

Meeting of
INDIAN RAILWAY PROMOTEE
OFFICERS' FEDERATION (IRPOF)

with Railway Board

on

30th MARCH, 2015

AGENDA

Venue: Committee Room, Railway Board

Time: 10.30 AM

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MEETING OF I.R.P.O.F WITH BOARD ON 30-3-2015

TENTATIVE PROGRAMME

Assembling in Conference Hall	:	10.00 a.m.
Welcome by AM (staff)	:	10.30 a.m
Opening speech by MS	:	10.31 a.m
Address by President, IRPOF and the General Secretary, IRPOF	:	10.40 a. m.
Tea (No Break – on seats)	:	11.00 a.m
Discussion on Agenda of items	:	11.00 a.m to 13.00
Vote of thanks by EDE(GC)	:	13.00 Hrs
Lunch	:	13.10 Hrs

Item No. 1A and B /2013.

Concerned Officer: **DE(Gaz.) 1A**
DE (GC) 1B

Subject: Cadre Review.

IRPOF's Demand:

1A: Recruitment Rules for Group A should invariably exist for all the Misc. cadre. Promotions at least up to JA Grade should be available in all the Misc. cadres.

1B: Career progression of Misc cadre:

The career prospects of Group 'B' officers promoted in all the Misc. cadre are very bleak compared to other organized services. The Group 'B' officers of Misc. cadre are retiring in Grade Pay Rs. 4800/- even after rendering services of more than 10 years. Sufficient number of Senior Scale and JAG posts should be made available in Misc cadre so that Career prospects are taken care of.

Misc. cadre where Group 'A' posts exists have not been included in the ensuing Group 'A' restructuring of the cadre being done by Railway Board. Necessary efforts should be made for providing better Group 'A' advancement of officers in the Misc. cadre.

Comments:

(A) Recruitment Rules are a pre-requisite to fill up any post. RRs are available for all Misc. Cadres. IRPOF is requested to indicate specific miscellaneous posts/cadres for which Recruitment Rules do not exist.

(B) Detailed Comments may be seen at Item 6/2013 on page 7. Hence closed here.

Item No. 2/2013.
EDPC-I

Concerned Officer:

Subject: Extension of Non-functional scale.

IRPOF's Demand:

The benefit of non-functional scale of GP 5400 was extended only to PS cadre whereas the VI CPC had recommended that all Group 'B' officers should be granted GP 5400 on completion of four years of service. Grade Pay 5400 should be granted to all officers of Misc. Cadre at par with Private Secretaries w.e.f 01.01.2006.

Comments:

6th CPC had recommended GP Rs. 5400 in PB-2 to Group 'B' officers of organized services who were in pre-revised scale Rs. 8000-13500. Above recommendation was accepted by Government with improvement to PB-3 GP Rs. 5400. Similarly, GP Rs. 5400 in PB-2 was allotted to the Private Secretaries Gr. II of Zonal Railways on the recommendations of 6th CPC as accepted by Government. 6th CPC had not recommended such a GP to any other category of Gr. 'B' officers on Railways. As such, it is not feasible for Ministry of Railways to introduce such a scale in departure to accepted recommendations of 6th CPC. However, several anomalies raised by the Federations were sent to Ministry of Finance. It is noted that the IRPOF has not raised this at the relevant time. Now, since even in respect of anomalies raised earlier, Ministry of Finance has directed to be referred to 7th Pay Commission, IRPOF is requested to make a submission in this regard to the 7th Pay Commission.

Item No. 3/2013
DE(Gaz)

Concerned Officer:

Subject: RR for ANO.

IRPOF's Demand:

Recruitment Rules for ANO for Group 'B' should be notified at the earliest

Comments:

Draft RRs for ANO Gr. 'B' have been framed and consultation with UPSC has been held. The next meeting under Single Window System with UPSC to finalise the RR, is to be held on 31.03.2015.

Item No. 4/2013

Concerned Officer: DE(GP)

Subject: DPC for Misc. cadre

IRPOF's Demand:

DPC of Misc. Cadre as per existing RR should be held as per calendar issued by DOP&T and a Special Drive should be launched to conduct DPC of Misc. Cadre.

