

INDIAN RAILWAYS PROMOTEE OFFICERS' FEDERATION

RAMAN KUMAR SHARMA

Secretary General

NEW DELHI

Dated : 27th June, 2015

Sub : **Minutes of the Executive Committee Meeting held on 25th & 26th June, 2015 at New Delhi.**

General Secretary/NRPOA Shri Y.P. Mittal welcomed all the delegates to the 2nd ECM of IRPOF being held in New Delhi (Northern Railway). He thanked IRPOF for providing this ECM to NRPOA and requested all the participants to intimate if they face any problems during their stay at New Delhi. NRPOA presented bouquet to all the dignitaries and requested President IRPOF to start the proceedings.

Shri Deepak Shelly, President/IRPOF. He welcomed Adviser/IRPOF and thanked President/NRPOA Shri R.B. Prasad, Shri Y.P. Mittal, Genl. Secy/NRPOA and his team for making excellent arrangements for the meeting. He further mentioned that to host an event of this magnitude requires arrangement of sufficient funds and manpower. NRPOA has exhibited team spirit and because of unity it has been possible to convert this ECM into a mega event. He requested all the delegates to participate in the discussion, express their views without making any personal allegations and repetition should be avoided as we are short of time because today's proceedings will be over at 17.00 hrs as necessary arrangements are to be made for the Open Session which is scheduled to start at 19.00 hrs in which Shri Manoj Sinha, MOS(R), officials from Northern Railway and Railway Board and General Secretaries and Presidents of PREM Group are likely to join us. NRPOA had asked for this ECM specially to bid farewell, to Secy. Finance/IRPOF Shri Amesh Kumar who will be retiring on 30.6.2015. Shri Amesh Kumar had been associated with the Association and Federation in various capacities for the last 20 years and he had been a dedicated, sincere and hard worker. He managed the finances of the Federation in a very effective manner. Today we have reached the stage having no outstanding of last year and the amount outstanding for year 2015 should be cleared by the affiliated associations at the earliest. IRPOF wishes a happy and healthy retired life to Shri Amesh Kumar and request him to continue his support and cooperation even after his retirement. Before we start the proceedings all the delegates are once again requested to reassemble for the open session at 19.00 hrs sharply.

SHRI RAMAN KUMAR SHARMA, SECY. GENERAL/IRPOF - We are meeting after ECM was held at Hubli in the month of February, 2015. Federation had tried its best to hold two ECMs and AGM every year and due to your cooperation we have succeeded in this. Today we are holding 2nd ECM of this year and our AGM of 2015 will be held in the month of September, 2015 at Mumbai, Central Railway. The AGM will be very special as we will be bidding farewell to our President/IRPOF who will be superannuating and also new Executive Body will be elected as the tenure of this Executive Committee will be completed. Today we are bidding farewell to Shri Amesh Kumar, Secy. Finance/IRPOF, Treasurer/NRPOA and Hony. Secy. Finance/Benevolent Fund who is due to retire on 30.6.2015. NRPOA has done a marvellous job by arranging farewell to Shri Amesh Kumar by hosting a great event. Shri Amesh Kumar had extended unparalleled services to the Association and Federation and the credit for getting the outstanding dues cleared goes to him. The job of Secy. Finance is very tough and sensitive one as he has to be very transparent in his functioning because all the eyes are watching him. Shri Amesh Kumar performed his duties with full responsibility and has set high standards of performance.

All the important issues have been discussed in the Secretary General report and due to paucity of time it will not be justified to read the report and in brief the overall view and activities are being discussed and detailed reply will be given while summarizing the proceedings of this ECM. It will not be out of place to inform the House that some retired persons are sending e. mails loaded with misinformation simply to distract our members and trying to create groupism within the Associations and Federation. Such things do happen when the election AGM approaches and all such wise persons awaken and start spreading rumours. Once the AGM is over they are seen nowhere for the next three years. The House has all the rights and privileges to criticize or condemn any office bearer either of the Association or Federation for the activities they think are not in the interest of promotee officers. Criticism and suggestions are welcomed on any issue related to promotee officers but Federation do not give any individual the authority to hijack the rights and privileges of the House by spreading misinformation. It is for all the delegates present to understand the objective and hidden agenda and be cautious and maintain unity amongst ourselves. There are many issues and problems of promotee officers which need to be resolved and we should not waste our energy in infighting which will serve no purpose.

All the affiliated associations deserve appreciation for enrolling more than 300 new Benevolent Members in year 2015. If little more efforts are made then we will be able to achieve a target of enrollment of 500 members

this year and as promised by the Federation a decision to enhance the relief paid to the deceased family of Benevolent Fund can be taken in the AGM. We have to be bit cautious in contesting Court cases as they are being filed by direct Group 'A' officers in a planned way for different organised services in different CATs. The case of Shri Abhay Kumar, IRSME for grant of interim relief was contested effectively by the NRPOA & Federation and the interim relief prayed for was not granted by Principal Bench, CAT, New Delhi. The case is listed for final hearing on 28th August, 2015. General Secretary/NRPOA have cooperated in both the Court cases filed in CAT/LKO and CAT/NDLS and we expect similar response from Genl. Secys in whose jurisdiction Court cases have been filed. We should understand that the policy issues have been challenged in various OAs and if any case is decided against us that will have impact on all the organised services thus we should not relax but contest the cases effectively and whatever help is required from the Federation with regards to rules, regulations finances etc will be provided. Legal Committee can be approached by Association for any assistance. All the delegates are requested to share the information with their members so that officers working in the field units are also aware of the activities going on at apex level. Genl. Secys and Org. Secys to ensure that APARs for 2014-15 are completed for all officers as the same will be required for DPCs and non availability of APARs delays the entire process. Eligibility list of Group 'B' officers as on 1.4.2015 for all organised services should be forwarded to Railway Board so that process of compilation of eligibility list of Group 'B' officers for promotion to Group 'A' for Vacancy year 2015-16 could be initiated. Genl. Secy. NRPOA has informed that eligibility list of all services as on 1.4.2015 has already been sent to Railway Board. Other units should also confirm and the copy of the same be sent to Federation office for record. Railway Board have asked for some information of Education department but the same is still awaited from Western Railway, Central Railway, ECR and WCR. The position of Northern Railway was sent to Railway Board but could not be linked and the same has been sent again. We should pay special attention as Education department is the worst sufferer as their last DPC was conducted in the year 1982.

SHRI AMESH KUMAR, SECY. FINANCE/IRPOF - he thanked IRPOF and NRPOA for arranging grand farewell. He further mentioned that while working as Secy. Finance he had always in mind that we should have sufficient funds for smooth running of the Federation, arranging meetings and other activities besides contesting Court cases etc. To meet with these expenses all possible efforts were made to build a corpus for unforeseen expenditure which Federation may have to incur due to compelling circumstances. He thanked all the delegates for extending full cooperation in clearing outstanding dues upto December, 2014. Most of the affiliated

associations have cleared their dues upto 2015 and remaining units have promised to clear them by July, 2015. Financial discipline is a key to success for any organisation and maintaining this principle IRPOF has covered a long journey and still it has miles to go. During this journey the standard of our meeting has risen day by day and we are holding our meetings in a very cordial atmosphere and providing all the facilities to the delegates attending them. Thus, we should avail this opportunity for serious discussion. He once again thanked all the members and office bearers for their cooperation and assured the House that he will be available as and when called for any assignment.

