

S.K. BANSAL, IRSME
Chief Rolling Stock Engineer NR- (Retd.)
Former President,
Indian Railways Promotee Officers' Federation,
B-3/4, JeevanJyoti Apartments,
Pitampura, Delhi-100034
Mob.: 9999310814

Dated . 4th. Dec .2017

To,

Sh. PiyushGoel,
Hon'ble Railway Minister
Rail Bhawan, New Delhi

Sub: Gazetted Cadre Structure of Indian Railways- Excess Recruitment of direct Group-A officers -Discriminationwith Group B officers.

Respected Sir,

I, as an ardent compiler of statistics onGazetted cadres on Indian Railwaysand the sole publisher of the seniority lists of gazette officers of all the eight organized services, for the last more than14 years, wish to bring to your kind notice an anomaly, serious enough in respect with the Cadre structure of gazette cadre,so that remedial measures are taken immediatelyto set it right. Before proceeding further, it will be pertinent to mention here that the **laid down formula for the gazette cadre is 50:50 quota for Direct recruits and promotees.** For this, I enclose herewith a statement showing – Gazetted cadre – structure – all deptts. (organized services) as on 01.09.2017 (Annexure-I). The perusal of this statement

reveals ;

1. **Excess Recruitment of Direct recruits –Violation of Sancd. strength**

Sir, the attention is drawn to the Junior Scale cadre – the sanctioned cadre of Junior Scale (Gp.'A') officers on Indian Railways (as on 01.01.2017) is 1677. The quota being 50:50, the share of Gp.'B': DRs should be 823:824 respectively only.

- (i) As is indicated in the statement enclosed, the total working strength – as on 01.09.2017 is **1090 DRs + 631 probationers and only 36 Gp.'B' officers.**
- (ii) This clearly bring out that **against a total sanctioned strength of Junior scale officers of 1677, the present working strength is 1757**, which is grossly exceeding the sanctioned strength, which is violative of any rule on the subject.
- (iii) In addition, the **number of DRs(1721) is in for excess of their quota of posts (824)** i.e. more than the double. It is worth mentioning that in addition more than 300 probationers of 2017 batch are still slated to be recruited – rather must have been recruited) by now.
- (iv) **Working strength of Group 'B' Officers-Quota fulfillment**
Though the quota of Gp.'B' Officers (50%) is **823 nos. but the actual number of working officers is 36 only** i.e. 2.0% of working strength (against 50%). Requiring Immediate intervention in this matter .

(v) **No induction of Group 'B' officers for 3 yrs.-DPCs stalled**

Sir, it is pertinent to point out that the DPCs of Gp.'B' officers, for **induction to Gr.'A' is stalled for 2015-16, 2016-17, and 2017-2018**. The delay of more 33 months, 21 months & 9 months has already taken place (upto Dec. 2017). Where as, as already pointed that the **recruitment of DRs ,is continuing without any hindrance** , in fact has already been completed. This will have a far reaching impact on the total structure . No solution for this delay , is **in sight unless decisively intervened by the authorities**. Problem is that no compensation of this delay is ever given to promotee officers, and the promote officers have to suffer immensely without any fault of theirs. One thing – to grant justice , should immediately be decided that **since this delay is on account of lack of decisiveness of the administration, the DPCs whenever completed be effective from the date of effect , i.e. 01/04/2015, 01/04/16,01/04/17** respectively

2.0 **Acute shortfall in the quota (Gp.'B')**

That Sir, the share of Gp.'B' officers – as is shown in the statement is only **24.1% as sanctioned cadre (26.9% of working cadre) against the stipulated quota of 50%**.

Consequently, it shows that against the total working posts (total posts minus the apex. Level posts, i.e. 10030 -54 No. of Apex level) of 9976, and against **their quota of 50% of total 9976 i.e. 4988 nos. only 2417 Gp.'B' officer are working i.e. a whopping shortfall of 2571 nos.**

3.0 Dismal share in SAG/HAG

Against the total working strength of HAG + Non-functional HAG-**311(178+143)**, **No promotee officers** has the luck to find his name in this list and there is no possibility in near future.

Against the **1568 SAG + 418 (non-functional SAG) working numbers**. **The number of very lucky promotes is 7 SAG + 20 N Functional SAG only i.e. less than 0.5% only.**

4.0 Vacancies – over all

Total clear vacancies **1046 + 799 on deputation i.e. 1845 nos.** which is slightly more than 18% of the sanctioned posts.

5.0 No. cadre-restructuring for Gp.'B' officers.

Sir, irony of the facts is that despite the above shown, dismal promotional prospects for Gp.'B' officers, while **the cadre-restructuring proposals are being conducted periodically** to address the so called stalled promotional prospects, of Gr.'A' officers, there **are no such considerations for Gp.'B' officers.**

Sir, there are **clear instructions that cadre restructuring of all cadre – 'A' 'B' 'C' &'D' be ensured every 5 yrs.** Though cadre structuring exercise is undertaken for Gr.'A' (though every 10-11 years) and also for Gp.'C' and 'D' ,**but cadre restructuring for Gp.'B' is refused point blank resulting in utter stagnation in their cadre,** in all spares whether Gp.'A' induction, or Sr.Scale adhoc or even 80:20 scheme. Even the

scheme recommended by 7th Pay Commission for granting Rs.5400 grade benefit to all Gr.'B' officers, after 4 years is not being pursued. All this has resulted in 11.5 years' average time for induction to Gp.'A' (17 years & for Civil, Accounts, Personnel) and 10 yrs for SS adhoc (Large number of cases more than 14 years +) and 6 years for 80:20 (in large number 10 years. Even , against their eligibility period of 3 yrs, has become a rule instead of default.

Conclusion

Sir, it is quite evident that the strength of direct recruits in all the organized 8 services is **more than 50 % of the each cadre and they eating into the rightful share of Group B** with full support of the Railway Board and doing their every bit of effort to harm the Group B at the behest and **patronage by way not holding time DPCs, not having career planning, frequent change in norms of promotion to delay their promotion, attempt to withdraw weightage and dragging in various courts.** Specially the **recruitment of Direct Recruits in much excess of their quota , violating the sanctioned strength even is in total violation of any rule on the Railways .**It is need of the hour that share of Group B in Group A which has been usurped by the direct recruits surreptitiously should be restored to them and the recruitment , of DRs, though UPSC need to be stopped till such time it levels 50:50.

It is therefore requested that sincere efforts should be made by Railway Administration to expedite the induction of more Group B officers in Group A and **recruitment from UPSC should be stopped till both the streams of officers have almost equal strength in each cadre, which** is only solution to keep the frustrated hard working and sincere Group B officers motivated for ensuring safety and efficient train operation. I do hope that dynamic Railway Minister like you can do for which the entire Group B cadre is looking towards you sir with great expectations.

With thanks,

Yours sincerely,

(S. K.BANSAL)

Enclosure- Statement –Gazetted Cadre structure of all Deptts-As on 01-09.2017 (excl.d.Medical,RPF&Misc cadres)

Copy for kind information and Necessary action to:-

- 1. The Chairman, Railway Board ,Rail Bhawan, New Delhi'**
- 2. The Member staff , Railway Board ,Rail Bhawan, New Delhi'**
- 3.The Secretary, Railway Board ,Rail Bhawan, New Delhi'**

