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Sh Piyush Goyal
 Minister of railways
 Rail Bhavan

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New Delhi

Respected sir

Sub : Career progression in gazetted cadre -Cadre restructuring of group A cadre on Indian railways Vis -a-vis loss to group B cadre.

At the out set the group B officers wish to make it clear that this cadre is not against any benefit / promotion/ upgradation granted to group A of Indian railways , what so ever , but if a cadre restructuring being done in their cadre (grp A) results in damaging the chances of even minimum promotion in the services career of group B officers , It is a matter of serious concern for them . This is what , the expected soon , cadre -restructuring of group A cadre, is likely to result in.

Sir ,Through this write up, I just wish to bring this very aspect in your goodself's notice, as the proposed cadre restructuring of group A, though is aimed to give some satisfaction to group A cadre in terms of promotion aspects , but this is being done at the cost of total damage of group B cadre promotional prospectus

2,0 Sir The fact is, that this cadre restructuring aims to increase the number of higher grade , , posts from SAG level and above only .

The likely status of cadre after restructuring is as under:-

	Existing	revised	Difference	% difference	
Apex level	10	15	+5	50% increase	Note- all figures are excluding
HAG +	14	29	+15	107% increase	Gen.Cadre
HAG	188	339	+151	80% increase	Except APEX
SAG	1026	1327	+299	29.1% increase	Level posts
JAG /SG	3386	3269	-117	5.4% reduction	
SS	3324	1901	-1423	42.8%	

Total Sr.Duty Posts	7924	6836	-1088	REDUCTION 13.7 % REDUCTION	SDP posts mean HAG to SS posts
JS	1647	1647			
GROUP B	5131	5131			

The above status clearly indicates that in order to ensure better promotional prospectus for SAG and above . a large No of posts of SS and JAG are contemplated to be surrendered to the extent of 45 % .

3.0 The fact is that the rise of group B officers is only up to JAG / SG only (as on today out of more than 1700 officers of SAG and above there are only 11 No of promote officers , which is totally negligible . As such while this exercise is immediately result in promotional benefit to more than **500 officers -promotion to SAG to Apex level and the study indicates , the share of promotee officers , again these Numbers will be 1 – 2 numbers . only**

4.0 EFFECT ON SENIOR SCALE

The effect of this large scale reduction in the number of Senior scale posts is noteworthy and shall be illustrated as under:-

	Civil	Mech	S&T	Electrical	Traffic	Accounts	Personnel	Stores	Total
SS sanctioned as on 1/7/17	916	300	421	363	338	425	195	239	3287
Reduction SS	533	110	190	177	96	103	110	120	1423
Reduction in JAG	0	35	39	5	17	0	6	15	117
BALANCE	383	271	231	196	242	322	85	119	1864
% REDUCTION	58.2%	39.5%	54.4%	50.7%	33.4%	24.2%	50.5%	56.5%	46.8%

Such reduction in SS, will not only damage the cadre pyramid , but also affect adversely efficiency of railway working , largely as the SS posts are actually the functional posts

5.0 NO CADRE RESTRUCTURING FOR GROUP B

As per the Govt of India's instructions cadre restructuring exercises should be done every five years for all classes and groups i.e group A , group B group C and group D . While cadre restructuring is regularly done for Group A , C and D and it is , always an on going exercise regularly , **No cadre restructuring has ever been undertaken for group B officers , thus balatantly violating these instructions for group B officers.**

6.0 PRESENT STATUS OF PROMOTIONAL PROSPECTS of GROUP A :-

Presently the eligible period fixed for promotions as under:-

HAG....25+ YEARS
SAG ..17+ YEARS
SG....12.5+ YEARS
JAG ...8+ YEARS
SS....4+ YEARS

Present status is that for **SG , JAG , & SS not a single eligible officer is waiting for his promotion for want of vacancies** . Grant of non functional grade system for HAG and SAG takes care of at least of financial up gradation at the due time , linked with civil service promotions

(ii) FOR GROUP B :-

For group B there are 3 promotional aspects and their promotional status is as under :-

	<u>Eligibility</u>	<u>Present status</u>
1) DPC – group A induction	3 years	avg.11.5 Yrs. (for Accts, personnel , civil 17 Yrs)
2) SS adhoc	3 years	avg. 10 years (civil 13 years)
3) GP 5400 (80 :20)	3 years	Avg. 6 yrs. (many deptts. 8-9 yrs) (Revised 4 years for organised services for 100%)

(iii) While the disparities cropping up during the period for Gp.A are taken care by the periodical cadre restructuring to ensure promotions as per the eligibility periods , no such **consideration exists for group B officers , rather during the last few years there has been drastic cuts in these facilities , therefore , there shall be further deterioration in the coming years**