SHRI B. CHAKRABORTY, GENL. SECY/CLWPOA - he thanked NRPOA for making excellent arrangements and extending warm hospitality. He informed the House that in the recently conducted AGM of CLWPOA he was elected as General Secretary and assured full support to the Federation in the days to come. He mentioned that Federation should provide financial support for contesting Court cases which are being filed and it is very difficult for the Associations to manage the expenditure incurred in contesting the Court cases. CLWPOA had given its views and suggestions in preparation of Memorandum submitted to VII CPC. IRPOF should take up the issues raised in the Memorandum and make its best efforts to get them resolved by the Pay Commission. The issue of stagnation of Group 'B' officers for induction to Group 'A' specially in Personnel, Civil and Accounts needs to be tackled on top priority as the stagnation period is exceeding 15 years in these departments. Though some work has been done for the Misc. cadre and a sense of feeling has arisen amongst them that Federation is taking care of them. The issues related to Misc. cadre needs to be resolved to regain their confidence. The issue of PRO cadre for merger with T&C should also be looked into. He highlighted the problems of renewal of work charged posts in CLW which has resulted in denial of promotion to the eligible officers to Senior scale adhoc and JAG adhoc specially in Mechanical department. Similar problems will be existing in other units also and this needs to be discussed how to overcome this situation. The agenda for Formal Meeting submitted in CLW and meeting will be fixed shortly wherein local issues/problems of CLW will be discussed. He admitted that CLWPOA needs to work for increasing membership of Benevolent Fund and assured that in the days to come special drive will be launched for enrollment of members of Benevolent Fund. He mentioned that the Benevolent Fund should not be taken as any insurance scheme but it is a sense of brotherhood and keeps us united. He mentioned that e-mails if any sent by any ex. Office bearer or member should not be taken as criticism but we should introspect ourselves taking it as a suggestion to improve our functioning.

SHRI BALBIR SINGH, DELEGATE/CRPOA - he thanked NRPOA for extending warm hospitality and informed that he had distanced himself from the activities of the Association and Federation for the past few years and now he has been regularly attending all the meetings of the Federation irrespective of the fact that whether he has been nominated or not. He informed the House that he has attended past few meetings taking his own Leave and Privilege pass because he was serious about the issues of promotee officers. The working of the Federation in the past few years had been very much transparent and has improved giving no room for criticism. It is obvious we have many issues and Federation is discussing them at Board's level and if they are not being resolved it does not mean that the Federation is not functioning. The image of IRPOF has risen and we should have faith in our leadership and extend full support to them so that they can negotiate on complex issues with full authority. Some people are unable to digest our unity and they are trying hard to break it so that splinter groups emerge within us and they may benefit adopting the policy of divide and rule. We should be cautious of this nefarious act and if we want to criticise anything that can be accepted but selection of words should be justified and not hurt the sentiments of any of our members. No person is authorized to give decision on the functioning of Federation as this power vests with the August House only. The e-mail being sent to break our unity or spread rumours amongst the members is condemned and we should work together for the upliftment of promotee officers without paying any cognizance to such acts. He further mentioned that CRPOA have made a sincere effort in enrollment of Benevolent Fund and if Railwaywise list is provided then it will be more easier to identify the officers who have not yet enrolled in the Benevolent Fund.

SHRI R. BANDHOPADHYAY, GENL. SECY/ERPOA - he appreciated the efforts made by NRPOA for the arrangements of ECM. He mentioned that lot of work has been done by IRPOF leadership and we should repose faith and support them. He also thanked Adviser/IRPOF for the contributions made by him and mentioned that monthly IRPOF communication is full of information and in Eastern Railway they have formed a group through which IRPOF communication is sent by e. mails and it reaches each and every member of ERPOA. The associations are often asked to expedite submission of APAR, D&AR/Vig. Clearances to Railway Board and in absence of the names and letter of Railway Board it becomes difficult for us to chase the matter in CPO's office. It will be better if a copy of Railway Board's letter is sent to us to facilitate submission of requisite information well in time. During discussion details of discussion with VII CPC were not given and it is not clear whether merger of Group 'B' and Group 'A' will be done or not. The recommendations of HLRRC – Bibek Debroy Committee

are in good direction and if we take up our issues properly with them then this is a golden opportunity to achieve parity with direct officers. The recommendations of two services by the committee will provide parity in promotion, reduce departmentalism and accountability in case of accidents could also be pin pointed as there will be no place for shifting of onus from one department to the other. A detail in-depth study needs to be done before Federation makes up its view point and in fast changing scenario we should not hesitate to accept positive changes which can benefit both promotee officers and the railways at large.

SHRI SHALIK RAM, GENL. SECY/DMWPOA - he thanked NRPOA for good hospitality and appreciated the arrangements made for the ECM. He further mentioned that such elaborate arrangements are possible only when organization is strong at the ground level. All the affiliated associations should work together with the intention to strengthen IRPOF because if we can achieve anything then it is only possible by having a strong Federation. We should give no cognizance to e. mails which are being sent with wrong intentions to create panic and unrest amongst the promotee officers. No time should be wasted on discussion on the matters which are fit to be confined to the dustbin. We should utilize our energy and time for discussing our strategy to be adopted in the days to come. He highlighted the problem that junior officers are getting adhoc JAG in other zones whereas senior to them are deprived of adhoc promotions which is a matter of concern and needs to be resolved. Instances have come to our notice wherein even after issue of regular JAG promotion orders by the Board the officers could not join in JAG due to non availability of vacancies in the zone and such situation demotivate our member and it should be avoided. Federation should take up this issue at Board's level and ensure that while making regular JAG promotion the allocation of zone should be done keeping in view the availability of vacancy and balancing of officers should be done through proper cadre management so that such situations do not arise. If required transfer of officers should also be considered.

SHRI H.C. YADAV, PRESIDENT/ECRPOA - he congratulated Genl. Secy/NRPOA and his team for making good arrangements. He informed that in all the ECMs and AGMs he had been giving organizing Secy. Report as and when demanded and in today's ECM also Org. Secy report of ECR is annexed with the SG Report. He informed the House that 80% upgradation of Group 'B' officers in PB-5400 is being done in ECR and senior scale adhoc promotion in Civil department have been issued. JAG adhoc promotions for 2007 batch officers is under process. Federation is informed about all the activities going on in ECR and recently a Court case was decided by PATNA CAT and a copy of the orders along with OA was forwarded to IRPOF office

and as per directions given representation was submitted to GM/ECR and CRB by all the S&T officers of ECR who were empanelled for Group 'A' in year 2012-13 and 2013-14. ECRPOA has enrolled 30 new members in the Benevolent Fund and all efforts are being made to achieve the target of 60 enrolments in the next few months. He appreciated the efforts of IRPOF for getting final seniority of Civil Engg for induction to Group 'A' pertaining to vacancy year 2014-15 issued ahead of Mech department but still we are the second last in the queue of eight organized services and more upward revision is required. The issue of wrong distribution of 411 posts have been discussed in this forum number of times but no result has come out. The detail statistics, information collected through RTI were provided to the Federation but yet this issue is to be resolved. A detail discussion on the issue needs to be done and action taken accordingly by the Federation. He informed the House that as decided in the last meeting ECRPOA is having sufficient legal fund and the first installment of Rs.10,000/- demanded by the Federation has been paid today. ECRPOA is chasing deficiencies pointed out for DPCs and they will be sent to Board shortly. The APAR of two officers is not available and this has caused the delay hence, he requested all the Genl. Secys to ensure that APARs of the year 2014-15 of all officers are completed as they will be required for promotions to JAG and Selection grade w.e.f 1.1.2016. He further mentioned that Secy. Genl has not discussed the issue of stagnation in three departments, provision of additional posts and Resolution adopted by FROA with regard to Senior scale adhoc promotion. The report submitted by Bibek Debroy Committee has been discussed on preliminary basis and an internal group needs to be formed to analyse all the recommendations in detail so that we may be in a position to understand the recommendations in a better way.