Comments:

The present status of DPCs for inclusion to Group A /Sr. Scale of Misc Department is given below:

Status of DPCs for induction to Group 'A' of Misc. Departments.			
S.No	Service	Vacancies	Remarks
1	RPF	2013 & 2014	A DPC proposal for 88 vacancies of 2013 and 2014 has been submitted to UPSC. DPC date is awaited.
2	HINDI	2011-12 & 2012-13	A DPC for 5 vacancies of 2011-12 and 2012-13 convened by UPSC on 11.9.2014. Panel Notified on 23.12.2014.
3	LAW	2012-13 & 2013-14	DPC for 7 vacancies of 2012-13 and 2013-14 held on 20.02.2015.
4	Printing & Stationery	2013-14	DPC was held on 04.03.2015.
5	Public Relations	2014-15	DPC for 2014-15 vacancy is held on 23.02.2015.
6	CMT	Upto 2013-14	A DPC proposal for 6 vacancies of 2013-14 is under examination as per revised RRs.
7	Physiotherapy.	2012-13	Last DPC held on 23.8.2013 for 3 vacancies and promotion orders issued on 23.10.2013. Presently no vacancy.
8	Psycho-Tech	2009-10	Last DPC held on 6.4.2011 for 2 vacancies and promotion orders issued on 30.6.2011. Presently no vacancy.
9	Cash & Pay	2005-06 & 2006-07	Last DPC held on 4.1.2010 for 2 vacancies and promotion orders issued on 15.2.2010. Presently no vacancy.
10	EDP	2013-14	As a pending court case in CAT, Gwahati was settled recently, DPC proposal for 5 vacancies is being framed.
11	Education		Last DPC held on 20.4.1982 covering vacancies upto 1981. A letter has been addressed to the UPSC on 12.9.2014 requesting them to treat all the vacancies in Sr. Scale as vacancies having arisen as on date rather than preparing year-wise eligibility lists and fill them up accordingly. Information sought by UPSC is being collected.

Note: In Misc. cadres DPC proposals are framed and sent to UPSC only when vacancy arise.

Item No. 5/2013

Concerned Officer:

DE(GP)

Subject: DPC of Education department.

IRPOF's Demand:

Education Department is the most neglected cadre where the last DPC was conducted in the year 1982 and no DPC has been done during the last 32 years. DPC of this cadre should be expedited and ensured in 2014.

Comments:

The last DPC for promotion to the post of Principal in Sr. Scale in the Higher Secondary Schools on the Indian Railways was held on 20.4.1982 covering the vacancies upto 1981. Thereafter, another DPC proposal was sent to the UPSC in 1997 to fill up 42 posts but this did not materialize. Once again a proposal was sent in 2006 to fill up only 21 vacancies available on various units. The UPSC, after scrutiny of the proposal, vide their letter dated 29.12.2006, called for the Completion Certificate as per DOP&T's Check List, up to date Recruitment Rules, ACRs, Integrity Certificates, Liaison Officer's(SC/ST) Certificate, etc. No further progress has been made since then.

Now once again an effort has been made to revive the matter. A letter has been sent to the UPSC on 12.9.2014 requesting them to treat all the vacancies in sr.scale as vacancies having arisen as on date rather than preparing year-wise eligibility lists and fill them up accordingly. UPSC has raised certain queries regarding the operation of the regular Sr. Scale posts etc. replies to which are being collected from the Zonal Railways.

Item No. 6/2013.

Concerned Officer: DE(GC)

Subject: Restructuring for Miscellaneous Cadres

IRPOF's Demand:

Restructuring of Group 'A' cadre for organized services has been initiated as per recommendations of 6th CPC. No steps have been taken for restructuring of 12 Misc. cadres where Group 'A' cadre of these 12 misc. cadres.

Comments:

In the Board Meeting held on 23.04.2014, it has been decided that the issue of Cadre Restructuring of Gr. 'B' Services of Miscellaneous Departments of Indian Railways may be reviewed for taking up without waiting for finalization of cadre review of Gr. 'A' services.

The status of cadre restructuring of Miscellaneous Cadre is as follows:-

S.No.	Cadre	Status	Remarks
1	Law	Sent to Ministry of Finance on 23.01.2015	
2	Official Language	Received and processed on 23.02.2015	
3	Cash & Pay	First note to all cadre controlling authorities on 23.07.2014 followed by reminders date. 10.10.14 & 20.11.2014.	Fresh reminder issued on 18.03.2015
4	Chemist & Metallurgist		
5	Electronic Date Processing		
6	Mining & Coal Inspection		
7	Public Relations		
8	Schools		
9	Statistical & Traffic Costing		
10	Printing & Stationary	Proposal received but returned to Dir. (Ptg.) for some clarification regarding cadre strength	Fresh reminder issued on 18.03.2015
11	Psycho-Technical Cell	Note sent to cadre controlling authorities on 12.11.2014	
12	Library		

Item No. 7/2013.