7.0 HARMFUL MEASURES DURING LAST FEW YEARS FOR GP.B :-

Despite of large scale stagnation existing in the cadre of Gp. B , the following are the few measures/decisions taken by the administration during last few years, reducing even the available promotion prospectus Of group B officers , drastically

1) Delayed/no promotions to SS ad-hoc :-

Modified the priority for promotions to SS vide railway board letter dt. 11/8/2016, there by reducing the chances of promotion of group B officers, to SS ad-hoc to almost NIL this has resulted in fact that DR with **meagure 1 ½ year field working experience , getting**

promoted to SS ad-hoc ahead of group B officers of more than 10 to 12 years experience of equal status posts

2) DELAY/inadequate INDUCTION TO GROUP A :-

Reduction of vacancies for induction to group A from 411 to less than 300. Fact is that in view of the large scale stagnation, existing group B for induction to group A, present average time taken is 11.5 years against due of 3 years (eligibility is 3 years). In fact, the annual intake required to be enhanced considerably, but the reduced intake will result in induction after 20 years or so for every deptt. against the eligibility of 3 yrs.

3) Delayed promotion to 80:20 Scheme - REDUCED INTAKE OF GROUP B :-

The earlier intake/recruitment of Gp/ B was ranging between 500 to 700 per year, has been reduced to 200 to 250 per year, during last 3-4 years, thus delaying grant of 80:20 upgradation benefit to group B officers, which is now being given after 6 to 8 years though eligibility is 3 yrs. In addition, it has affected adversely the availability of Gp/ B officers, hence resulting in excessive vacancies.

4) NON FULFILMENT OF QUOTA :

Total number of Senior Duty posts (Sr. duty posts SS to HAG) being 8299 and the JS posts 1647 as on 01/07/2017 i.e. total 9946 No of group A posts. The quota of group B in group A being 50%, their number of promotee officers should have been 4973. Actual number of promotees available in group A is only 2417. i.e., 26.9% of working posts and 24.1% of the sanctioned strength. **A SHORTFALL OF 2556 POSTS i.e. about 26% less.**

4.1 Group B officers status as on 01.04.2018 :-

A) The status of Gp.B working in Railways as on 01.04.2018 is as under :-

- i) Working in Gp. A - 2368 (SAG-11, NF/SAG-24, SG-606, JAG -734, JA-adhoc-362, SS-567 and JS-18) - **Only 25.8% of the total against stipulated quota of 50%**
- ii) Working as SS ad-hoc - 1730
- iii) Gp.B - 3310 (against sanctioned strength of 4415 hence vacancies. 1105)

B) The fact is that Gp. B officers promotion normally is, and Maximum upto JAG/SG only and mainly in SS(regular) and SS Ad-hoc. The promotions to sr.scale have been adversely affected by change in priority, and to SS(regular) by reducing the intake vacancies and by delay in DPCs. By reducing the number drastically by Cadre restructuring means the chances of promotion to even SS, are going to be bleak and most of the Gp. B shall be retiring in Gp. B only without any promotion.

5.0 DISTORTED CADRE STRUCTURE AT JUNIOIR SCALE LEVEL :-

The structure of junior scale is heavily distorted as much as the quota of group B being 50 %, the **number in junior scale of group B should be 823 number** and of DRs , the number should be-824. Against this, the number of **Gp.B working is 36 Nos only** , where as the junior scale **DR serving is 1721---** much more than the sanctioned number and more than double of their 50 % quota (824) **THIS NOT ONLY INDICATES DISCIMINATION , BUT LEGALLY WRONG too.**

CONSLUSION

In view of the what has been brought out above , it is evident that the group B officer are being discriminated badly in respect with there promotion prospects . The above mentioned status of stagnation is existing at present. On implementation of surrender of more than 45% posts of SS , the situation shall further deteriorate and the Gp. B officer may have to retire in the same scale without any promotion , what-so -ever. Such a situation is not conducive for the well being of any organisation. Therefore there is an urgent need for taking remedial measures. Therefore there is a need to take care of for their promotions prospectus to keep them motivated for devoting themselves for the total welfare of the railways and to ensure efficiency and safety on railways . In addition introduction of cadre restructure scheme for group b officers is also most vital to ensure at least what is due to them for the satisfactory career progression.

I request you to kindly intervene positively,to create a healthy working atmosphere.

Thanking you sir ,

Your's Sincerely

(S.K.Bansal)

Copy for kind information and necessary action please , to :-

1. Sh. Ashwini Lohani, Chairman Railway Board, Rail Bhawan New Delhi.
2. The Member Staff , Railway Board New Delhi.
- 3, The Secretary Railway. Board, Rail Bhawan, New Delhi.