SN12

Annexure-I

Actual

Department	Total Number of posts (As per latest Cadre Restructuring)	Number of Leave Reserve posts @ 1.5%	Leave Reserve posts as a precentage of ~~total~~ Sr. Duty Posts
General	498	30	6.02%
Civil	1663	110	6.61%
Traffic	835	100	11.98%
Mechanical	1012	143	14.13%
Electrical	854	45	5.27%
Sig. & Telecom	777	41	5.28%
Stores	542	27	4.98%
Accounts	704	68	9.66%
Personnel	367	38	10.35%
Total	7252	602	8.30%

Senior Duty

TR @ 1.5

LR @ 1.5% or actual no on training whichever is lapse.

DEPARTMENT-WISE NUMBER OF GAZETTED POSTS AS ON 1.1.2019

TOTAL GAZETTED CADRE

DEPARTMENT		APEX	HAG+	HAG	SAG	DIG	SG/ JAG	SS	JS/Gr. 'B' (WP)	JS (LR)	TOTAL
GENERAL	Rev.	2	26	10	183	0	98	50	91	30	490
	W/c	0	3	0	4	0	73	55	48	0	183
	Total	2	29	10	187	0	171	105	139	30	673
CIVIL	Rev.	1	2	18	138	0	246	64	669	110	1248
	W/c	0	0	24	105	0	664	903	835	0	2531
	Total	1	2	42	243	0	910	967	1504	110	3779
TRAFFIC	Rev.	1	4	23	122	0	245	210	694	100	1399
	W/c	0	0	6	14	0	163	121	14	0	318
	Total	1	4	29	136	0	408	331	708	100	1717
MECHANICAL	Rev.	1	2	26	135	0	313	248	712	143	1580
	W/c	0	0	8	33	0	201	133	31	0	406
	Total	1	2	34	168	0	514	381	743	143	1986
ELECTRICAL	Rev.	1	1	20	98	0	268	105	437	45	975
	W/c	0	0	4	33	0	260	361	277	0	935
	Total	1	1	24	131	0	528	466	714	45	1910
SIG.&TELE.	Rev.	1	2	10	66	0	147	51	272	41	590
	W/c	0	0	6	49	0	246	402	413	0	1116
	Total	1	2	16	115	0	393	453	685	41	1706
STORES	Rev.	1	1	7	50	0	133	85	257	27	561
	W/c	0	0	4	37	0	141	148	57	0	387
	Total	1	1	11	87	0	274	233	314	27	948
ACCOUNTS	Rev.	1	2	11	51	0	120	92	373	68	718
	W/c	0	0	19	56	0	149	336	117	0	677
	Total	1	2	30	107	0	269	428	490	68	1395
PERSONNEL	Rev.	1	1	2	39	0	93	80	359	38	613
	W/c	0	0	0	16	0	72	112	12	0	212
	Total	1	1	2	55	0	165	192	371	38	825
MEDICAL	Rev.	1	0	12	154	0	821	1306	0	254	2548
	W/c	0	0	0	0	0	8	74	0	0	82
	Total	1	0	12	154	0	829	1380	0	254	2630
RPF	Rev.	1	0	1	7	21	48	74	274	13	439
	W/c	0	0	0	15	3	18	4	0	0	40
	Total	1	0	1	22	24	66	78	274	13	479
MISCELLANEOUS	Rev.	0	0	0	7	0	132	191	767	0	1097
	W/c	0	0	0	1	0	21	41	38	0	101
	Total	0	0	0	8	0	153	232	805	0	1198
TOTAL	Rev.	12	41	140	1050	21	2664	2556	4905	869	12258
	W/c	0	3	71	363	3	2016	2690	1842	0	6988
	Total	12	44	211	1413	24	4680	5246	6747	869	19246

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No.2016E(GC)16-9(Cadre Review)(Vol.III)(Genl)(89 P) New Delhi, dated 11.09.2019

The General Managers/Director Generals/Chief Administrative Officers,
All Indian Railways/Production Units/Training Institutions.
Secretary, Railway Board.

Sub: Distribution of Gazetted posts of General Cadre.

Cadre restructuring of organized group'A' Services of Indian Railways was approved by the Cabinet subject to certain conditions, one of which is that the number of General (ex-Cadre) posts should be frozen at current levels (i.e. not more than 677, in any case).

2. The grade-wise distribution of General Cadre posts (677 posts) is as under:-

Grade	No. of posts
Apex (Level- 17)	2
HAG+ (Level- 16)	29
HAG (Level- 15)	10
SAG (Level- 14)	187
JAG (Level- 12)	174
STS (Level- 11)	96
JTS (Leave Reserve) (Level- 10)	30
Group 'B' (Level-8)	149
Total	**677**

(General)
Sr. Duty Posts = 677 - 149 - 30 = 498

3. The distribution of posts grade wise and unit wise is indicated in the **Annexure I** to this sanction.

05/09/19

(v) The number of General (ex-Cadre) posts should be frozen at current levels (i.e. not more than 677, in any case)

(vi) Deputation Reserve at 5% of SDP will be created in each of the Services. This will be in addition to the strength indicated above in table. Since the proposed cadre strength which is approved by CRC does not include deputation reserve, same may be provided over and above the strength of various cadres.

(vii) Bunching of recruitment should be avoided such that annual direct recruitment to any Cadre is kept at 3 % of the Total Duty Posts.

(viii) While finalizing the Recruitment Rules (RRs) and giving promotions, residency periods as prescribed will be adhered to.

(ix) Assessment on continuance or phasing out of remaining 440 posts would be completed by the end of 4th year & thereafter the matter would be taken up with the Department of Expenditure (DoE) and Department of Personnel and Training (DoPT) for a decision on continuance of these posts. In accordance with the recommendations of CRC, pending decision of DoPT and DoE, no fresh incumbents would be posted on these posts and these posts would be treated as frozen.

(x) Normally additions to cadre by way of increasing the number of posts at different levels will be considered only in the course of a five year cadre review.

(xi) Attributes of Organised Group 'A' Service and general characteristics of Group'A' Service will be strictly followed. The direct recruitment at JTS level should not be less than 50% in accordance with the attributes of Organised Group 'A' Service. There should be a clear division of Group 'A' and Group 'B' post at JTS level and the list of officers at this level should be maintained separately. The existing methodology of grant of ad-hoc promotion of Group 'B' officer to Senior Scale post would be continued as an interim measure till 31.12.19 and thereafter no adhoc promotion to STS will be made.

(xii) The Cadre Review of Group 'B' and Group 'C' will be expedited.

