

LIST OF PARTICIPANTS IN THE FROA MEETING WITH RAILWAY BOARD

S.No	Name	Designation
1	Shri Arunendra Kumar	Chairman/RB
2	Ms. Rashmi Kapoor,	Finance Comm./RB
3	Shri AK Mittal,	Member Staff/RB
4	Shri VK Gupta	Member Engineering/RB
5	Shri Alok Johri	Member Mechanical/RB
6	Shri DP Pande	Member Traffic/RB
7	Shri PC Gajbhiye	SECY/RB
8	Ms Pramila H.Bhrgava	JSC/RB
9	Ms Saroj Rajware	AM(Budget)/RB
10	Ms. Rashmi Chowdhary	EDE(GC)/RB
11	Shri Sanjay Lavania	EDFE/RB
12	Shri PP Sharma	EDE(G)/RB

List of Participants who will be attending the meeting on behalf of FROA

1. Shri RK Bhatnagar, President/ FROA & Adv./Elect./RB
2. ,, SP Upadhyay, Vice President /FROA & CSE/Proj./NR
3. ,, RN Singh, Vice President/FROA & ED/Track(M)/RB
4. ,, PK Sinha, Vice President/FROA & GGM/IRCTC
5. ,, RR Prasad, Secy.Genl./FROA & EDT(MPP)/RB
6. ,, Madhu Ranjan Kumar, Secy./FROA & EDRS(G)/RB
7. ,, AK Panda, GM/Mech (RVNL) & Secy./FROA
8. ,, Alok Kumar Dir. Sefety Secy./FROA
9. ,, RL Bhardwaj DRS(W)/RB & Jt. Secy./FROA
10. Dr. MB Shankhwar, Chief Orthopaedic Surgeon/NR & Secy./FROA

Meeting of
FEDERATION OF RAILWAY OFFICERS
ASSOCIATION (FROA)

with Railway Board

on

20th AUGUST, 2014

AGENDA

Venue: Conference Hall, Railway Board
Time: 11.00 AM

MEETING OF F.R.O.A WITH BOARD ON 20.8.2014

TENTATIVE PROGRAMME

Assembling in Conference Hall	:	10.45 a.m.
Welcome by Adv.(staff)	:	11.00
Opening speech by CRB	:	11.01 a.m
Address by President, FROA and the General Secretary, FROA	:	11.10 a. m.
Tea (No Break - At their seats)	:	11.20 a.m
Discussion on Agenda of items	:	11.25 a. m to 13.00
Vote of thank by EDE(GC)	:	13.00 Hrs
Lunch	:	13.05 Hrs

INDEX

S.No.	Item No.	Subject	Officer concerned	Page No(s)
I		AGENDA ITEMS AND COMMENTS THEREON		
	1/2013	Cadre Review	E+ DE(GC)	3
	2/2013	Non-functional upgradation of SG/SAG officers .	Adv(C), JS(C)	4
	3/2013	Upgradation of the posts of General Managers to the Apex Grade of Rs.80,000/- (fixed).	EDE(GC)	5
	4/2013	Accommodation in hotel while on duty	EDF(E)	6
	5/2013	Shortage of Railway Accommodation for Doctors	ED(L&A)III	7
	6/2013	Reforms of IRWO	ED(L&A)III	8
	7/2013	Travel entitlement by train	DE(W)	9
	8/2013	Liberalisation of Air travel by officers on duty	EDF(E)	10-11
	9/2013	GM's Grade to those who are left out due to the 37.5% rule.	Adv(C), JS(C)	12
	10/2013	Timely processing of papers of Officers for JS empanelment	Adv(C), JS(C)	13
	11/2013	Induction of Group A Officers of Railway Services into the Confidential Branch of Railway Board	JS(G)	14
II		MINUTES OF THE MEETING OF FROA WITH BOARD ON 5/12/2011		15-17
III		ACTION TAKEN STATEMENT ON THE MINUTES OF THE MEETING OF FROA WITH BOARD ON 5/12/2011		18-20
III		Annexure-1 – Letter No. 7.36(5)/E.III(B)/2010 dated 5.8.2014		21
		Annexure-2 – Letter No. 2014/LMB-II/5/1 dated 3.3.2014		22
		Annexure-2 – Letter No. 2013/E(TRG)/6/19 dated 30.1.2014		23

Item No. 1/2013

Concerned Officer: **EDE(GC)**

Subject: Cadre Review.

