



FEDERATION OF RAILWAY OFFICERS' ASSOCIATIONS

President

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No.FROA/2014/9

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dt-8-2-2014

To

The Chairman ,
Railway Board,
Ministry of Railways
Rail Bhavan.

Sub:- Grant of higher grade pay to senior officers superseded on account of either age or Rule of 37.5 % or for any other reason.

Dear Sir,

Seniority, is a crucial parameter for a Group 'A' Service and wherever senior officers are superseded, their cases need to be considered on principles of natural justice and fair play. This is particularly relevant when junior officers are promoted in preference to their senior, on account of restrictions regarding residency period /limitation of age or Rule of 37.5% i.e service-wise limit prescribed for posting as General Manager.

The standard practice in most Government departments as also the State Governments is to grant higher grade of pay to the superseded officers, to ensure that officers do not suffer financial loss either in service or after superannuation.

Denial of higher grade pay to superseded officers only adds to frustration, feeling of acrimony and non-cooperation at higher levels of decision making. In fact, the Department of Personnel and Training in the past had supported such a stand being taken, in respect of officers superseded in the General Managers panel on grounds of Rule of 37.5% (DOPT O.M. No. D-13013/08/2009-PG dt.30.12.2009).

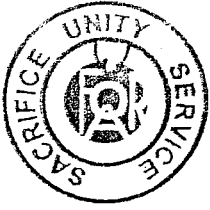
Railway Board is requested to consider this long pending demand of Railway Officers and to accord sanction of the competent authority for grant of higher grade of pay to officers superseded, on grounds stated above.

Thanking You,

faithfully yours,

R.R. Prasad
(R.R.Prasad)

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



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No.2014/FROA/8

**New Delhi,
July 1, 2014**

TO

**The Hon'ble Minister for Railways,
Ministry of Railways
Rail Bhavan,
New Delhi.**

Respected Sir,

At the very outset the Federation of Railway Officers Association (FROA) would place on record its sincere appreciation for posting two Group 'A' officers in the Confidential Wing of Railway Board, to look into the career progression matters of Group 'A' officers. This has been possible after persistent effort and representations from the FROA, in the past.

Ever since the posting of these two Group 'A' officers, significant changes have taken place with regard to panel formation of Group 'A' officers which has resulted in appreciation being received from Group 'A' officers community, both directly and also through social media sites like Facebook etc. During the last few months, officers' representation are being dealt online, notifications with regard to panel formation are posted online, which is heartening and shows transparency in dealing with issues relating to Group 'A' officers. It is, further understood that digitization of Annual Performance Appraisal Reports are also in the offing.

While, sincerely thanking you and Railway Board for posting Group 'A' officers in the Confidential Section, we take this opportunity to request you to post a suitable Group 'A' officer as Adviser(Confidential) after the superannuation of the present incumbent, on 31st July, 2014. This, I may assure you, would be a big boost to the morale of all Group 'A' officers.

Thanking you,

Faithfully Yours,

(R.R.Prasad)

Secretary General

✓ Copy to:- Chairman, Railway Board, Rail Bhavan, New Delhi