MS. V. INDIRA, DELEGATE, SCRPOA - She thanked President/IRPOF for granting time to express her views. She also thanked Federation for taking up the issues of Misc cadre and it is heartening to see that the issues of Misc. cadre have also found space in Secy. Genl. Report. The cadre of Education department is one of the largest cadre amongst the Misc cadres having approx. 100 officers. The education officers are enlightened and highly educated but are most neglected one because the last DPC was conducted in 1982 and there is no hope for the DPC being conducted even in 2015. Though efforts have been made by the current Exe. Body and the things have started moving but the pace is very slow and if the DPC process is not expedited in next six months then all the officers likely to be inducted into Group 'A' will be having less than 3 years of residual service after empanelment thus, they will be deprived of JAG adhoc promotion which will be a very sorry state of affairs. The designation of PS/Gaz and PS non gazetted are same which needs to be changed and thus provide some relief

to PS cadre so that they can be identified by the revised designation as an officers. There are many Group 'B' officers in Misc cadre who have not been granted Senior scale promotion either on adhoc basis or regular after rendering services for more than 25-30 years. The level of stagnation in Sports cadre is also increasing and their future career prospects are very bleak. She requested Genl. Secy of the five railways i.e. WR, CR, NR, WCR and ECR to expedite submission of information related to Education department demanded by Railway Board through letter dated 31.3.2015 followed by reminder in May, 2015 so that further action can be taken. In the last she mentioned that since she belongs to Education department it has become their habit to check all the papers minutely and bare perusal of SG report shows that repetition of paras has been done and it seems this has occurred due to cut and paste method adopted while preparing the report but the efforts made by the Federation for the cause of Misc cadre are appreciated and we have seen a ray of hope for settlement of our issues in the days to come.

SHRI HOTAM SINGH, DELEGATE/NCRPOA - he mentioned that distribution of 411 posts is not justified and Federation should take up this issue with the Board and get adjustment of posts done through lateral shifting in order to reduce stagnation in various services where the officers are awaiting for induction to Group 'A' after completion of 15 years of Group 'B' service. The officers in some services are being inducted with 7-8 years service and in other departments like Civil, Accounts and Personnel we are reaching above 16 years of service which has caused a gap of nine years for induction to Group 'A' in different organized services. He highlighted the issue of transfer of Shri S.S. Parashar, Genl. Secy/NCRPOA to Northern Railway and mentioned that the transfer has demotivated the officers and no meeting could be held since January, 2015 as the members are afraid of coming to the meeting as they can be the next officer to be transferred out of NCR. Federation should take some concrete steps and at least ensure that Genl. Secys of the Associations are not transferred and the Genl. Secys should invariably be posted in Headquarters office so that the issues related to our members could be chased effectively. The issue of providing data card only to JAG officer was raised in previous meeting also and it was desired that LAPTOP has been provided to all officers and its effective use can only be made if net connectivity is provided hence, Federation should ask Railway Board to provide data card to all officers for smooth official functioning. Adviser/IRPOF Shri Jitendra Singh who was supposed to guide and resolve complex issues but it has been noticed that he is chasing the issues related only to Traffic department and SMSs are being sent for completion of formalities, sending D&AR/Vig clearances related to Traffic department only and no intimation is being provided by him related to

other organized services. Adviser/IRPOF should rise above the feeling of departmentalism and work uniformly for all organized services and Misc cadre so that none of the services or promotee officers are deprived of his services. In the last he mentioned that regular JAG promotion are issued by Railway Board based on all India seniority but it is not understood why the officers are not posted in the zone where JAG vacancies exists. The officers promoted on regular basis in JAG are working in Senior Scale due to non availability of vacancies thus Group 'B' officers in the zone are deprived of senior scale adhoc promotion which is not a healthy situation. Federation should look into this aspect and take some remedial action and even if required officers be transferred to other zones to materialize their JAG promotion where vacancies exist.

SHRI ASHOK KUMAR, PRESIDENT/DLWPOA - he appreciated the efforts made by NRPOA in organizing the meeting and informed the House that the Genl. Secy/DLWPOA could not attend this ECM as he is undergoing training at Bangalore. He further mentioned that due to work pressure and many new activities going in DLW he could not submit Org. Secy. Report this time and assured that in the next meeting Org. Secy report will be sent in time. DLWPOA is holding its regular monthly meeting and there is close interaction with all the members and we are discussing all the issues which are taken up by the Federation and have been giving our views as and when called for by the Federation. The officers of 2005 batch are still awaiting for JAG adhoc promotion as no vacancies are available and now they are likely to get JAG regular promotion. Federation should keep a close watch and ensure that the officers on regular JAG promotion are posted at those places where vacancies exists. He further informed the House that promotee officers who are due for JAG adhoc promotion are required to be sent for MDP course but they are being forced to go for induction training of Group 'B' and they are being harassed by not sending for MDP course. Federation should look into this and necessary action as per extent policy of Board should be reiterated to DLW to provide justice to our members.

SHRI V. NAGESHWAR RAO, PRESIDENT/SCRPOA - he appreciated the arrangements made for the meeting and mentioned that Mech and Civil officers of 2006 batch are still waiting for JAG adhoc promotion and if any vacancy arises it is filled by transferring direct officer and depriving the promotee officers benefit of adhoc JAG promotion. There should be some policy for transferring JAG officers and it should be ensured that while making transfer the promotional prospects of our members are not curtailed. The issue of stagnation of Group 'B' officers for induction to Group 'A' remains unresolved and some serious action is required to tackle this problem. The problems are also being faced for promotion to Senior

Scale adhoc and the administration tries to delay them on one pretext or the other and in such situations it becomes very difficult for the association to explain to the members. During the course of discussion nothing has been mentioned about VII CPC and as per information received from various sources it is learnt that report is likely to be submitted in near future. All the members keep on asking what is happening to Group 'B' officers, what will be their status and how they will be placed in Pay Scale. Federation should provide some details to reply to the queries of our members. The non functioning of Departmental Committees is a very serious issue as they were formed with the intention to provide input to the Federation for understanding the problems of different services and would also facilitate in negotiations with the Board. Some time limit should be fixed for the members of the Departmental committee to act upon and they should realize their responsibility and duties and try to furnish the data required to the Federation in a time bound manner.

SHRI G.P. PRABHAKAR, GENL. SECY/NERPOA - he appreciated the arrangements made for the meeting. He expressed his concern that the discussions which have taken place till now have been mostly pertaining to advancement of Group 'A' officers to senior scale and JAG. It seems that Federation has left the issues of Group 'B' officers and is only thinking for those promotee officers who have been inducted into Group 'A' and chasing their further promotions. Such situation is not healthy for IRPOF wherein the basic members have been neglected and this will pave a way for differentiation and division amongst promotee officers on these lines and it will be visible in near future. Federation should think about Group 'B' officers belonging to organized services and Misc cadre and discuss about how to increase the quota allotted for Group 'A' induction, their service conditions and the problems meted out to them while discharging their duties. IRPOF has done a commendable job in getting the quota increased from 180 to 411 of all organized services for Group 'A' induction. Though this figure is being used for the past so many years but what criteria has been adopted in arriving at this figure has not been explained in any of the meetings and Group 'B' officers keep on asking how the distribution of 411 posts have been done without following any criteria. The number of officers in Civil Engg are maximum but the quota of Mech. department is higher and similar situation is apparent in other services too. All the affiliated associations should strengthen the hands of the Federation and Federation is also duty bound to clarify the issues which are raised in the meeting otherwise there is no point in raising important issues in the ECM/AGM of the Federation. He criticized the e-mail being sent and ending his address on a sentimental note he informed the House that this will be his last

meeting which he will be attending if the criteria of distribution of 411 posts is not explained.

SHRI P. GANGOPADHYAY, GENL. SECY/SERPOA - he thanked NRPOA for good arrangements. He took exception to the statement made by one of the delegate that officers of Education department are highly qualified and enlightened and further mentioned that officers working in various organized services are also B. Tech., M. Tech, MBA having professional degrees which are not less or inferior as compared to the qualification of Education officers. All promotee officers belong to one family and there should be no distinction on the basis of qualification etc as this will give rise to factionalism and groupism amongst us and will be a threat to our unity. Most of the issues of promotee officers are related to zonal railways and they can be resolved by the association at GM's level. Only Policy issues should be taken up in the Federation meeting so that focused discussion could be held on these issues. He further mentioned that the present seating arrangement made for the meeting is not comfortable and we should follow the pattern adopted in Bhubaneswar meeting wherein all the delegates were sitting in round table facing each other which provided better interaction amongst us and all the delegates sitting in front row keeps them attentive throughout the meeting. Federation should think and if feasible this pattern should be adopted for meetings to be held in the future. In the last he mentioned that the emergent meetings are called by the Federation to discuss urgent issues but it is very difficult for the Genl. Secretaries to come from far off places to attend the meeting for short duration and that too on short notice. We should make use of latest techniques and Genl. Secretaries located adjacent to New Delhi or having over night journey may attend the meeting and other Genl. Secys be allowed to send their views and suggestions on the issue involved through e-mails etc. Practical problems faced should be kept in view while holding such meetings.

