

FEDERATION OF RAILWAY OFFICERS' ASSOCIATIONS

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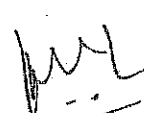
Sub:- Review and Revision of the policy of posting of DRMs

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FROA understands that pursuant to the orders passed by the Hon'ble CAT/Principal Bench, New Delhi, the Railway Board has framed a policy for posting of DRMs, which has been filed in Hon'ble Delhi High Court. It is regretted that on such important matter, neither FROA's views were sought before formulating policy nor the draft policy was sent for suggestions.

FROA has perused the new policy and after consultation with various stakeholders, certain grey areas/ lacunas/subjective provisions have come to notice, which in our view need to be addressed, so as to make the policy more transparent, equitable and rational. Following suggestions are accordingly being submitted for kind consideration-

1. Cut-off date for DRM panels should not be changed from panel to panel, as has been witnessed several times in the past, as it leads to undue inclusion of certain officers and undue exclusion of equivalent officers.
2. The validity of a particular panel should not be extended under any circumstances i.e. vacancies of following year should not be filled up from the panel of previous year. Extension of panel leads to undue exclusion of some officers of next panel.
3. An officer losing seniority in his/her batch should be placed at the bottom of his/batch for the purpose of DRM panel. However it is surprising to see that under para-(xi) of policy, such an officer is being placed at the top of the next junior batch, due to which he/she gets undue benefit under the "Rule of maximum six from a batch" and consequently some of the officer(s) in such junior batch gets excluded unduly. This anomaly needs to be rectified.
4. The empanelled officers should be posted as per seniority, department-wise until a senior officer refuses to be considered for posting as DRM. Officers refusing to go as DRM should be banned from further consideration for at least one year.


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5. The criteria for debarring an officer from being placed on the DRM's panel, for want of vigilance clearance needs to be elaborated objectively, as suggested in annexure.
6. The difference between various organized services, in so far as batch-wise posting as DRM is concerned, should not exceed two years.
7. The distribution of DRM's posts amongst various eligible Services needs to be made equitable and based on a fair, rational and objective criteria.

The para-wise modifications suggested in the extant policy on above lines are annexed herewith.

FROA urges the Board to review the extant policy in the light of above suggestions so as to make it more rationale, equitable, objective and transparent.

With regards,

Faithfully Yours,



(R.N. SINGH)
Secretary General/ FROA

Suggested changes in Guidelines for Posting of Divisional Railway Managers (DRMs) approved on 10.07.2014

Existing Para No.	Existing Provision	Proposed Modification	Remarks
iii)	<p>Posting as DRM is not a promotion but a posting in the same grade i.e., SA Grade, without conferring any additional pecuniary benefit. Officers are shortlisted for posting as DRMs, on recognition of the fact that the task is arduous in nature and that DRM is the overall incharge of the Division dealing with all aspects of Railway operations. Upon completion of their term as DRMs, the officers are brought back to the same SA Grade.</p> <p>As has been the practice for the past several decades the Railway Services directly involved in train operations viz. IRSE, IRTS, IRSMF & IRSEE will continue to hold more slots in comparison to services which are not directly involved in train operation viz. IRSSSE, IRSS, IRAS & IRPS.</p> <p>However, at one time, officers of one Service should not occupy more than 18 posts of DRMs. The decision of the Chairman, Railway Board (hereinafter referred to as "CRB") in readjustment of slots among different services for DRM will be final.</p>	<p>Posting as DRM is not a promotion but a posting in the same grade i.e., SA Grade, without conferring any additional pecuniary benefit. Officers are shortlisted for posting as DRMs, on recognition of the fact that the task is arduous in nature and that DRM is the overall incharge of the Division dealing with all aspects of Railway operations. Upon completion of their term as DRMs, the officers are brought back to the same SA Grade.</p> <p>The DRM posts will be distributed amongst various Services on the basis of a rational & equitable formula duly taking into account all the relevant factors including Gr. A cadre strength etc. However, at any time, a particular Service shall not occupy more than 16 posts of DRMs and no Service shall have less than two posts.</p>	<p>1) IRSSSE is also directly involved in train operations.</p> <p>2) Current distribution of posts amongst various Services is not based on any rationale formula and appears to be subjective and keeps changing whimsically. Service-wise distribution of DRM posts needs to be fair & rational, so that officers of all Services have equitable opportunity of career progression.</p>