Concerned Officer: **Adv(Accts)**

Subject: Restructuring /re-organisation of Computer Cadre on Railways/Pus.

IRPOF's Demand:

Restructuring/Reorganization of Railway Board Computer Cadre was issued on 14.7.2011 and it was decided that similar exercise for cadre restructuring of IT cadre on Railways/PUs on 08.05.2013 but despite a year has elapsed and yet the report from the committee is awaited. The committee should expedite submission of the report.

Comments:

The matter is under active consideration of the Committee constituted for Restructuring/ /Reorganization of IT cadre. As per decision taken by the Committee in the last meeting held on 05th May 2014, certain information has been called for from the Railways/Production Units for further consideration by the Committee. The last meeting of the Committee was held on 25/11/2014 and the draft report which has been finalized will be sent to the federations for their views. Further processing for restructuring of the cadre will be done in consultation with the DoPT/Ministry of Finance.

Item No. 8/2013.

Concerned Officer: **Adv/Health
EDPC-I**

Subject: Nursing allowance for Assistant Nursing Officers (ANO)

IRPOF's Demand:

Nursing Allowance is being paid to ANOs over Indian Railways except Southern Railway. Clarification sought by Zonal Railway has not been replied by Railway Board though more than one and half year has passed. Necessary clarification be issued to Southern Railway in this regard for grant of Nursing allowance to ANOs.

Comments:

Southern Railway had sought clarification regarding admissibility of Nursing Allowance to Assistant Nursing Officer (ANO), a Group B Gazetted post working in Railway Hospitals. The matter was examined in consultation with Health Directorate. It was observed from the Duties and Responsibilities of ANOs circulated by Health Directorate, that they perform overall supervision of nursing services and are not involved in nursing activities. Since Nursing Allowance is linked to the nature of duties, it was not found feasible to allow the benefit of Nursing Allowance to ANOs. Accordingly a clarification in this regard was issued to Southern Railway. As 8 Zonal Railways were granting Nursing allowance to ANOs, this clarification was also circulated to all the Zonal Railways. Further it was also clarified that past cases decided otherwise need not be reopened.

However, the issue is being examined de-novo by a Committee comprising of CMD/WR, CMO/Patiala, Adv/Health. The report is expected in April, 2015.

Item No. 9/2013.

Concerned Officer: **DE(GP)**

Subject: Merger of PRO cadre

IRPOF's Demand:

PRO cadre should be merged with Traffic (T&C) for induction to Group 'A'. This demand is pending for quite long time and this should be expedited. On the same lines merger of CMT Cadre, Cash & Pay, etc. should also be examined for considering them along with organized services for induction to Group 'A'.

Comments:

The Board's approval to merger of the PR Cadre with the T(T&C) Cadre has been obtained. As approved by the Board, the PR Cadre will be separate and distinct at the Group 'C' level and its merger with T(T&C) Cadre will take place at the gazette level, i.e., the Group 'B' and Group 'A' of PR Cadre will be merged with the respective Group 'B' and Group 'A' of T(T&C) Cadre. It will be given a final shape after the modalities of merger are finalized in consultation with UPSC/Ministry of Law.

The proposals for merger of other Misc. Cadres, such as, CMT with Mechanical, Cash & Pay with Accounts, Printing & stationery with Stores, etc. have been examined and not found feasible.

Item No. 10/2013.

Concerned Officer: **DE (GC)
Adv (Health)**

Subject: Adhoc Sr.Scale promotions in Medical department.

IRPOF's Demand:

Senior Scale posts are not available in the Medical department for adhoc promotion of AHO, APHO, AHEO and Assistant Physiotherapy officers. The posts of Doctor are lying vacant in abundance over Indian Railways. The element of these posts can be used to give adhoc Senior Scale promotions to officers belonging to other departments.

Comments:

A Director level Committee from Health/GC/FE Directorates will be formed to look into isolated para medical categories for suggesting avenue or channel of promotion.

Item No. 11/2013.

Concerned Officer: **ED(PC)**
DE (GP)

Subject: Career Progress to Gr. B officers of Misc. Cadre.

