



FEDERATION OF RAILWAY OFFICERS' ASSOCIATIONS

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No. 2015/FROA/Cadre-review/2

Date: 01.10.2015

**Cabinet Secretary,
Government of India,
Rashtrapati Bhawan,
New Delhi**

Sub: Inordinate delay in Cadre Review of Group-"A" organized Railway Services

Respected Sir,

Federation of Railway Officers' Associations (FROA), the apex body representing the Officers of nine Group-'A' organised Railway Services, congratulates you on assumption of the charge of "Cabinet Secretary", the highest position of India's Civil Services, and assures you of its wholehearted and unconditional support towards achieving the goals set by the government for Indian Railways.

Indian Railways (IR) is the main engine of growth and prosperity of nation, which also plays a pivotal role in integrating the country. It transports people and goods across our vast country round the clock by running about 20,000 trains every day and serves the nation's strategic interests besides being the most energy efficient and economic mode of bulk transportation. It also creates and maintains all the Railway assets and in the process, develops and adopts new technologies, and provides direct/indirect employment to Lakhs of people.

The officers of Group-'A' Services of IR manage the complex affairs of IR, and most of them are required to be on duty round the clock, many serve at remote locations in hostile and difficult working conditions, and all of them undergo all India transfers. The unparalleled dedication as well as unique skill-sets of Railway Officers has kept the wheels of the economy moving all these decades.

However, currently, the Railway Officers are feeling highly demoralized and let down due to inordinate delay in Cadre Review of various Group-"A" Railway Services, whereas the cadre review proposals of all the 'Central

services' and 'All India Services' have been approved long back. The last Cadre Review of Railway Services was undertaken about 10 years back during 2004-2006 and as per recommendations of 6th CPC, the fresh Cadre Review should have been completed in 2009-10. This inordinate delay of 6-7 years has caused all round stagnation of Railway Officers in various grades, so much so that they are getting promotion to SAG in 24 to 26 years and HAG in 32 to 35 years, whereas Officers of other 'Central services' and 'All India Services' are getting promoted to these grades in 16 to 17 years and 25 to 28 years respectively, thus leading to wide inter-service disparity.

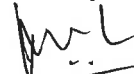
Initial delays in Cadre Review proposals occurred in Ministry of Railways (MoR) itself, as it sent the proposals to DoPT as late as in 2013-14. However, these proposals have been shuttling between DoPT and MoR for almost two years. The main objection of DoPT was regarding the consideration of the "Work charged posts" in these proposals, though this very issue had earlier been decided and settled during previous cadre reviews in 2004-06 and was approved by the Cabinet as well. Eventually, the clarification in this regard had to be reiterated by the MoF vide Department of Expenditure's I.D. No.71082/E.Coord.I/2015 dated 17/07/15 (copy enclosed). Currently, the proposals are pending in DoPT.

Due to undue delay in processing of cadre review proposals of Railway services, the Railway officers are suffering huge delays in promotions, demoralisation and stagnation.

FRoA requests your kind intervention in the matter, so that the Cadre Review proposals of Railway Services, currently pending with DOPT, are processed and approved expeditiously, so as to mitigate the agony of the suffering railway officers.

With kind regards,

Sincerely Yours



(R. N. Singh)

Secretary General

**Government of India
Ministry of Finance
Department of Expenditure
E.Coord.I Branch**


Subject: Cadre Review of Organised Gr.A Railway Service.

Ministry of Railways may refer to their OM No. 2008 E(GC) 12-19 (Vol.IV) dated 07.04.2015 on the issue of competence of Railways to create work-charged posts on their own.

2. The issue has been examined in this Department and the following has been agreed:

- (i) For 'Revenue' Non-Gazetted posts, Railway is allowed to continue with the existing system being followed by them for creation of posts. For creation of 'Revenue' Gazetted posts, for the posts below SAG level, approval of Finance Minister will be required and for posts at the level of SAG and above, approval of Cabinet will be required.
- (ii) For 'Work-charged' posts, Ministry of Railways is allowed to continue with the existing procedure for creation of posts below SAG level. For creation of 'Work-charged' posts at the level of SAG and above, Ministry of Railways is advised to approach the Cabinet for approval.
- (iii) For the purpose of final Cadre strength of the Railway Services, as was done in the last Cadre Review, 75% of the 'Work-charged' posts may be added to arrive at the final strength.

3. This Issues with the approval of Finance Minister.


(Renu Sarin)
Deputy Secretary (E.Coord.I)
Tel.: 23092761

**Ministry of Railways (Railway Board) (Ms. Rashmi Chowdhary, Executive Director,
Estt./Gaz. Cadre)**

Ministry of Finance (D/o Expenditure) I.D. No. 71082/E.Coord.I/2015 dated 17.07.2015

Copy for information to:

1. Ms. Mona Singh, Director (CRD), Department of Personnel & Training
2. Shri Ravi Katyal, Deputy Secretary (E.III.Desk), Department of Expenditure