3. The total sanctioned strength of IRAS Cadre as on 01.01.2015 would now be as under:-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	4
HAG (Level- 15)	40
SAG (Level- 14)	129
JAG (Level- 12)	283
STS (Level- 11)	247

Sr. Duty Posts = 822-118 = 704

Aparajita Singh 09/03/19

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JTS including Leave Reserve (Level- 10)	118
Total	822

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the upgradation of the posts in the higher grades as indicated in the Table on Page- 1&2 w.e.f the date of this notification :-

- 1 IRAS post from HA Grade to HAG+ Grade (Level-16) and 1 IRAS post from SA Grade to HAG+ Grade (Level-16),
- 11 posts from SA Grade to HA Grade (Level-15) (including resultant effect of upgradation of higher grade posts) ,
- 34 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of upgradation of higher grade posts), and;
- 34 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of upgradation of higher grade posts).
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

5. Special Remarks(If any) :- NIL.

6. The post restructuring distribution of posts grade wise and unit wise is indicated in the **Annexure I** to this sanction.

7. It has also been decided that 63 work-charged STS posts (Level-11) would be surrendered. The number of posts to be surrendered by each Railway/PU are indicated in Table (A) of Annxeure-III to this sanction. They must ensure that these posts are surrendered immediately or/on superannuation or promotion of the present regular incumbents of the posts. This office be advised accordingly. The surrender of posts should be finalized duly vetted by FA&CAO.

8. Further, 81 work-charged STS posts would be assessed for continuance or phasing out over next five years. Decision on continuance of 81 workcharged STS posts would be taken by the Ministry of Railways in the next five years period after due assessment and in consultation with the Department of Personnel and Training (DoPT) and Department of Expenditure (DoE). Further, pending decision of DoPT and DoE, no fresh incumbents should be posted on these posts. The number of posts to be assessed for continuance or phasing out have been indicated in Table(B) of Annexure-III to this sanction memorandum.

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3. Accordingly, the total sanctioned strength of IRSS Cadre as on 01.01.2015 would now be as under :-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	2
HAG (Level- 15)	29
SAG (Level- 14)	114
JAG (Level- 12)	278
STS (Level- 11)	118
JTS including Leave Reserve (Level- 10)	108
Total	650

Sr. Duty Posts = 650 - 108 = 542

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the upgradation of the posts in the higher grades as indicated in the Table on Pages 1-2 w.e.f. the date of this notification :-

- 1 IRSS post from HA Grade to HAG+ Grade (Level-16), 19 posts from SA Grade to HA Grade (Level-15) (including resultant effect of upgradation of higher grade posts);
- 46 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of upgradation of higher grade posts), and;
- 30 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of upgradation of higher grade posts);
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

5. **Special Remarks:** It has also been decided to re-designate the post of Director General (Stores) as Member (Materials Management) and to encadre this post for IRSS.

6. The post restructuring distribution of posts grade wise and unit wise is indicated in the Annexure I to this sanction.

7. It has also been decided that 58 work-charged STS posts (Level-11) would be surrendered. The number of posts to be surrendered by each Railway/PU are indicated in Table (A) of Annexure-III to this sanction. They must ensure that these posts are surrendered immediately or/on superannuation or promotion of the present regular incumbents of the posts. This office be advised accordingly. The surrender of posts should be finalized duly vetted by FA&CAO.

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3. Accordingly, the total sanctioned strength of IRSE Cadre as on 01.01.2015 would now be as under :-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	5
HAG (Level- 15)	85
SAG (Level- 14)	333
JAG (Level- 12)	857
STS (Level- 11)	382
JTS including Leave Reserve (Level- 10)	295
Total	1958

Sr. Duty Posts = 1958 - 295 = 1663

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the up-gradation of the posts in the higher grades as indicated in the Table on Page 1 & 2 w.e.f. the date of this notification:

- 3 IRSE post from HA Grade to HAG+ Grade (Level-16), 46 posts from SA Grade to HA Grade (Level-15) (including resultant effect of up-gradation of higher grade posts) ,
- 135 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of up-gradation of higher grade posts), and;
- 135 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of up-gradation of higher grade posts).
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

5. Special Remarks (if any):- Nil.

6. The post restructuring distribution of posts grade wise and unit wise is indicated in the Annexure I to this sanction.

7. It has also been decided that 190 work-charged STS posts (Level-11) would be surrendered. The number of posts to be surrendered by each Railway/PU are indicated in Table (A) of Annxeure-III to this sanction. They must ensure that these posts are surrendered immediately or/on superannuation or promotion of the present regular incumbents of the posts. This office be advised accordingly. The surrender of posts should be finalized duly vetted by FA&CAO.

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JAG (Level- 12)	348
STS (Level- 11)	231
JTS including Leave Reserve (Level- 10)	194
Total	971

Sr. Duty Posts = 971 − 194 = 777

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the upgradation of the posts in the higher grades as indicated in the Table on Page- 1&2 w.e.f. the date of this notification:-

- 1 IRSSE post from HAG Grade to HAG+ Grade (Level-16), 24 posts from SA Grade to HA Grade (Level-15) (including resultant effect of upgradation of higher grade posts);
- 64 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of upgradation of higher grade posts), and;
- 14 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of upgradation of higher grade posts).
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

5. Special Remarks: It has also been decided to re-designate the post of Director/General(Signal & Telecom) as Member(Signal & Telecom) and to encadre to this post for IRSSE.

6. The post restructuring distribution of posts grade wise and unit wise is indicated in the Annexure I to this sanction.

7. It has also been decided that 90 work-charged STS posts (Level-11) would be surrendered. The number of posts to be surrendered by each Railway/PU are indicated in Table (A) of Annexure-III to this sanction. They must ensure that these posts are surrendered immediately or/on superannuation or promotion of the present regular incumbents of the posts. This office be advised accordingly. The surrender of posts should be finalized duly vetted by FA&CAO.

8. Further, 74 work-charged STS posts would be assessed for continuance or phasing out over next five years. Decision on continuance of 74 workcharged STS posts would be taken by the Ministry of Railways in the next five years period after due assessment and in consultation with the Department of Personnel and Training (DoPT) and Department of Expenditure (DoE). Further, pending decision of DoPT and DoE, no fresh incumbents should be posted on these posts. The number of posts to be assessed for continuance or phasing out have been indicated in Table (B) of Annexure-III to this sanction memorandum.

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(iv) Re designation of the post of Director General (Personnel) as Director General (Safety) to be manned by officers of Services directly involved in train operations, viz, IRTS, IRSME, IRSSE, IRSEE and IRSE.

(v) The number of General (ex-Cadre) posts should be frozen at current levels (i.e. not more than 677, in any case)

(vi) Deputation Reserve at 5% of SDP will be created in each of the Services. This will be in addition to the strength indicated above in table. Since the proposed cadre strength which is approved by CRC does not include deputation reserve, same may be provided over and above the strength of various cadres.

(vii) Bunching of recruitment should be avoided such that annual direct recruitment to any Cadre is kept at 3 % of the Total Duty Posts.