FROA's Demand:

The exercise of cadre restructuring which commenced in 2008 is yet to be concluded leading to prolonged stagnation and acute dissatisfaction of Railway officers. Despite Budget announcement of Hon'ble MR and assurances at the level of Hon'ble MR & CRB, there has yet been no tangible progress. Unless IR services are brought at par with other central services, the best brains will not opt for career in Railways leading to erosion in the available talent. FROA requests for fast tracking the cadre review exercise, which has been lingering for nearly five years.

Comments:

The cadre Review proposals of all Group 'A' Organized Services have been approved by Board/MR. Cadre Review proposals of IRAS, IRPS, IRSS, IRSEE, IRSSE and IRTS (revised) have been forwarded to DoP&T. In respect of remaining two Services, once the revised 'Note for Committee of Secretaries' is received from the Cadre Controlling Authorities, their Cadre Review proposals will be forwarded to DoP&T.

Item No. 2/2013

Concerned Officer: JS(C)

Subject: Non-functional upgradation of SG/SAG Officers.

FROA's Demand:

The upgradation of SG officers to NF SAG remains due from 04.04.12 and 19.11.12 for 1989 and 1990 exam batches of Railway services. Similarly, SAG officers of different services are due for upgradation to NF HAG w.e.f. 7.8.12. FROA requests for effecting the non-functional upgradation within 3 months of the notification issued by DoPT. This is possible only if Board takes advance action in compiling APARs of officers due for upgradation without waiting for DoPT's notification. A concrete action plan is requested to be presented in the meeting.

Comments:

Railway officers of 1990 exam batch have already been granted non-functional upgradation of SG Grade w.e.f. 08.07.13 w.r.t. IAS officers of 1993 batch.

As regards grant of Non-functional upgradation w.r.t. IAS officers of 1993 batch w.e.f. 19.11.2012, IRAS & IRTS officers of 1990 exam batch have been promoted well ahead of this date. IRSME and IRSS officers have been granted NFU in SAG. Proposals for IRSE and IRPS (partially) have already been put up. In respect of IRSEE & IRSSE, process for Non-functional upgradation has been initiated and will be put upto Board shortly.

Item No. 3/2013

Concerned Officer: EDE(GC)

Subject: Upgradation of the posts of General Managers to the Apex grade 80,000 fixed.

FROA's Demand:

The proposal for upgradation of the posts of General Managers and equivalent Railway officers to the apex grade of 80000 fixed should be sent for approval of the Union Cabinet at the earliest. Board had agreed, in principle, for such upgradation in the earlier meeting. This is pending in spite of assurances by successive Ministers for Railways over last few years. This is unavoidable if we want to restore the status of General Managers in official hierarchy in the Bureaucracy in the Centre and States.

Comments:

The proposal for upgradation of the scales of the posts of General Managers to the apex scale of Rs. 80,000/-(fixed) was sent to Ministry of Finance on 14.11.2012 with the approval of Board & MR for its re-consideration.

Vide letter dated 05/8/2014, Ministry of Finance has advised that "as the Seventh CPC has already been constituted, the proposal may be referred to them for examination. At this stage, it is not possible to consider the issue independent of the 7th CPC." (Annexure -1)

Item No. 4/2013

Concerned Officer: **EDF(E)**

Subject: Accommodation in Hotel while on duty.

FROA's Demand:

This issue was discussed at length in the last meeting. It was decided that: General Managers will be delegated with the power to sanction reimbursement of hotel expenditure to officers wherever accommodation does not exist and Hotel accommodation is to be arranged in metropolitan cities. Necessary orders of Board are yet to be issued.

Comments:

The concept of staying in hotel while on tour has never been applicable in case of railway employees in view of the fact that they, while on tour, generally stay in the rest houses/retiring rooms etc. which are provided at or near the stations. Recommendations of Pay Commission for allowing DA at hotel rates is not new. Post 3rd CPC, Board decided not to allow the Railway employees higher rate of Daily Allowance for stay in hotels and this decision was taken with the approval of the Cabinet. Since then, railway employees are being allowed daily allowance at ordinary rates only and not at hotel rates as prescribed by the Ministry of Finance. While on the Civil side, after 6th CPC, as per revised rates only reimbursement of the actual expenditure on the three constituents of Daily Allowance within the prescribed limit have been allowed, in case of the Railways, keeping in view the availability of Rest Houses and other infrastructural facilities on the Railways, a lump-sum amount has been considered for payment to the employees as daily allowance. This lump-sum amount has been worked out by doubling the pre-revised rates of the highest class of cities i.e. A-1 (rather than B, B-I & C) to suit the different Grade pays, irrespective of the classification of the tour place so that the expenditure incurred by Railway employees on tour is adequately recompensated and they are not put to any loss.

In the light of the above, reimbursement of hotel expenditure cannot be accepted for implementation in Railways.

