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To, Dated : 16th Dec. , 2016

Hon'ble Sh. NarendraJiModi
Prime Minister of India
Government of India
New Delhi

Sub : Your good self's statement- **BE SENSITIVE to needs of junior employees-workers should not struggle for legitimate Dues.**

Respected Sir,

I bow my head in salutation for the above mentioned words of yours, during your address in monthly program with Secretaries of Central government of India, though spoken in other reference but are key statement for the well being of the total administration of India.

2.0 Sir, the strength of these words have embolden me to write few words to apprise your good self about reality on ground, though I am sure you must have been told emphatically by one and all that it is already being ensured. Sir before coming to the actual subject, let me first give my introduction, as under:

3.0 **Self Introduction :**

Sir, I am S.K Bansal, who entered in railway service, as a supervisors (in1962) and rose to the Chief Rolling stock Engineer, N.Rly (Post equivalent to Jt. Secy. to Govt. of India) strictly on merit,and retired after the record length of service of 43.5 years service (The record for Rlys. Perhaps).In between I had the distinction of leading, first the cadre of supervisors (trainexaminers) and then as the All India President of promotee officers federation (recognized by ministry of Railways) and Member of the Corporate Enterprises Group of Ministry. Author of 5 books on Gazetted cadre related matters and have already superannuated in Oct./2005 i.e. 11years earlier.

4.0 Sir, I beg to be excused for this letter of mine , because with very heavy heart ,I wish to draw your kind attention to the fact that **directives given by you in a meeting of Secy.s of Govt. of India, are openly and blatantly being flouted in the Ministry of Railways**,where-in the group 'B' officers of this department,who are, though otherwise called as the backbone of Railway administration due to their valuable contribution through their knowledge, sincerity

and devotion ,toward the well being of the Railway organization are still being discriminated and are being looked down in every sphere of their career vis-à-vis the young direct recruits by the higher authorities of Railways due to only one reason, that the highly placed officials of Railway Board could never treat themselves as the guardian of all cadres of officers irrespective of their recruitment systems,as they continue to behave as privilege category of direct recruits,while dealing with the cadre of officers.

Sir, as a result of this the Group 'B' officers have all along been victim of high headedness, and are deprived of the much needed sensitiveness to their needs/requirements, for their service matters especially career planning.

- 5.0 That Sir, though the attitude of higher authorities, as mentioned above is not a very recent thing and has been in existence since long but lately ,in last 2-3 years all the limits of decency have been crossed and the show of discriminatory dealing has openly came out resulting in total damage to the healthy working environment which was available in the railways and was basically responsible in the efficient running of railways for more than 100 years or so but, the open partisanship and step motherly attitude of higher ups has resulted in utter in- efficiency in the railway working.

That Sir, because detailed narration of such events/attitude shall not be possible due to paucity of time and space, I would like to bring out a few facts for the information of your kind self.

6.0 **Instances of few discriminatory decisions/attitudinal deficiencies**

(i) Mis-use of Social Media:

That Sir, a high official of the rank of General Manager of the railway gave a call to his young officers to collect large amounts fight against the promote officers , because as per him, the promote officers are not supposed to get promotion more than the first stage of the officer's cadre i.e.up to the Asstt.officers cadre as in his views the promotees are destined to rise maximum. That this all was followed up several derogatory/insulting/alleging communications to not only to high officials of Rly. Bd., but also to media and several other forums.

(ii) Note of Member Mechanical to review promotional policy:

That Sir, egged by all this, and based on several meetings with young direct recruits, the then Member Mechanical of the Railway Board, wrote a internal note emphasizing need of reviewing the promotion policy in gazetted cadre, with only one consideration that the young persons are not being given due promotions on account of the privilages/benefits being enjoyed by promotees. Unfortunate aspect is that he wrote everything which had been raised by young officers (Direct recruits)in various forums and

through their memorandums to the authorities and worst part was with no consultation/discussion with the affected party i.e. Promotees. Most hurting was the fact that he only mentioned there in the provisions which were beneficial to promotees, and the need of curbing those. Sir had he mentioned to study and review the total policy concerning promotions/career planning aspects of whole of the cadre, it was acceptable but that was not so.

(iii) Action by HRD Deptt.

That Sir, most distressing is the attitude of Human Resource Development Deptt. which is supposed to look after the Welfare of all employees working under them. Instead, if the files moved and the lengthy discussions held are scrutinized, it will be revealed, that the work in hand was only to look into the grievances of these young officers, which was not to improve their prospects but to snatch the same from Gp. B officers, only.

The thinking presently and the action to be taken centered around, only how to take back the rights/benefits available with the promotee officers from the inception of Railways. Thereby number of instructions/were given to down below to look into this aspect and submit papers accordingly.

(iv) Issue of Rly. Bds letter dt.11/8/2016 discontinuation of promotion priorities.

That Sir, as a result of all the above, the Railway Bd. issued a notification on 11/8/2016, where-in the priorities fixed for promotion to Sr. Scale -not for regular promotion but for ad-hoc only. These priorities were fixed about 26 years back, keeping in view the high level of stagnation in promotees, where, they were waiting for their promotions to Sr. Scale for more than 10 years against the eligibility period of 3 years. On the other side, all the Direct officers were getting their promotions to Senior scale, mostly on date of their eligibility period specified i.e. four years (including 2 years training/probation period).

Despite the facts that the position of stagnation in Gp. 'B' officers, is almost same -average 10 years (in some Deptt.s 14 years even), and on the other side almost 100% direct officers getting promotion to Sr. Scale immediately at 4 years - their eligibility period, the priority has been modified, ensuring just more ad-hoc promotions to direct officers after 3 years meaning, with working experience of just 1.5 yrs and that at cost of long dedicated service experience of more than 8-10 yrs which is equivalent in all respect with the power/responsibilities, duties as of Group A - with that of Group 'B' officers.

