

Differential Promotions Prospects – Deptt.-wise

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Enclosed herewith is the status of differential in promotional prospects in all cadres Deptt. wise on Indian Railways with following highlights.

HAG

The officers of **Personal and civil deptt. of 1974** batch have been promoted, while in **Mech. & Stores officers of 1968** batch only could be promoted. Then this is a **Gap of 6 batches for promotions**. As many as 101 officers of Mech., 45 of Traffic and 17 of Store need to be promoted to bring them as per with civil & personal (upgradation has not yet been implemented even in Mech. & Elect. Deptt. yet, as such all deptt. are equal in this respect.)

SAG

Officers of **1983 batch of civil, Personal & Accounts** deptts. have been promoted to SAG, while in S&T deptt. officers of 1981 batch could be promoted by now. In other deptt. (Mech.,Elect.,Tfc, & Store) officers of **1982 batch are under consideration** meaning a Gap of 2 yrs for S&T 1 yrs for others.(**In Elect,Mech. the upgrading has been implemented, still they are much behind**) even after upgrading implementation as many as 72& 85 Officers need to be promoted to SAG for Mech. & Elect. deptt. respectively to bring them as per with the Jr. most officers of other deptt. the **Gap shall further increase** after upgrading is implementation in other deptt.

Selection Grade

The position is almost same (officers 1989 batch promoted) for all deptts. except Elect. & S&T deptts. were **officers of 1988** batch only could be promoted, In fact the officers of 1990 batch could be promoted in all deptts. Mech deptt is ahead of all deptts. in this where **91 officers of Civil Engg. are supposed to promoted to SG, in Elect. & S&T, 62 & 74 officers** are required to be promoted to bring equality/eligibility.

Junior Administration Grade :

The front runners are Mechanical deptt. Personal deptts. where officers of **1993 batch have already been promoted** (Mechanical with upgradation, Personal without upgradation) But despite upgradation Elect. deptt. is perhaps lagging much behind with promotion of **1990 batch only along with S&T depot** (w/o upgradation) to bring parity as many as 103 officers of S&T, 109 of Elect. 105 of Civil Engg. and 99 of Tfc deptt. are required to be promoted to JA grade. As many as **96 officers of TFC, 60 of civil, 40 of S&T and 69 of Accounts Deptts. are officiating in JA** (also 34 of Elect. Deptt.) and need only to be regularised.

Conclusion

- (i) The Gap in HAG, is very big (6 batch) needing **101 officers of Mech. deptt. 45 of Tfc. deptt.** to be promoted. It requires a bold decision to be taken for bringing parity in this cadre. At least ex-cadre posts and other posts of deputation etc. are required to be opened for deptts. running behind.
- (ii) In SAG, also **Mech & Elect. deptt. despite upgradation are much behind** (S&T also but without upgradation) Ex-cadre, General deptt., and deputation posts are required to be given in more numbers to these deptts. for the present. It is evident, that all such aspects should have been taken into account while framing the proposals for upgradation. After upgradation is implemented in all deptts.. (as proposed), the gap will further widen as **Elect., & Mech. deptt. to remain at the present level**, where as in **Personnel & Engg. deptts. officers of even 1985 shall be covered.** All other deptts will be of 1983 batch only.
- (iii) In JA immediate requirement shall be to **regularize the officers in all deptts.**, as a very large number of officers continue to work in officiating cadre in **Tfc., Civil, S&T & Accounts.** While today Mech., Personnel deptts. are ahead but after upgrading, perhaps the position of other deptts. shall also improve.

It is however, evident, that **bringing parity in all deptts. at all stages was not a aspect taken into accounts while deciding upgrading**, which in fact should have been a major consideration. In actuality, only mathematical calculations have been made while formulating that upgrading, which is not the concept of such schemes.

It is further evident, that deep, analytical man power planning is not being done on Railways. While we ask for parity with other Central Govt. management cadre – for demanding higher promotional prospects, **we do not implement such policies on our own services/cadres**, where a large scale difference in promotion prospects continue to exist which is not desirable/logical had the cadre upgradation/restructured been taken up for all departments through one proposal only, such anomalies could have been avoided and each deptt. could have get fare share in the cadre restructuring.

A complete/comprehensive, planning for management services, keeping in consideration, recruitment induction, deputation, ex-cadre/general posts, promotional policies and many such other aspects are the need of the time, and should immediately be looked into and implemented.

DA- one statement

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(1) Date of Joining/Batch of Jr.most officer promoted	<u>04.95</u> 1993	<u>12.91</u> 1990	<u>09.93</u> 1991	<u>11.93</u> 1992	<u>08.92</u> 1990	<u>09.95</u> 1993	<u>09.93</u> 1991	<u>11.94</u> 1992	<u>-upto 1993</u> batch
(2) No. of officers to be promoted to bring all deptts. at level superceeded + others	14+0	02+107	06+93	24+81	15+88	02+0	01+56	05+25	69+450
Nos. officiating in JA	24	34	96	60	40	1	69	-	324

Compiled by:
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