Item No. 5/2013

Concerned Officer: **ED(L&A)IH**

Subject: Shortage of Railway Accommodation for ~~Doctors.~~ *Officers*

FROA's Demand:

There is acute shortage of Railway accommodation for officers at various metropolitan cities including Delhi. FROA demands:

- a) Early construction of quarters sanctioned at Delhi and other places. In the same period the CPWD has built over 600 houses for officers in New Delhi itself.
- b) Simplification of the leasing arrangement currently available. Too much red-tape exists in approving the lease and reimbursing the lease amount and the officer has to spend several days in a month just to chase the payments.
- c) Permission to officers to avail self-lease facilities which will motivate the and incentivize officers to buy their own house. This will also lead to reduction in pressure on railways to build and maintain houses.
- d) Enhance the ceiling limit of House Building Advance from the current level of Rs. 7.5 lakhs which is grossly inadequate for construction of any type of house which needs to be increased to Rs. 35 lakhs.

Comments:

Item 5(a): At present, two sanctioned works for construction of 119 Type-V quarters are at various stages of implementation. Nineteen quarters are targeted for handing over for allotment by Sept' 2014. In another work for construction of 100 units Type V quarters, process for receipt of necessary clearances from local authorities is underway and work for construction of 36 quarters, which are clear of infringements, is likely to commence soon.

Item 5 (b): For simplification of the leasing arrangements and timely payments of lease amount, Zonal Railways have been suitably advised vide Board's letter No. 2014/LMB-11/5/1 dt. 03.03.2014 (Annexure 2).

Item 5 (c): Self-leasing is not permitted.

Item 5(d): This is not within the purview of Railway Board.

Item No. 6/2013

Concerned Officer: ED(L&A)III

Subject: Reforms of IRWO.

FROA's Demand:

The performance of IRWO, both in maintaining time and cost lines is leading to a lot of discontent. Their quantitative performance in creating new projects and building houses is also pathetic, having built only about 7000 houses in over two decades. As an immediate measure, retired Railway officers, serving for more than five years in IRWO should be replaced with new faces and tenure for all future appointees should be limited to five years only. Considering that IRWO draws various benefits from Railways, its accounts and management should be subjected to scrutiny at the Board level.

Comments:

To maintain time and cost limits, IRWO has decided to launch new schemes only after finalization of architectural designs and working out of quantities and cost. They are also trying to get dwelling units constructed, due to prevailing market practices.

The tenure for the post of Managing Director and Director (Technical) and Director (Finance) is maximum five years. As regards junior level officers, IRWO is finding it difficult to find suitable retired Railway Officers/ employees. However, efforts are made to bring in new faces.

IRWO's accounts are examined by Statutory Auditors appointed with the approval of Governing Body comprising of Chairman/Member Staff, Railway Board, representatives of Board and recognized Railways Unions. The accounts are also presented before the Governing Body.

Item No. 7/2013

Concerned Officer: **DE(W)**

Subject: Travel entitlement by train.

FROA's Demands:

As per the decision taken during the meeting of Board with FROA on 07.02.2011, a Committee of EDs was constituted to recommend the simplification and upgradation of free travel entitlement of officers by trains. The recommendation of the Committee is pending for approval of Board & Hon'ble MR for than a year. This needs early finalization as the travel entitlements of non-gazetted employees have been upgraded and gazetted officers are having acute grievances with the level of current entitlements.

Comments:

After careful consideration, Board have decided that at a juncture when Indian Railways is facing huge shortage of proportionate target for earning under passenger segment, any further liberalization in pass rules is not justified. Hence, Committee's recommendations are not feasible of acceptance due to financial implications.

Item No. 8/2013

Concerned Officer: **EDF(E)**

Subject: Liberalisation of air travel by officers on duty.

FROA's Demands:

The Railway offices are hard pressed for time. Their precious time is being wasted in cross country travel by train. Considering the increase in air-travel infrastructure in the country and availability of cheap fares the current rules for sanction of air-travel by officers need to be liberalised. Powers should be delegated to DRMs, CAOs and other PHODs for sanction of air-travel by officers on duty as necessary without Finance concurrence. Adequate funds should also be made available to the Zonal Railways to meet the expenditure. It should be done by monetizing the release of seats in train, reduction in TA and reduced need of rest houses not to speak of the productivity.

