/QUOTES

### REGARDING ASSURANCES/RECOMMENDATIONS BY MINISTERS / RAILWAY BOARD / HIGH LEVEL COMMITTEES

#### A. PAY SCALES

1. Extract of unambiguous declaration in the **Central Legislative Assembly** by the then War & **Transport Minister** during his budget speech in **February, 1944**, Viz.,

“During the year, the Government have had under discussion with the Standing Finance Committee the question of **abolition of the lower gazetted service**. Government do not accept as valid the reasons advanced by the majority of the Committee against the step and **purpose to carry the measure through**, at the appropriate time”.

2. Extract of subsequent decision by **Railway Board (refer Standing Finance Committee Meeting 17<sup>th</sup> & 18<sup>th</sup> July, 1946)**

- (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 so 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 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 U.K.
- (iv) Persons of **non-Asiatic domicile** now in lower gazetted service who will be promoted to the superior services enbloc on its abolition, shall count against vacancies which would have been filled by recruitment in the U.K., if such recruitment had not been suspended during the war.
- (v) Provision for the **change will be made in the budget for 1947-48 and the abolition will be made effective from 1<sup>st</sup> April, 1947**”.

3. **Extract of First Pay Commission Report:**

#### **(Part-II : Para 29)**

“..... 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 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.”

4. **And another extract from the same First Pay Commission report:**

**(Part-III – Page 177 : Para 17)**

“... If the lower gazetted service is abolished, there will be no necessity to provide a separate scale to it. If it is not abolished or to the extent to which it may not be abolished, suitable sections of the scale we have suggested for Class II (see paragraph 65 supra) may be adopted for the lower gazetted service. **But it will not be proper to post any person usually pertaining to the superior service and yet pay him only on the Class II bases.**”

5. **Extract of High Level “Tandon Committee: (Page 41) regarding Group ‘B’**

“..... Their designations as Group ‘B’ officers 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**”.

6. **Extract of Railway Convention Committee of Parliament Report submitted on 23.06.1994:**

“1.89 ..... The Committee find that a two-fold classification of gazetted cadre exists in the Railways. The Group ‘B’ officers, though they **perform the same duties, shoulder the same responsibilities and exercise the same power** as that of Group ‘A’ officers, are granted a lower-grade pay scale of Rs. 2000-3500, while the Group ‘A’ officers are paid a higher scale of Rs.2200-4000. The Committee further note that the **First Pay Commission recommended abolition of two fold classification in the departments where 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 and two groups treated as one gazetted service.** But this recommendation was not accepted by the Government and this issue of Railway Gazetted Services was not examined by the subsequent Pay Commissions. Though, **during evidence, the Chairman, Railway Board, had assured the Committee that the Board was in the process of preparing papers**

**for putting it before the Cabinet, the Committee strongly recommends that this two fold classification should be done away with.**

However, till a final decision is taken by the Ministry of Railway **on the abolition of the two fold classification, the Group 'B' officer of Indian Railways should be granted the scale of Rs. 2200-4000."**

7. **Extract of Rly. Bd.'s meeting on 22.10.92.**

**"Para 2, Proposal to apply the equivalent of Group 'A' pay scale to 80% of Junior Scale Group 'B' posts (as has been done in the Indian Audit and Accounts Services) in all the Railway cadres should be proposed again for consideration of the Cabinet."**

8. **Minister of Railways Sh. C.M. Poonacha's address in All India Conference of Class-II officers of Indian Railways, held at GORAKHPUR on 14.09.68.**

**"You (meaning the President of Federation) have rightly pointed out that the distinctions and the areas of differential treatment should be reduced if not eliminated. I will, perhaps, lay emphasis on the term eliminated, because it is time that we brought the pattern of working and also of the pattern of formulation of the various units of officer's classes into one common category and to be dealt with as such. Not only I will also agree with you that the efficiency could be improved to considerable extent and may repeat that this is what the Railway Board have also been endeavouring as quoted by your President. The Board have taken this view that this should be done."**

9. **Sh. Madhav Rao Scindia's letter No. 88/EG ® 11/4 Pt. dated 06.10.1989 to Finance Minister.**

I feel that the **high degree of anomaly in the pay scales of the Group 'B' officers of the Railways cannot be compared with the other departments or even other anomalies in the Railways itself created through implementation of IV Pay Commission recommendations.** Hence it is incumbent on the Government to identify only those situations, where similar serious anomalies exist and consider them sympathetically instead of making it applicable to all Ministries/Departments and all cases.