(viii) While finalizing the Recruitment Rules (RRs) and giving promotions, residency periods as prescribed will be adhered to.

(ix) Assessment on continuance or phasing out of remaining 440 posts would be completed by the end of 4th year & thereafter the matter would be taken up with the Department of Expenditure (DoE) and Department of Personnel and Training (DoPT) for a decision on continuance of these posts. In accordance with the recommendations of CRC, pending decision of DoPT and DoE, no fresh incumbents would be posted on these posts and these posts would be treated as frozen.

(x) Normally additions to cadre by way of increasing the number of posts at different levels will be considered only in the course of a five year cadre review.

(xi) Attributes of Organised Group 'A' Service and general characteristics of Group'A' Service will be strictly followed. The direct recruitment at JTS level should not be less than 50% in accordance with the attributes of Organised Group 'A' Service. There should be a clear division of Group 'A' and Group 'B' post at JTS level and the list of officers at this level should be maintained separately. The existing methodology of grant of ad-hoc promotion of Group 'B' officer to Senior Scale post would be continued as an interim measure till 31.12.19 and thereafter no adhoc promotion to STS will be made.

(xii) The Cadre Review of Group 'B' and Group 'C' will be expedited.

3. Accordingly, the total sanctioned strength of IRSSE Cadre as on 01.01.2015 would now be as under:-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	3
HAG (Level- 15)	39
SAG (Level- 14)	155

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(vi) Deputation Reserve at 5% of SDP will be created in each of the Services. This will be in addition to the strength indicated above in table. Since the proposed cadre strength which is approved by CRC does not include deputation reserve, same may be provided over and above the strength of various cadres.

(vii) Bunching of recruitment should be avoided such that annual direct recruitment to any Cadre is kept at 3 % of the Total Duty Posts.

(viii) While finalizing the Recruitment Rules (RRs) and giving promotions, residency periods as prescribed will be adhered to.

(ix) Assessment on continuance or phasing out of remaining 440 posts would be completed by the end of 4th year & thereafter the matter would be taken up with the Department of Expenditure (DoE) and Department of Personnel and Training (DoPT) for a decision on continuance of these posts. In accordance with the recommendations of CRC, pending decision of DoPT and DoE, no fresh incumbents would be posted on these posts and these posts would be treated as frozen.

(x) Normally additions to cadre by way of increasing the number of posts at different levels will be considered only in the course of a five year cadre review.

(xi) Attributes of Organised Group 'A' Service and general characteristics of Group'A' Service will be strictly followed. The direct recruitment at JTS level should not be less than 50% in accordance with the attributes of Organised Group 'A' Service. There should be a clear division of Group 'A' and Group 'B' post at JTS level and the list of officers at this level should be maintained separately. The existing methodology of grant of ad-hoc promotion of Group 'B' officer to Senior Scale post would be continued as an interim measure till 31.12.19 and thereafter no adhoc promotion to STS will be made.

(xii) The Cadre Review of Group 'B' and Group 'C' will be expedited.

3. Accordingly, the total sanctioned strength of IRTS Cadre as on 01.01.2015 would now be as under:-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	5
HAG (Level- 15)	42
SAG (Level- 14)	163
JAG (Level- 12)	391
STS (Level- 11)	233
JTS including Leave Reserve (Level- 10)	264
Total	**1099**

Sr. Duty Posts =
1099 − 264 = 835

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3. Accordingly, the total sanctioned strength of IRSEE Cadre as on 01.01.2015 would now be as under:-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	4
HAG (Level- 15)	42
SAG (Level- 14)	171
JAG (Level- 12)	450
STS (Level- 11)	186
JTS including Leave Reserve (Level- 10)	220
Total	1074

Sr. Duty Posts = 1074 - 220 = 854

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the upgradation of the posts in the higher grades as indicated in the Table on Page-1&2 w.e.f. the date of this notification:-

- 3 IRSEE post from HA Grade to HAG+ Grade (Level-16), 21 posts from SA Grade to HA Grade (Level-15) (including resultant effect of upgradation of higher grade posts);
- 61 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of upgradation of higher grade posts), and;
- 56 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of upgradation of higher grade posts) and
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

5. Special Remarks (if any): NIL.

6. The post restructuring distribution of posts grade wise and unit wise is indicated in the Annexure I to this sanction.

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(xii) The Cadre Review of Group 'B' and Group 'C' will be expedited

3. Accordingly, the total sanctioned strength of IRSME Cadre as on 01.01.2015 would now be as under:-

Grade	No. of posts
Apex (Level- 17)	1
HAG+ (Level- 16)	5
HAG (Level- 15)	50
SAG (Level- 14)	202
JAG (Level- 12)	483
STS (Level- 11)	271
JTS including Leave Reserve (Level- 10)	337
Total	1349

Sr. Duty Posts =
1349 - 337 = 1012

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the up-gradation of the posts in the higher grades as indicated in the Table on Page -1 & 2 w e f the date of this notification:-

- 3 IRSME post from HA Grade to HAG+ Grade (Level-16), 18 posts from SA Grade to HA Grade (Level-15) (including resultant effect of up-gradation of higher grade posts) ,
- 54 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of up-gradation of higher grade posts), and,
- 19 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of up-gradation of higher grade posts).
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

11/03/19 11.3.19

(iii) Re-designation of the posts of Director General (Signal & Telecom) and Director General (Stores) as Member(S&T) and Member (Materials Management) and to encadre these posts for IRSSE and IRSS respectively;

(iv) Re-designation of the post of Director General (Personnel) as Director General (Safety) to be manned by officers of Services directly involved in train operations, viz, IRTS, IRSME, IRSSE, IRSEE and IRSE.

(v) The number of General (ex-Cadre) posts should be frozen at current levels (i.e. not more than 677, in any case)

(vi) Deputation Reserve at 5% of SDP will be created in each of the Services. This will be in addition to the strength indicated above in table. Since the proposed cadre strength which is approved by CRC does not include deputation reserve, same may be provided over and above the strength of various cadres.

(vii) Bunching of recruitment should be avoided such that annual direct recruitment to any Cadre is kept at 3 % of the Total Duty Posts.

(viii) While finalizing the Recruitment Rules (RRs) and giving promotions, residency periods as prescribed will be adhered to.

(ix) Assessment on continuance or phasing out of remaining 440 posts would be completed by the end of 4th year & thereafter the matter would be taken up with the Department of Expenditure (DoE) and Department of Personnel and Training (DoPT) for a decision on continuance of these posts. In accordance with the recommendations of CRC, pending decision of DoPT and DoE, no fresh incumbents would be posted on these posts and these posts would be treated as frozen.

(x) Normally additions to cadre by way of increasing the number of posts at different levels will be considered only in the course of a five year cadre review.