Comments:

At present, HAG & above level officers are entitled to travel by Air at their own discretion. However, SAG and equivalent level officers in Railway Board are entitled for air travel with the specific sanction of concerned Board Member, Addl. Member or Adviser (Where the Directorate is headed by Adviser only). Officer below SAG level are not entitled to travel by air, however, in exceptional circumstances they are permitted to travel by Air with the sanction of Addl. Member or Adviser (where the Directorate is headed by Adviser only) and with prior Finance concurrence. On the Railways, officers of the rank of HODs and equivalent are permitted to travel by air with the specific sanction of their General Managers, in consultation with their FA&CAOs and GMs are authorized to permit JAG officers to travel by Air in exceptional circumstances subject to certain conditions.

In order to contain expenditure on air travel and observe austerity measures permission to travel by Air is subject to the condition that where the destination can be covered by an overnight train or where the travel time is more than one day, the air travel is permitted only to the nearest rail head from where overnight train service is available.

The variations between the entitlement to air travel facility on the Civil side and that on the Railways are essentially due to the differences in the nature of the organizations, infrastructural set-up, nature of work and the circumstances in which duty has to be performed

11

on the Civil side and on the Railways and these variations have been in existence since a long time. By the very nature of the Railway organization and its vast network, journeys on tour by Railway Officers are generally performed by trains and the frequency of tours by Railway officers is much greater than the civil side. Furthermore, on the Railways, the officers going on tour to various destinations perform a unique and distinct nature of work as compared to their counterparts on Civil side, during which they are often required to transact official business all along the railway network, conduct inspections, have discussions with local officials and give decisions wherever required. Hence, it is not only economically more viable but also in the larger interests of the Railways that the entitlement for air travel in the Railways be restricted. It may further be mentioned that entitled as well as non-entitled officers required to report to the place of duty/tour in exigencies outside their headquarters have been traveling by air, with or without prior sanction and the case where the circumstances justify such air travel have been sanctioned subsequently on a post facto basis. In the circumstances, there is no justification/requirement for further liberalization of extant air travel provisions.

Concerned Officer: JS(C)

Item No. 9/2013

Subject: General Managers grade to those who are left out due to the 37.5% rule or age limitations.

FROA's Demands:

FROA has been demanding that the GMs grade should be granted to these officers who are superseded on account of 37.5% rule or age limitation in the respective General Managers' panel. This is a standard practice followed in the Government and DoPT has also earlier supported this for Railway officers. Board is requested to issue necessary notification at the earliest since these officers have already been found suitable by the ACC for holding the higher post through a tough screening process. This will also reduce frustration, which leads to acrimony and non-cooperation at senior levels.

Comments:

The matter is under examination in consultation with the concerned departments/ministries of Government of India.

Item No. 10/2013

Concerned Officer: **JS(C)**

Subject: Timely processing of papers of officers for JS empanelment.

FROA's Demands:

The papers of different services are not being processed and submitted in time by Board to DoPT for a JS empanelment of Railway officers. This is depriving the officers of important career opportunities. The necessary processing needs to be time bound. This process is delayed not only for all services, but even within Railways there is a discrepancy of three years between various services. So far JS empanelment has been done upto 1985 batch for three services and only up to 1982 batch for the rest. A concrete action plan is requested to be presented in the meeting.

Comments:

For timely processing of JS Empanelment a special drive has been taken to expedite the process of feeding data into EASY (interface with DOPT). Feeding of data till 1991 batch has been done.

For easy communication of APARs to Officers (as per DOPT's letter instruction) a drive is being taken to digitize all APARs for relevant years for all services.

Regular review of progress is being done to do away with the constraints like getting CVC clearance, date of IPR filing etc.

Moreover, a target has been fixed for December, 2014 to clear all the backlogs and expedite JS Empanelment process till 1991 batch for all services in terms of sending all the details to DOPT for further necessary action at their level.

Item No. 11/2013

Concerned Officer: **JS(G)**

Subject: Induction of Group A officers of Railway services into the confidential branch of Railway Board.

FROA's Demands:

FROA once again request that the confidential branches of Railway Board should be strengthened by undertaking Group-A officers of Railway services into these branches so that promotion, deputations, empanelment and non-functional upgradation of officers are not unduly delayed putting them in financial hardship and career disadvantage.

Comments:

2 IRPS officers have since been posted in the confidential branches of Railway Board.

10

MINUTES OF MEETING OF FEDERATION OF RAILWAY OFFICERS ASSOCIATION (FROA) WITH RAILWAY BOARD HELD ON 5/12/2011 IN THE COMMITTEE ROOM, RAIL BHAWAN, NEW DELHI.

1.0 **Addl. Member (Staff)** Railway Board extended a warm welcome to CRB, other Members of the Board, Secretary/Railway Board, President/FROA, Secretary General/FROA, all the representatives of FROA and officers of Railway Board, to the Meeting of FROA with full Board. He expressed the hope that the issues would be discussed in the interest of both the Administration as well as the Railway Officers, in a very cordial atmosphere.

