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**Sh VINOD KUMAR YADAV**  
**Chairman , Railway Board**  
**Rail Bhawan**  
**New Delhi.**

**Dated : 24. 05.2019**

**Respected sir,**

**Sub:- Cadre STATUS OF Central Govt. as on 01.03.2016- vis-a-vis - Cadre Restructuring of Gp. A Officers- Indian Railways.**

I beg to bring some unique aspects of Gazetted Cadre structure of Indian Railways ,in your knowledge , especially in view of the Cadre -Restructuring scheme For Gp.A officers of Indian Railways, orders for which have recently been issued vide Rly. Bd's notification No. 2016 E(GC) 16-9 (cadre Review) vol.III (IRSE)(35) dtd 10.03.2019 and others.

**1. Cadre Status Of Central Govt. As On 01.03.2016- Some Details.-**

Sir enclosed herewith a statement (Annexure-A) Cadre status of all Central Govt. departments, placed on the table of Parliament ,in the form of a Statement by Sh. Jitendra Singh Minister of Personnel, under Parliament question No. 1861.

Herein, though the status of all 73 Deptts. of Central Govt. was given, but in this Annexure the details of only those deptts. have been given which has the total cadre strength of more than 10,000.

**2. Highlights:-**

1. The average percentage of all deptts in respect with the number of Gp. A officers is 3.2% and Gp.B 3.7% respectively, of the total cadre strength of their respective departments.

2. The highest percentage for Gp.A is 47.1% - in Ministry of SPACE, whereas lowest is in Ministry of Post as 0.3% . For Gp. B the highest is 26.4% in AUDIT , where as lowest is 1.5% (other than Railways- which is 0.57% only) .

**In Railways, the strength of Gazetted officers is only 0.54 % Gp. A (reduced by cadre restructuring by 1600+ , i.e. 0.4%) and 0.57% in Gp. B' officers of the total cadres' strength . Evidently the lowest % of Gazetted**

**officers** among all the Central Govt. Deptts. **is in Railway i.e. 1.11% against the average 6.9% in all deptts. and even in Postal department it is 1.9%.**

Sir ,There is need to view this in terms of the fact during last 10-15 yrs- specially as compared to 2005-2006- when last cadre review of Railways was done, which indicates many fold increase in all the indices of Performance of Railways, say whether it is Net Traffic carried, or Passengers handled, or increase in assests, or electrification, bridge construction, Track laying, conversion of gauges., safety and revenue earnings is concerned. Apart from these, the works being undertaken viz, Dedicated Freight Corridors, Introduction of High Speed trains including large scale improvements in passenger comforts and Safety. A latest plan of investments of more than Rs.8 Lakh .crores in 5 years, has been initiated. All these naturally need of large scale improvements in Gazetted cadre specially at the middle management level.

Sir, to cope with all this, and to meet with all the technological and performance requirements of Railways there is urgent need to increase total cadre strength, especially in Gazetted cadre .

To bring the gazetted strength, we need to bring the same upto the level of **average number of gazetted cadre at least if not more**. The present gazetted strength being only **13550 ,(1.11%), the requirement on 6.9% comes to 80,000+, which indicates about the importance and dedication of the present gazetted force of Railways. though this much increase may sound as ridiculas.**

Even if we say that at least the **minimum of gazette strength** i.e of Department of POST is taken into account- i.e. **1.9 or say 2%** , even then the **increase in gazetted strength, comes to near about 11,000 more officers** . It is another matter that the performance as also the need of Postal Deptt., no where, can be compared with Railways.

### **3. Cadre Restructuring In Railways:-**

Sir, despite the above mentioned fact, the Railways , wherein it has been brought out that in view of the need of organization, to keep pace with the present and future requirements , we need to strengthen the cadre of Railway staff in total and the gazetted cadre in particular, but the railway administration has come out with the cadre restructuring scheme wherein they plan to reduce about 1600+ gazetted officers belonging to JAG and SS- middle management group.

Sir, Important aspect of this scheme is , that despite many fold increase in the activity and vastly improved performance on the Railways, We are constantly reducing our manpower during last decade ,specially the gazetted cadre. Even in the present exercise of Cadre restructuring ,we have notified the reduction of more than 1600+ posts of middle management, in the name of financial neutrality , in order to increase the number of higher grade posts. Irony of the fact is that -in the garb of

financial neutrality- we have surrendered the posts worth Rs. 22+ crore to create the posts of Rs.9+ crore. Important is that in view of the fact that upgrading being proposed is of less number of posts than the posts already available in Non-functioning grades, thus involving no financial implications.