V) Constitution of an Experts committee to snatch the privileges of Group 'B' officers further:

That Sir, now a committee, to consider the withdrawal of provisions of granting seniority based on their long working on the equivalent duty posts and their long experience, has been constituted. It is worthwhile to say, that all these procedure are in existence since the independence day and are based on the assurances given on the floor of Parliament and have stood the scrutiny of time and even judicial pronouncements in Supreme court, still these are likely to be done away with as though the committee has been constituted, but in fact decision has already been taken.

Vi) Situation to be given due consideration

That Sir, it must be told, that the status today is that while all the eligibility periods of promotions for Gp. 'A' direct recruits- i.e 13 years for selection grade, 8 + for Junior Administrative grade and 4 years for Senior Scale, have virtually been converted into promotion periods to the extent that the officer belonging to the batch 2002, eligible for Selection grade, batch 2006, eligible for Junior administrative grade, and batches 2009, 2010 - eligible for senior scale have already been promoted to their respective grades and not a single eligible and suitable officers is waiting today for his due promotion.

On the other side for Gr.'B' officers eligibility for senior scale (ad hoc) and even for Gp. 'A' induction also, being 3 yrs, the situation of acute stagnation i.e average 10 years for Sr. scale ad-hoc (in some deptts. extending up to 13-14 yrs) and Gp. 'A' induction is average 12 years (extending even to 16-17 years for Accounts, Civil Engg. and Personal Deptt).

Sir, the irony is that reduction in the promotional prospects/No. of vacancies, from promotees today are not going to be added to the kitty of direct recruits, as none of the eligible officer in that cadre is waiting for promotion, for want of post. Thereby such decisions are being taken only to deprive the promote officers of their privileges/benefits, since independence, and to ensure more ad-hoc promotion to Direct recruits or to ensure no promotion or more delayed promotions to Gp. 'B' promote officers.

8.0 That to add further, it may be said, that though the laid down quota of promotes in Gp. 'A' (Sr. scale to HAG) is 50% since 1997, but the following figures shall reveal today's status,

Gp. B. actual on 1.7.16

1	Quota laid down	50%	26.7% only
2	Total officers working in HAG & SAG	1772	4 no.s only, 2 to retire before Feb/17, without any addition
3	Total SG/JA grade officers working	4025	1734 (43.1 %)
4	Junior Scale working	1613	87 (5.4%)
5	Total Gp.A Working	9081	2735 (30.1%)
6	Total Sanctioned Gp. A	10225	2735 (26.7%)

Sir the above statistics need no explanation, being self explanatory and are indicative of total discrimination. In fact, instead of constituting the committee for doing away the privileges to Gp. 'B' officers, there is an urgent need is to discuss the situation to improve the status of Gp 'B' officers.

9.0. **Another Important Aspect:**

That sir, It is very important to bring this in your good self's notice, that both the above mentioned steps- withdrawal of priority for ad-hoc promotions and proposed measures to reduce/withdraw the measures of granting weightage of past service for seniority, are not only detrimental to promote officers, but are going to hit the SC/ST officers more. Because while granting promotions to Gp. B officers, in Sr. Scale on Ad-hoc basis, the provisions of reservations are applicable, whereas these provisions are not applicable in Gp. 'A' promotions. Even the weightage provisions are also mostly beneficial to SC/ST officers only. Therefore, withdrawal of both of these provisions are likely to affect adversely the SC/ST largely.

10. **Representation by Members of Parliaments.:**

Sir, It is worth mentioning here for your good self's notice that more than 45 Members of Parliament – from all over the country, have already written to Minister of Railways – during last 2-3 months only against this discriminatory attitude and action of the Railway Administration.

11. **Non-implementation of Pre Independence declaration in Parliament:**

That sir, the following declaration was made, on the floor of Parliament, by the then War and Transport Minister (British)

Budget speech in Feb . 1944:

“ During the year, the government have had under discussion with the standing Finance committee, the question of abolition of lower gazetted service (now Gp. B). Government do not accept as valid the reasons advanced by the majority of the committee against the step and propose to carry the measures through, at the appropriate time “

This was followed with –

Extracts of subsequent decision by Rly /. Bd.(reference Standing Finance Committee meeting 17th and 18th July 1945.

“ (ii) The Lower Gazetted Service (now called Gp. B) shall be abolished and all the present confirmed lower gazetted service officers.....”“ (v) Provisions for the change will be made in the budget for 1947-48 and the abolition will be made effective from 1st April , 1947.”

All the above, indicate that the Gp. B was to be abolished w.e.f 1st April, 1947 and merged with Gp. A, which has not been done even 69 yrs now. Indicated total discrimination with this class.

Conclusion

Sir, I am sure, it has been explained adequately, to say that your guidance/directions to be “**sensitive to needs of junior employees and workers should not struggle for legitimate dues**”, are being flouted vastly in Railways, where instead of doing justice to Group ‘B’ officers they are being discriminated and are being treated step-motherly.

We therefore appeal to your good self to kindly intervene, so that officers at higher levels are made to ensure the implementation of your pious declaration faithfully, and that justice is granted to these Group ‘B’ officers who are suffering since long on account of discrimination and step-motherly treatment.

With high hopes for justice at your benevolent hands,

Yours sincerely,

(S.K Bansal)

C/- For kind information and with a request for immediate intervention to,

1. Sh. Suresh jiPrabhu , Minister for Railways,
2. Sh. RajanGohain , Minister of State for Railways.
3. Sh. ManojSinha , Minister of State for Railways.