The Agenda Items were thereafter taken up for discussion.

2.0 Discussion on Agenda Items

Item No.1/2011 - Upgradation of the posts of General Managers to the Apex Grade of Rs.80,000/- (fixed).

It was explained that the matter was under reconsideration, having been turned down by the Ministry of Finance. The matter is also linked to the cadre review exercise of Group 'A' Services of Railways, which is on hand, it was averred.

FROA stressed that the matter required to be taken up at the highest level given the importance of the matter. They pointed out that the post of GM used to be above DGP and PCCF and gradually the position has deteriorated and now in the 6th CPC, GM has been placed in the grade of Rs.75,500-80,000 whereas DGP and PCCF have been placed in the apex grade of Rs.80,000/- (fixed). FROA also stressed that the present hierarchical structure should not be altered and further more the present line of commands between the Members and the GMs should not be changed. They also added that apart from this, there is also functional requirement of placement of GMs in the apex grade of Rs.80,000/- (fixed).

After deliberations, it was agreed to have a re-look into the matter, provided hierarchial and reporting arrangements, could be built into the proposed scheme.

Item No. 2/2011 - Non-functional upgradation of SG/SAG officers of Indian Railways.

FROA pointed out that about 1000-odd officers of at least 35-40 batches of Group 'A' officers of all services combined are awaiting non-functional upgradation (NFG) to SAG and HAG on the basis of IAS+2 years. This is leading

to large scale frustration amongst officers. A large number of officers have retired without having got the non-functional upgradations. This would also lead to huge backlog of changes in the PPOs, if not litigation.

FROA also mentioned that the date of the NFG is advised by the DoPT and is not dependent on the accrual of vacancies. Also, that there is no need to wait for a formal letter of cut off dates for such upgradations from the DOPT. The exercise should start well in advance since the approximate dates for such upgradations are already known.

The matter was discussed at length. It was explained to FROA that orders have been issued for the batches due. The constraints of disposal of representations etc. in accordance with guidelines of DOPT were also brought to notice and the need for early finalization of these representations and CRs by the officers were also stressed. FROA contested the status position, as made out. It was decided that FROA would discuss this matter separately with Adviser(C) first for reconciliation of position. FROA offered to have the meeting immediately. A timeline of three months was tentatively fixed for finalization of the exercise underway.

Item No. 3/2011 - Cadre Review.

A presentation was made by FROA highlighting the adverse position of Railway officers vis-à-vis IAS and other services. They stressed on the need for early finalization of the cadre review exercise.

FROA also mentioned that delay in cadre restructuring is leading to massive degradation of IR services vis-à-vis other Group 'A' services of the country. This would cause irreversible damage to the IR services as a career of choice in UPSC examination. Given the competitive nature of the IR business as well as its mandate for a public service, the best talents needs to be attracted through the UPSC examinations. Unless, the IR services are brought at par with other services, the best brains will not opt for careers in the IR.

It was decided that FROA would discuss the issue with AM(Staff) for early finalization of the exercise. In the event of roadblock, it would be brought to the notice of the Board so that the issue could be sorted out and the cadre review exercise could be finalized early.

Item No. 4/2011 - Accommodation in hotel while on duty.

FROA pointed out that at some stations, there are no ORH accommodation. There are cases where officers go on duty to such stations and in the absence of ORH accommodation, they are left to fend for themselves for

accommodation. Since instructions for reimbursement of hotel expenditure do not exist, such officers are not reimbursed the expenses incurred by them towards hotel accommodation. FROA also pointed out the inadequate ORH accommodation at metropolitan cities.

After discussion, it was decided that

(a) The matter regarding reimbursement of hotel expenditure to officers wherever ORH accommodation is not existing, shall be examined. General Managers could possibly be vested with the power to sanction reimbursement of such expenditure to officers.

(b) In regard to non-availability of ORH accommodation in metropolitan cities and to assess the size of problem of non availability of ORH accommodation to officers at such cities, a study/survey could be made by L&A Dte and the matter may be examined thereafter.

Item No. 6/2011 - Travel entitlement by train.

It was explained that the Committee set up to examine the issue has submitted its report on 2.8.2011 and the recommendations of the Committee have been submitted to Board/MR, for their kind acceptance.

Item No. 7/2011 - Scheme of hired vehicles.

After discussion, it was decided that the matter could be favourably considered and decision accordingly expedited.

Item No. 10/2011 - Overseas training programmes of officers of Indian Railways.

It was explained that the proposal has been submitted for in-principle approval of Board and MR. FROA shall be intimated of the decision taken in the case.

