

**Shri A.K. Lohani,  
Chairman/Railway Board  
Rail Bhawan,  
New Delhi.**

**Dear Sir,**

Indian Railways in general and me in particular is extremely happy to have dynamic leader like you taking over as Chairman/Railway Board at the crucial juncture and I once again congratulate you. Your philosophy "**Employees First**" has generated many hopes to the employees of Indian Railways, specially the most hard working ,but frustrated lot i.e.Group B officers and the Sr. subordinates.

Sir, I really appreciate the quick initiative taken by you to set a new work culture in Railway like holding a direct meeting with workers and officers at various place. This is considered as most motivational exercise, and is having its own positive effect on the workers/officers, wishing you could have one to one meetings with the representatives of the Unions & Associations too.

A detailed and heart to heart meeting - on the line of meeting young officers and even the lower staff - exclusively with old and experienced workforce consisting of Gp. B/ promotee group A officers, and senior subordinate staff, shall go a long way in directing the energies of a very large workforce, who are always considered as the back bone of the railway operation, efficiency and Safety. In their opinion sir, you are perhaps the most suited person for such a remedial measure. Sir, you know best that how much efficient the manager be ,one cannot get desired output, unless one feels the pulse of the team down below.

2.0 Sir, you may not be aware that despite discharging their duties sincerely and diligently, Group-B officers are getting raw deals from Railway Board specially during last 3/4 years, like changing of criteria for Senior Scale (adhoc) promotion ,thus **effecting adversely the most important and some times the only promotion in their career** , not helping the court cases filed against Railway Board by direct Group A officers challenging the policies of granting weightage of past service and changing IREM provisions of promotions,-affecting adversely ,not only the promotes , but **even challenging the authority of Railway Board in respect with the establishment matters specifically granted to Railways and Atomic Energi and Defence through allocation of business rule and Article 309 of the constitution of India during early days of Independence** . Not only this Even **DPC for Group A induction has come to a grinding halt in the last 3 years**. As a result, hundreds of eligible Group B officers have retired without promotion to Sr.Scale (adhoc) and to Group A. Therefore, the biased attitude of the Railway Board is causing frustration of highest magnitude and widening the rift between Group A and Group B, which may further dent the withering image of Railways,

3.0 Sir, may I mention here that on account of open instigation by ex.GMs/Members, duly supported by the present regime, the mind of group A Direct recruits has been poisoned to a **great extent resulting in an atmosphere of hatred between the**

**DRs & promotes.** Sir, the Railways are suffering immensely on account of acute departmentalism affecting its efficiency/operations/safety adversely, and creation of such atmosphere between the two cadres – promotes and Direct recruits, is playing havoc in administration and is therefore need to be arrested with no loss of time, and as I know, you are best suited person for some suitable remedial measure in such situation.

4.0 It shall not be out of way to bring to your kind notice, the facts which are being presented to the administration, and the administration is accepting wilfully the same and are taking actions/decisions to suit these, without verifying the actual facts thereof.

**The statements/figures in support of these given are as under:**

- (i) **The recruitment of group B is in excess**, violative of extent rules and not matching with the recruitment of DRs as per 50:50 quota rules. For this, the figures between 2002 to 2009 are quoted.
- (ii) **The pay range fixed for grant of weightage as per concordance table is wrongly calculated.**
- (iii) The system of **weightage is not in existence** anywhere else, and is against the rules.
- (iv) The excess (so called) recruitment and weightage is **affecting adversely the promotional prospects of DRs.**

5.0 Unfortunate aspect is that all these gospel stories and distorted facts are being considered right, by our administrative heads, on account of their mind set of belonging to the cadre of DRs and therefore are supported and favourable notings are given to change the age old policies, without having the grace to consult even the body of the officers, likely to be adversely affected by discontinuation of these policies. Instead of being guardians of the total cadre of gazetted officers, they are just thinking themselves as old DRs and are thus damaging the age old balance being maintained by their predecessors. Most unfortunate is that they are not taking into consideration the analysis of **all these measures though shall harm the Gp. B officers immensely, but are not going to help the DRs at all.**

6.0 **Myths and truths thereof;**

6.1 **Excess recruitment;**

A statement of the latest statistics of cadre structure as on 01.09.2017, enclosed herewith as an annexure – reveals;

- (i) The total number of group B officers inducted is **2417 nos. which is only 24.1% of the sanctioned cadre and 26.9% of the working cadre** – against the quota laid down 50:50 DR:
- (ii) The total number of working posts (Total Sancd.Strength-total apex level posts)-i.e.

9976 and 50% of this is 4998 as on 01.09.2017. it is the stipulated number of posts to be held by promotees and DRs. **Against 4998 posts the number of promotees is only 2417** whereas the number of DRs is 6513 nos, indicating that the number of DRs is in excess and not of promotees.

(iii) Against the 50% **quota of 823 posts in JS (50% of 1677) the number of promotees is only 36.**

(IV) Against the sanctioned cadre of 1677 of junior scale and their **quota of 824 the number of DRs is itself is 1721 i.e. much more than the total cadre strength, which is illegal.**

(V) It may be noted that the figures quoted by the DRs of recruitment given by DRs, pertains to the period 2002 to 2009 where ,in order to economization the govt. of India, had imposed a restriction of recruiting only 1% DRs against 3% normal wastage and as per clarification given by DOPT this restriction was not be applied to the promotee quota.