(xi) Attributes of Organised Group 'A' Service and general characteristics of Group'A' Service will be strictly followed. The direct recruitment at JTS level should not be less than 50% in accordance with the attributes of Organised Group 'A' Service. There should be a clear division of Group 'A' and Group 'B' post at JTS level and the list of officers at this level should be maintained separately. The existing methodology of grant of ad-hoc promotion of Group 'B' officer to Senior Scale post would be continued as an interim measure till 31.12.19 and thereafter no adhoc promotion to STS will be made.

(xii) The Cadre Review of Group 'B' and Group 'C' will be expedited.

3. Accordingly, the total sanctioned strength of IRPS Cadre as on 01.01.2015 would be as under:-

Grade	No. of posts
Apex (Level- 17)	1

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HAG+ (Level- 16)	2
HAG (Level- 15)	18
SAG (Level- 14)	65
JAG (Level- 12)	171
STS (Level- 11)	110
JTS including Leave Reserve (Level- 10)	111
Total	478

Sr. Duty Posts =
478 - 111 = 367

4. Accordingly, sanction of the Ministry of Railways is hereby accorded to the upgradation of the posts in the higher grades as indicated in the Table on Page- 1&2 w.e.f the date of this notification :-

- 1 IRPS post from JA Grade to HAG+ Grade (Level-16), 16 posts from SA Grade to HA Grade (Level-15) (including resultant effect of upgradation of higher grade posts) ,
- 27 posts from Selection Grade/JA Grade to SA Grade (Level-14) (including resultant effect of upgradation of higher grade posts), and;
- 32 posts from Sr. Scale to JA Grade (Level-12) (including resultant effect of upgradation of higher grade posts).
- The details of the posts to be upgraded are indicated in the Annexure-II to this sanction.

5. Special Remarks:- It has also been decided to make the post of Member(Staff) a cadre post for IRPS and re-designate the post of Director General/Personnel as Director General/Safety to be manned by officers of Services directly involved in trains operation viz. IRTS, IRSME, IRSSE, IRSEE & IRSE.

6. The post restructuring distribution of posts grade wise and unit wise is indicated in the **Annexure I** to this sanction.

7. It has also been decided that 48 work-charged STS posts (Level-11) would be surrendered. The number of posts to be surrendered by each Railway/PU are indicated in Table (A) of Annxeure-III to this sanction. They must ensure that these posts are surrendered immediately or/on superannuation or promotion of the present regular incumbents of the posts. This office be advised accordingly. The surrender of posts should be finalized duly vetted by FA&CAO.

8. Further, 3 work-charged STS posts would be assessed for continuance or phasing out over next five years. Decision on continuance of 3 workcharged STS

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F.No. I.11011/7/2014-CRD
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Cadre Review Division

Lok Nayak Bhawan, Khan Market
New Delhi-110003
Dated the 25th October, 2019

OFFICE MEMORANDUM

Sub: Cadre review of 08 organised Group 'A' Service.

The undersigned is directed to refer to Ministry of Railways' O.M.No.2019E(GC)1-1 (Dep. Resv.) dated 28.08.2019 on the subject cited above wherein MoR has sought clarification on modalities of Deputation Reserves.

2. The matter has been examined and the following is conveyed:

(i) Since the number proposed against Deputation Reserves is in accordance with the approval of the Cabinet, hence, this Department has no objection to the same.

(ii) In addition to deputation Reserves, other types of Reserves are also required to be created in the Organised Services, viz. Training Reserves, Leave Reserve and Probation Reserve. The ceiling of various Reserves in an Organised Group 'A' Services, as per DoPT's OM dated 11/2/2013 is as under:

a) Training Reserves: Not exceeding 1.5% of SDP
b) Leave Reserves: Not exceeding 1.5% of SDP
c) Deputation Reserves: Not exceeding 5% of SDP (should be guided by the number of officers on deputation)
d) Probationary Reserves: Normal batch of DR multiplied by period of probation

(iii) As such, the MoR is required to make provisions for other types of Reserves also, in addition to Deputation Reserves. Since the Reserves are part of the cadre strength, these other types of Reserves should be created within the cadre strength recommended by the CRC/Cabinet.

(iv) Various types of Reserves are usually created in the Junior Time Scale and not in the Senior Time Scale as proposed by MoR. Though, the officers can be sent onto deputation from any level, however, while sending officers on deputation, it should be ensured that the essential needs of the Service are not sacrificed, nor does it lead to

distortions in the recruitment programme or to other cadre management problems. Once the size of Deputation Reserves is fixed, a conscious effort should be made to see that there is neither over-utilisation nor under utilization so as to avoid problems in the smooth management of the cadre. As such, at any point of time, the number of officers on deputation may not exceed the deputation reserves provided to the cadre.

(v) Further, the number of officers in the cadre should not be more than the Duty posts in the cadre.

Randhir Kumar

(Randhir Kumar)
Under Secretary to the Govt. of India
Tel: 24653972

Ministry of Railways
{Attn: Shri Navin Kumar, ED (Gaz. Cadre)}
Railway Board
Rail Bhawan
New Delhi-110001

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No. 2019E(GC)1-1(Dep. Resv.) New Delhi, dt. 18.10.2019

OFFICE MEMORANDUM

Sub: Cadre Review of 8 Organized Group 'A' Services.

Please refer to this Ministry's OM of even number dt 28/08/19, vide which DoPT was requested to confirm/clarify whether the modalities being adopted by Ministry of Railways for creation of Deputation reserve are in order. DoPT's reply in this regard has not been received so far.

DoPT is again requested to furnish a reply in this regard early.

18/10/19
(Navin Kumar)
Exe. Director, Estt.(Gaz. Cadre)
Railway Board

Sh. K. Shrinivas
Addl. Secretary,
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training
North Block.
New Delhi- 110001.

रेल मंत्रालय
Ministry of Railways
रेलवे बोर्ड/Railway Board
अनुलग्नक सहित जारी
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हस्ताक्षर
Signature.....
जारी की तारीख
Date of Issue.....
22/10/19

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भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No. 2019E(GC)1-1(Dep. Resv.) New Delhi, dt. 18.10.2019

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भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No.2019E(GC)1-1 (Dep. Resv.) New Delhi, dated 28.08.2019

OFFICE MEMORANDUM

Sub: Cadre Review of 08 organized Group 'A' Services.

The cadre restructuring of 8 organized Group 'A' services has been approved by the Cabinet subject to certain conditions. One of the conditions approved by Cabinet is that 'Deputation Reserve at 5% of SDP will be created in each of the Services. This will be in addition to the revised strength of the Cadres as indicated in the Cabinet Note (Table on page 16).