While **It cannot be denied that there is need of increasing the higher grade officials on the Railways** , but it can also not be denied that this cannot be at the cost of reducing middle management posts. A retrograde step , indeed, not only for the organization in whole, but also with the motivation of the gazetted staff in general. The most undesirable aspect of this scheme is that it shows no concern at all for the middle management specially the GP.B/Promotee cadre , which otherwise has amply proved its worth by their sincerity, dedication and concern for Railways since inception of Railways, and are rightly considered as the backbone of Railway efficiency and performance.

Sir in view of what has been brought above, there is urgent need of immediate enhancement of the gazetted cadre strength, whereas we are reducing the same considerably in cadre restructuring. and also to eliminate the feeling of discrimination, and thereby create the atmosphere of trust in order to motivate the middle management cadre to put in their best to achieve the desired results.

Sir, in view of this , It is earnestly urged that your good self may please immediately, intervene to arrest the trend, and , I am sure sir, that your good self , shall take immediate step in the interest of efficiency and safety/operations in Railways.

Thanking you sir,

Enclosure- Annexure-A-Cadre status of Central Govt..Staff-

Your's sincerely ,

( S.K.BANSAL)

**Copy for kind information and necessary action to :-**

**1. Member Staff, 2. Secy.Rly.Bd. 3.DG/Personnel ,and AM/Staff-Rly.Bd. Rail Bhawan, NEW DELHI.**

ANNEXURE-A

**CADRE STATUS OG CENTRAL GOVT DEPTTS AS ON 01.03.2016**

	GP 'A'	GP 'B'	GP 'B' (NG)	NG	TOTAL
ATOMIC	11439	561	9770	15040	36810
% OF TOTAL	<b>31.1</b>	<b>1.5</b>	<b>26.5</b>		
DEFENCE CIVIL	17405	38907	46132	483132	585476
% OF TOTAL	<b>3</b>	<b>6.6</b>	<b>7.9</b>		
HEALTH & FLY Welfare	2357	658	1035	17254	21314
% OF TOTAL	<b>11</b>	<b>3.1</b>	<b>4.8</b>		
HOME OFFICER	24780	17005	34600	944246	1020631
% OF TOTAL	<b>2.4</b>	<b>1.7</b>	<b>3.4</b>		
INDION AUDIT	696	18022	288	49169	68195
% OF TOTAL	<b>1</b>	<b>26.4</b>	<b>0.4</b>		
PERSONNEL, PG & Pension	1549	620	2598	6331	10674
% OF TOTAL	<b>14.5</b>	<b>5.8</b>			
POSTS	614	3079	5588	184539	193811
% OF TOTAL	<b>0.3</b>	<b>1.6</b>	<b>2.9</b>		
REVENUE	12456	32395	34590	99992	178933
% OF TOTAL	<b>7</b>	<b>18.1</b>	<b>19.3</b>		
SPACE	7251	496	2699	4936	15382
% OF TOTAL	<b>47.1</b>	<b>3.2</b>	<b>17.5</b>		
URBAN DEVELOPMENT	3281	891	5620	10586	20378
% OF TOTAL	<b>16.1</b>	<b>4.4</b>	<b>27.6</b>		
WATER RESOURCES	1724	1155	2565	6020	11444
% OF TOTAL	<b>15.1</b>	<b>10.1</b>	<b>22.4</b>		
<b>RLYS</b>	<b>9557</b>	<b>7103</b>	<b>0</b>	<b>1,314,773</b>	<b>1331433</b>
% OF TOTAL	<b>0.78</b>	<b>0.58</b>			
<b>RLY W/O RPF&amp; Medical</b>	<b>6563</b>	<b>6987</b>	<b>0</b>	<b>1137420</b>	<b>1224608</b>
% OF TOTAL	<b>0.54</b>	<b>0.57</b>			

**TOTAL ALL DEPTTS**

(73No.s)                      **117185    136079            168481    3212190    3633935**  
    **3.20%    3.70%                    4.6**

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**Gp.A-now reduced by 1600**                      0.4  
**through cadre restructuring**