Item No. 12/2011 - GM's Grade to those who are left out due to the 37.5% rule.

FROA said that clear directive from the DOPT already exist for granting the GMs Grade to officers who are left out due to the 37.5% rule. There is no need for any further reference to the DOPT in this matter. The action, if any, is to

be taken by the Ministry of Railways and FROA requested that this be expeditiously done.

After discussion, it was decided that the matter would be examined and a proposal could be re-sent to the DOPT.

NEW ITEMS/DEMANDS (These items are being numbered in continuation for easy reference)

Item No. 13/2011-Early filling up of the vacancies at the level of Board Members, GMs, AMs and DRMs.

It was explained that the requisite vacancies have been filled up.

(Closed)

Item No. 14/2011 - Early formation of HAG panels of all services.

This item was discussed alongwith item No. 2/2011. Action to be taken accordingly.

**Item No. 15/2011 - Early formation of SAG panels of all services
&**

Item No. 16/2011 - Panels for SAG/HAG to be made at least twice the size of assessed vacancies to ensure that the stagnating officers do not wait for postings while resultant vacancies accumulate.

FROA pointed out that the panels prepared do not last for the whole year and get exhausted midway and requested that larger panels should be made. They also requested that action may be initiated for formation of SAG panels, since in the guise of surplus SAG officers, action had been pended for formation of such panels.

It was explained that rules do not permit formation of panels larger than the number of vacancies.

After discussion, it was decided to examine whether while preparing panels, full batch could be included in the panel instead of stopping half way. It was also clarified that need based action on formation of panels shall be undertaken. For ease of action in this regard, Adv.(C) shall put up a note to the concerned Board Member(s) every month indicating status of pending ACRs/pending panels and solicit their assistance for expeditious action, as required.

List of officers who participated in the Meeting of FROA with
Railway Board held on 5/12/2011.

S/Shri

1. Vinay Mittal, CRB
2. A.K. Vohra, MS
3. A.P. Mishra, ME
4. Kul Bhushan, ML
5. Sanjiv Handa, MM
6. K.K. Srivastava, MT
7. V.K. Gupta, Secretary
8. P.K. Sharma, AM(S)
9. Ms. Dipali Khanna, AM(F)
10. A.K. Nigam, Adv.(IR)
11. M.S.Mehra, Adv.(C)
12. Ms. Saroj Rajware, Adv.(F)
13. H.K. Jaggi, Adv.(L&A)
14. Shivdan Singh, JS(G)
15. P.P. Sharma, JS
16. R. D. Chaudhury, EDE(GC)
17. Ms. Anjali Goyal, EDF(E)
18. Desh Ratan Gupta, ED(L&A)III
19. Ms. V. Vaidehi, DE(GC)

S/Shri

1. Rajiv Chaudhary/EDW(P)/RB –
President/FROA
2. Deomani/Dy.CCM(PMS)/NR – Vice
President/FROA
3. Dr. Sudhir Sharma/ Addl.CMD(H&FW)
Vice President/ FROA
4. Shubhranshu – Secretary General/FROA
5. D.K. Jain/EDRS(P)/RB –
Secretary/FROA
6. R.R. Prasad/ED(T&MP)/RB –
Secretary/FROA
7. A.K. Panda/DME(PU)/RB –
Jt.Secretary/FROA
8. Virendra Kumar/DW-1/RB – Jt.
Secretary/FROA

Item No. 17/2011 - Completion of all pending non-functional upgradations to HAG & SAG by fixing week by week targets and dissemination of information on pending and in process upgradations in a transparent manner;

Item No. 18/2011 - Early notification of promotion to non-functional Selection Grade to all eligible officers of all services w.e.f. 1/1/2011 by fixing week by week targets and dissemination of information on pending issues in a transparent manner;

&

Item No.19/2011 - Expeditious processing of cases of deputation and empanelments in central Government/other agencies and timely release of officers.

FROA specifically requested that at least the selection grade panels which are due should be published before the end of the year so that it brings cheer to the officers in the field.

These items were discussed under Item No. 2/2011. Action to be taken accordingly.

Item No. 20/2011 - Induction of Group-A officers of Railways services into the Confidential Branches of Railway Board in order to strengthen them so that promotion of officers are not unduly delayed putting them into financial hardship and career disadvantages. Similar arrangement exists in DoPT where Group-A officers from Central Staffing Scheme are looking after personnel issues.

The FROA pointed out the enormity of work that the Confidential Section faces in carrying out the activities related to Group 'A' officers. FROA suggested induction of Director level officers from each service into the system that handles Gazetted cadres, to facilitate the activities in the confidential section and to also reflect the needs and aspirations of the officials in the field.

