

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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No:IRTSA/Memo-19

Date: 11.11.2024

## CHAIRMAN & CEO RAILWAY BOARD

Respected Sir,

**Subject: Selection policy for 70% PQ (seniority quota) promotion from Group 'C' to Group 'B' posts. - Injustice done to Technical Supervisors category.**

**Ref:**

- 1) Railway Board letter No.E(GP)2024/2/28 (RBE No.93/2024) dated 08.10.2024.
- 2) Railway Board letter No.E(GP)2019/21/25 (RBE No.216/2019) dated 12.12.2019.
- 3) Para 204.8 & 204.9 of IREM.
- 4) WR Group-B PQ 70% selection notification No.E(G)1024/2025-26 (Reg. 70%) dated 04.11.2024.
- 5) WR notification No.E(G)838/1 (Re-engagement) dated 23.10.2024 for Re-engagement of retired Railway Officers as "Consultant".

1) IRTSA respectfully draw your attention to the unfair treatment of eligible seniors under the current selection policy for promoting Group 'C' employees to Group 'B' posts through the 70% PQ seniority quota. The existing policy will exacerbate stagnation among Technical Supervisors.

### 2) Principle of PQ (seniority quota) selection & LDCE selection

a) **Fundamental to the Promotion Quota (PQ) policy** is the prioritization of eligible seniors based on seniority order. For selection posts, seniority in the feeder grade is crucial, as employees within a specific seniority bracket are considered for promotion. Seniority is determined by length of service in the feeder grade, not cumulative service across various grades.

### b) LDCE (Limited Departmental Competitive Examination) Promotion Criteria:

For LDCE promotions, the eligibility requirement is a minimum number of years of service in the lower grade, rather than seniority in the feeder grade. Key characteristics of LDCE include:

- Open zone of consideration
- Merit-based selection and promotion, prioritizing order of merit over seniority.

c) However, Railways Board's revised selection policy for 70% PQ (seniority quota) promotions from Group 'C' to Group 'B' posts has expanded the 70% Promotion Quota (PQ) zone beyond the zone prescribed for 30% Limited Departmental Competitive Examination (LDCE) selection.

### 3) Dilution of PQ (seniority quota)

The revised policy for 70% seniority quota promotions from Group 'C' to Group 'B' undermines the principle of seniority-based promotions. Key concerns are

Eligibility criteria:

- Group 'C' employees in Level 6 and above in Pay Matrix
- 3 years of service in Level 6 and above in Pay Matrix

**Violation of natural justice on the selection policy of 70% PQ (seniority quota) promotion from Group 'C' to Group 'B' cadre are listed below,**

- a) The open zone of consideration for seniority quota promotions violates the principle by including employees from non-feeder posts in Level-6.
- b) Approximately 3.4 lakh employees in Pay Level-6 & Pay Level-7 are working in various departments of Railway. Almost all of these employees are made eligible to appear in Group-B 70% quota. But post to be filled are limited to vacancies arising out of total 5577 Group-B posts. This policy is more open than LDCE (30%) quota selection. Strength of Group-B posts and strength of Group-C posts in level-6 and level-7 is given in annexure - 1.
- c) Minimum service requirement of 3 years is even less than minimum service eligibility for LDCE selection which is fixed as 5 years.
- d) Seniority in feeder grade is not a criterion for zone of consideration and forming the selected panel among the qualified employees. Those securing 80% marks and above graded as 'Outstanding'. Employees securing the gradation 'Outstanding' will be placed on top.
- e) Seniority quota vacancies filled by seniors will be vacated by reasonable time which will enable cycle of promotional chances for stagnant seniors. If it is occupied by junior employee, cycle of promotional chances will not happen for decades as they are youngsters.
- f) This policy contradicts Railway Board's hypothetical submission to 7<sup>th</sup> CPC that, *"for SSEs, period prescribed for promotion to Asst Engineer level as per R/Rs is 2 years in the previous level. Actual average period of promotion is 4 years"*. Related para of study commissioned by 7<sup>th</sup> CPC is given as annexure-2
- g) Senior employees from reserved categories will face reduced promotional opportunities.
- h) The large candidate pool will lead to numerous individual grievances and litigations.
- i) **The revised Group-B PQ selection policy's complexity is illustrated using Western Railway as an example:**
  - i. Western Railway issued notification dated 04.11.2024 for PQ 70% quota Group-B selection for total vacancies of 146 posts in all departments. Around 27,500 employees of Western Railways working in level-6 and level-7 are made eligible to appear for the selection. Conducting PQ selection from large zone of consideration will be a burden for Administration. Relieving of safety category technical staff, running staff and other staff in large number for mandatory preselection training and for selection processes will affect Railway function itself.
  - ii. Contrasting this, Western Railway issued notification No.E(G)838/1 (Re-engagement) dated 23.10.2024 for Re-engagement of retired Railway Officers as "Consultant" (in terms of Railway Board letter dated 29.08.2024) in major departments. Maximum age limit for re-engagement is fixed as 65 years. Number of vacancies in each department is not specified.
  - iii. Railways is willing to re-engage 65-year-old retired officers to address the Group-B officer shortage but hesitates to expedite 70% PQ selection from Group-C to Group-B within a reasonable zone of consideration.

