



FEDERATION OF RAILWAY OFFICERS' ASSOCIATIONS

President

R.R. PRASAD

MTNL : 23381326

Secretary General

R.N. SINGH

MTNL : 23382852

Chairman

7th Central Pay Commission

New Delhi

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Sub. : Presentation of FROA and additional issues for consideration of 7th CPC.

Respected Sir,

1. Federation of Railway Officers Association (FROA) is thankful to the 7th Central Pay Commission for giving it an opportunity to make a presentation on 01/05/2015. During the presentation, FROA has already drawn the kind attention of the Commission to the following main demands of FROA -
 - i) Fixation of pay of Chairman Railway Board at a level higher than Secretary to GOI and at par with Service Chiefs, as has been the case historically till 5th CPC (Annexure-1).
 - ii) Fixation of pay of General Managers of Indian Railways at the apex level to achieve parity with DGPs and PCCFs of States, as historically General Managers of Indian Railways have been placed higher than DGPs and PCCFs till as recent as 5th CPC (Annexure-2).
 - iii) Grant of additional allowance/increments to officers who possess/acquire higher educational qualifications like M.Tech, MBA, Ph.D etc.
 - iv) Creation of posts of Member(MM) and Member(S&T) for IRSS and IRSSE cadres respectively, which was recommended by 5th CPC also, but has not been implemented by Ministry of Railways.
 - v) Admission of a technical/professional allowance to Railway Officers like special military pay, in view of 24 x 7 operations and hazardous working conditions in remote corners of the country.
 - vi) 25% allowances to Railway Officers posted in N.F. Railway at par with All India Services.

2. Further to its presentation, FROA would also like to submit the following important issues related to the career opportunities of Railway officers for the kind consideration of the Commission-

2.1 Massive Stagnation due to undue delay in cadre review of Railway Services :

There is all-round stagnation of officers in Railway Services, due to which Railway Officers have to wait as long as 24- 25 years to get SAG and 33-35 years to get HAG, as compared to general trend of 17-18 years for SAG and 26-28 years for HAG, in most of the services like IAS, IPS, IFoS, IAAS, IRS etc. The huge disparity in promotional prospects and limited career opportunities for officers of Railway Services vis-à-vis other Central and All India Services, has led to severe demoralization, resentment and dissatisfaction among Railway officers. The cadre review proposals of Railway Services were formulated in accordance with recommendations of sixth CPC, but are pending with DOPT for almost two years.

FROA requests for suitable recommendation of 7th CPC for expeditious approval of long pending cadre review proposals, so as to bring down the disparity in career prospects of Railway services vis-à-vis other Central and All India Services.

2.2 Posting of Railway Officers in other Ministries/Departments at the level of JS,AS and Secretary :

The officers of Railway Services have vast technical, professional and administrative competency which are of immense use to the working of Central Govt. in general and that of infrastructure related Ministries/Departments in particular. However, the current policy of empanelment of JS/AS/Secretary level officers for the Ministries of Central Govt. is highly discriminatory as it favours few Services. As a result, only handful of Railway Officers have been able to find postings in other Ministries/Departments at the level of JS, AS and Secretaries despite their proven competency and seniority.

FROA demands 7th CPC to recommend suitable scheme for a level playing field for officers of all Central Services /All India Services to work at different positions in various Ministries/Departments of Govt. of India. The current scheme of batch based empanelment must be scrapped and replaced with a process of empanelment of willing officers for the posts of JS, AS and Secretary in Govt. of India, through UPSC based selection process.

- 2.3 Unified and single Indian Railway Service :** FROA demands amalgamation of 8 organized Group-A Services of Railways and creation of a unified and single 'Indian Railway Service' for administering and managing Indian Railways and

the Railway sector in India. The inter-se-seniority formula devised by FROA for this purpose is enclosed for ready reference.