SHRI R.P. TIWARI, VIDE PRESIDENT/IRPOF - he appreciated the efforts made by NRPOA and further mentioned that when Federation holds meetings in New Delhi Minister and other high officials of Railway Board are invited thus the level of the meeting has to be raised to that level and this involves lot of hard work which NRPOA team has accomplished successfully. No doubt NRPOA is the host railway but this is an event of the Federation and all the affiliated associations should come forward to extend their helping hand to make our meetings a great success. RDSO had contributed Rs.25000/- as advertisement to provide financial assistance for this ECM and other units should also think on these lines besides providing financial help this also depicts the belongingness which we owe to the host unit. He informed the House that a Legal Committee was constituted by

the Federation and he was nominated as the Convener of the committee. He expressed his anguish that there had been no communication or interaction amongst the members of the Legal committee despite the fact that more than 7 cases are pending in various tribunals. It was decided by the Federation that Genl. Secys of the Association in whose territorial jurisdiction CAT lies will be responsible to engage Advocate, file Counter reply and chase and monitor the case on day to day basis to avoid any adverse decision. SCRPOA has not responded despite my personal chasing on the other hand full support was extended by SWRPOA. Advocate was consulted in Bangalore who was of the opinion that a Misc petition should be filed in Principal Bench, CAT/New Delhi for clubbing of all the cases. Federation is only respondent in one case filed in Principal Bench, CAT/New Delhi and we have filed application for impleadment of IRPOF as respondent in CAT/Lucknow. Further action is to be taken in consultation with advocate who is contesting OA No. 455/2015 in New Delhi. NRPOA had extended full support in contesting two cases filed in their jurisdiction and they are chasing both the cases on regular basis. Interim Relief demanded by Shri Abhay Kumar in OA No. 455/2015 was contested by the Federation and Misc application was not allowed by the Tribunal. We have to be very cautious in dealing with the Court cases as major policy principle has been challenged before the Court of law and it will not only affect the departments concerned but will have impact on all the services because if any adverse decision comes that will be applicable on all the services. Thus we should contest all the cases strongly and the Legal Committee formed needs to be revisited and only two members i.e. Convener and Shri S.S. Parashar, Genl. Secy/NCRPOA should be the member of the Legal Committee and in addition to them the Genl. Secy of concerned railway will automatically become the member of the Legal Committee in whose jurisdiction the case has been filed. ECRPOA had timely informed about the decision of the Patna CAT and he was provided a draft representation to be submitted to Railway Board. ECR managed to send the representations to Board and in compliance to CAT directions Railway Board has considered the representation of the applicant and disposed off through a reason speaking order. He appreciated the timely response of ECRPOA and expected that other affiliate units also keep a close watch on the happenings going on in their jurisdiction.

SHRI R.C. MONDAL, DELEGATE/NFRPOA - he appreciated the hospitality extended by NRPOA and informed the House that he was attending first meeting of the Federation and after witnessing the discussions he was satisfied that Federation is taking care of the interest of promotee officers. He informed the House that the working of officers in remote field areas is very difficult and insecure in NF Railway. There had been many cases of

man handling and threatening by anti social elements and despite that promotee officers are performing their duties with full devotion and sincerity in such adverse situation. He further mentioned that training institutes are located at far off places and travelling time for NF Railway officers in to and fro journey is 5-6 days. Federation should take up this issue at Board's level and permit facility of air travel to all officers when they are sent for training.

SHRI P.K. YADAV, ORG. SECY/IRPOF - he appreciated the arrangements and further mentioned that he is not surprised the way NRPOA have handled the meeting because they have vast experience of organizing such great events. Every time when they host meeting they introduce new concept and this time many corporate houses have been roped in to sponsor this event which provide us a learning platform and we should also make our efforts to find sponsors for the events. Shri Prabhakar had raised the voice of Group 'B' officers who are at the receiving end and he has rightly said that the Federation is more interested in ensuring timely JAG and Selection grade promotions rather than discussing GP 5400 to all officers and 80% upgradation to Group 'B' officers, holding of DPCs for induction to Group 'A' and many other issues related to the career prospects of Group 'B' officers. The Exe. Committee members of IRPOF are always experienced and they are usually in JAG or Selection Grade but the focus of the Federation should always be on our basic member in Group 'B' working in GP 4800/5400. The eligibility period for Group 'A' induction is 3 years service in Group 'B' but officers who have completed 15 years of Group 'B' service are yet to be inducted into Group 'A' and this should be a major concern for the Federation. Now a days we are discussing stagnation in promotion to JAG after induction to Group 'A'. We need to understand that every year 411 officers are being inducted into Group 'A' by promotion and there is parallel recruitment of Group 'A' officers through UPSC and the availability of JAG vacancies is not commensurate to the rate of induction to Group 'A' thus the situation will further worsen and we will have to wait for JAG adhoc promotion and in many services we have already experienced that officers were not promoted to JAG adhoc but their regular JAG promotion orders were issued by Railway Board. Now think of the situation if the quota of 411 is further increased then it is obvious that there will always be mismatch of vacancies for promotion to senior scale. The cadre management is a vicious circle and we need to devote some extra time taking into projection of next 10 years at least and then decide the course of action to be taken. Submission of DPCs papers to UPSC are delayed for want of D&AR/Vig clearance, Federation should insist Board to obtain all such clearances online to avoid delay. In many zones D&AR/Vig clearances are available on website and Board can have access to it. Federation should

talk about system improvement and all such obsolete practices which causes delay should be replaced and use of new IT technology should be introduced for quicker and faster approach. Federation has been doing many things and we are privy to such information but the officers working in field units are not aware of our activities. Publicity at field level is required otherwise the members have the impression that associations and federation are not functioning which can send a wrong message amongst our members.

SHRI OM BAJAJ, PRESIDENT/WRPOA - he thanked NRPOA for the warm hospitality extended to all the delegates and appreciated the contribution of Shri Amesh Kumar, as Secy. Finance/IRPOF. He clearly mentioned that the functioning of Exe. Body of Federation can only be assessed by the House and all the delegates are free to criticize and give their suggestions for better functioning of the Federation. But this power cannot be exercised by any person who is not a delegate in this meeting. He further informed that monthly meetings are being held by WRPOA and all officers are ready to pay additional fund to contest the Court cases and we should not refrain from engaging eminent lawyers citing the problem of scarcity of funds. WRPOA is having corpus of Legal Fund as decided by the Federation and amount will be transferred to the Federation as and when asked for. Besides this additional funds through voluntary contribution should also be accepted in the Legal funds which can be utilized whenever required. The recommendations of Bibek Debroy committee should be examined by the Federation and a consensus should be made through discussion before opposing or accepting the recommendations.

OPEN SESSION

Open Session of ECM/IRPOF was held on 25th June, 2015. Shri Manoj Sinha, MOS(R) was Chief Guest and he obliged us by attending the same. Besides him Shri Shiva Gopal Misra, Genl. Secy/AIRF, Shri M. Raghaviah, Genl. Secy/NFIR, Shri Guman Singh, President/NFIR and Shri U.S. Jha, Genl. Secy/AIRPFA also attended the Open Session and gave their valuable suggestions and extended full support for the pending issues related to promotee officers. Adviser/IRPOF Shri Jitendra Singh was also present in the Open Session. IRPOF thanks NRPOA and his team for making good arrangements for the conduct of meeting and it would not have been possible to have a successful ECM without their support.