#### **4) Way Forward**

Considering the shortcomings explained above, we request the Railway Board to consider the following modifications:

- a) **Limit the zone of consideration to 3 – 20 times the number of vacancies, according to number of vacancies and situation in individual zones and PUs. Number of employees expressed unwillingness or not qualified in previous selection should be added over and above the zone of consideration for current selection.**
- b) **For 70% PQ Group-B promotions from Group-C, prioritize seniority when forming the selected panel among employees scoring 60% or higher.**
- c) **Eliminate gradings such as Out standing and Good.**
- d) **For ongoing selections with issued notifications, restrict the number of employees to be invited for Computer-Based Multiple Choice Objective Type Examination (CBT) to three times the vacancies from the applicant pool.**

Thank you in anticipation

Copy for kind information  
Secretary, Railway Board, New Delhi.

Yours' truly



**K.V.RAMESH**  
**General Secretary, IRTSA**  
**9003149578**

## Annexure -1

<b>Strength of Group-B as on 01.01.2024</b>		
<b>Dept</b>	<b>Present strength</b>	<b>Person in position</b>
Accounts	411	401
Mechanical	401	375
Civil	1223	1311
S & T	478	484
Electrical	476	455
Stores	228	253
Traffic	436	447
Personnel	260	326
Misc	1515	1275
General	149	111
<b>Total</b>	<b>5577</b>	<b>5438</b>

<b>Group-C staff in Pay level-6 &amp; Pay Level-7 as on 31.03.2023 #</b>					
<b>Department</b>	<b>Level-6 workshop &amp; Artizan staff</b>	<b>Level-6 Running staff</b>	<b>Level-6</b>	<b>Level-7</b>	<b>Dept total</b>
Administration	96	1	2094	2517	4708
Personnel	325	1	5398	4459	10183
Accounts	157		3271	3069	6497
Civil	1226	18	14646	11726	27616
S & T	663	2	11065	5069	16799
Transport	9	27557	24627	14617	66810
Commercial		6	30351	16888	47245
Mechanical	28619	23259	26899	11099	89876
Stores	599	2	2402	2606	5609
Electrical	4787	28050	23009	7762	63608
<b>Total</b>	<b>36,481</b>	<b>78,896</b>	<b>1,43,762</b>	<b>79,812</b>	<b>3,38,951</b>

**# Ref: Statement No. 40(IV) of Indian Railways Annual Statistical Statements 2022-23.  
Grade-wise distribution of Group 'C' Staff, Department-wise.**

Ratio between eligible Group-C employees in level-6 & 7 to available Group-B posts in Indian Railways.	<b>1 : 0.0164</b>
Ratio between eligible Group-C employees in level-6 & 7 to available Group-B posts in four technical departments of Indian Railways.	<b>1 : 0.013</b>

**A Study for Comparing Salaries/ Emoluments in the Government Sector vis-à-vis Central Public Sector Undertakings/ Private Sector in India Study Commissioned by the Seventh Central Pay Commission constituted by the Government of India**

**6.16 GRADUATE ENGINEERS THROUGH RRB**

**6.16.1 Sector-Wise Job Descriptions**

Entry level qualification for Jr. Engineers in Railway is 3 years Diploma in Engineering. Jr. Engineers in Railway assist Sr. Section Engineer in the performance of jobs. Entry level qualification for Sr. Section Engineer in Railway is B.E./ B.Tech. Sr. Section Engineer in Railway is responsible to extend technical support to Indian Railways in the fields of Path-ways, Works, Bridges, Carriage & Wagons, Locos, Electricals, and Signals etc.

**6.16.2 Sector-Wise Career Progression & Promotion Rules.**

<b>Table 6.16.1: Career Progression for Graduate Engineer through RRB in Railways</b>		
<b>Job Role: Graduate Engineer</b>	<b>Designation/ Post</b>	<b>Promotion Criteria</b>
Entry Level	Graduate Engineer through RRB in Railways	
Entry + 1 Level	Assistant Engineer	Period prescribed for promotion to this level as per R/Rs is 2 years in the previous level. Actual average period of promotion is 4 years.
Entry + 2 Level	Divisional Engineer	Period prescribed for promotion to this level as per R/Rs is 4 years in the previous level. Actual average period of promotion is 6 years.
Entry + 3 Level	Sr. Divn. Engineer	Period prescribed for promotion to this level as per R/Rs is 4 years in the previous level. Actual average period of promotion is 4 years.
Source: Based on data provided by the Seventh Central Pay Commission		

Graduate Engineers are recruited into engineering jobs in the Indian Railways by the Railway Recruitment Board (RRB). RRB conducts its own competitive examinations for various positions in the Indian Railways.