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(iv)	<p>The short list of DRMs will cater to the requirement of DRMs arising during the period of 1st July of a particular year..... such requirements will only be filled from the same Shortlist which has been made for such requirements, even after 30th June.</p>	<p>The short list of DRMs will cater to the requirement of DRMs arising during the period of 1st July of 2 particular year..... such requirements will only be filled from the same Shortlist which has been made for such requirements, even after 30th June. Cut off date for short list will remain fixed on 1st July every year and will not be changed from panel to panel. The validity of short list shall not be extended under any circumstances. Vacancies of following year should not be filled up from the short list of previous year.</p>	<ol style="list-style-type: none"> 1. Cut off date should not be changed for different panels, as it leads to undue exclusion of eligible officers. 2. Extension of validity of short list leads to undue exclusion of eligible officers of next panel.
(x)	<p>At the time of inclusion in the 'Short List' as well as at the time of actual posting as DRM, officers should be clear from Vigilance angle. Since the post of DRMs are sensitive posts, officers who are not clear from Vigilance angle, or against whom a charge sheet is pending or officers undergoing any penalty or figuring in Agreed/Secret List will not be considered for shortlisting and posting as DRM. In case an officer is under departmental investigation other than CBI investigation, he shall be considered for inclusion in the Short list and posting as DRM.</p>	<p>At the time of inclusion in the Short List as well as at the time of actual posting as DRM, officers should be clear from Vigilance angle as per the following guidelines: Since the DRMs are sensitive posts, officers who are under suspension, or against whom a charge sheet is issued or approved to be issued, or against whom charge-sheet for criminal charges, has been filed in court or who is undergoing a major penalty and officers figuring in Agreed/Secret List, will not be considered for shortlisting and posting as DRM. However, in case an officer is under investigation (either by Vigilance or by CBI) but chargesheet has yet not been issued/filed, shall be considered for inclusion in the Short list and posting as DRM,</p>	<ol style="list-style-type: none"> i) "not clear from vigilance angle" is an ambiguous and subjective criteria. The criteria needs to be elaborate & clearly defined. ii) Officers should not be denied DRM posting merely for bonafide mistakes or errors of judgement for which only a minor penalty is imposed. iii) An ongoing investigation, whether by Vigilance or by CBI, can not be a presumption of guilt. An officer should not be denied DRM posting merely on complaint/suspicion which is yet not proved.

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(xi)	<p>For the purpose of short listing, an officer's batch shall be taken as the batch of officers along with whom he/she has been empanelled/promoted to SA Grade of his/her own service.</p>	<p>(to be added in continuation) However, if an officer loses seniority due to various reasons (eg. Major penalty, APAR etc.), then he/she will be considered as per his/her revised seniority in his/her own batch.</p>	<p>Since six senior most officers from a batch are considered for short listing, an officer, who loses seniority in his batch, should not get unduly benefited by sitting on the top of next junior batch.</p>
(xii)	<p>Only such officers who fulfill all the above mentioned eligibility conditions as on 1st of July of the year in which the short list is prepared shall be considered for posting as DRM. Once the short list has been prepared and approved by the competent authority, no officer shall be considered for short listing/posting as DRM even if he happens to fulfill the eligibility conditions at a later point of time.</p>	<p>Once the short list has been prepared and approved by competent authority, and an officer happens to fulfill the eligibility conditions at a later date due to exoneration in disciplinary or court proceedings etc, he will be included in the short list & considered during next round of posting and the short list of that batch for that service will be recast to limit the number to six. In rare cases, if six officers from that batch have already been posted before such inclusion, and the seniority of added officer falls in between, the shortlist of that batch of that service will be increased to seven number.</p>	<p>An officer should not be made to suffer for a temporary phase of administrative action or inadequate performance report which in due course is decided in his favour and his/her eligibility is restored. Such cases will be very few, hardly one or two in a year.</p>
(xiii)	<p>Restoration of seniority because of any reason shall not bestow a right to be shortlisted as DRM. If not meeting the criteria as on 1st July of the year for which shortlist is prepared.</p>	<p>If an officer initially not included becomes eligible during currency of the short list consequent to restoration of seniority, he will be included in the short list before next round of posting in the manner as detailed in para (xii) above.</p>	<p>An officer should not be made to suffer for administrative actions which are later found to be untenable. Such cases will be rare.</p>

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