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Respected sir

Sub-Discrimination with Gp. B Officers- My meeting with Secretary Railway Board on 8.8.218

In reference to my messages to your good-self , Member Staff and Secy. Rly. Board regarding abnormal delay being caused in notification of the already approved DPCs and also in conducting DPCs of Gp. B Officers , which are pending , for the last 4 years , and were lastly being stopped due to a stay order on reservation account, are still being delayed despite vacation of stay order by the Supreme court , by the officials of Rly. Bd. by seeking flimsy clarifications on the subject. Sir, I am much obliged to Secretary /Railway Board , for giving me a chance to meet him on 8.8.2018, , in reference to my messages , to explain the whole issue in person. There-in a very frank and detailed discussion was held for about one hr. Sir granting of this time for such discussions had been possible only on account of Railway Administration's convictions to know the problems of all those who are the sufferers and to help all those who are suffering on account of discrimination and step motherly treatment with Gp. B.,

Sir this letter of mine is with the purpose that the fruitful discussions we had should remain valid, till a satisfactory result is arrived at. I am told during the meeting by the Secy./RB that these issues were also discussed with you by him in the morning itself of 8/8/2018. This shows the seriousness of Group B Officers' concerns in your mind. Sir, therefore, these issues which were discussed with Secy./Railway Board on that day are brought down here-under for your kind knowledge and for early solution.

1. Delay in issue of DPC notification and delay in DPCs,for 4 years-15-16,16-17,17-18,and 18-19

Sir, it was pointed out that Gp. B, are the worst sufferers of the procedures linked with the apathy towards them, on this account. Sir, the DPCs of 4 yrs for their induction in Gp.A are pending. The DPCs of these yrs, as per the model calendar should have been finalized by 1 st April of,15,16,17, and18, but Even today these are not being monitored rather few officials who are supposed to look after their interest, are rather putting hindrances every day on flimsy grounds.

Sir fact is 3 deptts. -Accounts, Traffic and Stores in the year 2016,DPC for 15-16 was finalized and for Accounts it was already notified. Remaining **two, Traffic and Stores, duly approved - naturally as per law at that time-were on the verge of notification** , when DOPT informed on 30.9.2016 about a Stay order by Hon'ble Supreme Court on Promotions. Hence, the notifications were stopped and further processing of DPCs , was also stopped.

Now , on account of **submission by ASG of India, that promotions of large number of persons are pending, The supreme Court, vacated all the stay on promotions in their order dated 3.5.2018** and allowed promotions as per law. Important is no law has been modified in between. Now when the section concerned was preparing itself to submit the papers for promotions , Some higher ups directed to get clarification , rather, permission of UPSC to promote. even the panels already approved by them-as per law.

Sir the only question- **if some promotions are stopped due to a stay order by court, whether it requires an clarification to effect it when the stay order is vacated , without any additional rule in between ?** Hence, the notification of two panels should immediately be ordered.

ii) Secondly sir, the DPCs of all the pending years should also immediately be processed. In this reference I told him Sir, that the **Railway is just sending the papers /list of officers with the number of vacancies for which the selection is to be made.** It was also clarified that the calculation for reserved seats is not done on roster system but on calculation basis of the selections to be made every year. Selections are made by UPSC, hence the Railways has not to ensure anything. It is **only UPSC to confirm the adoption of rules.** Then there is no need of holding the papers by us.

Sir, it is most unfortunate, that instead of putting pressure on UPSC, we ourselves are delaying the things , for no reasons.

2.0 Acute stagnation in Gp. B cadre:

Sir , the issue of the existence of acute stagnation the cadre of Gp. B officers.was also discussed. As I explained to him that the **eligibility periods for their induction in Gp. A is 3 yrs. only.** whereas the **average period of their induction is at present 11-12 yrs,** which is more than 16 yrs in Accounts, Civil and Personal Deptts. Sir as many as **1438 Gp. B officers of 10+ to 17 yrs service in Gp. B, were waiting for their DPC in Gp.A- as on 01.09.2017 and additional 1000 with more than 8yrs.Total** about 4500 officers eligible for induction are waiting .

As far as their promotion to Sr. Scale-ad-hoc is concerned, for which also the **eligibility period is 3 yrs** regular service, as many as **2693 Gp. B eligible officers were waiting for their promotion, 1255 of these with more than 8 yrs service.**

Sir , the statement for both of these were handed over to Secy/RB on 8/8/2018 in meeting, again enclosed, as Annexure -1, herewith.