Open Session is taken as an opportunity to discuss our problems and highlight the issues of major concern before the dignitaries present and also to make the members aware of the current status. We are thankful to ex. Office bearers Shri S.K. Bansal, ex. President/IRPOF, Shri Gopi Ram, ex.

Secy. Finance, Shri Surjit Singh, ex, Secy. IRPOF, Shri P.K. Khurana, Vice President/IRPOF, Shri Yogesh Kumar, ex. Vice President/NRPOA and members who graced the occasion by attending it.

President/IRPOF Shri Deepak Shelly welcome MOS(R), Genl. Secretaries of all the Federations and all the officers in the Open Session of ECM/IRPOF. He gave the brief view of the problems faced by promotee officers and also appreciated the good work done by the Board in the past one year.

Secy. Genl/IRPOF appreciated the progress in the DPCs work for induction to Group 'A' and requested MOS(R) to further expedite the process so that time schedule of the model calendar issued by DOPT in 2014 could be adhered. Yet we are in the process of finalizing the papers of DPCs to be sent to UPSC for Vacancy year 2014-15 whereas as per model calendar panel should have been available on 31st March, 2014 itself. If we wait for the completion of process of the DPCs for the year 2014-15 then we will again land in the similar situation where DPCs were delayed for two years and more and all the efforts made in regularizing the process of DPCs will be rendered to be a futile exercise. Simultaneous action for issue of provisional seniority list of all the organised services should be initiated for Vacancy Year 2015-16.

IRPOF requested MOS(R) that Transfer policy should be issued and it should be followed strictly in true spirit without any exception. The transparent transfer policy will have no room of discretion and thus confusion of being isolated or pick and choose policy being adopted will not come to our mind. It should be ensured that transfers should be done within the region and cross transfers should be avoided which serve no purpose. The issue of stoppage of Nursing Allowance to ANOs through Board's instructions issued in May, 2014 are arbitrary in nature and not justified. Payment of Nursing Allowance to ANOs should be restored taking in view the clarification issued by Ministry of Health and Welfare wherein it is clearly laid down that irrespective of post held all Nurses registered under Indian Nursing Council Act are entitled for Nursing Allowance. Federation also requested MOS(R) that the references made by Ministry of Railways to Ministry of Finance for grant of GP 5400 to all officers at par with Accounts and issue of placement of JAG in PB-IV instead of PB-III are still pending. MOS(R) was requested to kindly use his good offices and the recommendations sent to Ministry of Finance may be got cleared as the issues are pending for final decision for a long time.

Adviser/IRPOF raised the issue of granting seniority from the 1st April of Vacancy year as the same benefit has been allowed to RBSS, IAS

and in many other ministries. The demand of the Federation is only to safeguard the interest of Group 'B' officers who have to suffer for administrative delay in conducting DPC for Group 'A' induction. Once the model calendar for holding DPCs issued by DOPT is implemented on the railways then the above benefit even if allowed will have no impact as it is only meant to cover the loss of seniority of promotee officers due to administrative delays.

Shri Manoj Sinha, Hon'ble MOS(R) acknowledged the hard work done by promotee officers at field level and mentioned that the expectation of our users are increasing day by day and thus the responsibility lies on railwaymen to provide better facilities, environment and hassle free services so that the image of Indian Railways do not suffer any set back on our part. He assured the gathering that Ministry is working in all directions to bring the Indian Railways on the path of growth, provide financial stability and achieve customers satisfaction which is only possible when all of us think positively and work with full responsibility and accountability to achieve the set targets. The problems highlighted by the Federation will be discussed separately. Whatever feasible action within the parameters of existing rules will be taken.

DISCUSSION ON DISTRIBUTION OF CADRE - CIVIL ENGINEERING

Accepting the demand of the delegates President/IRPOF permitted a special discussion on the above issue for half an hour on the second day i.e. 26th June, 2015. Shri V.K. Gupta, Shri Amit Jain, Shri H.C. Yadav and Shri Hotam Singh presented a Power point presentation and gave their views that the cadre of Junior Time Scale for all organised services fixed as 1647 is not correct. In Civil Engg and Accounts department the posts of Leave Reserve were not included at the time of fixation of cadre and allotting quota of 411 posts for induction of Group 'B' officers into Group 'A'. They further mentioned that when the cadre was 1273 then the posts allotted to Civil Engg were more but the quota of Civil Engg for induction to Group 'A' was reduced when the total cadre strength of 1647 was taken into account. The methodology adopted by Railway Board is faulty and Federation should have got it rectified when all the statistics and information received through RTI were provided to the Federation. Further they mentioned that the strength of Engg officers is maximum on Indian Railways but the quota for induction is highest for Mech department which is not justified and this has resulted in stagnation of Group 'B' officers of Civil Engg for induction to Group 'A'.

Secretary General informed the House that all the issues mentioned by the delegates were incorporated in letter dt. 3.3.2014 addressed to Member Staff (copy provided in the meeting). Railway Board through letter

No. 2002-E(GC)13-6 dt.25.4.2014 clarified that leave reserve posts of IRSME and IRSEE were not taken into consideration at the time of fixing Jr. Scale cadre strength as 1273. The figure of Leave Reserve post of these department i.e. 143 for IRSME and 45 for IRSEE along with other consideration were taken into account for fixing the strength to 1647. Thus figure of 572 LR posts of all organised services have already been considered.

Member of Parliament, Rajya Sabha, Dr. Dilip Kumar Tirkey had also written a letter on the same issue in the month of December, 2014 to Hon'ble Minister of Railways and Federation had also submitted its viewpoint through letter dt. 10.2.2015 (which was printed in PROP Vol.1/2015 page 8). As per details available with the Federation the cadre of 1273 was distributed on notional basis amongst the 8 organised services and when quota of 411 was fixed it was done on actual basis based on 25% strength of JTS cadre in each organised service. However, Federation is open for taking up this issue with the Board provided some convincing reasons supported by documentary evidence are provided which show that LR posts of Civil Engg and Accounts were not taken into consideration.

Shri V.K. Gupta and Shri Amit Jain who have worked on this issue and given detailed presentation are requested to come to Federation office in the evening on 29th June, 2015 to further discuss the issue and take necessary action based on the information provided by them in order to counter the reply of Railway Board dt. 25.4.2014 (copy enclosed).

SHRI S. VENKATAPATHY, GENL. SECY/SRPOA - he appreciated the arrangements made for the meeting and comfortable stay provided by NRPOA. He informed the House that regular monthly meetings are being conducted by SRPOA and all important information are shared with the members from time to time. The issue of additional posts to tackle the problems of stagnation of Group 'B' officers needs to be resolved as there is no other way out to reduce the stagnation level specially in Personnel, Engg and Accounts. Federation should also examine DOPT's instructions dated 14.9.2014 and suitable action requires to be taken. We had been consistently raising the issue of early finalization of D&A cases of officers as they are not finalized as per the time schedule laid down. The officers have to face hardships for years together due to pending cases and the promotions are withheld. There are many instances where the officers have retired but could not be paid settlement dues to pending cases and they are running from pillar to post for finalisation of cases with no positive results. Federation should take up this issue with Board and ensure that D&A/Vig cases are finalized at the earliest and at least before retirement so that they are not forced to file court cases etc to receive their settlement dues. Issue

of Nursing Allowance to ANOs is yet to be resolved and in the Formal Meeting held on 30th March, 2015 a committee was formed which was supposed to submit their report within a month but till date report has not been submitted and ANOs are very much disturbed in this regard. He further informed that in Group 'B' selection it seems that administration has decided not to form the panel because recently selection of APO was conducted in which 104 candidates appeared but none was declared pass. It is beyond imagination that none of the candidates was upto the standard to qualify the exam and this points a finger on the system failure and we should discuss how to overcome this situation and the steps to be taken if similar situation arises in future Group 'B' selections.

