

Service Profile for Indian Railway Personnel Service (IRPS)

Overview

Indian Railway Personnel Service (IRPS) is a Group -A Central Service of the Government of India and the youngest of all the Group 'A' Organized Services on Indian Railways. It was constituted in 1976 and the first direct recruitment through the Civil Services Examination conducted by UPSC, was in 1980.

Recruitment

There are two modes of recruitment to IRPS, viz., (i) through Civil Services Examination conducted by UPSC every year; (ii) through promotion of Group 'B' Personnel Officers working on zonal Railways to IRPS. Roughly, 50% posts are meant for Direct Recruitment and 50% posts are filled through promotion from Group 'B' Cadre.

Training

Directly recruited IRPS probationers are required to undergo a 93 week training programme (including Civil Services foundation course of 15 weeks) before induction into service on various railway zones and other offices. The training programme includes training at National Academy of Indian Railways (NAIR)/Vadodara, Lal Bahadur Shastri National Academy for Administration (LBSNAA)/Mussorie, National Academy for Direct Taxes (NADI)/Nagpur and other specialized training institutes like at reputed management institutes are HR & Personnel Management, as well as field training on zonal railways, divisions, construction organizations and manufacturing units of the Indian Railways.

Allocation of zonal railways to officers

Direct Recruit IRPS officers are allocated to Zonal Railways on the basis of their ranks, preference and availability of vacancy in their category in their turn in terms of provision of Cadre Allocation Policy as amended from time to time. Officers recruited under promotional quota are encadred on their respective railway.

Functions of IRPS officers

Indian Railway Personnel Service (IRPS) is a unique service as it is the only **service amongst the Central Group 'A' Civil Services catering exclusively to the Human Resources & Personnel Management discipline in the Central Government.** It is under the administrative control of Member (Staff) at Railway Board's level. The

Establishment Directorate and the Management Services Directorates are headed by the Additional Member (Staff) in the Railway Board. The Personnel Department performs a significant and major role in all the activities of Indian Railways- those, which are directly connected with train operations, safety, productivity and earnings, as also the support activities for all departments of IR. IRPS officers are posted to work on divisions, workshops, zonal headquarters, production units and the Ministry of Railways (Railway Board). The functions are broadly categorized as:

a. **Personnel Management :**

- (i) Manpower Planning.
- (ii) Recruitment.
- (iii) Training.
- (iv) Promotions.
- (v) Seniority.
- (vi) Reservation.
- (vii) Transfer & Posting.
- (viii) Payments, Salary & Wages.
- (ix) Final Settlement.

b. **Industrial Relations :**

- (i) Maintenance of cordial Industrial Relations.
- (ii) Workers' participation in Management.
- (iii) All Welfare Activities.
- (iv) Grievance Redressal.

c. **Legal & Court matters :**

- (i) Legal & Court Cases Work
- (ii) Implementation of Labour Laws
- (iii) Hours of Employment Regulations (HOER)

Like other organized Group 'A' services of Indian Railway IRPS officers can be posted in General Management Ex-Cadre posts like Dy. General Manager, Add. Divisional Railway Manager, Divisional Railway Manager, General Manager etc. as per seniority and merit.

Designations during posting in Zones, Ministry of Railways and other Ministries
(Not exhaustive):

S.No	Scale	Designation in Ministries	Designation on Railways	Remarks
1.	Junior Scale	Normally Junior Scale & Sr. Scale Officers are not posted in Ministries	In HQ office/Division/Work shop - Assistant Personnel Officer (APO)	Posted on completion of probation (PB-3 with Rs.5400/- Grade Pay)
2.	Sr. Scale		In HQ - Sr.Personnel Officer (SPO) In Division - Divisional Personnel Officer (DPO)	On completion of 4 years in Group 'A'.
3.	JAG/SG	Jt.Director/Director	In HQ - Dy.Chief Personnel Officer (Dy.CPO) In Division - Sr. Divisional Personnel Officer (Sr.DPO)	On completion of 8-9 years in Group 'A'. Non functional selection Grade is given on completion of 13 years in Group 'A'.
4.	SAG	Executive Director	In HQ - Chief Personnel Officer (CPO)	Eligibility is 17 years in Group 'A'.
5.	HAG	Advisor	In HQ - Chief Personnel Officer (CPO)	