2.4 Irregularities in induction of Gr.'B' officers into Gr.'A'

Between 2004 and 2009, 1506 Group 'B' officers have been inducted into Group 'A' whereas only 589 Group 'A' officers have been recruited directly. This has been done mostly through manipulated increase in JS -Group'A'(Promotee Quota) posts. In addition, Railway Board has been ante-dating the seniority of Group 'B' officers by 5 years on notional basis arbitrarily and without approval of DOPT and Ministry of Finance, due to pressure from vested group. Due to this anomaly, Gr'A' officers are stuck in JS, SS and JAG and have been left to run from pillar to post for promotions.

With kind regards,



(R.N. Singh)

Secretary General, FROA

12/05/2015

c/- Members of 7th CPC

Annexure-1

- In pre-independence India: salary of CRB was Rs 5000 and that of Cabinet Secretary was Rs 4000
- 1st CPC- Salary of CRB -Rs 3250 vis-à-vis Secy to GoI-Rs 3000
- 2nd CPC- CRB/Cab Secy/Secy to GoI - Rs 3000
- 3rd CPC – Same as 2nd CPC
- 1965 Cab Secy/ CRB/Secy to GoI - Rs 3500
- 4th CPC – Cab Secy was given replacement grade of Rs. 9000/- (coordinator at inter-ministerial level), at par with Service Chief. CRB was given Grade of Rs. 8000/-, despite the fact that CRB handles his own Budget in Parliament and is considered equivalent to the level of 'Principal Secretary to GoI'.
- Above anomaly continued in 5th and 6th CPC

Annexure-2

Post	3 rd CPC	4 th CPC	5 th CPC	6 th CPC
GM of Railways	3000 - 3500	7300 - 8000	24050 - 26000	75000-80000
Head of Police in State	2500 - 2750	7600 (fixed)		80000 (fixed)
DG of Central Police orgn	3250 (BSF, CRPF, CBI) 3000 (ITBP, CISF, Assam Rifles)	8000 7600	26000 (fixed) 24050 - 26000	80000 (fixed) 80000 (fixed)
Principal Chief conservator of forest	3000 (fixed)	7600/ 7300 (fixed)	24050 - 26000	80000 (fixed)
DG (Geological Survey of India) in Deptt of Mines	3250	8000 (fixed)	26000 (fixed)	80000 (fixed)
DG (Works) in MoUD	3000 - 3500	8000 (fixed)	26000 (fixed)	80000 (fixed)
DG Railway Health	3000 (fixed)	7600 (fixed)	24050 - 26000	80000 (fixed)
DG RPF	3000 (fixed)	7600 (fixed)	24050 - 26000	80000 (fixed)

FROA's Formula regarding merger of existing 'Services'/'Cadres' of IR and preparation of their combined inter-se seniority

As per the present system, combined inter-se seniority of officers of different Services for a particular batch, is prepared only at the time of preparation of GM panel. There is no system of merger of cadres/services before GM level.

Present System of preparing combined inter-se seniority :

As per the present system, combined inter-se seniority between officers of different Services from a particular batch, is prepared only at the time of preparation of GM panel. It is fixed in order of the DITS (Date of Increment in Time Scale) of officers, which is mostly same as date of joining of Service.

However, within a particular service, if a senior has initially joined the service later than his junior batchmates, then juniors are assigned a revised "notional DITS", which is same as DITS of senior. This 'notional DITS' is then used for fixing inter-se seniority of officers across different Services of a particular batch.

(i) Anomaly in Present System : This system is skewed & highly inequitable because of two major flaws/anomalies -

(i) The date of joining/DITS of certain services is earlier than other services of the same batch, thus giving undue advantage. Such services get placed *en block over* other services, despite all Services being from the same batch.

(ii) Within a particular Service, if a senior has joined late initially, all his juniors also suffer the slide in the combined inter-se-seniority list, for no fault of theirs.