SHRI K. SREENIVAS, GENL. SECY/SECRPOA - he thanked NRPOA for good arrangements and informed the House that SECRPOA is maintaining good and cordial relations with the administration and recently PREM meeting was held wherein various issues related to our members were discussed. ECM & AGM of SECRPOA are being held regularly and we are also holding regular monthly meetings to discuss various issues. Executive body of the Federation is functioning properly and efforts are being made to resolve our issues but we should also understand that there are some complex issues which take time as negotiations continues and we should not get disheartened if some time is taken. Despite all efforts still the promotee officers have not been able to achieve the status they deserve and number of times we have come across the situation where promotee officers are treated as second grade officers which is not acceptable. We can overcome this situation by delivering our best in official functioning and remain united despite difference of opinion. Just think of the situation if organisation is divided on departmental feeling, territorial jurisdiction or any other factor then definitely we will land in a horrible situation which will worsen our career prospects. He informed the House that SECRPOA is having sufficient legal fund and all the outstanding dues have been cleared by them and nothing is outstanding against us. He emphasized that all court cases related to DITS, DPCs and ante dating of seniority etc should be clubbed together this will facilitate proper monitoring and effective contesting of all the cases. Change in designation of PS cadre is very much required and Federation should revisit clubbing of various Misc cadres for different railways which has resulted in promotion of junior officers on adhoc basis and seniors in other zones are still awaiting for their promotion. The number of posts are very few in Misc categories hence, adhoc promotion should also be done on all India basis to provide equal chance and opportunity to all the officers and avoid adhoc promotion of junior officers in the cadre. Enrollment of new members in Benevolent Fund was done through a successful drive launched by SECRPOA and we are trying our

best to achieve 100% target to enroll our members in Benevolent Fund. Recently one of our member of Benevolent Fund had expired and the payment could not be arranged as the wife was not having any bank account and she was also insane. We should also think about such situations and decide that how the payments are to be made in such situations.

SHRI J.R. MEENA, GENL. SECY/RDSOPOA - he mentioned that in the last meeting held at Hubli it was agreed that action taken report on the minutes of the meeting will be presented in the next meeting. Federation has not provided any detail on the issues discussed in the last ECM and there is no continuity from the last meeting and we are discussing fresh issues and such practice will not help in resolving our issues. The issues discussed today will be left here only and in the next meeting we will start afresh thus the meetings are becoming simple rituals. We should think upon and evolve a system having specific agenda and action taken during the intervening period specifying the progress and also discuss how to achieve them in future. In the Formal meeting the issues are raised and discussed by the Federation but no follow up action is being taken thus we are not able to achieve the desired results. RDSOPOA had demanded a separate meeting with the Board to discuss the problems specific to RDSO and all details were provided to the Federation and the Board had responded that these will be discussed with the Federation. No meeting has been held on our issues till date. Federation should take necessary steps and arrange for a separate meeting to discuss the problems of RDSO. RDSO has been declared a zonal railways and Group 'B' officers of RDSO are being included in DPC s for induction to Group 'A' but the eligibility list issued by Board are not being endorsed to RDSO and even the letter asking for D&A/Vig clearances etc. are not being marked to DG/RDSO thus delaying the process . Federation should approach Board and include DG/RDSO in the mailing list as all the Group 'B' officers are part of the DPCs for Group 'A' induction in organized services. Adhoc promotions are being denied to promotee officers in RDSO on the plea of a clause of 100% deputation of Group 'A' officers. Group 'B' officers of RDSO inducted to Group 'A' should be considered for adhoc promotions against the existing vacancies or Board should issue clear directives fixing percentage of posts to be filled on promotion by Group 'A' officers in RDSO itself as being done in all zonal railways and production units. He further mentioned that work charged posts have been created for one year but still DPCs are not being done for adhoc promotions against these posts though eligible persons are available and 4 clear vacancies exists in RDSO. The issue of nomination of four delegates at par with zonal railways for the Federation meeting have been discussed number of times but yet no instructions have been issued by the

Railway Board hence, Federation should look into this and provide equal treatment at par with other zonal railways. RDSOPOA is trying its best to enrol as many officers in the Benevolent Fund and we hope that in the next few months we will be able to enroll remaining officers.

SHRI SHASHI RANJAN, SECRETARY/IRPOF - he appreciated the arrangements made by NRPOA and mentioned that lot of hard work is required in arranging such events. The host Association has to work day and night to ensure that all the delegates are given proper attention and meeting is conducted smoothly. He informed the House that due to his ill health he was out of touch and could not attend meetings in the past one year. To reinstate the dialogue with our members he has come specially for this ECM. Today we are holding the ECM of the Federation and being a part of the Executive body I have no right to criticize the functioning of the Federation as I am also part of it. The achievements of the Federation are applauded by all of us but when the time comes to own the responsibility for the failure then we raise the finger towards the leadership of the Federation which is not a right step. The failure of the Federation on any account is the collective responsibility of the Exe. Committee and we should be ready to accept it. Federation is having 25 affiliated associations and 24 Exe. Committee members and in such a democratic set up all the decisions should be taken collectively in a democratic way after discussion and if few office bearers take some decisions on vital issues this will give rise to autocratic way of functioning and we may land in a situation where our decision can be detrimental to the benefit of Group 'B' officers. The views of all the delegates attending the meeting should be taken and they should be involved in the decision making if we want to run an organization in a transparent way with clear intentions. In the past open session was held on the first day of the ECM and it was utilized to provide an opportunity to new delegates express their views who are attending the Federation meeting for the first or second time. This was a good practice and it provided a platform to groom our leadership. It is not understood as to when and how this system was stopped and now Open sessions are held in a festival mood showing our financial strength and hardly we discuss the important issues. The problem is that during the delegate session Federation office bearers and Genl. Secys speak and hardly there is any time for new delegates to express their views and now they have been deprived of the opportunity to speak even in the Open session and I fail to understand when they will express their views. It is not necessary that the ideas or good suggestions can be given by the experienced leaders only but the persons who are desirous and curious to join association or Federation can also contribute and are more important as they are trying to join the main stream and they should be given due recognition by the Federation. We should think upon

system improvement and provide ample opportunity to new delegates either by restarting the practice of open session or fixing a special slot during the delegate session thus enabling them to raise their voice. Bibek Deb Roy committee had submitted its interim report and now a final report has also been submitted by them on 12.6.2015. The report comprises of major recommendations in more than 300 pages which should have been discussed chapter wise and explained to the House what impact it has upon the career prospects of promotee officers. No discussion has been done on the committee report and Federation has taken a decision what portions of the recommendations are to be accepted and what is to be rejected without taking the House into confidence which is not appreciated. Are we aware what impact the report will have on common railway user or in the general interest of Indian Railways. Without understanding the finer details of the recommendations how can we form a view on the report. Normally we speak of 8 organised services as far as I understand there are three more organised services i.e. Medical, RPF and General services thus, total 11 services are existing in Indian Railways and Federation needs to understand the impact of this report on all the 11 services and not confine to any particular services as we are having our members across the organized and Misc cadres. The recommendations of the committee on railway Medical Services also needs to be critically examined and other options given therein should also be explored and whatever comes out after thorough discussion should be incorporated as the Federation view point while submitting our response to Ministry of Railways with regard to the final report of HLRRC. Many delegates and members of the Exe. Body had been discussing about the e. mail which are being sent. I fail to understand is there any necessity to discuss e. mail rather we should ignore them if we are not convinced by its contents. There seems to be no reason to react and waste our time on discussing e. mail rather this time could be utilize to discuss committee report or any other important issues as decided by the House. In number of meetings I have been listening that the Recruitment Rules for Group 'A' mentions that 50% of JTS vacancies are to be filled by promotion but I am afraid that in the Recruitment Rules anywhere it has been mentioned that 50% JTS vacancies are to be considered. We should read the Recruitment Rules in correct perspective and place correct information before the House otherwise wrong message will be carried by the delegates which is not in accordance with the extant rules. In the last he mentioned that there has been concern raised by all the members that Secy. General is not responding their phone calls and he proposed that if required additional Secretarial assistance be provided to him so that the complaint of our members could be redressed. He requested all the delegates to work for betterment of promotee officers and maintain unity amongst ourselves.

