



FEDERATION OF RAILWAY OFFICERS' ASSOCIATIONS

President

R.K. BHATNAGAR

MTNL : 23381869

No-2014/FROA/16

To

Secretary General

R. R. PRASAD

MTNL : 23381326

27.10.2014

The Chairman,
Railway Board,
Ministry of Railways
New Delhi.

Sub: Irregularities in Group "A" recruitment in organized services

Dear Sir,

FROA had raised the issue of irregularities in the matter of appointment of Group 'B' officers to Group 'A' of 8 organised services in the formal meeting with the Board wherein it was decided that EDE/GC will explain the factual position in the matter separately to FROA.

Subsequently the details given to FROA in the matter were discussed with EDE/GC and it was seen that following serious irregularities are taking place in the appointments which are affecting the carrier prospects of direct officers :

1. The total junior scale strength of all 8 services has been arbitrarily fixed at 1647 by Board in 2007 and since then every year indents have been placed for induction of a fixed number of 412 officers from Group 'B' to Group 'A'. This is in direct violation of Supreme court directives in Dr J N Bhatnagar case No. 5893 of 1997 decided on 18.12.1998, which held as follows:

" The quota of percentage of departmental promotees and direct recruits has to be worked out on the basis of the roster points taking into consideration vacancies that fall due at a given point of time. There is no question of filling up the vacancy created by the retirement of a direct recruit by a direct recruit or the vacancy created by a promote by a promote"

As per Supreme court decision, vacancies should have been assessed every year and induction in group "A" was required to be done for half the vacancies through direct recruitment and the other half through induction from Group "B" promotes. In all the induction in the past fixed number have been

inducted from Group B irrespective of induction through direct recruitment and vacancies have not been taken into consideration

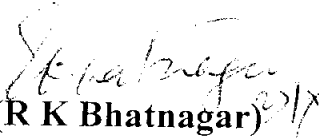
2. The recruitment rules to the organised services mandate that induction against vacancies in Group 'A' cadre will be in the ratio of 50:50 through direct recruitment and induction from Group 'B' officers. These rules are being completely ignored as is clearly evident from the fact that against 1506 officers inducted from group "B" only 589 direct officers were inducted through direct recruitment between 2004 and 2009. Violation of rules still continues.
3. Junior Scale strength has been kept disproportionately very high at 1647 against a total Group "A" revenue cadre of 4881 out of which only 3234 posts are in Senior Scale and above. Further recruitment every year of 824 officers against a revenue cadre of 4881 can not be justified as 824 vacancies can not arise every year in revenue cadre for which only Group "A" officers can be inducted. Induction has to be as per actual vacancies in Revenue cadre and not on presumed vacancies.
4. Disproportionately large recruitment in Group "A" has also been pointed out by DOP&T while considering cadre restructuring of Railway services. EDE/GC agreed that the rules have not been followed in the past. While direct recruitment was curtailed by UPSC to almost one third, induction from group "B" should have also been reduced to one third, but it continued at the same level violating 50:50 rule and is the main cause of recruitment of only 589 direct officers against 1506 through promotee officers between 2004 and 2009.
5. Assigning up to 5 years anti dated seniority to Group "B" officers on induction in group is presently not ensuring compliance to 50:50 Recruitment rules of the respective services.
6. Respective Board Members should ensure that vacancy based recruitment rules are followed while approving induction in Group "A" through both direct recruitment and induction from Group "B", every year. As not more than 3% to 4 % officers normally retire each year, 25% induction each year

of the revenue cadre strength is leading to stagnation in almost all cadres and has forced railways to have disproportionately large work charge cadre, which is also adversely affected the cadre restructuring proposal of Railway services.

An immediate corrective action is thus requested.

Thanking You,

Yours sincerely


(R K Bhatnagar)

Copy to : FC,ME,MM,ML,MS,MT, Secretary, Railway Board