2. Accordingly 5% of Senior Duty Posts cadre wise have been calculated and are mentioned below:-

Cadre	SDP (as approved by Cabinet)	5% of SDP (rounded off to the lower side)
IRPS	367	18
IRTS	835	41
IRSS	542	27
IRSME	1012	50
IRSEE	854	42
IRSSE	777	38
IRSE	1663	83
IRAS	704	35

3. It is understood that Deputation Reserve can be created in senior time scale @5% for each of the services as indicated above. Deputation Reserve will be maintained in the Ministry with the Cadre Controlling Authorities concerned and operated in the Zonal Railways. Since the concept of Deputation Reserve is new over the Railways , DoPT is requested to kindly confirm/ clarify whether the modalities being adopted by MoR for creation of Deputation Reserve are in order.

28/8/19

(Navin Kumar)
Exe. Director, Estt.(Gaz.Cadre)
Railway Board.

रेल मंत्रालय
Ministry of Railways
रेलवे बोर्ड/Railway Board
अनुलग्नक सहित जारी
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Date of issue.....

Sh. K. Shrinivas
Addl. Secretary,
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Department of Personnel and Training
North Block,
New Delhi – 110001.

SNB

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No.2019E(GC)1-1 (Dep. Resv.) New Delhi, dated .08.2019

OFFICE MEMORANDUM

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(Navin Kumar)
Exe. Director, Estt.(Gaz.Cadre)
Railway Board.

Sh. K. Shrinivas
Addl. Secretary,
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training
North Block,
New Delhi – 110001.

Draft reference SN

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No.2019E(GC)1-1 (Dep. Resv.) New Delhi, dated .08.2019

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IRSS	542	27
IRSME	1012	50
IRSEE	854	42
IRSSE	777	38
IRSE	1663	83
IRAS	704	35

3. Ministry of Railways proposes to create posts as Deputation Reserve in Senior Time Scale @5% for each of the Services as indicated above . Deputation Reserve will be maintained in the Ministry with the Cadre Controlling Authorities concerned and operated in the Railways. Since the concept of Deputation Reserve is new over the Railways , DoPT is requested to kindly confirm the correctness of modalities as are being adopted by MoR.

(Navin Kumar)
Exe. Director, Estt.(Gaz.Cadre)
Railway Board.

Sh. K. Shrinivas
Addl. Secretary,
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training
North Block,
New Delhi – 110001.

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Deputation Data						
Service	Total	HAG	JAG	SAG	SG	SS
IRAS	76	3	2	34	34	3
IRMS	1				1	
IRPS	32			15	16	1
IRSE	208	2	12	58	121	15
IRSEE	132	1	8	37	80	6
IRSME	85	2	4	29	45	5
IRSS	48		7	17	20	4
IRSSE	97		4	19	66	8
IRTS	92	1	4	26	59	2
Total	771	9	41	235	442	44

recruitment any particular year result in dilution of the quality of recruits in short run and lead to promotion blocks at a later stage.

(viii) Need for managing reserves - If the cadre structure already has provision for various types of reserves like probation, leave, training and deputation, it should be examined as to (a) how such reserves have been utilized in the past and (b) what would be the future pattern of utilization. The review should provide an opportunity to identify posts which are usually being manned by reserves due to inadequate provision of duty posts for existing activities or because of expansion of regular activities or both. There should be an endeavor to convert such posts into regular duty posts wherever they are expected to last at least for the review period. The provisions for reserves will then have to be suitably adjusted. This would reduce distortions and make for smooth and scientific cadre management.

If no provision exists for reserves in the initial constitution of the Service, it should be examined as to the extent that different types of reserves will now have to be provided for in the revised structures in the light of past experience and anticipated requirements over the review period.

(ix) **Encadrement of ex-cadre posts-** . Often departments create for various reasons, a number of posts having more or less similar functional duties and responsibilities as the cadre posts. Such posts are manned by both cadre officers and those outside the cadre(s). It should be the constant endeavour of Cadre Authorities to periodically review the position regarding such posts with a view to encadre them keeping in view :-

(a) the nature of functions and responsibilities attached to them.
(b) the likelihood of their continuing:
(c) the desirability of deploying cadre officers to such posts.

(xi) **Budget Neutrality** –The requirement of budget neutrality has to be understood in the correct perspective. While discouraging any liberal creation of posts, it seeks to ensure that any increase in the net expenditure has to be in correspondence with increase in output or horizontal expansion in activities. Sixth Pay Commission has recommended running pay bands for all posts (excepting the Apex Scale) in order that stagnation is reduced. The significance of budget neutrality also stands diluted.

Extracts of Monograph (2010) on cadre Reviews of Group 'A' Organised S

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Centre and the States. The manpower for performing the functions of the Central Government is, however, mainly provided by Central Services and cadres. The Central Group `A' Services account for the bulk of the Group `A' posts under the Central Government. They are broadly classified into (I) Non-Technical service, (II) Technical Service (which include engineering services), (III) Health Services and (IV) Other Services (which include some engineering and scientific services).

6. The non-technical services are meant to administer non-technical areas of administration at the Centre like audit, income-tax, posts and railways. The technical services perform similar functions on the technical side of the Central Government in departments like Civil Engineering, Telegraph Engineering, Mechanical Engineering, etc. The Group `A' category also includes officers engaged in research in the scientific and technological fields besides isolated - so called General Central Services - posts in the non-technical fields.

Duty Posts and Reserves

7. A well structured Group `A' cadre consists of two distinct parts: (i) Regular Duty Posts and (ii) Reserves. The regular duty posts which constitute the core of the cadre are meant for performing the functions for which the service has been constituted. It consists of both permanent posts as well as temporary posts which are likely to continue indefinitely. As mentioned above, the duty posts are structured into different levels of hierarchy in the time scale, junior administrative grade, senior administrative grade, etc. corresponding to different levels of responsibility. Incidentally, it is the structure of the regular duty posts which is examined in a cadre review.

8. The reserves are of four types, viz. (i) probationers reserves (ii) leave reserve (iii) training reserve and (iv) deputation reserve. Every organised service normally provides for probationers reserve in order to cater to the requirements of probation which has to be undergone by direct recruits to the service. Probationers reserve cannot be considered part of regular duty posts of a service as they are not intended to perform the regular service functions. Officers undergoing probationary training are shown against probationer reserve. The strength of reserve depends upon the size of the normal annual intake through direct recruitment and the period of probation required to be put in by direct recruits.

9. The other reserves, namely leave, training and deputation reserves are intended to serve as substitute for regular duty posts in the event of service officers holding duty posts being temporarily away from their cadre on leave, training or deputation. That is, it is expected that at any time there will be some officers who are on leave, deputation or training. In order that the work

does not suffer due to their absence, extra posts are provided. The various types of reserves including probations reserve are usually created in the junior time scale.