IRPOF's Demand:

Instructions for adhoc Senior Scale promotion by creating work charge posts in all Misc. Cadres be issued so that Group 'B' officers do not retire in GP 4800 after rendering more than 10 to 15 years of service as recruitment rules do not exist.

A Committee of ED be constituted at Board's level to examine the problems of Misc. Cadre and suggest ways and means to provide better promotional prospects and career progression to Group 'B' officers of Misc. Cadre.

Comments:

Instructions on ad-hoc promotion to Sr. Scale in Misc. Cadres already exist and in the event work-charged posts in Sr. Scale are created as per work requirement and availability of estimates and promotions are granted against these, the same instructions will be applicable. The instructions issued from time to time have been consolidated under Board's letter No. E(GP)2007/1/93 dated 29.2.2008. Specific cadres where difficulties are being faced may be pointed out for further examination.

*PENDING ITEMS OF THE
LAST MEETING*

Item No. 1 of 2012.

Concerned Officer: JS(E)II

Subject: Date of effect of Antedating

IRPOF's Demand:

It was stated by IRPOF that they have modified their agenda item No.4/2010 and modified their demand. IRPOF requests Railway Board to give justice to Group B officers by clearly defining the seniority rules instructions of Railways Board by mentioning that ante dating will be reckoned from 1st day of vacancy year and this will be irrespective of the date of formation of panel of Group A which almost gets delayed due to some or the other reasons. This provision should be made for and from vacancy year 2002-03 onwards when actual abnormal delay first time took place and it still having its effect on the DPCs getting delayed.

Comments:

The matter has since been examined. It is observed that the finalization of panels has since been expedited and right now panels for the year 2013-14 for all the organized services has already been finalized in consultation with UPSC. The detailed position is as under.

Service	Vacancy Year	Date of induction in Gr. A from
IRAS	2013-14	07.08.2013
IRPS	2013-14	03.09.2013
IRSEE	2013-14	11.06.2014
IRTS	2013-14	04.04.2014
IRSE	2013-14	22.08.2014
IRSSE	2013-14	08.05.2014
IRSS	2013-14	12.03.2014
IRSME	2013-14	26.08.2014

From the perusal of the above table it can be seen that there is no abnormal delay in finalization of the panel, necessitating review of the existing policy of allowing weightage of 5 years from the date of induction to Gr. 'A'. Also, process for forming panels for 2014-15 has been taken up in right earnest.

Further attention is invited to DoPT and O.M. No. 22012/1/2201-Estt (D) datd 29.07.2014 wherein it has been stated that there is no concept of "date as due" in matters of appointments including promotion, therefore, it would not be prudent to give effect to the date of Ante dating from 1st day of the vacancy year but rather we should continue with the present system wherein the induction of Gr. 'B' Officers into Gr. 'A' is notified on the basis of date of the letter under which the commission indicates their approval.

Item No. 5 of 2012.

Concerned Officer: **DE(GC)**

Subject: Cadre restructuring /upgradation of Group 'B'.

IRPOF's Demand:

Railway Board has undertaken the cadre upgradation for different categories of staff and officers. Hon'ble MR has promised in her budget speech that cadre upgradation will be undertaken for all categories of staff and officers. In this regard, our Federation has written a letter to associate us in this process but till date our views have not been discussed . We request that our Federation should be involved in the discussion for the finalization of Group A and Group B upgradation as our members are in both the segment.

Comments:

Detailed remarks given on page 7 for Item No. 6/2013. The item is repeated here, hence may be closed.

Item No. 2 of 2010.

Concerned Officer: **DE(GP)**

Subject: Benefit of fixation of pay on promotion to Senior Scale from the date of
of
increment.

IRPOF Demand :

The benefit of fixation of pay on promotion from the date of increment to all the employees including Group B and A Officers has been allowed and they can opt fixation of pay on promotion from 1st July of the year. The above benefit is being denied to Group B Officers on promotion to Senior Scale on adhoc basis resulting in drastic reduction in emoluments. It is astonishing to note that even after induction to Group A when senior scale promotion gets regularized this benefit is not being given retrospectively as adhoc promotion is followed by regular promotion without any break.

Comments:

The matter has been referred to E(O)III for examination.

Item No. 8 of 2010.

Concerned Officer: **DE(GP)**

Subject: Increasing trend of stagnation: promotion from Group 'B' to Group 'A'.