(ii) Proposed System : To address above anomalies & to bring equitability, the combined inter-se-seniority is proposed to be prepared by intertwining/mingling the officers of different services in proportion to the number of officers in a particular service. The Service having the largest number of officers will form the base ("base" Service). At the top of list, the toppers of respective services will be placed in order of date of joining. Thereafter, the officers of different services will be interpolated in between the officers of the "base" Service in ratio of number of officers in that service vis-à-vis the number of officers in "base" Service.

For example, if there are 4 Services namely A, B, C & D, and Service "A" has got 20 officers (say A1 to A20), Service "B" has got 11 officers (say B1 to B11), Service "C" has got 8 officers (say C1 to C8) and Service "D" has got 5 officers (say D1 to D5). Let us say that the date of joining of Service "C" is earliest followed by Services "D", "B" & "A". In this example, the Service "A" has maximum officers & will be termed as the "base" Service & the officers of "B", "C" & "D" will be interpolated in between the officers of "A". The 'ratio' of number of officers of "B", "C" & "D" with respect to "base" Service "A" in this example is $20/11=1.8$, $20/8=2.5$ & $20/5=4$ respectively.

In the first round, C1, D1, B1 & A1 being toppers of their respective Services, will be placed on top of the list in order of date of joining. In second round, B2 will be interpolated at $(1.8+1)=2.8$ level in 'A' ie between A2 & A3, and C2 will be interpolated at $(2.5+1)=3.5$ level in 'A' ie between A3 & A4, and D2 will be interpolated at $(4+1)=5$ level in 'A' ie between A4 & A5. This cycle will go on till all officers are interpolated. The exact placement/interpolation of an officer into the "base" Service, as explained above, can be worked out by a simple formula-

$$\text{Combined Inter-se-seniority Rank} = 1 + (\text{rank in own service} - 1) \times \text{'ratio'}$$

Therefore, in above example, Inter-se-seniority of B5 = $1 + (5-1) \times 1.8 = 8.2$

Thus, in combined seniority list, B5 will be interpolated in between A8 & A9.

With above formula, the inter-se-seniority rank of all officers will be as under-

Officer	Rank in Combined Seniority List	Officer	Rank in Combined Seniority List	Officer	Rank in Combined Seniority List	Officer	Rank in Combined Seniority List
A1	1(after B1)	B1	1(after D1)	C1	1(Topper)	D1	1(after C1)
A2	2	B2	2.8 (ie between A2 & A3)	C2	3.5 (ie between A3 & A4)	D2	5
A3	3	B3	4.6	C3	6	D3	9
A4	4	B4	6.4	C4	8.5	D4	13
A5	5	B5	8.2	C5	11		
A6	6	B6	10	C6	13.5		
A7	7	B7	11.8	C7	16		
A8	8	B8	13.6	C8	18.5		
A9	9	B9	15.4				
A10	10	B10	17.2				
A11	11	B11	19				
A12	12						
A13	13						
A14	14						
A15	15						
A16	16						
A17	17						
A18	18						
A19	19						
A20	20						

Based on above rankings, the combined interpolated seniority will be as under-

C1, D1, B1, A1, A2, B2, A3, C2, A4, B3, D2, A5, C3, A6, B4, A7, A8, B5, C4, D3, A9, B6, A10, C5, A11, B7, A12, D4, A13, C6, B8, A14, A15, B9, C7, A16, A17, B10, A18, C8, A19, B11, A20

The proposed system is much more simpler, rational & equitable and does not give undue advantage to any Service, though there will still be natural advantage to services that join earlier, which may eventually lead to predominance of such services in the panel. Therefore, for equitable distribution of DRM & GM posts among services, there should also be an upper cap on the maximum number of DRM/SDGM/AGMs/General Managers from a particular Service, which can be kept as 25% of the total number in each panel.

265/FA/A/PC/2-A

Chairman C Meena Agashe

265/FA/A/PC/2-A

V-14/A 265 Industrial Area
New Delhi -

265/7091
Authorised Signatory
Seventh Central Pay Commission
Govt. of India
New Delhi -16