Recruitment

10. At the Centre, recruitment is made to a `Service' rather than to a post, at least in so far as organised services are concerned. In general, recruitment to a Group `A' Service takes place at the lowest level, i.e. at the level of Junior Time Scale which may be called the entry point. There are generally two sources of recruitment, viz. (a) direct recruitment i.e. recruitment from the open market through an open competitive examination or an interview or a combination of the two and (b) recruitment through promotion from the Group `B' cadre.

11. Direct recruitment to all non-technical Group `A' Services is made through a combined competitive examination (Civil Service Examination) conducted by the Union Public Service Commission on an annual basis. Candidates selected for different services as a result of this examination are trained in the functional fields to which they are subsequently allotted. As regards technical services, there is a different type of combined competitive examination also conducted by the U.P.S.C. in different areas of specialization, e.g. Civil Engineering, Electronics, etc.

12. In the case of departmental promotion (from Group `B' feeder cadres) to Group `A' the promotion quota for the purpose varies from Service to Service. Above the level of Junior Time Scale, posts/vacancies are generally filled through promotion from the next lower levels. There are, however, a few exceptions in which lateral entry (i.e. direct recruitment from open market) takes place at levels higher than junior/senior time scale. Such lateral entry is generally through an interview (without a written test). In a few cases promotion of Group `B' Officers is effected directly to the senior scale of the concerned Group `A' Service, the junior scale posts being exclusively confined to direct recruits from the open market.

Cadre Structure

13. A typical uni-functional Group `A' Service has a cadre structure which is constituted in the form of a pyramid with its various layers corresponding to different levels of responsibilities with no functional distinction. The pyramid starts with Junior Time Scale, which is generally a probation-cum-training grade for direct recruits, and passes through Senior Time Scale, Junior Administrative Grade and Senior Administrative Grade. In a number of services, a Selection Grade also exists as part of Junior Administrative Grade. In some cases, it is functional and in others it is

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APPENDIX : III

CADRE REVIEW OF CENTRAL SERVICES

GROUP `A' - DETAILED GUIDELINES

INTRODUCTION

The Administrative Reforms Commission which examined the existing machinery for the management of different All-India and Central Services Cadres, had in their Report on Personnel Administration made the following recommendations:-

a) For all Services advance projections should be made of the requirements of personnel for five years at a time. Mid-term appraisal also should be made if circumstances warrant it and necessary correvtives made on the basis of the apprisal.

b) Such projections should be made by cadre management committees which should be constituted in the manner described.....

2. The Government of India accepted the above recommendations with modifications that cadre review should be made every three years instead of every five years and that while the user interests need not be associated with the review committees, their requirements may be taken into consideration while making the reviews. It was also laid down that the composition of the Cadre Review Committee would be as follows:-

i) Cabinet Secretary - Chairman

ii) Secretary, Ministry of - Member

Finance, Deptt. of

Expenditure

iii) Secretary, Deptt. of - Member

Personnel & Training

iv) Secretary of the - Member

Ministry controlling

the cadre

At later stages, the Defence Secretary and the senior most member of the cadre under review were also included as members in the Cadre Review Committee.

3. The Department of Personnel & A.R., after studying details of various measures taken by the cadre authorities towards scientific management of their cadres, formulated certain broad guidelines for objective cadre management and circulated the same to all concerned Departments, vide O.M.No.5/1/71-PP(Vol.VI) dated the 6th May,1972,with the request that they set up Cadre Review Committees in the manner prescribed and arrange to have the cadre structures reviewed on a priority basis. This was followed up in March,1973 by an `Approach-Note' on cadre review delineating the various aspects to be considered while preparing proposals for cadre strength reviews.

4. The Third Pay Commission recommended the creation of a standing `Body on Pay and Cadre Management' to be headed by a serving or retired Judge of the Supreme Court or a High Court and having four non-functional members with experience of problems connected with Pay determination job-evaluation, personnel management and other allied matters. While this specific recommendation was not accepted by the Government, it was nonetheless decided that:-

a) A unit may be set up, if necessary, in due course in the Ministry of Finance for dealing with cases of limited pay revisions. In the meanwhile, cases which may arise relating to job evaluation or revision of pay scale of any particular category (Including creation of a new pay scale where necessary) may be dealt with in that Ministry according to normal procedure; and

b) The Department of Personnel & A.R., who are dealing at present with matters relating to cadre management of the all-India and Central Class-I services may also set up a unit, if necessary,indue course for advising theMinistries/Departments of cadre management of various services in Class-II and III as well.

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Role of the Department of Personnel & A.R.

5. The Department of Personnel & A.R. is closely associated with work relating to cadre review of various Services. The Department issues guidelines regarding policy and methodology of cadre reviews, examines the proposals prepared by the concerned cadre controlling authority and prepares an analytical brief containing the views of the Department of Personnel & A.R. for the use of members of the Review Committee. The Department maintains liasion with the cadre authorities and provides guidance and expertise in the formulation of proposals for periodic reviews of cadre strength. Recently, it has been decided that the department should take more initiative in regard to the cadre reviews instead of leaving it with the concerned Ministries.

Need for re-orientation of the review process.

6. The overall approach to cadre strength review has recently been re-examined in the Department of Personnel & A.R. in the light of experience gained so far. It has been observed that despite circulation of broad guidelines and the Approach Note (referred to in the earlier paragraphs), the cadre review proposals prepared by the Departments continue to suffer from a number of deficiencies. In particular, the following considertations which are pertinent in determining cadre strength of various Services do not seem to have received adequate attention of cadre authorities:-

a) projection of manpower requirements on scentific lines;

b) utilisation of cadre posts and deployment of cadre officers;

c) objective assessment of future promotion prospects;

d) rationalisation of cadre structure;

e) the level(s) at which various reserves are to be created, their quantum and utilisation and

f) formulation of a realistic recruitment plan.

Keeping in view the above mentioned factors and the comments of various departments, a revised comprehensive set of guidelines has now been drawn up on the subject. The new guidelines which are elaborated in the ensuing sections should facilitate framing of proposals for triennial reviews of cadres with a full understanding of the principles involved. A set of format which may be used in this regard is appended (Appendix).

DETAILED GUIDELINES FOR THE FORMULATION

OF CADRE STRUCTURE REVIEW PROPOSALS.

Objectives

7. The basic objectives of periodical review of a cadre are as follow:-

a) To make advance projections of requirements of personnel for the next three years and to plan recruitment programme on a scientific basis; and

b) To bring about rationalisation of cadre structure with a view to improving the efficiency and morale and enhancing the effectiveness of the Service.

Need for advance planning of personnel requirements:

8. The need for advance planning of the requirements of personnel is to be stressed for following reasons:-

a) Timely recruitment of personnel in adequate numbers is essential to prepare them for future deployment.

b) The process of getting the new posts sanctioned is time consuming.

c) In the absence of advance planning of manpower requirements, there may be violent fluctuations from time to time in the rate or recruitment with obvious adverse effects on the quality of recruits and cadre management.