The issue was discussed threadbare and action being taken to fast-track promotions, etc. was explained. The need for expediting availability of APARs/ACRs, was once again harped upon. After discussion, it was decided to treat the matter as closed.

(Closed)

Action taken note on Minutes of Formal meeting of Federation of Railway Officers' Association with Railway Board held on 5.12.2011

Item No.	<u>Issue</u>	<u>Comments/Status</u>
1/2011	<u>Upgradation of the posts of General Managers to the apex grade 80000 fixed</u>	<p>This item is listed as 3/2013 in the New Agenda.</p> <p>The proposal for upgradation of the scales of the posts of General Managers to the apex scale of Rs. 80,000/-(fixed) was sent to Ministry of Finance on 14.11.2012 with the approval of Board & MR for its re-consideration.</p> <p>Vide letter dated 05/8/2014, Ministry of Finance has advised that "as the Seventh CPC has already been constituted, the proposal may be referred to them for examination. At this stage, it is not possible to consider the issue independent of the 7th CPC." (Annexure 3).</p> <p align="right">EDE(GC)</p>
2/2011	<u>Non-Functional upgradation of SG/SAG officers:</u>	<p>This item is listed as 2/2013 in the New Agenda.</p> <p>Railway officers of 1990 exam batch have already been granted non-functional upgradation of SG Grade w.e.f. 08.07.13 w.r.t. IAS officers of 1993 batch.</p> <p>As regards grant of Non-functional upgradation w.r.t. IAS officers of 1993 batch w.e.f. 19.11.2012, IRAS & IRTS officers of 1990 exam batch have been promoted well ahead of this date. IRSME and IRSS officers have been granted NFU in SAG. Proposals for IRSE and IRPS (partially) have already</p>

		<p>been put up. In respect of IRSEE & IRSSE, process for Non-functional upgradation has been initiated and will be put upto Board shortly.</p> <p style="text-align: right;">Adv/C and JS (C)</p>
3/2011	<u>Cadre review:</u>	<p>This item is listed as 1/2013 in the New Agenda.</p> <p>The cadre Review proposals of all Group 'A' Organized Services have been approved by Board/MR. Cadre Review proposals of IRAS, IRPS, IRSS, IRSEE, IRSSE and IRTS (revised) have been forwarded to DoP&T. In respect of remaining two Services, once the revised 'Note for Committee of Secretaries' is received from the Cadre Controlling Authorities, their Cadre Review proposals will be forwarded to DoP&T.</p> <p style="text-align: right;">EDE(GC)</p>
4(a)/2011	Reimbursement of Hotel expenditure to officers wherever ORH is not existing.	<p>Railways do not reimburse hotel charges and VI CPC has made no distinction for ordinary rates and hotel rates, keeping in view the philosophy followed in this Pay Commission of doubling various existing allowances, the existing rates for the highest class, i.e. A-I class cities have been doubled and revised rates of Daily Allowance has been issued separately for Railways.</p> <p>In view of the above, reimbursement of hotel expenditure cannot be accepted for implementation on Railways.</p> <p style="text-align: right;">EDF(E)</p>
4(b)/2011.	Non-Availability of ORH accommodation in Metropolitan Cities.	The matter is still pending with ED(L&A)III.

6/2011.	<u>Travel entitlement by train:</u>	<p>This item is listed as 7/2013 in the New Agenda.</p> <p>After careful consideration, Board have decided that at a juncture when Indian Railways is facing huge shortage of proportionate target for earning under passenger segment, any further liberalization in pass rules is not justified. Hence, Committee's recommendations are not feasible of acceptance due to financial implications.</p> <p style="text-align: right;">DE(W)</p>
7/2011	<u>Scheme of Hired vehicles</u>	<p>The proposal has been considered in F(X) Directorate and put up for the approval of Competent Authority.</p> <p style="text-align: right;">Adv.F(X)</p>
10/2011	<u>Overseas Training Programme of Officers on Indian Railways</u>	<p>"In principle" approval of Board and Hon'ble MR for organizing overseas training programmes for Officers of Indian Railways has been received.</p> <p>Training plan for Officers of Indian Railways has been finalized by Board and circulated vide Board's letter No.2013/E(TRG)/8/19 dated 30.1.14 (Annexure -3)</p> <p style="text-align: right;">ED(T&MPP)</p>
12/2011	<u>General Managers grade to those who are left out due to the 37.5% rule or age limitations: .</u>	<p>This item is listed as 9/2013 in the New Agenda.</p> <p>The matter is under examination in consultation with the concerned departments/ministries of Government of India.</p> <p style="text-align: right;">JS(C)</p>

No.7.36(5)/E.III(B)/2010
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 5th August, 2014

OFFICE MEMORANDUM

Subject : Upgradation of pay scale of General Managers of Indian Railways to the Apex scale (Rs.80,000/- fixed).