(VI) **The truth is that DRs are recruited at reduced number and not the promotee in excess**

It is hereby emphatically said that the **share of Gp B in Gp A is 25% of JS cadre strength ,and there had not been a single instance of exceeding this limit.** The DRs are arguing that the induction of promotees can only be equal to their recruitment, which is totally untenable, as **no where it is laid down that the number should be equal to DRs.** Why their intake should be equal to intake of Gp. B officers. In such situation, the fact is that the **recruitment of Gp. B is not in excess, though the intake of DRs may be less.** The promotees do not mind for more intake of DRs.

## 6.2 **Calculation of pay for concordance Table;**

At present the pay pattern into account for calculation of period spent in Junior scale – on the basis of pay - has been fixed at Rs.18990/-. This is being challenged by DRs and they present their calculation wherein they revise their pay to Sr.scale after 4 years and thereafter claim that the pay stage fixation is arbitrary.

The system is simple, to find the pay stage in Junior scale after 5 increments that is Rs.18990, and officer's full pay shall be 18990+5400. Hence, the calculation of pay given by DRs speaks of no knowledge of rules by them or knowingly distorting the facts.

## 6.3 **Weightage not in existence anywhere else;**

First thing is **why the rules framed by the railways, can be framed only when it is existing anywhere else.**

Secondly it is existing in several cadres of centre and state govts. even in IAS,IPS, IRS etc. The fact is that the weightage in these cadre can rise upto 9 years even

against maximum of 5 years on Railways.

**Important is that even the Supreme court has held the rule of granting weightage totally valid in A.K.Nigam Vs. U.O.I.case.**

6.4 **Affecting adversely the promotional prospects of DRs;**

This is totally false. The fact is upto early 2017, **the DRs are being promoted to SS, JAG, Selection Grades, exactly on attaining their eligibility periods of 4 years, 8 years & 13<sup>th</sup> years for SS, JA, SG to the extent that no eligible but suitable officer has to wait for respective promotions.** For SAG & HAG the promotees are generally not in reckoning . Never the less, they are extended the benefit of Non-functional grade respectively with all benefits on the date fixed based on the promotion of the IAS promoted to the grade (+2 yrs).

6.5 **Calculation of vacancies for inductions;**

After the issue of post based roaster, the vacancy calculation for each cadre of promotes DRs should be infact the actual vacancies existing in their quota cadre i.e. the number of Junior Scale posts being 1677, the quota for DRs promotes shall be 824 & 823 respectively. Since 01.09.2017, the total number of promotes working in Junior scale being only 36 , **the vacancies in their cadre should be 823-36 = 787, whereas in the cadre of DRs, these are 1721 officers working. No vacancy shall occur for years.** This should be adopted.

7. **Lesser recruitment is-in fact- a favour to DRs;**

It can emphatically be said that the lesser recruitment for DRs is in fact a boon for them as the number to be recruited today, if **exceed the number of vacancies occurring after 17 years in SAG & HAG** and above, due to retirement etc. then that will **result in stagnation in the cadre of DRs.**

A detailed study made by an High level Team of EDs in 2000, based on extensive analysis, came out with the result that **any recruitment beyond the 168 nos in all cadres in DRs shall entail acute stagnation** in the cadre of DRs. This report of theirs was accepted too by the Board. The recruitment had been much more than this number, rising to more than 350 during last 7-8 years (even 400 etc.) which means we are heading to acute stagnation in near future **.on the other hand, reduced intake in the cadre of group B officers mean acute stagnation.** These being in all 5100+group B officers on date, an intake of less than 500 mean, waiting period to be more than 10 years.

I submit these statistics with the hope that some good sense shall prevail upon the noble minds of authorities who matter most for suitable decision on the subject.

**Conclusion;**

Sir, May I say that if we fail to decide a **rational policy of recruitment** at the

earliest, taking into consideration , the interest of all those who are involved and also to weigh the overall **interest and recruitment of the Railway organization** the Railway empire is going to be harmed to great extent. In my view, the major factor of today's woes is that despite the Railways holding the highest number of cadre other than Defence, **there is no dedicated cadre of gazetted management services**, resulting in ad-hoc decisions at difficult times, based on vested interests by using different yardsticks for different cadres. There is an urgent need of rational approach for gazetted cadre for effective human resource development, where nobody should remain aggrieved (including Gp. B) and all should work in unison for Indian Railways. Sir, presenting my views on the subject of Gazetted cadre management for rational thinking with great expectations. In all humility , I also promise to make myself and my team of sincere persons ,available at any time ,for any discussion or data for gazetted cadre.

Yours sincerely

( S.K.Bansal)

Enclosure- **Statement- Gazetted cadre Structure--as on 01.09.2017**

Copy for kind information and necessary action please.;

1. Member Staff, Railway Board, Rail Bhawan, New Delhi.
2. Secy. Railway Board, Rail Bhawan, New Delhi.