Rationalising cadre structure

9. The cadre structure of a Service should satisfy the following criteria:-

a) Different grades of the Service should reflect distinctly different levels of duties and responsibilities;

b) Structure of the cadre should be such as to facilitate smooth movement of personnel, both vertical as well as horizontal; and

c) It should promote maximum efficiency commensurate with economy expenditure.

Cadre Strength

10. Basic constitutents of a Central Group `A' Service(cadre) should normally be:-

a) Regular duty posts;

b) Probationers reserves; and

c) Other reserves, viz.

i) Leave Reserve

ii) Training Reserve; and

iii) Deputation Reserve.

The sum total of (a) to (c) would represent what may be called the authorised strength of the cadre of Service. These terms are explained in the following paragraphs:-

Regular Duty Posts:

11. Regular duty posts are those posts in the cadre which carry the functions that fulfil the objectives for which the Service was constituted.

Probationers Reserve

12. Direct recruits are normally given initial training for periods ranging from one year to three years while on probation. The posts against which they are shown during the training period, which includes post-entry institutional as well as on-job training should not be included in the strength of regular duty posts, but should be shown separately as probationers reserve. In case such reserve already forms part of junior duty posts or other reserves, necessary adjustment will have to be made to show it as a separate reserve. If the period of training of a probationer is one year, the size of probationers reserve should be equal to the size of one batch of direct recruits; if the period of training is 2 years, the reserve has to be double the size of a batch; and so on. Where the size of recruitment varies from year to year, the maximum recruitment in one year during the period of review may be taken as the basis for determination of size of reserve.

Other Reserve

13. `Other' reserves comprise leave, training and deputation reserves. There is an important difference between the probationers reserve and `other' reserves. The former is set apart for a definite category of service personnel. viz. fresh recruits directly appointed to the lowest rung of the Service. The latter serve a more general purpose of providing substitutes against vacancies caused due to Service officers proceeding on long leave, training or deputation. For every officer shown against other reserves, there should thus be one officer on leave, training or deputation. Those reserves are needed in order to ensure that the regular duty posts are continuously

manned by competent officers and are ordinarily created in the entry grade of the Service. Broad guideline for arriving at the appropriate size of various reserves are given below:-

Leave Reserve

14. Actual utilisation of leave by officers (for at least 45 days at a time) and the utilisation of the existing leave reserve (if any) by the Department during the preceding 3 to 5 years should normally determine the size of leave reserve. In addition, the practicability of filling up of leave vacancies, especially where the duty posts are widely scattered over field formations, may also be examined while determining desired size of the leave reserve.

Training

15. The imperative need for imparting on the job refresher/ professional training periodically to the personnel at various levels of the Service in order to equip them to meet the growing challenges of developmental administration can hardly be over-emphasised. For this purpose, a training reserve of an appropriate size will have to be provided for the cadre structure. The size is to be worked out on the basis of past experience (of, say, the last 5 years) and a well drawn-out programme for training of officers over the next 3 years.

Deputation Reserve

16. Officers of organised Service are in constant demand for manning posts on deputations in the Secretariat and other Headquarter Organisations, Public Sector undertakings etc. Spells of deputation to such ex-cadre posts afford the officers an opportunity to apply and test their knowledge, skills and talents in new fields and situations. Deputation also helps in imparting fresh outlook to their work on return to their organisation. However, while sending officers on deputation, it should be ensured that the essential needs of the service are not sacrificed, nor does it give rise to distortions in the recruitment programme or to other cadre management problems. As regards the size of the deputation reserve, it may be fixed in the light of past experience and the estimated minimum number of officers likely to be away on deputation during the next three years. Once the size of deputation reserve is fixed, a conscious effort should be made to see that there is neither over-utilisation nor under-utilisation so as to avoid problems in the smooth management of the cadre.

Encadrement of ex-cadre posts

17. Often departments create for various reasons, a number of posts having more or less similar functional duties and responsibilities as the cadre posts. Such posts are manned by both cadre officers and those outside the cadre (s). It should be the constant endeavour of cadre authorities to periodically review the position regarding such posts with a view to encadre them keeping in view:-

(a) the nature of functions and responsibilities attached to them;

(b) the likelihood of their continuing; and

(c) the desirability of deploying cadre officers to such posts.

Recruitment Planning

18. Rate of recruitment to a cadre is essentially a function of the maintenance and growth needs of the Service. A third important factor that determine recruitment size is the quantum of `gaps', i.e. the number of vacancies remaining unfilled for a period of one year or more. It would be convenient to discuss recruitment plan under the three main heads representing the three basic components, viz. (1) maintenance needs (ii) growth needs and (iii) gaps. While drawing up the recruitment plan, promotion prospects will also have to kept in view.

Estimation of maintenance needs

19. Maintenance needs arise out of wastage-both normal (due to retirments on superannuation) and abnormal (due to resignations) deaths, dismissals, etc.), Data on the future wastage pattern for say 5 years should be compiled both in respect of direct recruits and promotee officers. In particular some Group `B' officers likely to be promoted to the Service during the next three years may be retiring within the period of review. To smooth out violent annual fluctuations, if any, an average of the next 5 years should be taken to represent the maintenance requirements of the Service/cadre on account of normal retirement. As regards abnormal wastage to resignation, dismissals, deaths, etc., this may be estimated on the basis of actual experience during the past five years.

Estimation of growth needs

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No. 2016E (GC)16-9(Cadre Review)(Vol.II)
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

New Delhi, dated 31st Jan., 2019

NOTE FOR THE CABINET

Sub: CADRE REVIEW PROPOSALS OF GROUP 'A' RAILWAY SERVICES- Indian Railway Accounts Service (IRAS), Indian Railway Personnel Service (IRPS), Indian Railway Traffic Service (IRTS), Indian Railway Service of Engineers (IRSE), Indian Railway Service of Electrical Engineers (IRSEE), Indian Railway Service of Mechanical Engineers(IRSME), Indian Railway Stores Service (IRSS), Indian Railway Service of Signal Engineers (IRSSE).

1. INTRODUCTION

1.1 This Memorandum deals with cadre review of 8 organised Gr 'A' Services of Indian Railways, namely - Indian Railway Accounts Service (IRAS), Indian Railway Personnel Service (IRPS), Indian Railway Traffic Service (IRTS), Indian Railway Service of Engineers (IRSE), Indian Railway Service of Electrical Engineers (IRSEE), Indian Railway Service of Mechanical Engineers(IRSME), Indian Railway Stores Service (IRSS), Indian Railway Service of Signal Engineers (IRSSE). Recruitment of officers to IRAS, IRPS and IRTS is done through Civil Services Examination and to IRSE, IRSEE, IRSME, IRSS & IRSSE is done through Engineering Services Examination, conducted by Union Public Service Commission.