IRPOF's Demand :

IRPOF stressed that three departments i.e. Personnel, Accounts and Civil Engineering are facing stagnation and are waiting for upto 16 years for induction in Group A they pointed out that in the last formal meeting they had suggested 56 posts belonging to General Administration for which there are no Recruitment Rules and these posts filled by ex-cadre, can be utilized for clearing the stagnation in these departments. They stated that it is only a paper exercise.

Comments:

The case regarding distribution of 30 Leave Reserve General Posts to alleviate stagnation in three cadres have been examined in detail. It is seen that the process of distributing these general posts is a complex one involving approval of UPSC and DoPT which in the past has not materialized. It is seen that even if it is done it will not lead to much alleviation in the stagnation levels hence it is seen consider feasible the item may be closed.

Item No. 1(a) & 1 (b)/2008.

Concerned Officer: **EDE(Resv)**
E/GC

Subject: Reservation applied to Grade Pay Rs.5400 & Calculation of Vacancies for 80% upgradation to Grade Pay 5400.

IRPOF's Demand :

1(a) 2008: Post based roaster is applied at the time of promotion to Group B and also while making promotion to Senior Scale adhoc. It has been noticed that while upgrading 80% posts to Rs.8000-13500, another roaster has been prepared and reservation applied. The posts are being kept vacant in grade Rs. 8000-13500 for the SC/ST community, as the officers are not on roll in Grade Rs.7500-12500. The methodology of applying reservation on this pattern has resulted excess reservation in the total cadre.

1(b)/2008: 80% upgraded posts are being allocated and kept vacant by earmarking them to the officers who are working on Sr.Scale adhoc. It is not understood when an officer is working on adhoc basis in Sr.Scale in Grade Rs.10000-15200 then how a post in lower grade Rs.8000-13500 can be treated as consumed by Sr. Scale ad hoc promotee.

Comments:

As per present reservation policy of Government of India which is based on the Hon'ble Supreme Court according to which reservation of SCs/STs will be applied on the number of posts being operated in a Cadre. Any deviation in current reservation policy will be in contravention of the Hon'ble Supreme Court's order on the Subject.

As such, operation of Group 'B' posts in the higher scale of Rs. 8000-13500 can be done only to the extent of 80% of the Group 'B' officers on roll and thereafter reservation is to be provided to the extent number of posts being operated in the higher grade.

In the light of above facts it would not be feasible to adopt any other method of providing reservation in the higher grade as the same may pose legal hassles for not being in line with the Government's policy on reservation and Hon'ble Supreme Court's order on the subject.

Review by EDE/Res.

**List of Participants for Formal Meeting of IRPOF with Railway Board
to be held on 30th March, 2015.**

S.No.	Name S/Shri	Designation
1	Deepak Shelly	Dy.COM/BCT/WR
2	R.P.Tewari	Jt.Director/TMM/RDSO/LKO
3	Raman Kumar Sharma	Dy.CPO/R/NDLS/NR
4	Amesh Kumar	Dy. FA&CAO/Claims/NDLS/NR
5	Shashi Ranjan	Dy. FA&CAO/WP/Patna/ECR
6	S.S.Kannan	Sr. Manager/P&S/HQ/ER
7	H.C.Yadav	Dy.CE/TMC/Hajipur/ECR
8	M.M.Patnaik	DOM/Khurda Road/ECOR
9	Y.P.Mittal	Dy.CMM/S&P/NDLS/NR
10	S.S.Parashar	Sr.DME/Agra/NCR
11	G.P.Prabhakar	TCO/GKP/NER
12	P.C.Kalita	XEN/G.MLG/NFR
13	Parmeshwar Sen	SPO/HQ/JP/NWR
14	S.Venktapathi	XEN/LM/HQ/MAS/SR
15	Shakeel Ahmed	PRO/HQ/SC/SCR
16	Debrata Nandi	VO(A)/GRC/SER
17	K.Srinivas	Sr.CDO/BSP/SECR
18	Shaju A Francis	Sr. AFA/HQ/Hubli/SWR
19	A.K.Barsiyan	AXEN/BR/JBP/WCR
20	J.R.Meena	Dy.Dir./Track/RDSO/LKO
21	B.Chandrashekhran	SME/DSS/MAS/ICF
22	R.P.Singh	AEE/Plant, DLW, BSB
23	S.P. Kulshrestha	Dy.CE/PS/C/CSTM
24	Shiv Kumar	Dy.GM/RCF/KXH
25	Sharda Ramakrishnan	Dy.FA&CAO/Kolkatta/Metro Rly.