3.0 Cadre structure of Gazetted Cadre -Indian Railways- as on 01.09.2017 :

A statement of Cadre Structure of Gazetted cadre- Gp. A & B -Indian Railways as on 01.09.2017 , was also submitted to Secy/RB . The highlights of this are :-

Highlights :

i). Though the quota for recruitment **laid down for Promotees is 50%**, yet the number of Gp. B in Gp. A is only **28.0% of working strength and 24.8% of sanctioned strength.**

ii). The total strength of **Gp. B/promotee of overall working officers is 54.2% ,(including 28% only, in Gp. A)**.

iii). As many as **164 officers in HAG grade (100% of regular cadre officers) , 494 officers in SAG, (approx.32% of their regular officers)** are being the pay scales in higher grade as Non-functioning, without shouldering the higher responsibilities.

iv). MOST GLARING FACT ABOUT SHARE IN JR.SCALE :

In junior scale the sanctioned cadre is only 1677 , where - as total working strength is **1531, comprising of only 35 promotees (2.3% only) ,and 1496 DRs+prob.(97.7%), against the laid down quota of 50%.(Annexure-2)**

4.0 Cadre review/restructuring Scheme :

As per the instructions of Central government vide DOPT's office memorandum dated 23.11.1987, **cadre review of all cadres i.e. Gp. A, B, C and D should be conducted every 5 yrs** .It is important that while this exercise is regularly being done for cadres A, C and D , **but is never done for Gp. B cadre**, thus violating the instructions of govt. of India. This results in acute stagnation in their cadre since decades.

5.0 Present materialization status of Promotions On Indian Railways:-

Sir a statement indicating the present situation was handed over to Secy/RB . The status of this is as under :-

Gp.A - The eligibility for promotions to SS, JAG, SG , and SAG is 4+,8+,13+ and 16+ yrs respectively. **Status is NO ELIGIBLE and SUITABLE Gp.A officer is waiting for his promotion to SS, JAG and SG grade**, The problem of late promotions in SAG and HAG if any has been covered by grant of non-functional grade to these cadres

Gp. B - The **eligibility period for Gp. A induction is 3 yrs. Average Time taken presently ,(likely to be increased now, due to reduced vacancies)is 11-12 yrs (Accounts, Civil, Personnel-16+yrs).More than 1438 officers waiting with 10+to 16+ yrs.**

For Sr. Scale ad-hoc , again the eligibility being 3 yrs service in Gp. B, the present status is **average 10+ yrs for promotion to SS. Important is that with the present policies, change in priority, and reduction in SS posts due to cadre review, there will be 'nil'promotions in SS for Group B officer, till their retirement.**

6.0 Cadre Review of Gp. A presently under process - Effect thereof.

Sir as already mentioned above, while no cadre review of Gp. B is undertaken , despite clear instructions on the subject, there had been 4 cadre review exercises for Gp.A, the last is under

notification shortly. **Actual , present and likely to be status of the gazetted cadre has been depicted on a graph** , and was handed over to Secy/RB during this meeting. (Annexure-3)

The likely proposals for this cadre review are -

Apex grade - +1 HAG+/AM - +14 , HAG- +151 SAG - +288 ,
JAG - -101 and SS- -1423 .

HIGHLIGHTS:

i) The cadre review is normally done for SDP- **Senior Duty Posts (HAG to SS)** , but this included the HAG+ and Apex level posts too, resulting in more surrender of SS posts.

ii) The **SS posts have been reduced drastically, thereby reducing the working /executing posts** and increasing the supervisory posts. Thus, destroying the working culture. There are also reports against reduction of SS posts.

iii) This **has violated the guidelines cadre review deptt.** which says that the **structure should be pyramid cal** , whereas - as per the graph enclosed - has totally not considered all these aspects.

iv) In many departments , specially with increasing workload, the **cadre review is without the element of matching surrender.** In Railways, it is always with matching surrender only, every time by reducing the SS posts. **In last cadre review also more than 800 SS posts were surrendered.**

MOST IMPORTANT

The matching **surrender value is wrongly calculated**, needing surrender of more number of SS posts. The difference in financial value in SS scale and the post to be upgraded say SAG/HAG is taken. This being more results in more number of SS surrender.

Fact other -wise ,today is , that ,as many as **164 officers are already working in HAG/NF, getting the pay of HAG**, whereas only 151 posts are being upgraded in cadre review. Similarly against the proposal of 288 SAG posts increase as per cadre review, as many as 494 officers are already working in and getting the pay scale of SAGs. As such no involvement of financial value , hence no post of SS or JAG is required to be surrendered.