The undersigned is directed to refer to Ministry of Railway, Railway Board OM No.2009E(GC) 12-40 dated 6th June, 2014 on the subject mentioned above and to say that as the Seventh CPC has already been constituted, the proposal may be referred to them for examination. At this stage, it is not possible to consider the issue independent of the 7th CPC.

- 2. This issues with the approval of the Competent Authority.

(Signature)
05-08-2014
(Manoj Kumar)

Under Secretary to the Government of India
Tel. 23095702

Ms. Rashmi Chowdhary,
Executive Director, Estt.(Gaz. Cadre),
Railway Board,
Rail Bhawan,
New Delhi.

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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. 2014/LMB-II/5/1*

New Delhi, dated 3.3.14

General Managers
All Indian Railways including PUs

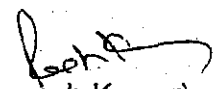
Sub.: Agenda for formal meeting of FROA with Board - Simplification
of the leasing arrangement for residential accommodation.

The issue relating to simplification of leasing arrangements raised by FROA is reproduced below as under:-

FROA demands:


"Simplification of the leasing arrangements currently available. Too much red-tape exists in approving the lease and reimbursing the lease amount and the officer has to spend several days in a month just to chase the payments."

Railways are requested to look into the matter and simplify the process of lease arrangements including timely payments of the lease amounts.



(Ramesh Kumar)
Director/Land & Amenities
Railway Board.

Pl. issue for


4/3/14

रेल मंत्रालय
Ministry of Railways
रेलवे बोर्ड/Railway Board
अनुलग्नक सहित जारी
Issue with enclosure
हस्ताक्षर 4/3/14
Signature.....
जारी की तिथि
Date of issue.....



भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
(रेलवे बोर्ड) (Railway Board)

No.2013/E(TRG)/6/19

New Delhi - 110001, Dated: 30.01.2014

The Director General,
National Academy of Indian Railways,
Vadodara.

The Director,
IRICEN,
Pune

The Director,
IRISSET,
Secunderabad

The Director,
IRIEEN,
Nasik Road

The Director,
IRITM,
Lucknow

The Director,
IRIMEE,
Jamalpur

The Director,
JR RPF Academy,
Lucknow

Sub : Training plan for officers of Indian Railways

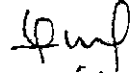
Railway Board have decided that the Training Plan for the officers of Indian Railways will be as under.

Stage	No. of years of service for eligibility	Name of course	Duration	Institutions responsible for providing the training
1	1 st and 2 nd year	Probationary Training	1 ½ years (78 weeks)	In CTIs and Reputed Management Institutes
2	6-8 years (before confirmation as JAG officer)	Management Development Programme (MDP)	4 weeks	NAIR, Vadodara
3	9-14 years (before promotion to the Selection Grade)	Sr. Professional Development Programme (Sr PDP)	2 Weeks	1 week in a reputed professional Institute and 1 week/8 days abroad
4	15-20 years (before promotion to SAG)	Advanced Management Programme (AMP)	4 weeks	2 weeks at NAIR/ Vadodara followed by 2 weeks abroad
5	21+ years	Workshop on Strategic Management issues	1 week (6 days)	Indian School of Business, Hyderabad
5A	21+ years	Advanced Professional Training (APT)	2 weeks	Training Abroad (following ISB Training)
6	DRMs (Serving/ Empanelled)	Strategic Management Programme for DRMs	2 weeks	Training Abroad
7	28+ years (HAG/ before promotion to HAG)	Advanced Strategic Management Programme (ASMP)	1 week	Training Abroad
8	30 years + (Serving/ empanelled GMs)	General Managers Leadership Programme	1 week	Training Abroad

...2/-

:- 2 -:

2. The training programmes at stage 1 to 5A and 7 would be mandatory. Thus, promotion of any officer to the next higher grade would not be considered unless the officer has undergone the said mandatory training programmes.
3. This supersedes all the existing instructions on the subject.



(H. Moharana)
Director (Training)
Railway Board

Tele Fax No. 011-23385099

Copy to:-

1. Secretary, Railway Board;
2. Adviser (Confidential), Railway Board;
3. JS(G), Railway Board;
4. Director (E), Railway Board;
5. Secretary's Confidential Cell, Railway Board;
6. E(O)III Branch, Railway Board;
7. ERB-I Branch, Railway Board.