SHRI S.S. PARASHAR, GENL. SECY/NCRPOA - NRPOA had been making arrangements for the meeting in the past and the arrangements done by them for this meeting did not come as a surprise as we have been witnessing and expecting such arrangements from them. The team of NRPOA has done an excellent job and we should appreciate them. He asked the House for what purpose we are discussing the e-mail and if at all such discussion is required in the ECM of Federation. Federation should function as guided by the House and should not pay any heed to the criticism made by any person who is not part of the ECM. Today the scenario has changed since the inception of the Federation and maximum of our promotee officers who are present in the meeting and working in zonal railways, production units are placed in JAG or Selection Grade and this has also changed the thought process of the existing Exe. Committee. We are leaving behind our basic issues related to Group 'B' officers and trying to find out and discuss issues which are not very much relevant for the Group 'B' officers. Shri Jitendra Singh, ex. Secy. Genl/IRPOF and presently Adviser/IRPOF had led IRPOF for 10 years with three consecutive terms as Secy. Genl of IRPOF. The initial tenure of Shri Jitendra Singh was not upto the expectation of our members but the last two tenures had been outstanding and we could achieve maximum benefit during this period as compared to the past or the present. Two major issues i.e. ante dating of seniority from 1st April of the Vacancy year and provision of additional posts for Personnel, Civil and Accounts were left unresolved due to his superannuation and if he would have been available for next one year then we would have definitely achieved success on these issues too. It is strange to see that such two crucial issues which were left by Shri Jitendra Singh are not being discussed in our Federation meetings the reasons best known to the Federation. Federation has formed Departmental committee, Legal Committee, Pay Commission committee and many other committees on specific issues but no positive results have come out and it seems that the Federation wants to shift the onus of failure on these committees and stand clear of their responsibilities. We should think sincerely and act upon otherwise it will be too late and the officers joining as Group 'B' will always hold our leadership responsible which failed to achieve better promotional prospects and other allied issues. He informed the House that Shri Amesh Kumar, Secy. Finance/IRPOF to whom we are bidding farewell is superannuating on 30.6.2015 and he had been a very good person and adjustable in nature. He had never been involved in any politics or involved in lobbying during his entire tenure of 20 years in the Federation. During his long career in Association and Federation he had never taken any credit for his splendid performance and had been a silent worker performing upto our expectations and we wish him a very happy retired life. He informed the House that in the last seven years he has been transferred six times and it is not understood what policy

is being adopted while making frequent transfers. Our agenda of issuing transparent transfer policy has not been resolved till date and in absence of any policy the promotee officers are being targeted and transferred on the whims and fancies of the administration if they are not fulfilling dictates of their seniors which are often not in consonance with the extant rules on the subject. A trend has started to transfer Genl. Secys of the Association as they are raising the voice of Promotee officers before General Managers and PHODs which is taken otherwise and the Genl. Secys are being victimized by forcing transfers on them. If Genl. Secy of an association is transferred for raising issues and opposing illegal actions then how can the morale of members of his association can be boosted and there will be a situation that promotee officers will avoid attending our meetings and not give positive response to our calls for agitation etc. No meeting could be held in NCR since January, 2015 merely for the reason that officers are afraid that they will be transferred if they attend the meeting and Genl. Secy NCRPOA could not get any relief once he was transferred out of NCR. The case of transfer of Genl. Secy/NCRPOA is not an isolated one and in the recent past Genl. Secy/RWF and NWR were also transferred without following any transfer policy. The House should seriously think upon the prevailing situation, attitude of the administration and take a decision how to move forward in such situation. In a nutshell I can only say that the strength of the association or any organisation weakens if Genl. Secy is transferred and with weak association will the Federation will be able to survive. He informed the House that Formal meetings are being held twice a year regularly and all information asked by convener of the legal committee was provided instantly as and when asked for.

SHRI ARUN KUMAR SHARMA, PRESIDENT/WCRPOA/JABALPUR DIVN-

he thanked President/IRPOF for providing an opportunity to express his views and also appreciated the efforts of NRPOA in hosting this ECM. He informed the House that he was attending Federation meeting for the first time and he had a good experience and it was heartening to witness divergent views of the participants on important issues. The discussion held so far was not only informative but also helped me to understand the problems being faced by our members and the issues taken up by the Federation at the apex level. The way the ECM has been conducted is really appreciated and he suggested that in future meetings similar experience should be provided to new members by nominating them so that all are aware about the functioning of the Federation. The officers working in the field are not aware of the activities going on and there is a communication gap between the Federation and members which needs to be eliminated and we should reach our masses so that all the members are aware of the activities going on. He assured the House that the message will be conveyed

to our President and Genl. Secy to clear all the outstanding dues as being an Accounts officer I am fully aware that finances play a vital role in functioning of any system. The dues will be cleared shortly and as desired by the Federation we will try our level best to enroll new members in the Benevolent Fund which is a very good scheme providing immediate financial assistance to the family.

MRS. SHARDA RAMAKRISHNAN, GENL. SECY/METROPOA - she raised the issue of Misc cadre and highlighted their problems. She informed the House that officers in Misc cadre are deprived of 80% upgradation in GP 5400, ante dating of five years on induction to Group 'A', senior scale is not given to them and promotional prospects to JAG are very bleak. Federation should look into the genuine problems and try to get them resolved at the earliest. The plight of Education officers is worst and even if DPC is conducted for induction to Group 'A' even then there are remote chances of providing them JAG adhoc promotion as they will not be fulfilling the condition of three years regular service in senior scale.

SHRI PRAHLAD SINGH, DELEGATE/RCFPOA - he thanked NRPOA for providing excellent facilities during the ECM and appreciated the concept of having event sponsored. We should also think about generation of funds by way of advertisement to meet with our financial obligations. PROP magazine issued by the Federation is very informative and it has become better and we should further make it more interactive and relevant by including articles on critical issues and functioning of Indian Railways. He informed the House that recently in RCF there was an instance of misbehaviour and manhandling of promotee officer by one of the union office bearer which was taken up seriously by RCFPOA. Issue was discussed with GM and union and it was resolved maintaining the prestige and pride of promotee officers. The promotee officers are known for hard work and quality output for which we are recognized and we should maintain it if we have to survive and compete with direct officers. Though we have discussed number of times to have uniform constitution for all affiliated associations and system of uniform subscription from our members should be decided by the Federation. Transfer of subscription online direct into the account of the Federation should also be considered this will reduce and eliminate the issue of outstanding dues which is a regular agenda item for discussion in our meetings. Officers of EDP cadre have submitted their representation to railway board and copy endorsed to the federation which should be taken up at Board's level. The information available on website should be utilized by the Board for preparation of papers for DPC and online D&A/Vig clearances should be obtained to avoid delay in compilation of papers. The status of VII

CPC should also be informed as members keep on asking about the progress in this regard.

SHRI B.G. RAMESH, GENL. SECY/RWFPOA - he appreciated the arrangements made by NRPOA and mentioned that the Federation meetings are being held in a very cordial atmosphere maintaining high standards which has become an eye sore for many persons. Secy. Genl report has covered all the aspects and it is very informative and transparent in nature. IRPOF communication being sent every month is also a good tool which provides consolidated information of all the activities which we share with our members in our meeting. We should avoid discussion on any e-mail and neglect such things. Regular monthly meetings are being held and organisation is functioning properly. Enrollment to Benevolent Fund is being done by individual contact and we have almost achieved saturation point in this regard. Shri Amesh Kumar, has worked efficiently as Secretary Finance of the Federation and Federation has taken a right step to bid him a farewell by hosting this mega event. We wish him a happy and healthy retired life.