7.0 Irrational Calculation of vacancies for Gp. A induction- reduction there-of.

Sir, the number of vacancy calculation has recently been modified to the loss of Gp. B officers. Earlier the **vacancies being allotted for induction/recruitment were 411** each per year. The quota of DRs was reduced to 1/3 under the policy of Central policy, from 2002 to 2009. A hue a cry was raised by DRs, only as a protest, not understanding that **more recruitment is always damaging for the career progression of DRs and it increases stagnation in their cadre.** Similarly, less induction is damaging for career of Gp. B officers. Under their pressure the **intake has been reduced to 300 approx.** and Gp. B's induction vacancies is also reduced to bring them equal to them. **It is told that now these are being on the basis of 50% of the vacancies for each.** But this is not the fact.

On 1.09.2017 , the total number of **SS posts filled on regular incumbents was 1539 only**, against the sanctioned strength of **SS being 3349, indicating vacancies 1810 No.s** Hence **50% of these should be quota of Gp. B -i.e.905** .

Otherwise also the total sanctioned **strength of JS post is 1677**. If 50% is the quota of Gp. B , **share of Gp. B should be 823 No.s**. Since only 35 Gp. B were working in JS on 01.09.2017, there **should be 788 vacancies for them** .

Whereas **the fact is that presently, the calculation has been done on the basis of career requirement of DRs, and the same number has been allotted to GP. B**. This is totally illogical and detrimental to Gp. B careers.

Effect of reduced intake on Gp.B

The total Number of **Gp. B officers being 5099 as on 01.09.2017, and the number of intake vacancies being 411, the average time taken to get Gp. A shall be 5099/411 say 12,5 yrs.**, where as it shall be **5099/300 means 17+ yrs**. In fact on the basis of individual cadre strength of each deptt. it will **be 20 yrs for S&T,23 yrs for IRAS and IRPS and 29 yrs for Civil Engg. deptt**. With the average age of Gp. B for Entry in **Gp.B being 45 yrs, none of the Gp. B officer shall be lucky to attain this status**.

8.0 - Detrimental Policies /decisions taken during last few years .

Sir, the Gp. B officers are the victim of discrimination from the very beginning of their career and are facing the step motherly treatment, wherein despite playing the pivotal role in the operations ,efficiency, safety and well being of Railways, are not being looked after properly, resulting in extreme demoralization in this cadre. As has been brought out herewith that they are all suffering on account of no promotions/delayed promotions and discriminatory attitude of higher ups , still without taking measures to mitigate these feelings, there is a constant endevuor on the part of higher ups is to snatch even what is available to them for decades in the garb of improving the prospects of DRs. Few of such measures are as under:-

i) **Modifying the priority for Sr. Scale promotions** , thereby preferring A DR of only 1.5 years' field experience , over a Gp. B officer of more than 15 years experience of equal status post of equal responsibility and powers, (Letter dated 11.08.2016).

ii) **Delay in DPCs -average Delay being 2-3 yrs.** thus violating the instructions of model calendar.

iii) **Reduction in the weightage period** which was available to Gp. B officer since 1954 as per assurance given Parliament floor by Sh. Lal Bahadur ji Shastri.

iv) **Abolishing the benefits of connotation of pay benefits** since inception of Railways.

v) **Modifying the system of calculation of the weightage** on the basis of length of service basis to the disadvantage of Gp. B officers.

Vi) **Modifying the date of effect of the DPC , to 31st December** of the year violating the model calendar of date of effect to 01st April of the year.

vii) **Stealing the chances of promotions to SS , of Gp. B, by reducing the number of Sr.scale posts by proposed cadre review of Gp. A.**

viii) **By effecting modification in the system of vacancy calculations in Gp. B, thereby reducing the intake which resulted in excessive vacancies and thereby shouldering more responsibilities on Gp. B officer compelling them to man two or more posts without any additional enumerations and also delaying their promotions to GP 5400.**

ix) **Refusing to conduct the cadre review for Gp. B officers**

x) **And finally refusing to accept the declaration made on the floor of Parliament to abolish the Gp. B and have only one gazetted cadre, as existence of Gp.B cadre is the remnant of British legacy.**

Sir, in end , I would like to request to kindly intervene in the matter by using your good office so that justice is granted to the most deprived and hard working category of B officers and the perpetual discrimination and step motherly treatment given to them is stopped forever and a cordial atmosphere is created in Railways.

Thanking you sir,

Yours sincerely,

Enclosures- 3 statements.

(S.K.Bansal)

Copy for Kind information and N/action pl - in reference to my discussions on the subject with MS, and Secy. Rly. Bd. on 08.08.2018-

1. The Member Staff, Rly. Bd. Rail Bhawan, New Delhi,

2. The Secy., Rly. Bd. Rail Bhawan, New Delhi,

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