2. BACKGROUND

2.1 A Note dated 11.10.2018 containing the proposal for Cadre review of 8 Organized Group 'A' Railway Services in line with Cadre Review Committee (CRC)'s recommendations was submitted for approval of the Cabinet. CRC vide their minutes dated 27.4.2018 have also approved that the post of Member (Staff) may be made a Cadre post for IRPS and consequent to that, the post of DG (Staff) may be converted

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No. 2016E (GC)16-9(Cadre Review)(Vol.II)
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

12. EMPLOYMENT GENERATION

This aspect is not relevant to the current proposal.

13. APPROVAL REQUIRED

Approval of Cabinet is solicited to revise the Cadre structure of eight organized Group 'A' Services as under:-

Service/ Grade	IRPS	IRTS	IRSS	IRSME	IRSEE	IRSSE	IRSE	IRAS	Total
Apex	1 (+1)	1 (+1)	1 (+1)	1 (+1)	1 (+1)	1 (+1)	1 (+1)	1 (0)	8
HAG+	2 (+1)	5 (+1)	2 (+1)	5 (+3)	4 (+3)	3 (+1)	5 (+3)	4 (+2)	30
HAG	18 (+16)	42 (+13)	29 (+18)	50 (+16)	42 (+18)	39 (+23)	85 (+43)	40 (+10)	345
	5.7%	**5.7%**	**5.9%**	**5.5%**	**5.5%**	**5.5%**	**5.5%**	**6.4%**	
SAG	65 (+11)	163 (+27)	114 (+27)	202 (+37)	171 (+40)	155 (+40)	333 (+89)	129 (+22)	1332
	(17.7%)	**(19.5%)**	**(21%)**	**(20%)**	**(20%)**	**(19.9%)**	**(20%)**	**(18.3%)**	
JAG/ NFSG	171 (+5)	391 (-17)	278 (-16)	483 (-35)	450 (-5)	348 (-39)	857 (0)	283 (0)	3261
	(46.6%)	**(46.8%)**	**(51.3%)**	**(47.7%)**	**(52.7%)**	**(44.8%)**	**(51.5%)**	**(40.2%)**	
STS	110 (-85)	233 (-102)	118 (-121)	271 (-119)	186 (-177)	231 (-190)	382 (-534)	247 (-178)	1778
	(30%)	**(27.9%)**	**(21.8%)**	**(26.8%)**	**(21.8%)**	**(29.7%)**	**(23%)**	**(34%)**	
SDP	**367 (-51)**	**835 (-77)**	**542 (-90)**	**1012 (-97)**	**854 (-120)**	**777 (-164)**	**1663 (-398)**	**704 (-144)**	**6754**
JTS	111 (0)	264 (0)	108 (0)	337 (0)	220 (0)	194 (0)	295 (0)	118 (0)	1647
Total	**478 (-51)**	**1099 (-77)**	**650 (-90)**	**1349 (-97)**	**1074 (-120)**	**971 (-164)**	**1958 (-398)**	**822 (-144)**	**8401**

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Service/ Grade	IRPS	IRTS	IRSS	IRSME	IRSEE	IRSSE	IRSE	IRAS	Total
Total posts which are being upgraded	34	41	46	56	61	64	135	34	471
Total posts proposed for immediate surrender (other than those which are upgraded)	48	78	58	89	89	90	190	63	705
No. of posts to be assessed for phasing out over next 5 years	3	0	32	9	32	74	209	81	440

The above structure is subject to the following conditions:

(i) For creation of Work Charged post below SAG level, MoR may seek approval of Finance Minister and for posts of SAG level and above, MoR may seek approval of Cabinet. However, to expedite the process for creation of Work Charged posts below SAG level, MoR and DoE may develop a fast track process within the contours of the proposed mechanism involving approval of Finance Minister.

(ii) making the post of Member(staff) a cadre post for IRPS, in accordance with the recommendations of CRC;

(iii) re-designation of the posts of Director General (Signal & Telecom) and Director General (Stores) as Member(S&T) and Member (Materials Management) and to encadre these posts for IRSSE and IRSS respectively;

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(iv) re-designation of the post of Director General (Personnel) as Director General (Safety) to be manned by officers of Services directly involved in train operations, viz, IRTS, IRSME, IRSSE, IRSEE and IRSE.

(v) The number of General (ex-Cadre) posts may be frozen at current levels (i.e. not more than 677, in any case)

(vi) Deputation Reserve at 5% of SDP will be created in each of the Services. This will be in addition to the strength indicated above in table on page 16.

(vii) MoR may avoid bunching of recruitment such that annual direct recruitment to any Cadre may be kept at 3 % of the Total Duty Posts.

(viii) While finalizing the Recruitment Rules (RRs) and giving promotions, residency periods as prescribed will be adhered to.

(ix) Assessment on continuance or phasing out of remaining 440 posts would be completed by the end of 4th year & thereafter the matter would be taken up with DoE and DoPT for a decision on continuance of these posts. In accordance with the recommendations of CRC, pending decision of DoPT and DoE, no fresh incumbents would be posted on these posts and they deemed to be treated as frozen.

(x) Normally additions to cadre by way of increasing the number of posts at different levels will be considered only in the course of a five year cadre review.

(xi) Attributes of Organised Group 'A' Service and general characteristics of Group'A' Service will be strictly followed. The direct recruitment at JTS level may not be less than 50% in accordance with the attributes of Organised Group 'A' Service. There should be a clear division of Group 'A' and Group 'B' post at JTS level and the list of officers at this level should be maintained separately. MoR proposes to continue with

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the existing methodology as an interim measure till 31.12.19 and thereafter no adhoc promotion to STS will be made.

(xii) Since the proposed cadre strength which is approved by CRC does not include deputation reserve, same may be provided over and above the strength of various cadres.

(xiii) The Cadre Review of Group 'B' and Group 'C' will be expedited.

14. STATEMENT OF IMPLEMENTATION SCHEDULE (APPENDIX – I)

A statement of implementation schedule, in the prescribed format, is at Appendix – 1 (page No.20-25).

15. STATEMENT OF EQUITY, INNOVATION AND PUBLIC ACCOUNTABILITY (APPENDIX –II)

A statement of equity, innovation and Public Accountability, in the prescribed format, is at Appendix – II (page No.26-27).

16. STATEMENT ON MAJOR MILESTONES AND CORRESPONDING TARGET DATES (APPENDIX –III)

A statement on major milestones and corresponding target dates, in the prescribed format, is at Appendix – III (page No.28-29).

17. The Note has been seen and approved by the Minister for Railways.

(MANOJ PANDE)
Director General (Personnel), Railway Board
Telephone No. 23384272

Encls: Appendix – I, II & III and Annexure I -XVI.