10. **Chairman Railway Board's evidence before the first Pay Commission.**

**"Railway Board and the government were committed to amalgamation proposal because it was not possible in the Railway Admn. To differentiate the duties to be allotted to Group 'A' and Group 'B' officers."**

11. Extracts of Sh. G.K. Khare, the then Chairman Railway Board's evidence before the "Railway Convention Committee: in May 1993.

**"We tried to give them a better grade. We had moved this, Unfortunately, we did not have success in it. We are now in the process of preparing papers for putting it before the Cabinet. We will suggest the scale of Rs. 2200-4000, which they are asking".**

12. **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 Group 'B' posts are operated, Interchangeably and therefore, it is not possible to segregate Junior Scale posts from Group 'B' posts in these Departments...."**

13. **Railway Board's letter No. 91-E(GR)II/11/9 dated 27.09.91 addressed to Gen. Secy./IRPOF.**

**" The post of the Asstt. Officer in the lowest rung of gazetted cadre on the Indian Railways is combined Junior Scale/Group 'B' except for IRMS and RPF and it is not possible to clearly demarcate the Junior Scale posts and Group 'B' posts in an organization like the Indian Railways. The post is considered as Group 'A' Jr. Scale when it is manned by Jr. Scale Group 'A' officer', otherwise it is a Group 'B' post:.**

14. **Para 1.3 of Memorandum of the Board to IRPOF dated 23.2.93.**

**"Post in Jr. Scale and Group 'B' are operated interchangeably and they cannot be segregated. The post is Group 'B' if the incumbent is Group 'B' officer and it is in Jr. Scale if the incumbent is Junior Scale Officer."**

15. **(Ref: Rly. Bd.'s letter no. 94/E(GR)II/11/3 dated 02.03.94)**

**" A Jr./Scale Group '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 Group 'B' officer it is treated as Group 'B' post."**

## **B. DPC, RECRUITMENTS, ADHOCISM/QUOTA ETC. ONLY.**

16. Extract from **Sh. Lal Bahadur Shastri's** (the then Railway Minister) Speech in Parliament (during budget) on 18.02.1953).

**"I shall consider here two important matters which are exercising the minds of class II officers. One of them is that the quota for promotion to class-I service viz., 25 percent of vacancies has not been fully implemented. I have made enquiries and I**

find that there is substance in this complaint. Steps are now being taken **to grant promotion to the full quota** and this should, in fact be completed in the near future. I have also **decided** that the existing quota of promotion should be increased from **25 percent to 33.3% of vacancies in order to facilitate promotions** for a larger number.”

17. **Next year on 19.02.1954, he again stated;**

“I had mentioned last year that steps were being taken to grant promotion from Class-II to Class-I service **upto the full quota already** in force.”

*NOTE: - Even today there are only 9% Group ‘A’ posts are filled by Group ‘B’ officers promoted in Group ‘A’ against the laid down quota of 40% for them.*

18. **Sh. Jaffer Sharief, Minister of Railways note to Railway Board dated 29.03.1995.**

“Promotion to Group ‘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 Group ‘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 Group ‘B’ officers to Group ‘A’/ Sr. Scale is **three years regular service**. A large number of Group ‘B’ officers have been **working in Sr. Scale on ad-hoc basis for many years**. Hence, after putting three years of meritorious service by Group ‘B’ promotee officers **DPC should be convened for them, immediately** and those who clear the DPC should be placed in Group ‘A’ / Jr. Scale till **the vacancies become available in Sr. Scale** to promote them. Since **the posts held by Group ‘B’ promotee officers and directly recruited Group ‘A’ / Jr. Scale Officers are the same**, directly recruited officers are not affected in any way. This will **also not affect the promotional avenue of directly recruited officers** due to nearing and early retirement of promotee officers. This, besides **being in conformity with the Recruitment Rules, will discourage ad-hoc 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.**”