SHRI SREENIVAS, DELEGATE/ICFPOA - he mentioned that facility of Formal meeting is available in zonal railway but production units are deprived of this. Federation should take up this issue with the Board and facility of Formal meeting should be provided to Production units so that local issues could be discussed and resolved. Transfer policy being adopted suffers from aberrations as production units are clubbed in such a fashion that transfers are made from one region to the other whereas the clubbing should be done taking into account Southern Zone, Northern Zone etc so that officers due for transfer in Production Unit could be transferred to adjacent railways. The outstanding dues of the Federation and Legal fund will be paid soon.

REPLY BY SECY. GENERAL/IRPOF

IRPOF thanked NRPOA for making excellent arrangements for the meeting. He also thanked all the Exe. Committee members and delegates who participated in the discussion and gave their valuable views and suggestions on various issues discussed during the meeting. We should understand that even divergent views on any issue or having difference of opinion does not mean that the unity is under threat. We had always been transparent in sharing the information and had provided equal opportunity to all the delegates who express their views but when questions are raised that decisions are being taken by few members only that is incorrect and not acceptable. In none of the Federation meeting all the 24 Exe. Committee members had attended and this time also six Executive members were not

present may be due to some personal or administrative reasons. Things we need only thrice in a year hence, presence of all Executive members and nominated delegates is required so that we may have a fruitful discussion and take decision on critical and complex issues.

The efforts made by all of you in enrolment of 300 new members in Benevolent Fund are appreciated and as per assurance given we are hopeful that we will be able to achieve the target of enrolment of 500 members before our scheduled AGM in the month of September, 2015. As desired by you the list of members enrolled in the Benevolent Fund will be sent by E. Mail and which can be utilised by the unit to identify the officers yet to be enrolled in the Benevolent Fund. The list of members is also available on our website which can be down loaded if required.

We need to be serious to contest the Court cases and specially General Secretaries in whose jurisdiction Court cases are filed needs to take all possible steps and contest them vigorously and they can seek assistance from Shri R.P. Tiwari, Convener, Legal Committee. The status of Court cases and next date of hearing should be intimated to the Convener and IRPOF office to keep track of the pending cases.

The Group 'B' officers inducted to Group 'A' are not being promoted on adhoc basis in JAG and even the cases have come to our notice wherein officers have been regularly promoted to JAG in Mech and Civil but they are still working in senior scale due to non availability of vacancies. Due to such situation the promote officers of that particular zone are being deprived of JA adhoc promotion and senior scale adhoc promotions as the movement has come to a standstill. After discussion it has been decided that Federation will take up this issue with Board and ensure that on regular promotion to JAG officers are posted to the zones/Production Units wherever clear vacancies exists. Federation have been continuously insisting for issue of transparent transfer policy and implementing it in true spirit without any exception. This issue has also been raised before MOS(R) in the Open Session and we will pursue it further with the Board. On one hand we are talking about the transfer policy and on the other we also talk about cancellation transfer which are being issued in some departments. We should be clear in our view that Federation is not going to raise individual cases of transfer and only discussion on principles of transfer policy can be done. As regards transfer of office bearers of the Association and Federation is concerned we had been discussing these issues informally at apex level and is anyone say that the transfer of any Genl. Secy or office bearers the members are afraid to attend meeting then this shows that how weak that organisation is.

Final report of HLRRC is available on Railway website and views of all the affiliated associations were called when interim report was submitted by the committee but only four Associations have responded and now if we say that no discussion has taken place then it will be not fair. We failed to respond timely and then call explanation that collective decision is not taken if wholly unjustified and we should introspect before making such remarks. All the five Federations have submitted a letter to Hon'ble MR and once again I request all the affiliated associations to go through the final report submitted by the committee and send their response indicating the Paras of recommendations which they think are detrimental to the interest of promotee officers of Indian Railways. While sending the response please also suggest what would be beneficial for the system.

Many issues related to Misc cadre were raised during the discussion as already asked some zonal associations should send the proposal for change of designation of PS cadre endorsing a copy to the Federation office and MS, Railway Board so that necessary action can be taken in this regard. The issue of Nursing Allowance is yet to be resolved and the committee formed in the formal Meeting held with the Board has yet not submitted its recommendations.

Genl. Secys or Org. Secys of WR, CR, ECR & WCR are requested to expedite submission of information with regard to Education department to Railway Board at the earliest so that further action can be taken in the matter of initiating the DPC of Education department.

The issue of Merger of PRO cadre, promotional prospects of Para medical officers and other issues of Misc cadre are being discussed and we hope that some results will emerge in the days to come.

The issue of distribution of 411 posts is based on 25% of the cadre strength of each department and the quota of different departments is not comparable. All of you are aware of this system and it is really surprising to hear that there is no criteria of distribution of 411 posts. In the meeting one of our delegates had mentioned that in Recruitment Rules of Group 'A' there is no mention that 50% vacancies in JTS will be filled by promotion and the Federation had been mentioning it in all the meetings. It is really surprising that such issues are raised in the Federation meeting and amongst the delegates present we have many new members who are attending it for the first time and after hearing this they will have the impression that Federation had been giving misleading information not based on the facts and rules. Just for example IRSME Recruitment Rules 1968 Rule 5 says that all recruitment to the service by the method referred to in clause (a) of Rule 4 shall be to the Jr. Scale (JTS) only sub rule further

says that the percentage of vacancies to be filled by various methods shall be as follows :

- d) By promotion in accordance with the provision of part (iii) of these rules - 50%.


Similar provisions exists for other organised services also and we should refrain from making sweeping statements which are not in accordance with the extant provisions.

The issue of Civil Engg department have already been discussed in detail and the problem of stagnation is very acute which needs to be tackled and Federation is ready to discuss these issues with all the option open.

The problems specific to RDSO have been highlighted by RDSOPOA and as desired these issues will be taken up and discussed with the Board. Railway Board through RBE No. 200/2005 fixing %age of Group 'B' posts in all the organised services for promotion from Group 'C' to Group 'B'. Special dispensation was provided by the Railway Board to include vacant posts of Group 'A' (Jr. Scale) for assessment of Group 'B' vacancies and this continued upto 31.12.2013. No further extension has been granted hence, by making assessment for Group 'B' selection only vacant posts of Group 'B' are to be taken into account and vacant posts of Group 'A' should not be included. All the General Secys to keep a close watch on the notification issued for Group 'B' selections and ensure that vacant posts o Group 'A' Jr. Scale are not included in the selections.

I once again thank all of you for extending full support and cooperation from time to time and request all of you to maintain unity and think positively for the betterment of promotee officers. The AGM of IRPOF will be held in the month of September, 2015 at Mumbai. It will be host by Central Railway. IN this AGM we will be bidding farewell to our President Shri Deepak Shelly and also elect new Executive Committee of the Federation.

DA : As above.



(RAMAN KUMAR SHARMA)
Secretary General/IRPOF

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No. 2002E(GC)13-6

New Delhi, dt. 23/04.2014

The Secretary General,
IRPOF,
268, Rail Bhawan
New Delhi.

**Sub :- Allotment of Jr. Scale posts for induction of Gr. 'B'
Officers to Gr. 'A'.**

Ref :- Your letter No. IRPOF/CORRES/31/2014 dt. 3.03.2014.

Dear Sir,

In the above context it is stated that leave reserve posts of IRSME and IRSEE were not taken into consideration at the time of fixing Jr. Scale cadre strength to 1273. The figures of leave reserve posts of these Departments i.e. 143 for IRSME and 45 for IRSEE along with other considerations were taken into account for fixing the strength to 1647. Thus, figure of 572 leave reserve posts of all organized services have already been considered.

Further, re-fixation of Jr. Scale cadre strength cannot be considered at this stage as Cadre Review of organized services is at advanced stage and figure of Jr. Scale cadre strength of various services have been shown in the cadre review proposals already sent to DoP&T.


(J.D. Sharma)
Jt. Director Estt. (Gaz. Cadre)
Railway Board.

Misc/

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